

# VOX

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## THE LEADERSHIP ISSUE

THE COMMUNITY, THE MARKETPLACE, WORSHIP, YOUNG LEADERS, THE FUTURE



**THE GOOSE OR THE GOLDEN EGG?**

Why we need self leadership

**LET'S TALK ABOUT SEX**

Tackling the hot topic churches often ignore

# EMPOWERING A NEW GENERATION OF LEADERS

BY SAM MOORE

**A**s Director of Innovista Ireland, Sam Moore is passionate about seeing young leaders bringing hope and transformation to their communities. Innovista is involved in leadership development, coaching and mentoring, and bringing leaders together to inspire creativity. Sam shared with VOX about the challenges of releasing a new generation of leaders in Ireland.

Look around at where we are in Ireland. People have lost faith in their leaders. The church, banks, business and government have failed. Now more than ever, we need to see young Christian leaders of integrity who can bring lasting change in their communities. For mission to happen, it needs to be led and be contextual. Leaders need equipping, training and support.

## CHALLENGES FACING YOUNG LEADERS

The thing most young leaders lack is confidence. There is a lot of cultural stuff that goes along with this. As Irish people, we don't like being up front. Sometimes the lack of confidence comes from not being given opportunities.

This is linked in with another issue: when an older generation of leaders is hanging on to power and is not willing to give the younger generation an opportunity to use their gifts. In a lot of cases, there is insecurity - leaders are not confident enough to release others to be all they have been created to be.

Sadly, they are hamstringing the mission of God. Part of the issue is that when we talk about leadership we tend to understand it to mean church leadership

(ministers or pastors, worship leaders, youth leaders, etc.). There is not a wider understanding of leadership that has so much more potential.

Too often in churches, we gather everyone into church activities instead of equipping our people to live resurrection life and be servant leaders

in the workplace or to be involved in community organisations.

Imagine the kingdom potential if the church could

equip and release Christians to lead in whatever sphere of influence that they have!

There are also big questions around the role of women. A lot of gifted, talented young female leaders are not enabled to flourish within our churches. In the conversation about women in leadership, a lot of male leaders do not realise how much they are crushing women.

## HINDERED BY A WRONG UNDERSTANDING OF LEADERSHIP

We've created the image of the one-man (superman?) church leader who is paid to do all the work. Many church leaders have never

been equipped to develop leadership teams or work as part of a team, so they carry the burden of having to do it all themselves. This can then be perpetuated when those they serve abdicate responsibility.

We need to recover a theology of the body and to remember that apostles like Paul always operated in a team. We need a beautiful diversity of leadership.

Is our understanding of leadership about authority? Or is it about people who serve, lead the way, set the example and release others? We have a picture of the "charismatic" leader, whereas many effective leaders are quieter people who are more concerned with releasing others than with their own achievements.

We need a robust theology of servant leaders - releasing people and serving others to be all they were created to be.

“WE DON'T NEED PERFECT HERO LEADERS - WE NEED PEOPLE WHO ARE WILLING TO BE HONEST.”

## A MESSAGE TO THE OLDER GENERATIONS

Young leaders are crying out for mentoring, for people to believe in them, encourage and coach them.

So much of my growth as a person and as a leader is because people from the older generations invested in me. In one case, it is a teacher who is in his 80s. Those people believed in me and gave me the courage to be who God has called me to be.

Jason Lane of Innovista International says, "We need to be relentless givers of courage."

Encouragement and giving courage is not something we're so good at in Ireland. We need to develop a culture in which we are not afraid to tell people the specific things we see that are good. Most of us know what we've done wrong. Sometimes we just need reassurance that it is not a disaster!

We need to create a safe place for people to grow and to learn from their mistakes (most growth comes from the

failures or the difficult experiences). It is helpful to have feedback that highlights and affirms the good but provides pointers for things that could be better.

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this; I wish I had learned that 30 years ago," that is a really powerful gift, sharing both wisdom and experience.

## MISSION AND LEADERSHIP ARE INSEPARABLE

A new area of opportunity for us is in equipping and inspiring teenagers to be leaders within their own community.

It is heart-breaking to see teens who don't have any sense of hope. God enabled us to use leadership development as a tool to help teens reach their potential.

So often within communities there is a sense of hopelessness: "Nothing is ever going to change." We are helping teens create projects to improve their local community. As they see something small can change, we hope it will break the cycle of hopelessness.

Some of the older generation don't feel that they have things to give. They don't feel perfect enough. But we don't need perfect hero leaders - we need people who are willing to be honest.

If someone tells me, "I've only just learnt

## GO FURTHER

To find out more about Innovista Ireland, visit [www.innovistaireland.ie](http://www.innovistaireland.ie)

This autumn Innovista will launch new Tempo groups in Dublin and Belfast. Tempo is a year-long leadership development group experience. To find out more see [www.innovista.ie/tempo](http://www.innovista.ie/tempo) or contact Sam - [sam.moore@innovista.org](mailto:sam.moore@innovista.org)



*After working with students in Belfast for nine years, Sam moved to Dublin in 2009 to set up Innovista*

*Ireland. He attends CORE church in Dublin where he leads a small group with his wife Emily. He loves reading, coffee, watching football and competing in the odd adventure race.*

