# LEADERSHIP PATHWAY FOR NEW LEADERS AT WESTCITY

#### STEP ONE - PREPARATION OF MINISTRY KIT

(Operational Leader/OL)

Ministry Kit for Specific Ministry Area requiring
Leader



### **STEP TWO - INVITATION**

(Lead Pastor/Executive Pastor/Vocation Chaplain/Operations Leader to Incoming Leader)

Personal contact with Incoming Leader



### STEP THREE - INFORMATION

(OL to Incoming Leader) Forward generic information re leadership
Westcity Way Handbook (highlight code of conduct)

Ministry kit

**Generic Email** 



## **STEP 4 - DISCUSSION**

(SP + VC with Incoming Leader)

Meet with potential leader to address questions



## **STEP 5 – APPLICATION**

(Incoming Leader to OL)

Letter of application

Address leadership questions in writing



### STEP 6 - FOLLOW UP DISCUSSION

(SP + VC with Incoming Leader)

Meet with potential leader re queries & feedback



### STEP 7 - OFFER OF POSITION

(OL to Incoming Leader)

Proposed offer – terms, duration, other Code of conduct



### STEP 8 - ACCEPTANCE OF ROLE

(Incoming Leader to OL)

Acceptance of offer & role Signed Code of Conduct



## STEP 9 - LEADER ONBOARDING

(Incoming Leader + Upline Leader)

Monthly support plan (day & time) (minimum 1 x month)

Communication of good news & bad news

Ministry plans plus personal wellbeing Clear expectations