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We believe you want to develop senior leaders of color.

You're compelled by the Bible's vision that the Church would include people from nation, tribe, and tongue. You're motivated to help your church, mission agency, or Christian college reach and reflect its increasingly diverse mission field. You long to benefit from the wisdom and the insights diverse teams bring.

You want your staff of color to become leaders of color because you care for them and for their development. We believe you.

Unfortunately, people of color rarely become executive leaders of color in Christian ministries. There are a variety of factors that keep this from happening—one of which being a lack of strategic investment.

Ministries have to invest intentionally and strategically in the development of people of color. To grow as organizational leaders, people of color need to learn these critical skills:

- embracing an authentic leadership style that also productively engages major donors and executive leaders;
- mastering executive-level decision-making in racially-complex situations;
- honing cross-cultural negotiation skills to advocate for the mission and for themselves; and
- developing practices to increase their spiritual and emotional resilience.

Calling, Courage, and Contribution: Thriving as a POC Organizational Leader

prepares mid-level leaders of color to become senior and executive leaders. It's based on InterVarsity's decades of experience in creating leadership development programs for employees of color. It's limited to 15-20 participants to give each participant focused coaching. It relies on state-of-the-art tools from the Cultural Intelligence Center. And critically: it's deeply grounded in Scripture.

The program is costly—both in terms of time and expense. But, we're convinced, it's less costly than losing another promising leader of color because your organization didn't intentionally and strategically invest in their development.

Explore how the C3 experience could serve your leaders of color by emailing us at the InterVarsity Institute: institute@intervarsity.org. We would love to set up an opportunity to hear your questions and tell you more about the program.

Rev. Phil Bowling-Dyer
C3 Director & Senior Fellow for Diversity

P.S. In order to retain and promote leaders of color, ministries also need to invest in their organization's cultural intelligence. The InterVarsity Institute provides consultation, coaching, and training for organizations that want to deepen their skills in diversity and inclusion. Contact us to learn how we can serve you.