

Choosing new leaders is not just about people to 'fill your shoes' but is part of the legacy you will leave that will chart the course of the CU next year and beyond.

Unless the Lord builds the house, the work of the builders is useless Psalm 127.1

This process needs to be soaked in prayer and infused by Godly attitudes.

Begin with a survey (see Nehemiah):

Where is your CU at?

What are its strengths, weaknesses, opportunities, threats?

How does it need to move forward?

This provides you with the information about the sort of people/skills needed to move the CU on.

The Four C's in Choosing

1.Character

This is the crucial foundation on which everything else – skills, gifts etc stands or falls. You will be able to tell a lot about someone's ability to lead by how they manage their own life.

See passages like 1 Peter 5, 1 Timothy 3, titus 1 for some ideas

Character traits to look out for include: integrity, self-discipline, servanthood, commitment, secure in their identity, teachability, relational, dependable, potential and maturity, willingness to accept responsibility (especially for mistakes) and humility.

2.Convictions

Look for people who are committed to: uniting around the central aspects of the gospel who won't major on secondary issues, who are committed to their own growth, the aims and vision of the CU, and vitally who understand and are committed to the interdenominational ethos of CU. Important to recognise the right sorts of convictions, that come with humility.

3.Competence

The people chosen need to have the skills for the job, and the team you choose needs to have the right blend of skills and abilities to function and serve well together.

Some of the skills/gifts you will need are: visionaries, people skills, creativity, influence, strategic thinking, able to motivate, fixers, team builders, organisational skills, team players, not accepting the status quo, able to contextualise.

Paul - pioneer and visionary, Timothy and Silas consolidated what Paul established, Barnabas was good at developing potential in people - Paul worked in a team with all of these people. Nehemiah fixed and restored what was broken

Some roles do require specific skills – small group coordinators need small group experience, presidents need to be able to build teams, chair discussions and lead, secretaries need to have organisational and administrative skills etc.

Think about the general and specific gifts/skills/abilities needed for each role, to move it on and/or consolidate on what has been built.

4.Chemistry

The team you choose need to work well together – they have to have the right chemistry or 'fit' with each other, with the role, and the ethos of the CU. Some people may be more effective not being on a committee but released to use their gifts and abilities.

(Paul sent Mark home at one point because the chemistry in the team was wrong)



Helpful hints for the process of choosing new leaders

- ⇒ Take each nomination seriously. Put each nominee in the best light you can, being honest but only saying as much as is necessary – don't end up gossiping about them.
- ⇒ Have a non-judgmental attitude – remember that the qualities you're looking for are what you are meant to be displaying! Just as you aren't perfect they aren't either.
- ⇒ Keep an open mind when considering people for each role. Don't just choose your friends, or the prominent CU members, but be willing to look at people you hadn't at first thought of. Watch your own motives in discussion – it's not about negotiating your dream team!
- ⇒ Ensure that the discussions are confidential to avoid gossip, hurt, misunderstandings etc.
- ⇒ Have the courage to be yourself in these discussions, and to allow others the freedom to be themselves. Treat each other gently; remember each other's feelings, always seeking to encourage greater godliness in each other.
- ⇒ Good decisions require a range of perspectives not just the views of the loud/dominant people, louder people need to allow quieter people to speak, and quieter people need to speak up – especially those who reflect on and listen well to what everyone else is saying.
- ⇒ Be patient with each other and seek to understand the different ways people think, process (some reflect, some verbalise), and make decisions – some people need to listen more and take more on board instead of concentrating on their view, some who deliberate long and hard may need to speed up some of their decision making.
- ⇒ Listen to each other in love (especially if someone disagrees with you or someone you have nominated). Respect each other's opinions, keep secondary issues just that, and remember that the collective wisdom of the group is greater than that of any individual.
- ⇒ Be careful how you phrase things – saying things like 'God is telling me...' can be manipulative (it makes it very hard for anyone else to disagree) and you may be getting it wrong
- ⇒ Try to have good reasons for what you say – a good or bad feeling is not a good reason sometimes, yet there is an element to this that is intuitive.
- ⇒ Beginning each discussion session in thoughtful prayer and reflection, putting away your own priorities and seeking grace & wisdom should be a great help
- ⇒ Keep reviewing your blend of gifts – visionaries balanced with people who can put that into practice, personalities, gender etc ensuring these people will work well together
- ⇒ Make sure you have a good blend of experience, backgrounds and some continuity
- ⇒ These discussions can be intense and tiring – know when to have breaks!
- ⇒ Make sure people are informed appropriately about decisions – it's important to treat people well in this process.

Be excited as you choose a group of people who God will use to continue to build on and develop what you have been involved in, in seeking to see His kingdom come and his will be done on the campuses of Ireland.

