TE KARETI IRIIRI O CAREY
CAREY
BAPTIST COLLEGE



MINISTRY *LEADERSHIP* TRAINING

CHURCH LEADERS
INFORMATION BOOKLET



FORMED IN
COMMUNITY.
GROUNDED IN
SCRIPTURE.
SHAPED FOR
MINISTRY.

WHO IS GOD RAISING UP IN YOUR CHURCH?

A guide to recognising, encouraging and forming emerging ministry leaders.

THE OPPORTUNITY

LEADERSHIP FORMATION ROOTED IN THE LOCAL CHURCH

Some of the leaders your church will need in the years ahead may already be sitting in your congregation.

They may be leading youth, serving children, discipling others, coordinating ministries, caring for people, preaching occasionally, or simply beginning to show signs of influence, faithfulness and calling.

The question is:

How do we recognise them, encourage them and help them grow?

Ministry Leadership Training is an intentional year of formation for people who are already serving, beginning to lead, or sensing God stirring a deeper call into ministry leadership.

It combines biblical and theological study, leadership formation, cohort learning, mentoring, supervision and real ministry experience while the student remains rooted in their own local church.

THE KEY IDEA

This is not primarily a course to attend.

It is a year-long formation pathway designed to help a developing leader grow in character, confidence, calling and practical capacity while continuing to serve in your church.

Focus

Emerging and current leaders

Duration

One year

Learning

Study + formation + cohort + ministry

Qualification

Diploma in Christian Studies (Level 5)

A PARTNERSHIP IN FORMATION

The local church remains the primary place where Christian leaders are known, tested, encouraged and formed.

Carey comes alongside that process with theological depth, structured learning, cohort community and guided reflection.

IDENTIFYING POTENTIAL LEADERS

WHO SHOULD WE BE LOOKING FOR?

The best candidates are not necessarily the loudest people in the room or those already carrying a title.

Often, leadership potential is first seen in faithfulness, teachability, initiative and the way others naturally begin to trust and follow someone.

You might already have someone in mind.

Look across the whole life of your church:

- **Volunteer Ministry Leaders**
  People already carrying meaningful responsibility who would benefit from greater theological grounding and intentional formation.
- **Children & Youth Leaders**
  People helping shape the faith of younger generations who are ready to grow in confidence, character and leadership.
- **Church Staff**
  People already employed or deployed in ministry who would benefit from a more intentional formation pathway.
- **Current & Aspiring Pastors**
  People testing a call, growing in pastoral responsibility, or preparing for further pastoral leadership training.
- **Emerging Leaders**
  People others already look to who demonstrate initiative, humility, teachability and spiritual hunger.
- **Elders & Governance Leaders**
  People serving in church leadership who would benefit from deeper biblical grounding and leadership development.

SIGNS SOMEONE MAY BE READY

Look for someone who:

- Is already trusted with people, teams or ministry responsibility.
- Is teachable and open to feedback.
- Shows spiritual hunger and relational maturity.
- Has a desire to serve rather than simply hold a position.
- Has a ministry context in which they can practise and grow.
- Has the support of church leadership.
- Has the capacity to commit to a focused year of study and formation.

QUESTIONS FOR YOUR LEADERSHIP TEAM

Who are we already trusting with responsibility?

Who do others naturally listen to?

Who is showing signs of calling that we should intentionally encourage?

Who might flourish if someone simply said, “We see leadership potential in you”?

WHY INVEST IN THEM?

WHAT COULD A YEAR OF FORMATION PRODUCE?

Leadership development is about more than increasing knowledge.

The goal is to help someone become a healthier, wiser and more faithful Christian leader.

Throughout the year, students are encouraged to grow in four key areas.

CLEARER CALLING

Students grow in understanding who God is shaping them to be, with greater clarity around their strengths, leadership style and calling.

PURPOSEFUL LEADERSHIP

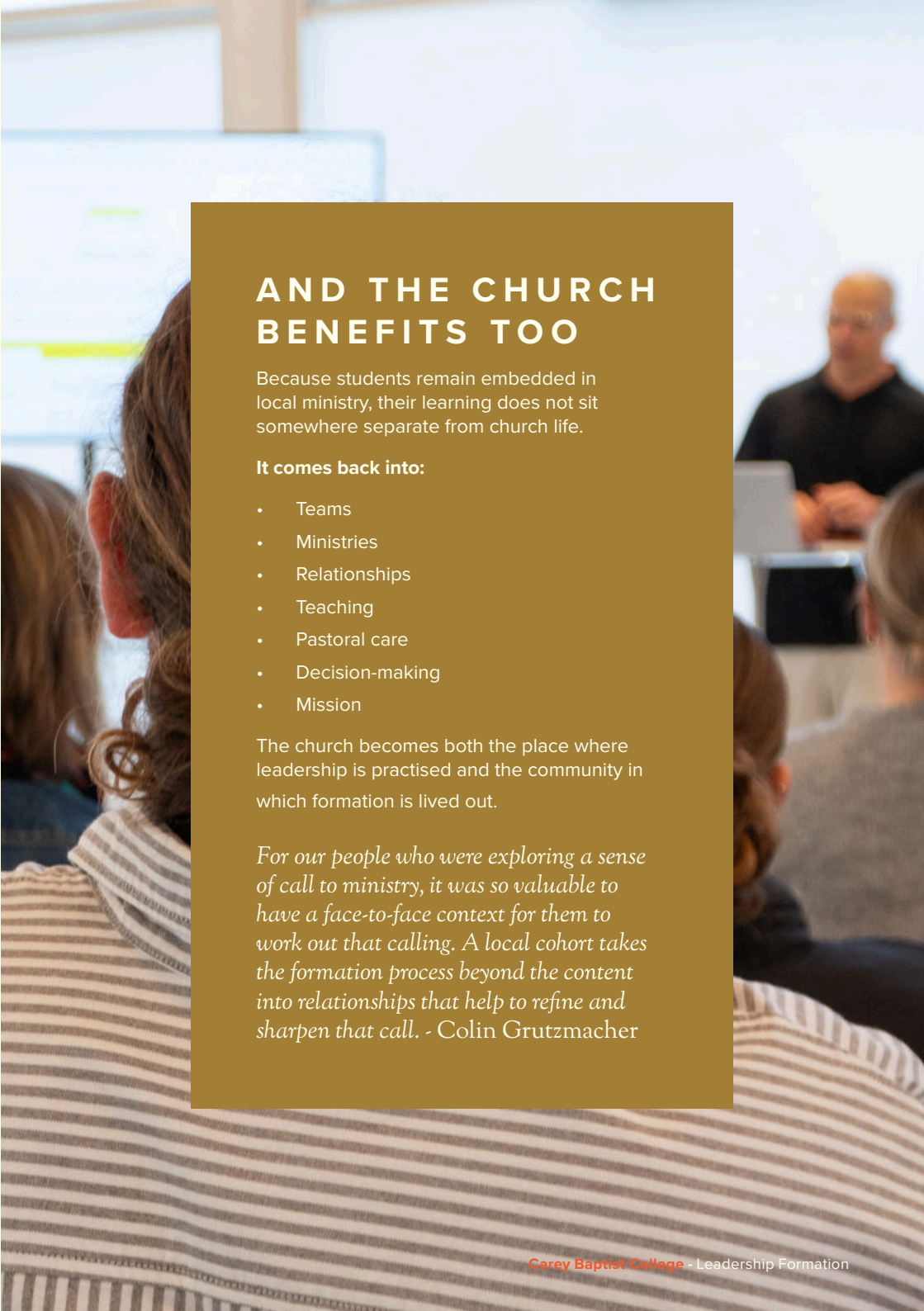
They develop practical tools for setting goals, making plans, taking action and reflecting on what helps people and ministries flourish.

CONFIDENCE WITH PEOPLE

Through feedback, practice and reflection, students grow in self-awareness and their ability to lead, serve and work effectively with others.

CONFIDENCE IN GOD'S WORD

Students become better equipped to understand, apply and communicate Scripture in conversations, groups, ministry settings and public leadership.



AND THE CHURCH BENEFITS TOO

Because students remain embedded in local ministry, their learning does not sit somewhere separate from church life.

It comes back into:

- Teams
- Ministries
- Relationships
- Teaching
- Pastoral care
- Decision-making
- Mission

The church becomes both the place where leadership is practised and the community in which formation is lived out.

For our people who were exploring a sense of call to ministry, it was so valuable to have a face-to-face context for them to work out that calling. A local cohort takes the formation process beyond the content into relationships that help to refine and sharpen that call. - Colin Grutzmacher

YOUR PART IN THE JOURNEY

IS OUR CHURCH A GOOD FIT?

You do not need to be a large church with extensive staff, programmes or resources.

The more important question is:

Can we provide a healthy environment in which someone can learn while serving?

FOUR THINGS MATTER.

1. A REAL MINISTRY CONTEXT

The student needs meaningful involvement rather than simply observation.

They need opportunities to work with real people, carry responsibility, try things, make mistakes, reflect and grow.

2. SUPPORTIVE LEADERSHIP

Pastors, elders or ministry leaders need to affirm the person and intentionally make room for their development.

3. SUPERVISION AND MENTORING

The student needs regular contact with an experienced leader who can help them reflect on ministry, character and practice.

4. A WILLINGNESS TO LEARN TOGETHER

The healthiest approach is partnership.

Carey provides:

Structure, theological depth, cohort learning and guided formation.

The local church provides:

Ministry experience, encouragement, accountability and a community in which learning becomes practice.

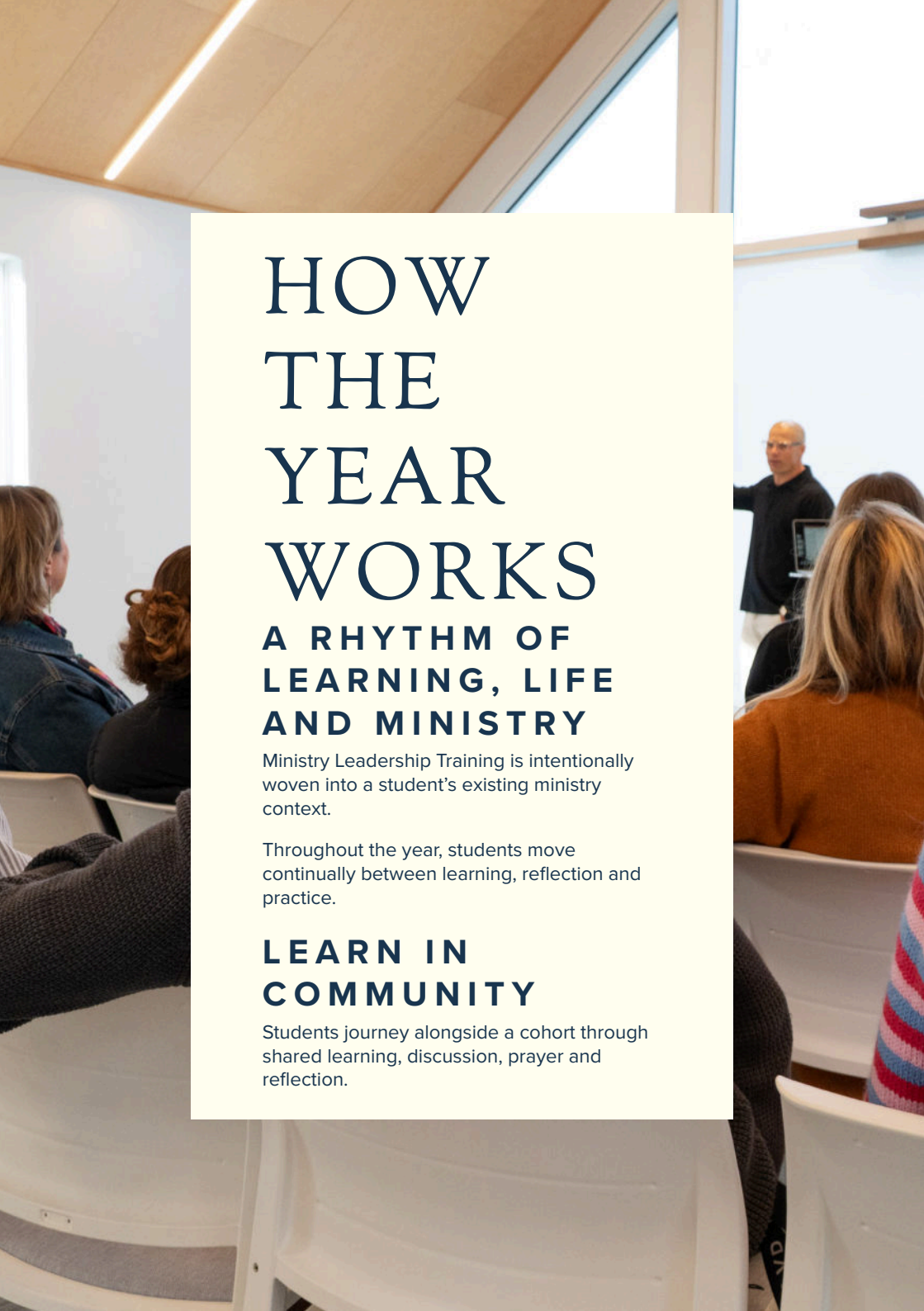
QUESTIONS TO CONSIDER

- Can we provide meaningful ministry responsibility?
- Who could walk alongside this person?
- Can we create enough space for them to study and grow?
- How could their learning strengthen the ministry they are already part of?

THE HEART OF THE PARTNERSHIP

Carey does not replace local church formation.

It strengthens what is already happening.



HOW THE YEAR WORKS

A RHYTHM OF LEARNING, LIFE AND MINISTRY

Ministry Leadership Training is intentionally woven into a student's existing ministry context.

Throughout the year, students move continually between learning, reflection and practice.

LEARN IN COMMUNITY

Students journey alongside a cohort through shared learning, discussion, prayer and reflection.

GROW THROUGH FORMATION

Weekly leadership formation classes explore areas such as:

- Emotionally Intelligent Leadership
- Christ-Like Leadership
- Leading with Cultural Humility
- Word-Based Leaders

STUDY SCRIPTURE AND THEOLOGY

Students complete a Diploma in Christian Studies (Level 5), engaging with biblical, theological and practical ministry learning through Carey Baptist College.

Course areas may include:

- Old and New Testament
- Theology
- Mission
- Te Ao Māori
- Church history
- Pastoral care
- Youth ministry
- Children's faith formation
- Worship

Course pathways may vary depending on cohort, calling and prior study.

KEEP SERVING

Students remain active within a church or ministry placement where their learning can immediately be applied.

RECEIVE SUPPORT

Mentoring and supervision help students reflect on what they are learning about ministry, leadership and themselves.

GATHER TOGETHER

Students participate in two four-day cohort intensives during the year for worship, workshops, community and formation.

A TYPICAL WEEK

Academic Study
10–20 hours

Church Placement
12–16 hours

Leadership Cohort
2 hours

Plus:
Two four-day intensives during the year

START THE CONVERSATION

SOMETIMES THE FIRST STEP IS SIMPLY BEING NOTICED.

Many emerging leaders do not identify themselves as leaders.

Sometimes they need someone they trust to name what they see.

That is why the most effective invitation is usually personal before it is public.

A SIMPLE CONVERSATION COULD SOUND LIKE:

NAME WHAT YOU SEE

"We've noticed your faithfulness, teachability and the way others respond to your leadership."

INVITE DISCERNMENT

"We wonder whether a focused year of formation could help you explore and grow your calling."

EXPLAIN THE OPPORTUNITY

"You would continue serving here while studying, joining a cohort and receiving intentional formation and support."

OFFER TO WALK WITH THEM

"Would you be open to exploring it together and seeing whether it might be the right next step?"



FOUR THINGS TO REMEMBER

Pray First
Ask God for wisdom about who may be ready.

Listen Well
Give space for their story, questions, hopes and hesitations.

Share Hope
Name the potential you see and what God may be doing in their life.

Walk Together
Support their discernment rather than simply handing them a brochure or application link.

FORMATION IS NOT A QUICK FIX.
It takes time, community and practice.

Your encouragement could be the reason someone takes their next faithful step.

WHO COMES TO MIND?

Perhaps there is already someone in your church you should talk with.

Someone faithful.

Someone teachable.

Someone already serving.

Someone beginning to lead.

Someone who simply needs another person to recognise what God may be doing in them.

YOUR NEXT STEPS

1. Pray

Ask God who may be ready for a focused season of leadership formation.

2. Start a Conversation

Privately encourage the person and invite them to explore the possibility.

3. Talk With Carey

The Ministry Training Team can help you discern fit, expectations, study rhythm and possible pathways.



Learn more about Ministry Leadership Training
and upcoming cohort opportunities.



ministrytraining@carey.ac.nz

carey.ac.nz /ministry-leadership-training

A YEAR OF FORMATION.
A LIFETIME OF IMPACT.

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The Communicator's Commentary

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