ROSEANNE POWER- PAPUA NEW GUINEA In our previous video we have asked ourselves ‘Moi, a leader’ and investigated the obstacles that keep us from following God’s invitation  to lead – like our views of leadership and  the difficulties we face as internationals,

We also addressed that becoming a leader involves a process.   Because we love God and our community, we are willing to step out of our comfort zone and take risks in serving. We follow a path from being a new student on campus, to being a part of a Christ centered witnessing community and taking our place in the family.

ISAAC ODURO- GHANA

I remember my first week on campus - so many new impressions and I felt lost and slightly overwhelmed. Then I saw the info table of Global Intervarsity at the student organization fair: a welcome banner in multiple languages, a globe, a world map and friendly smiles.

I checked out their activities- welcome dinner, weekly bible studies, apple picking, sightseeing trips – interesting but what caught my interest even more was how easy it was to talk to the folks at the info table - could these be some of my new friends in the US?

The next day I got a phone call from one of the Global Intervarsity students I had met with an invitation to join them for their weekly dinner and bible discussion - since I had a church background and was free that night, I went.

This became the first of many dinner and bible discussions I attended.

Why did I come back? I enjoyed the food we took turns preparing, and that all of us were internationals facing similar problems, and the warm, open atmosphere that allowed us to freely share our thoughts when discussing the bible -

Within weeks, these people became my family, my home away from home - friends I could call when I felt lonely or had a questions or some good news to share

I started getting more involved, looking for ways to help - I didn’t have a car to pick up people, I could invite others via email and phone and greet them at our meetings

Then the staff asked me if I had ever led a bible discussion - and I quickly assured him that I had not and didn’t think I could.

But to my surprise, he encouraged me to explore the possibility: there was a bible study leaders training coming up - I could just attend to find out more what it means to facilitate a bible discussion;

I did attend the training with some of the more experienced and senior members of the group - there were helpful instructions - I realized I didn’t have to give all the answers; and there were always two people leading together and a weekly meeting to prep the leaders for the discussion.

A few days later, our staff worker asked me if for the next 4 weeks I could serve the community to co-lead with one of the older group members to practice what I had learned.

I felt that giving it a try for 4 weeks would be a good experience and allow me to stop if it turned out to be horrible.  But it wasn’t horrible and I continued to co-lead bible studies until the end of the semester.

The next semester it was my turn to be the ‘older, experienced’ leader and co-lead with one of the new students. I still remember how one night in a particularly lively bible discussion, people looked to me for answers and I wasn’t afraid and realized - I guess, I’m a leader now.

I’ve just graduated this semester and am looking for a job either in the US or back home - it will be sad to leave my campus group, but I know that the leadership and bible study leader skills I have learned will be useful on my job and in church no matter where I’ll go.

ROSEANNE POWER -

One of the key differences in how Americans and internationals move along this leadership pathway/journey is who initiates the move from one category to the next - from ‘friend to family’ or ‘family’ to big bro/sis

America is a direct, action oriented culture. People are not afraid to ‘step up’ and volunteer for projects and positions in academic classes, at work and in Christian groups. But many of us come from background where we need to be invited into responsibility - not volunteering for a job or role doesn’t mean a lack of interest.

Let’s think about how we can help our American friends and staff make it easier for us to grow into leadership.

Below a summary of ‘recommendations’ we as international students would like to Americans or Staff leaders for how they can invite and encourage internationals on their leadership journey

EARNEST JAMES - INDIA

* START WITH VISION – FAMILY AND SERVICE

as we have seen in video #1 ‘family fuels mission’  relationships come  before responsibility - a person first needs to develop a sense of belonging before they are ready and willing to serve

so, instead of jumping right in and ‘talking business’ like - we need a small group coordinator - you are a Christian - do you want to it?   Relax, spend time together, get to know each other and let a sense of belonging grow.

we are asking people to serve others not simply to complete a task

ANUSHKA MARIE VASUNDARAN - INDIA

* DEFINE LEADERSHIP – SERVICE VERSUS TASK

remember what the students shared in video #2 ‘moi - a leader? The word leadership can sound scary –

instead of using ‘corporate language of leadership, goals, etc;  cast vision for how their help and service will benefit the community and contribute to the shared mission/purpose

instead of asking them to ‘do a job’ or take on a leadership role; ask them to serve the community or to help you;

**THOMAS ATTA-FOSU- GHANA** I have learned many things but most significantly, I have learned to serve the needs of the group and its members rather than myself. Before I became an active member of ICF, I lacked the sacrificial virtue expected of a leader. Our group is multicultural, and there is a huge difference in perspective for each culture, which makes it vital as a leader to sacrifice my comfort for harmony within the group.

DAVID JOSEPH ARIANDO HAUTURUK- INDONESIA

* BE PERSISTENT AND ENCOURAGING
	+ For students from Asia, it is helpful (and expected!) to ask more than once (in some cases 3 times) and to give them an "out" so they can save face​

so don’t hesitate to ask, listen patiently to objections and an initial no - then ask again expressing your full confidence in them and your appreciation for how their service will help you and the community

don’t underestimate the power of positive peer pressure- students will respond to encouragement of other students

***THOMAS:*** I think stepping out of my comfort zone, when I became the president. I like to take initiative, but sometimes I have to be ‘pushed into the pool to start swimming’. I had a friend who would always jokingly say ‘Thomas you are the president, you should welcome the new students or do this or that’. Even though he was always joking, I learned to shed a bit of my introvert instincts, to initiate conversation with new guests. Although this is a collective responsibility, I could not leave it to chance, and more so when you have non-believers coming for the first time.

EARNEST

* BE SPECIFIC
	+ Find out what a student’s interests/passions are and have her serve in that area
	+ Tell the student what gifts/talents you see in her “I noticed you’re very good at welcoming and talking to new guests in the group’
	+ be specific about what you are asking the student to do and how much time this will take ‘the group needs someone like you to invite others in – for the rest of the semester, would you be willing to greet every guest, introduce them to another fellowship member and make sure we have their email and phone number?’

ANUSHKA

* LOWER THE RISK
	+ Start with small responsibilities – ‘can you provide rides for the next four weeks?’ could you collect everyone’s birthday and get a card we can all sign?’
	+ Pair them up with another student - an older student to help them, (big brother/sister role) or have students lead as team  -‘could you work with Sam on coordinating the food for our meetings?’  ‘ Mia, Rick and Jun, could you come up with a list of social activities we can invite our friends to?’
	+ Invite them to be a learner- teach them and help them do it and make it clear that you don’t expect perfection –

DAVID JOSEPH

* DEBRIEF WELL

show appreciation "Thank you so much for greeting new students at our Welcome Event. You did a great job and really made others feel welcome. I hope we can do it together again."

Ask for feedback

* + ‘what did you enjoy ?
	+ What was challenging
	+ ALWAYS ask "What did you see? How did you see god at work?
	+ How would this work in your culture?"
	+ listen to the answers!
	+ "Do you know of anyone who would like to join us next time?" This will help them think more missionally

THOMAS

 So, how did I develop as a leader …? It was a journey. I was reluctant. I struggled. I was kept accountable. I learnt that we can run around, look busy, appear spiritual, say a whole bunch of things, DO stuff, and DO programs, but

at the end of the day, leadership is about relationships and touching each others life in and for Christ

DISCUSSION QUESTIONS

1. Picture of leadership pathway with description (see intro document)
2. Take a look at the leadership pathway – where would you place yourself? Why?
3. Reflect on your journey along the ‘Following Jesus Pathway’:
	1. How and why did you join your campus group? What attracted you? How did you come to the place of saying: ”These are my friends; this is my family?”
	2. Isaac wanted to help out and was willing to take risks. Summarize how he grew in leadership and moved from ‘family’ to ‘little bro’ to ‘big bro’. What has helped you to grow as leader and take risks? What are some new risks God is inviting you to take?
4. Use the ‘Moving along’ handout to make a list of people in your group: Who can you encourage to take the next step on their leadership journey? How will you do it? Be specific.
5. Review the advice to staff given in the video

DEFINE LEADERSHIP – SERVICE VERSUS TASK

BE PERSISTENT AND ENCOURAGING
BE SPECIFIC
LOWER THE RISK
DEBRIEF WELL

Do you agree with these points? Explain.
If you are a student: in which of these areas does your staff do well? Where could he/she improve? Share your insights with your staff worker.

If you are a staff: which of these areas is your weakness? Which one your strength?