

LEADERSHIP DEVELOPMENT AND RELATIONAL PATTERNS: THE EARLY CHURCH AND THE CHURCH IN ZAMBIA TODAY

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Christian Leaders Training Institute is a non-residential leadership training program operated in Zambia through a network of Local Training Centers (LTCs) attached to districts and stronger local churches. This project designed a workshop which sought to help those forming a new LTC deal with important issues that would affect its success.

Five patterns of relationships were defined at the beginning of the study. The biblical-theological review in chapters 2 and 3 examines the patterns of relationships used by the Early Church to train its leaders and concludes that Master-Disciple and/or Tutor/Mentor Pattern relationships provided the basic means by which Early Church leaders were trained. Those already in leadership received further training using Peer/Team Pattern relationships. Chapter 4 looks at how the kin groups of Zambia trained their leaders before colonization and concludes that Familial Pattern relationships played the dominant role in leadership development, with Peer/Team providing an important secondary role among many groups. Chapter 5 addresses how formal education with its Teacher-Student Pattern relationships became the dominant way church leaders have been trained since the Reformation and how missionaries brought this pattern to Zambia. The chapter concludes by examining how informal and non-formal relationships can play a valuable role in developing church leaders today.

Twenty-eight participants attended the workshops. Post-workshop evaluations showed that all participants felt better prepared to run their LTCs. In addition, about half of the evaluations directly mentioned issues related to non-formal and informal means of achieving leadership development goals—such as mentoring, spiritual formation, or similar topics—as having been helpful or having affected their understanding of church leadership training.