



## Leadership Identification Process: Calling God's Chosen to Lead

**INTRODUCTION** One of the major obstacles to evangelism and church growth within the Asian American community is not having the appropriate leaders in position to give effective spiritual guidance to the church. This is due, in large measure, to incorrect images of Christian leadership and hasty, slipshod approaches to leadership selection. The basis for such approaches is more often than not a jumble of unquestioned church traditions, denominational policies, ethnic intuition, practical expediency and desperation rather than a well thought-out process first based upon the Bible and then cultural dynamics before consideration of denominational policies and church traditions. It is recognized that a great deal of denominational policy and church tradition is founded upon Scripture, but also much of it finds its genesis either directly from culture, especially Western culture, or is a result of cultural interpretations and applications of Scripture appropriate in Western context but not in others. The biggest problem is when leaders are selected based upon no particular agreed upon set of criteria other than perusing the church directory and asking "Whose turn is it?" or "Who hasn't done it yet?"

This unit provides a leadership identification and selection process for the Asian American church that is practical, biblically sound and culturally sensitive. It was originally developed and field-tested by Iwa in partnership with the Ministry Development Team (MDT) of Evergreen Baptist Church, Rosemead, CA, in the latter half of the 1980's. The MDT was an advisory committee responsible for making recommendations in the areas of long-range planning and ministry effectiveness to the lay moderator who gave oversight to the three boards of the church. The MDT included the three board chairs, selected staff, and a number of members-at-large.

**CONTENT AND USE OF THIS UNIT** This unit is intended for use as a resource and reference by those responsible for identifying and raising up leaders to serve in their congregation.

**Part One** focuses on the biblical basis for the leadership selection process and addresses its implications for ministry.

**Part Two** contains the leadership identification and selection process itself and a timeline to accompany it. It provides a general overview of the steps to be taken, and in what order, so that the appropriate persons are identified and called to church leadership positions.