

Shared Outcomes Framework

Number of new leaders - Definition guidance

Definition summary

1. A leader is someone who has a significant impact on the culture or practice of a congregation or community. They have responsibility to enable and develop others, coordinate activities and/or oversee key aspects of the pastoral, spiritual and missional life of the church.
2. Diocesan teams should provide a figure for the number of new leaders emerging in their funded project.
3. For 'new leaders' we count those who pass a clearly defined threshold, discerned by others in the Church. This can include a discerned gift to ordination, licensing, authorisation or local commissioning, or newly starting a ministry recognised by the Church or funded programme. This can include young people as well as adults.
4. We only count new leaders – not those recruited from elsewhere. Progression from one sort of ministry to another should not be included.

Why?

5. Understanding the number of new leaders has come up frequently in funded projects. It is important because:
 - The measure provides an indication of the capacity to do mission and ministry. Leaders enable the work of all of God's people.
 - "The harvest is plentiful, but the workers are few. Ask the Lord of the harvest, therefore, to send out workers to the harvest field" (Luke 10:2). Ministers and workers are requirements for fruit.
6. Shared measures will enable stronger people planning. Comparability will allow projects to understand which approaches have generated different kinds of leaders and plan how to scale up leadership development training with time. As leaders are a pre-requisite for work, this will support wider planning. With more data, the more this can be specific to similar contexts.

How?

7. An individual should be included when they are first established as a new leader, or on a periodic basis (e.g. termly, annually). There are a number of ways that someone may be confirmed to be a leader:
8. Those licensed, authorised, or formally locally recognised as lay leaders (e.g. as evangelists)
 - Those completing a training programme which gives them leadership status
 - Recruited to staff teams to act as ministry leaders having not worked in church ministry before
 - Agreement with safeguarding officials that that individual should undertake the 'leadership' level training
9. Being newly recognised as a leader of a new worshipping community or of children and young people by the local incumbent and congregation

10. Those having a confirmed vocation to ordained ministry through the national discernment process
11. It is recognised that precisely when someone becomes a leader can be complicated, and that there will always be grey areas. The above list gives guidance for thresholds that might work. If it is unclear whether someone is a leader or not, it is always better to make a firm decision than not report out of uncertainty.

Tool

12. Diocesan teams will be provided a form where they can submit the number of new leaders seen through the work of their project. It will contain a drop-down list with some categories of leader, and diversity data for these leaders.
13. For some projects, leadership development may primarily take place at a local level. The tool will also allow for collection from churches on an ongoing or periodic basis (e.g. termly, annually).

What will be possible on different types of leader?

14. Giving the number of leaders in general will be a useful measure of the capacity of a project as a place of formation or multiplication. However, there are also specific categories of leader which are helpful to understand for planning. These include youth and children's leaders, new worshipping community leaders, and vocations to ordained ministry.
15. The tool will therefore provide specific definitions for these areas, and a drop down box to assign these categories to individuals. The boundaries may be blurry and overlapping (e.g. a messy church leader), so clear guidance will be provided.
16. We will also seek to collect diversity data on leaders where this is available. This will cover age, ethnicity, gender, whether the leader has a disability, and socio-economic background. It will not be possible in all projects, for example where leadership development is highly devolved to a local level. But where possible, this information is important to collect.

This focuses on numbers of leaders without assessing quality?

17. This measure is the count of new leaders which is a basic piece of data which cannot go into depth around questions of quality of leadership. An optional tool will be developed in a later stage of the outcome framework which will assess this in a more holistic way.

Why have you focused on recognised leaders?

18. Many leaders have no formal recognition or authorization, taking their leadership on naturally through their character or standing in the community. While these leaders are vital for the Church's work, it is impossible to devise a measure which can quickly assess who is in this category. So this measure focuses on recognised leaders. We will keep this under review over time.

Why have you focused on new leaders?

19. We have chosen new leaders rather than a total sum of leaders. We believe it is easier to capture, as the time of recognition provides a natural counting point. The alternative would be to seek out all the leaders who had undergone training who were still working in parishes, which would take more effort.
20. New leaders gives a better idea of the impact of the project in a given year, but longevity and sustained leadership is of course an important factor, and should be considered in wider learning.
21. New leaders should not include those moving from one form of ministry to another. While this can often provide capacity for a project, it is analogous to transfer growth and does not reflect the impact on the Church as a whole.