



EQUIPPER

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Dear church leader,

In the last *Equipper* we addressed the challenge of leadership multiplication. We now continue that theme, emphasizing passing the leadership baton to younger leaders. Doing so challenges many existing church leaders—here are two reasons:

1. **Aging of existing leaders.** Many church leaders find themselves needing to transition from current duties to new phases of ministry. Will they have the vision and energy needed to focus on raising up new, younger leaders?
2. **Generational and cultural divides.** Raising up younger leaders in our rapidly changing world typically necessitates reaching from one *generation* to another and from one *culture* to another. Will existing leaders be willing and able?



I am grateful that many of our leaders are taking proactive steps to pass the baton of leadership to gen-next. I pray that more will do so.

I should note that “pass the baton,” is an imperfect metaphor here because it implies that one drops out of the race once the baton is passed. However, that is not what we are looking for. Younger, emerging (gen-next) leaders need older ones to “run” beside them, providing encouragement, training and wisdom. In short, those of us who are older need to make ourselves available to *mentor* gen-next leaders. This issue of *Equipper* addresses this topic, highlighting the GCI-USA Pastoral Internship Program. I pray that you will read it prayerfully, asking God to guide you toward a positive contribution in your context.

In closing, I want to emphasize that mentoring begins with *recruiting*. Most volunteers in North American church ministries are older adults. Is this because, like automakers that discovered that median car-buyers were 50 years old, we have overlooked gen-next in our recruiting? To recruit these younger leaders, it is vital to understand their core gen-next values. Here are four:

1. **The necessity of community:** gen-next leaders tend to emphasize relationships more than leaders in prior generations.
2. **A longing to make a difference:** What motivates gen-next leaders (and other volunteers)? Knowing that they are making a real difference.
3. **An emphasis on authenticity:** Exaggeration and unkept promises are a quick way to turn off gen-next.
4. **A bias for involvement:** Rather than merely performing delegated ministry tasks, gen-next leaders seek active, meaningful involvement.

Sincerely,

Dan Rogers, superintendent of U.S. ministers

GCI-USA Pastoral Internship Program

A key tool that CAD uses to provide for the mentoring of emerging, young (gen-next) pastoral leaders is the *Pastoral Internship Program*. The program (detailed online at <http://mindev.gci.org/internships.htm>) recruits then equips young men and women who sense God’s call to pastor an existing GCI-USA church or to start a new one.

GCI pastoral internships are part-time paid or volunteer and involve about 20 hours of ministry per week for a period of 12 to 24 months. The program matches older, established pastors with younger pastoral trainees (interns). We are actively searching for older pastoral mentors—both men and women.

If you and your congregation are interested and able to provide an intern with a productive mentoring environment, we want to hear from you. Please contact Greg Williams at Greg.Williams@gci.org.



Before you contact Greg, please give yourself the brief self-assessment below. It will help acquaint you with the internship program’s expectations and help you assess your readiness to participate as a mentor.

Pastoral Internship Program, prospective mentor self-assessment

Characteristic	Low			High	
	1	2	3	4	5
Loves God with whole heart, soul and mind; committed to loving people					
Passionate about the mission: seeking the lost, nurturing believers, equipping workers and multiplying leaders, ministries and churches					
Credibility (fruit is on the tree in personal, professional and family life)					
Ability to teach and model pastoral skills; then transfer these skills to the intern					
A clear desire to invest in a pastoral intern (will open up your life, home and resources to this individual)					
Demonstrates good listening skills (asks good questions)					
Ability to allow the intern to try on skills, and fail; providing meaningful ministry opportunities					
Demonstrates ability to advise...as opposed to control or dominate					
Competency and willingness for healthy, appropriate, honest confrontation					
Seeks accountability and is fully aligned with GCI beliefs and administration					
Able to work with intern to create a customized development plan, then execute that plan with timely evaluation and reporting					
Available to spend ample, consistent time with intern (fill the allotted 20 hours of work per week for the intern)					
The local congregation is of adequate size and ministry scope to provide the intern with a rich learning environment					
The local congregation is able to provide the intern with funding and is able to include him/her in all phases of church life (the annual cost for a part-time, employed intern ranges from \$6,000 - \$7,500 annually)					