

## **ENSURING A FUTURE: TOWARD A MORE COLLABORATIVE APPROACH TO PENTECOSTAL LEADERSHIP DEVELOPMENT IN POST-SOVIET REPUBLICS**

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As the post-Soviet Pentecostal Church of the CIS and Baltic Republics moves into a new era of freedom and transformation, care must be taken to ensure a future for the next generation. This is the mission of Pentecostal leadership development.

Investigation of the need through interviews conducted with national church leaders and students, and research of biblical and cultural literature concluded that a model for effective leadership development requires an approach emphasizing intergenerational transfer of spiritual leadership. Definition of the approach connotes a process involving intentional collaboration between present and potential church leaders, churches, missionaries, and ministry training programs. The concept reaches beyond functional pastoral training and theological education to transformational relationships resulting in spiritual authority and responsibility passing from one generation of leaders to the next.

A proposal for implementing the intergenerational transfer of leadership was framed in an adapted Succession Planning model. The approach meaningfully engages post-Soviet Pentecostal communities as they ensure the future of their Church in the light of their unique place in culture, the world, and in the Body of Christ.

Testing the credibility of the approach took place with the graduates of the Faithful Men program in Yerevan, Armenia. The opportunity for implementing Pentecostal leadership development in a nation where no AGWM assisted programs existed offered a “blank canvas” for developing the approach identified in the research. In October 2005, a capstone seminar entitled “Ensuring a Future” introduced the need, values, planning, and implementation model for the project’s approach. Successful implementation of the model in Armenia will serve as a catalyst for similar leadership development efforts in other post-Soviet nations.