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Conversions and Transformations:  
Missiological Approaches to Religious Change**

**Paper proposal for IAMS-2016 Study Group: Children, Youth and Mission**

Conveners, *Children, Youth and Mission* study group

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**Transformational Training of Next Generation Culturally and Linguistically  
Diverse Leaders for Mission**

**Darren Cronshaw**

The Baptist Union of Victoria (BUV) has three strategic priorities: to develop pioneering leaders, to connect better with younger generations and to embrace cultural diversity. Approximately one-third of BUV's 216 churches are Culturally and Linguistically Diverse (CALD) congregations. The remainder reflect different degrees of diversity, although worshipping predominantly in English. The CALD streams of the church are growing the most, but also feel the greatest need for help with developing new leaders and seeing lasting conversions and transformation among younger generations. BUV does not expect CALD emerging leaders to fit into existing leadership development programs, nor presume they should leave their church context for training. Moreover, it is essential to develop initiatives in conversation with the church "elders" where these young leaders come from, and embedded in the community of churches with whom they belong, yet bring the voices of different cultures together for mutual learning. This paper explores models and practices of transformational mission training for the next generation of BUV culturally diverse leaders. It investigates best practice of training from other churches and organisations, identifies obstacles in current systems, and develops a proposal for new programmes that prioritise developing leadership and "communities of practice" among CALD young adults. This is an action-research project developing realistic and viable plans for leadership development pathways in consultation with culturally-diverse church leaders. It is part of the "continuing conversion of the church" that Darrell Guder appeals for, in this case including transformation towards multicultural intelligence of our denominational system.

*Rev Prof Darren Cronshaw serves as Mission Catalyst – Researcher with Baptist Union of Victoria, Head of Research and Professor of Missional Leadership with Australian Colleges of Ministries (SCD) and pastor of AuburnLife Baptist Church. He is also Honorary Research Fellow with Whitley College (University of Divinity) and Adjunct Professor of Swinburne Leadership Institute.*