

IDENTIFYING AND DEVELOPING WOMEN LEADERS THROUGH MENTORING

The Australian Church of Christ's research paper, "A woman's path into ministry", J. Woodlock, shows clearly that one of the most effective ways to develop woman is for them to see women on the path ahead and to be encouraged and guided through growth steps by intentional mentoring. This denomination saw a growth of women in church leadership from 5-6% in 2006 to 41% in 2017.

All the church leaders needed to do was;

- 1) Identify women with potential
- 2) Identify a good mentor
- 3) Provide the mentor the opportunity for training (NZBU is providing this)

CHECKLIST FOR RECOGNISING EMERGING LEADERS

The following checklist may help you in considering who might be good candidates for the mentoring and leadership development project. Please note that we are looking for *emerging* leaders... they may not have *all* these qualities!

POTENTIAL LEADERS/MENTEES:

- Take initiative
- Have a thankful heart
- Are open to feedback... not defensive
- Are open to learning and trying out new things (teachable)
- Have godly character
- Are followed by others (they are listened to and respected)
- Are risk takers, entrepreneurial
- Have a level of competency... a track record
- Have a high "EQ" (Emotional intelligence Quotient)

Possible traps:

We tend to recognize the potential of those who are like us.....

We need to give consideration to the potential of those who are different from us! Look for CHARACTER and CAPACITY TO INFLUENCE.

IDENTIFYING POTENTIAL MENTORS

- Ability to listen and not give advice
- Ability to stay with another person
- Ability to probe: to ask good questions
- Follows through on commitments
- Godly character
- High EQ
- Presence: X factor
- Experience
- Non-embittered
- Able to reflect realistically on women in leadership
- Want to listen to them (spiritual authority)
- Known to us... if not known, interview / selection required.

NZBU will be providing training at different venues for mentors throughout 2018. If you'd like to know more please email Heather at heather.ameyebevers@baptist.org.nz.