

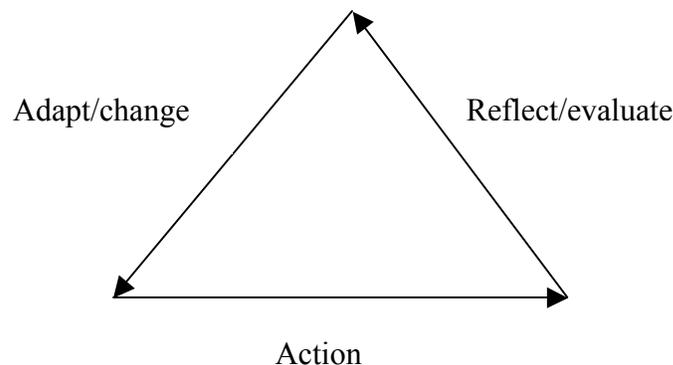


Developing Leaders for Community Transformation:

A question that is often asked is, who do you look for when you target another community for Community Transformation ministries? How do you identify who to work with?

It can be hard to respond because several things have to converge before people should form a new partnership:

1. Find a leader who is willing to put God first in his/her life, family second, and vocation third, someone who keeps balance in their life.
2. Find a leader who has a Christian world view that incorporates at least these perspectives:
 - God reigns, He is active in this world that He creative, He did not abandon it
 - God reigns through the activities (individual and corporate) of His people on earth. We are His ambassadors of reconciliation.
 - Christians are invited to imagine their neighborhoods and community as though it were heaven now! And they are invited to paint in this life the pictures that preview the life to come. (Thy Kingdom come on earth as it is in heaven).
 - God's world and my neighborhood is abundant, resplendent with God gifts. Christians are invited to call those gifts into alignment and fruitfulness for the common good.
 - Let's have some fun unleashing the God gifts, bringing about the kingdom coming signs and wonders where we live.
 - Christianity and the church prioritize the poor.
3. Find a leader who is a learner: You should follow the action, reflection, evaluation, improvement model of continuous learning.



4. Look for someone already doing many good things (relief, individual development, programs that respond to community needs etc) in and with his/her community. You should want to see motivation and commitment already at work.

5. Find someone who is frustrated by the status quo, someone whom God is nudging into a place of discontent – enough to want to try something creative and new.
6. Find someone who has or who can quickly mobilize others around her/him. Someone who has leadership gifts and people connecting gifts.
7. Find someone who values the people in her/his community so much they will not overlook them as participants and leaders in the work of community transformation. Their first choice is to see positive community change come through the participation of the residents themselves.
8. Find someone who sees organization as a necessary, flexible, and always changing; a system tool that should be changing based on community exigencies.
9. Find someone who values what other organizations and institutions bring to the community, someone who networks and collaborates to get things done.
10. Find someone who values accountability, planning, and evaluation (measurable results)

When you see convergence in several of these things, begin talking about a Memorandum of Agreement for a coaching relationship.

Take a little time with each prospective leader exploring “baselines” in these areas. What is happening now and how are they feeling about them. Where is their hunger to learn and grow? In what areas are you capable of providing new value to them?

When you can define the “value added” both ways, and are confident of an existing hunger to learn and grow, along with situational readiness for Community Transformation in their community, then you should begin working on a memorandum of agreement with their organization to do some coaching.