



"I think there's an  
**emerging leader**  
in my congregation.  
*now what?"*

## Pray

- Ask God to give you further insight into the life of this emerging leader
- Ask God to speak to the emerging leader, helping her/him to discern His leading

## Discern

- Do you sense the gifts of this person to be in line with local church lay leadership?
- Do you sense God might be calling this person to pastoral leadership?
- Do you sense the emerging leader is self-aware of her/his gifts and calling?

## Connect

- Make an appointment with the emerging leader
- Share with him/her what you see with in him/her
  - Ask her/him what they think God may be saying to them with what you see
  - Share your own story of how you sensed God calling you into pastoral leadership and how you responded
  - Share how God calls lay leaders into the local church
- Pray together
- Offer to mentor the emerging leader to help him/her further discern the call and to help him/her grow leadership skills

## Involve

If the emerging leader senses and you sense God calling him/her into pastoral leadership:

- Help the emerging leader test their calling
- Let the person be involved in corporate worship if she/he is not already involved. If the person already is, expand her/his horizon by asking her/him to lead in another area.
  - Worship leading, corporate prayer leadership, teaching a class or Bible study, even preaching and membership on the Board
- Provide the person with guidance as you let her/him test their call.
- Encourage the person to be involved in different ministries of the church, giving her/him the opportunity to co-lead even
- Encourage her/him be involved in the community where the church is located, to connect with it

If the emerging leader is not called to pastoral leadership but lay church leadership

- Test the giftedness of the person
  - Let the person explore a variety of ways to serve in the church
  - Guide the person as he/she explore areas of service
  - Encourage the person to use their gift for the community where the church is located

## Guide

Spend time to disciple the person.

- Help him/her develop spiritually
- Help grow his/her skills
- Let him/her shadow you occasionally, if appropriate

If the person senses the call to pastoral leadership

- Encourage them
- Contact CBOQ Pastoral Leaders Development Associate

## Release

If the person understands and accepts their call into pastoral leadership, let them go

- Celebrate the call with her/him
- Encourage the congregation to actively support financially and prayerfully the person
- Stay in touch with the person as they study for their calling

If the person does not sense the call to pastoral ministry

- Allow them to lead in their areas of strength and giftedness



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