

LEADERSHIP DEVELOPMENT FOR PASTORS IN ZAMBIA

Philip Mundemba

This project addressed the lack of an established, progressive program to develop pastoral leaders in the Zambian church. Verification of the need was achieved through surveying key groups of leaders: 1,200 pastors in Kitwe, Zambia in conjunction with the project's seminar; 2,000 pastors at an interdenominational prayer conference in Lusaka; and pastoral students in theological institutions. Each of these groups indicated their lack of training in leadership development as well as their desire to participate in such a process through intentional mentoring/coaching and team building. Many indicated a sense of burnout and frustration in ministry, expressed a desire for fresh vision and spiritual rejuvenation, and were excited about beginning a process to increase their understanding of servant leadership for increased effectiveness in ministry.

Execution of the project took place in three stages: (1) a four-week student mentoring/coaching exercise with ten students at the Trans-Africa Theological College; (2) a four-week pastors' mentoring/coaching exercise to investigate avenues for spiritual formation through discipleship, observe pastoral ministry strengths, and examine church growth principles of leadership; and (3) presentation of two leadership seminars—one in Kitwe, and one in Lusaka, attended by denominational leaders, theological institution leaders and students, and pastors from across denominational lines of affiliation.

This project not only provided new ministry leadership tools for participants, but it also served as an impetus for other churches to develop such systems as a discipleship process in the church, and provided the means by which pastors and theological institutions in Zambia could embrace the ministry paradigms of shared leadership and purpose-driven leadership.