WHAT LEADERSHIP VOID?

Lott Carey Knows How to Spot and Develop Talent—Around the Globe
1. LEAD, FOLLOW OR GET OUT THE WAY: Want to be a better leader? Check out essays by and interviews with Lott Carey’s vanguard, who define and refine leadership.

2. AT THE TABLE: Lott Carey’s International Youth Development welcomes a new team leader, “Pastor RJ.” Read about his plans for youth and what the outgoing team leader says about leaving.

3. PHOTO ESSAY: A look at what happened outside sessions at the Annual Session in Greensboro, N.C., including a blood drive with our new partners at the American Red Cross.

4. NEPAL UPDATE: With monsoon season over, earthquake recovery resumes.

5. EBOLA UPDATE: Even people in declared Ebola-free zones still face questions, uncertainties.

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Cover Photo by Lois A. Kebe: Lott Carey protege Ngwelda Paul Msiza of South Africa, President of the Baptist World Alliance

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Rev. Dr. Gregory K. Moss
Rev. Dr. Alyn E. Waller

Rev. Dr. Alyn E. Waller, pastor of Enon Tabernacle Baptist Church in Philadelphia, Pa., is the new president of Lott Carey. He served as the first vice president during the tenure of outgoing president Dr. Gregory K. Moss Sr., pastor of St. Paul Missionary Baptist Church in Charlotte, N.C. Dr. David Emmanuel Goatley, Lott Carey executive secretary-treasurer, lauded both for their “innovative leadership” and pastoral success.
Rev. Amanda Haines knows the importance of teamwork and leadership. They are skills she learned as a teenager traveling the country playing AAU basketball. They are skills she employs every day on the world stage as president of the Youth Department of the Baptist World Alliance (BWA). And they are skills that will be in the spotlight as she and her team make plans for BWA’s 2020 gathering that will, for the first time, combine the Baptist World Congress with the Baptist Youth World Conference in Rio de Janeiro, Brazil.

But just like charity begins at home and spreads abroad, so does leadership, Haines says. “My path to leadership started with my home church allowing me to get involved at an early age,” she says, alluding to Bethlehem Baptist Church in McKeesport, Pa., near Pittsburgh. “My home church sent me to Lott Carey youth seminars and mission projects. I was blessed to be at a church that created opportunities for teenagers and was willing to develop the talents they brought to the table.”

Haines was also deeply influenced by her grandmother, Dorothy Reeves, who pastors the Agape Fellowship Christian Community Center in Wilm-
Leadership. Humanity has been trying to define and perfect the leading of people and programs since time began. Even the world’s greatest leadership successes—and its biggest failures—make for interesting discussions. How would you rate Adam’s leadership in the Garden of Eden? Armed with the experience of a shepherd, would you (like David) let the armies of Israel off the hook and face Goliath alone? Could you muster the self-leadership of Ruth and accept the God of Israel and his people as your own? Contemporary debates over leadership target church membership, declines and growth in Christian, Jewish, Muslim, Buddhist and Hindu faiths.

Leadership voids and faux pas are dissected to determine what went wrong, and more studies and commentaries are launched. Lott Carey’s modus operandi has always been to stick to its roots—touching people with the transforming power of Jesus Christ.

Lott Carey, named for the ex-slave who became one of the first American and Baptist missionaries to West Africa, doesn’t make a lot of noise. But its sphere of influence is global. And its reputation as a proj-

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LEARN TO BE A SMALL LEADER WITH A GREAT GOD

By Rev. Ngwedla Paul Msiza

Leadership is a gift, an ability that God gives so we may provide guidance, influence and vision. It involves rallying people around important issues and working with them to reach specific goals in life. Leadership is best exhibited when you can work with people and make them feel important, feel wanted, and help them to come together as a team — sharing tasks, thoughts and vision.

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Photo by Lois A. Kebe
The most misunderstood part about leadership is the belief that leaders are the same. Leaders are so different. Each must be given the space to lead to the best of their ability and carry out their vision. Remember, God can use any person.

Some people are called “born leaders.” But even born leaders must learn and grow by reading and learning from other people.

Various Roles
As a clergyman, husband, and father, I’ve learned that my leadership takes on different roles. When I was a principal of a college in Soweto, South Africa, I delegated many tasks to staff while I conducted other business. At home, there is a shared leadership role with my wife. Sometimes she takes the lead and sometimes she expects me to step up and lead the family.

As the General Secretary of the Baptist Convention of South Africa, it was exciting to learn to be co-leaders with the presidents—working side-by-side as a team. I thank God that I had all these opportunities. Each one required a different facet of leadership. Flexibility is the key. You can’t run a convention like you run your home. Those who recall South African President Nelson Mandela will remember that he believed you can lead even from behind. He said, “Lead from the back—and let other believe they are in front.” That’s an important concept because some people think leadership is exhibited only when you appear on stage. Learn to be flexible. Know when to lead from the front, and know when to lead from the crowd.

Ascension Is a Calling
I consider serving as president of BWA a calling from the Lord.

Dr. David Emmanuel Goatley, Lott Carey executive secretary-treasurer, with Rev. Ngwedla Paul Msiza, the second African to be installed as president of the Baptist World Alliance.
The members who spoke to me about this position talked about spiritual things, not political. They said, “We hear the Lord saying this,” so I had to pray and ask God about this. I believe it’s all about doing God’s will more than anything else. Those who do God’s will—leaders or followers—will never fail. Yet I was a little afraid. I was already incredibly busy with my family and the church I pastor when the opportunity presented itself. But I learned from Nelson Mandela’s writings that it’s okay to be afraid.

**Inspirational Leaders**

Mandela is one of my favorite examples of leadership personified. He was not aloof, not just some bureaucrat. He was down-to-earth. And he had a unique understanding of politics and life. He fought injustice, whatever the color of the perpetrators—black or white.

Another is Julius Nyerere, the first president of Tanzania. I’ve visited Tanzania several times, and people spoke passionately about him. His legacy makes me mindful about the way I treat people, the way I present myself to people. Julius Nyerere’s main mantra was humility.

Barack Obama is a great example of global leadership. In South Africa, he’s acclaimed as a great leader. When he came to pay tribute to Mandela, I was there. I was at that service at the stadium. On that day, he revealed how much he has learned from the old man. Above all, we see President Obama as representing us—black people—and are proud that he is leading a country as huge, as powerful as America. I admire his openness to work with everybody. Obama opened his heart, his arms to everybody in the United States to work with him, even those who criticized him.

**Best Advice**

Learn to be a small leader with a great God, not a big leader with a small God. Great leaders who have a small God are paranoid. They try to control. They try to make sure that people feel their presence, know their presence. That does not help because at the end of your term, you’re tired, drained, and frustrated.

Be a small leader with a great God. Follow the models of great leaders: learn, be open, think positive things. Don’t try to do everything. Do what you can do within the limitations of your strength and time and the Lord will do the rest.

Rev. Ngwedla Paul Nsiza is Pastor of Peniel-Salem Baptist Church in Pretoria and President of the Baptist World Alliance (BWA) in Falls Church, Va.
Leadership makes things work better. It is inclusive and participatory. Leaders show people how to do things by putting their hands to work and motivating everyone.

It’s important to see your success in others. I measure my success based on the success of those I want to support or work with. I cannot be a great leader if I cannot make the people I work with better every day.

Good or Great

There is quite a difference between someone who is efficient and someone who is great. Efficiency can be measured by whether you have gathered all the tools you need to succeed on your own. But you’ve missed the point. For a leader to move toward greatness, that person must work hard to provide the people around him with a standard of success. A leader’s greatest contribution and joy should be to raise others high. Even I’m not there yet myself. That is greatness. This is the difference between effectiveness and greatness.

This type of leadership is driving a new missions project—ECERES—Christian Church for Evangelism and Social Rehabilitation. It is a church that combines spiritual activities with economic and social ones. I am the chief pastor, but it’s not a one-man-show church. It is a community church with about 250 members and growing. I have seven deacons. Each oversees an area—finance, logistics, development. It’s a participatory model that makes everyone important in the church.

A good leader also knows how to delegate. For example, I attended the Lott Carey Annual Session in North Carolina, where I also preached. But the church back home never stops. There are leaders to preach and to do whatever is needed to be done there. That’s because everyone knows my perception of leadership. They understand this is where I want to go. I never present myself as unique. I’m not full of myself. During meetings I invite criticism, and suggestions on what needs to be done better.

Spiritual Versus Secular

You get more resistance in the
secular world than in the church. The church tends to be more polite, more obedient. In the professional, secular world, resistance is taken personally, and Christian values are not a priority. Yet you need them, so the question becomes how do you deal with people who don’t have Christian values or may have different Christian values? The answer: It takes patience.

I remember the first time I invited my staff to a devotion on Monday morning, some of them asked, “Are we a church?” I said, “We are not, but we need a superpower to overcome obstacles and problems.” There was resistance. Devotion is not mandatory. You come because you feel the need to come.

The Lott Carey Effect

The first time I came to a Lott Carey convention, I was surprised. I didn’t see Dr. Goatley as a chief but as one of the members. He taught me the best way to gather as many people as possible with one spirit—with a deep will to give and to support—is by making myself one of them.

I learned more about leadership because I saw how they interacted, how they treated each other. There was no friction; 2,000 people, 3,000 people together, eating, praising, worshiping. No scuttle-butt, no gossip, no back-biting. Not at all.

Everyday people say “hi” to you with a joy, with a smile. It’s an environment that makes you feel at home. You feel so good being part of this kind of activity.

My Recommendations

If you want to improve your leadership skills, I suggest two main things: Never take for granted what you have today. You need to keep working. Things might change anytime. You need to keep talking, keep educating, keep cultivating the relationship. And, be open-minded because you can learn from anyone. You might be a long-time Lott Carey member. Humble yourself enough to listen from someone who is new. You’ll never know how far you can go.

Young people, don’t be discouraged by your trials. They will present the first step for your success in leadership. There’s no great leader without difficulties. Don’t neglect the lessons that the hard moments teach. The difficult moments are not there to destroy you as young leaders. They help frame your character, to prepare you for a better place. They are your best friends to help you grow as a leader.

Rev. Claude Jeudy is National Director of Habitat for Humanity, Haiti, and Pastor of the Christian Church for Evangelism and Social Rehabilitation, Haiti.
Rev. Brenda K. Harewood is superintendent pastor of the Guyana Missionary Baptist Church in Georgetown. Rev. Colleen G. Anthony is deputy superintendent and pastors Mount Zion Missionary Baptist Church. They were interviewed by Mike Tucker during the recent Lott Carey Annual Session in Greensboro, N.C. Excerpts:

What is a leader? What does leadership mean?
Harewood: Someone who is called of God to use their gifts and their skill sets to empower others to bring about the reign of God. As you participate in the process God improves leadership.
Anthony: Leadership means serving God in the capacity that you feel led and called. A leader should be able to give good guidance and to be a good servant to the flock.

Tell me about the leadership challenges you face as deputy superintendent and as pastor.
Anthony: Some are the same because you have to deal with the issues all pastors face because they will call upon you as the deputy when they have situations in their congregation. In a single church you’re basically more involved with the people. In general, the challenges come from what is happening in society—it’s economic and social.

The scarcity of money and volunteers must be daunting.
Harewood: We live in a context that’s
economically depressed. The struggle of Guyana Missionary Baptist Church (GMBC) is maintaining full-time pastors. Currently, we just have myself and one other pastor that is not bi-vocational because pastors cannot afford that. They have family, commitments. One of the challenges of a superintendent is pastors sharing their time with their bi-vocation. They have a commitment to their secular job, and there is no way that ministry can be a part-time job. Really, pastors have two full-time jobs. That reality means Guyana has an 80 percent migration rate.

Is that across the board?
Harewood: This is not just a general migration but the people who are academically trained, people with degrees, etc. Eighty percent of that population migrates to various parts of the world where they can make a decent living.

Where are they educated—Guyana or abroad?
Harewood: Various places. Wherever God opens doors.

And then?
Harewood: Their first opportunity is to leave.

So if they come back, they don’t stay?
Harewood: The question is what do they come back to? Every parent’s first priority is to make sure that their children do better than them. You go abroad, you get an education; or you get an education in Guyana, and you're struggling to send your children to school. The people who end up being the ones with options are the ones who have worked their way out of poverty through education. So the normal next step is to look for the next best opportunity for you and your family. It's something that hurts the church and for us, as pastoral leaders, we wish didn't happen. But on a human level, you understand also that the earth is the Lord’s and the fullness thereof. Even though they are born in Guyana, as a pastoral...
leader, I will not tell my people that they have to stay in Guyana. Basically, I educate my young people to understand that they are global citizens, and wherever God opens a door, they must be prepared to serve.

That must be difficult with the six congregations GMBC serves. Each with 150 to 300 people.

Harewood: We understand that we will not be mega churches because we prepare global citizens, and that is where God has called us.

That sounds noble, but what happens when Rev. Anthony gets up to preach and there are very few people in the pews to receive the message? How do you deal with that?

Anthony: I tell people, “Before you go, try to replace yourself.” (Laughter.) We’re really not going to release you until you find a replacement, maybe not in the position that they would’ve been serving, but you just invite somebody else to take your seat in church on Sunday morning.” It’s just working a little, but sometimes they cannot replace themselves.

What are leaders missing in churches in the mission fields?

Harewood: Being attuned to the reality of their environment. Sometimes leaders think that leadership is static. You learn X, Y, Z from the prominent teachers in leadership development. And that’s it. The reality is that as you go to these seminars or you read these books, you have to apply that to your context and have a dynamic understanding of how leadership works because some of the things that you learn in North America, given the affluence compared to Guyana, will not hold true. Having a dynamic approach to leadership is essential.

What does Lott Carey teach you about leadership?

Anthony: To be well-read. Being educated helps you to really work with others.

Harewood: Yes. I’ve had the privilege of being a Lott Carey scholar, so a lot of my personal, professional development has been influenced by Lott Carey. I think preparation is essential when God calls us to ministry. Through the years, that has been something that Lott Carey has embraced.

So let’s get to the nitty-gritty.
Any fights, arguments? How is it working together?
Harewood: We inherited our structure. The Guyana Missionary Baptist Church has a board of directors. The leadership structure comprises a superintendent pastor and a deputy superintendent. For many years I served as a deputy superintendent to the previous superintendent. When our superintendent retired, the board of directors appointed me the superintendent and when they looked through the body, they identified Rev. Anthony as the most qualified with the gifts.

So, Rev. Anthony, any thoughts of a coup d’état?
(Harewood and Anthony laugh.) Anthony: No. No. That was never in my head. I am just being led by the Spirit of God. I never thought I would’ve been where I am today, but I know being here had nothing to do with me but divine intervention.

So what’s the relationship, Rev. Harewood? Do you feel Rev. Anthony is like a little sister? Or she’s your student, since you’re the boss and she’s the deputy?
Harewood: It’s more a partnership because we have an appreciation for each other’s gifts. I’m, by nature, an administrator. Her gifts are in counseling. That’s why she is a social worker – counseling, connecting with the issues around women. We’ve been able with the discernment of the Holy Spirit to identify where we can best use our gifts in complementary ways rather than in competition.

What’s you best advice to those seeking to improve their leadership?
Anthony: Build from where you are. That means that you need to be constantly in training, constantly trying to revamp your education status. Also, you need to be more concerned for the people you serve. You need to love the people that you serve.

Harewood: Leaders can get to a place where they think they know it all. We must constantly revisit where we are and what we are doing. Leaders must be reminded that the call is to serve, and that it’s never about us.
A leader comes out of a group but is chosen by that group because they believe that the person has an insight into where they would want to be and how they would want to get there. That doesn’t mean a leader is a boss. He or she is equal per se, but at that particular point in time has been given the anointing to lead—with their input.

**There’s a Difference**

I tell people that I’m a Lott Carey protégé. I was privileged to go to the first Lott Carey Baptist Secondary School in Nigeria. I went through the system. I’ve been a leader with Lott Carey since 1990. I’ve come to realize a tree cannot make a forest. Even if you’re the tallest tree, you still need other trees around you to make you a forest.

Initially, when I went into the leadership, my thing was trying to work it out on my own as Moses did. I did that out of my business experience. I was importing shoes from Brazil to Nigeria. I told people what to do and how to do it.

When you’re in business, that’s a different ball game altogether. You are the boss and you sit at your desk and tell people what to do. That was a sole proprietorship. When it comes to the church, it is almost like a congregation. You have a board of directors and then you have other people to deal with. It kind of matures you so that you know you’re not the only one who thinks he knows where you’re trying to get to, that other people have input.

**Experience Teaches**

The experience has been fun and also bitter in the sense that sometimes, there are things you would like to accomplish but other people decide there are other avenues to accomplish it, and they’re still accomplished. There aren’t too many issues on the priorities. It’s the methodology—how to go about doing it. As a leader, you give everybody an opportunity to say what they have to say.

Our organization hosts many leadership seminars and brings in different experts from around Nigeria. The leadership of today is very different from the leadership of 20 years ago. We are now in a technological era, so things had to be shifted to meet the age. If not,
our leadership would be analog while everybody else goes digital.

Future Challenges

I see future challenges in several areas but especially in ministry. Young people’s thinking today is a little different from the leaders of yesterday in regards to mission. What we are seeing now is a lower degree of commitment, sacrificial commitment. They want to be more comfortable.

Unfortunately, “prosperity gospel” has infiltrated the mindsets of a lot of people. They believe if they sow, they should be able to reap—immediately, not knowing that you will reap because you have sown.

It is because you have sown that the God we serve will make sure that you will reap in a new season.

Everybody wants to get it quicker than we used to, but leaders still must let the people know that there’s a process. If you do not go through this process, it’s like eating bread when it’s not done just because you are hungry. It will give you a stomach ache.

The Best Advice

The highest gratification in life is to serve by leading people, guiding people—and that you can do through leadership.

If you have been called, the best thing is to educate yourself regarding what others have done to succeed, be it secular or faith-based. For me, the principles basically remain the same but the methodologies would be Bible-based.

Also, if you build competent people, you will have extraordinary leadership success. For me, it’s building the people around me. The more you build the people, the closer you get to where you want to get. It’s a work to do but it’s worthwhile.

There’s nothing as gratifying as building people’s potential. Allow them to open up and let them see that there is something in them that they had not yet found. Listen to them, pick up on their areas of specialty and tell them to develop that area. Before you realize it, you will have a team of leaders.

Rev. Kenneth C. Ebong is Superintendent of Lott Carey Baptist Mission in Nigeria, which administers 81 churches and five schools.
In your years as co-pastors, what have you learned about leadership?
Pastor Jacobus: We have to go beyond the call of duty in order to serve. Leadership has taught me to leave my comfort zone and get my hands dirty. A leader is not somebody who just gives instructions, but someone who sets an example in all areas of life, starting with the family first. I need to be a leader to my wife and to my children first before I can be a leader over the flock that God has provided.

Historically, there are some chauvinistic tendencies in churches. Pastor Erica, has it been difficult to exercise your leadership because of historical and cultural traditions?
Pastor Erica: Yes, to some degree I had to fight my way through, but it was not that bad.

What lessons have the past 25 years taught you?
Pastor Erica: To totally depend upon God. I have matured in many areas as a leader. You have to form relationships with other clergy; you cannot isolate yourself as a leader.

Revs. Jacobus and Erica Nomdoe are co-pastors of Enon Tabernacle Baptist Church in Cape Town, South Africa. The church, founded 25 years ago as the Family Enrichment Ministries, has about 400 members. The Nomdoes were interviewed by Mike Tucker during the recent Lott Carey Annual Session in Greensboro, N.C. Excerpts:
other clergy; you cannot isolate yourself as a leader. You need other leaders to come alongside of you.

So how does this co-pastor arrangement work. Equal status? How do you balance leadership when you have to also go home together?

Pastor Erica: (Laughter) That’s easy because when I get home I’m not a pastor. I’m the normal wife, and then I must submit. (Laughter.)

Pastor Jacobus: If I can jump in here . . . My wife basically is the executive pastor and she does the operational stuff of the church, and that presented some challenge to other men who previously occupied that position. So the challenge was the acceptance of a woman to occupy the position that was previously a male-dominated office. Looking at it culturally, for us in South Africa, it has only been recently that women were able to step into the office of pastor and leadership within the church. It is critically important for us to set the example for other leaders on our staff. We are in transition. Many of the leaders on our staff are older men. So they also need to be transitioned from doing things traditionally to a new style of leadership. It’s important to understand that to be a good leader you ought to be a good follower.

You’ve been affiliated with Lott Carey for more than 10 years. What have you learned from the organization?

Pastor Erica: The passion they use to drive this ministry. Every time when we come to Lott Carey there’s always something to take back home. I’ve learned that when you come to Lott Carey, nobody gets the credit. It’s all about Jesus, and for me that was phenomenal.

Pastor Jacobus: The last 10 years have been a life-changing experience for us to be part of this dynamic family, the Lott Carey family, and we speak about this family wherever we go. It is a phenomenal family.

Why do you call it phenomenal?

Pastor Jacobus: Because they do things the way Jesus would — sharing love in tangible ways, feeding the homeless, reaching out to the poor, building homes, touching those who are lost and disconnected. Lott Carey is not just an institution but family.

Given your experience, what would you say to a new leader?

Pastor Erica: I would say that somebody has to do the work. And if we hand over the baton, it must continue. If you know that God has called you, don’t be afraid of the challenges.

Pastor Jacobus: People tell you to practice what you preach. But I believe the time is now to preach what we practice. So if I don’t practice morality, I cannot speak about morality. If I don’t practice good leadership, I cannot speak about good leadership. If I don’t practice love and those things, I cannot speak about it. So embrace the word of God and live it first. Be an example like Paul. What we need in this day and age are people who can have a good testimony. If you can live that life and give leadership in that area, you’re a good leader because you’re setting a good example.
A leader must have deep convictions, a clear direction, and the ability to inspire people to follow. Patience is a key ingredient because people are not machines. They have emotions. They have histories. So it behooves every leader to try and get a proper sense of the people they are leading.
In my own life as a leader, I have sought to employ certain basic things. Whether they have made me loved or not, I don’t know: One is never to deny my humanity. Not to speak down to but with people to affirm the fact that we are on a common journey. Never be afraid to say, “I am wrong,” or, “I need help.” That is just being human. I have sought to just be real, which means to be willing to unmask, and to admit that while you are leading people, you, yourself, are being led.

First Encounter
My first encounter with Lott Carey was in 2004. A group of ministers were engaged in the Pastoral Excellence Program. They were in Jamaica, which was recovering from a hurricane, and visited us at the head office.

I was so grateful that persons would take the time to come and show solidarity. They didn’t come because they had the time or lots of financial resources to offer. They just wanted to say, “We are here. We know what the country and the union has gone through with the passage of this hurricane. We wanted to let you know that you are in our prayers.” That meant a lot. I’ve been involved ever since.

I admire the way the organization keeps the issue of mission front and central in the churches that are affiliated with it. I have also come to appreciate the similarity in an organization such as Lott Carey and ours, the Jamaica Baptist Union.

It’s wonderful to witness the kind of leadership Lott Carey exhibits. It inspires small staffs to rise above and beyond the so-called normal course of duty. It is good to understand what they are going through and to be inspired that we aren’t alone either. It keeps me asking, “What else can I get done even though we have limited resources?”

What Is Needed in a Leader
If I were to reduce my best advice to leaders to one word, I’d say conviction. A leader without conviction is a leader that can’t be trusted because they are leading you by convenience, not conviction. Once you lead by convenience, the highest bidder, the loudest shouter becomes influential. Wide is the gate and broad is the way. To lead with conviction is perhaps a road less travelled, but the road we need to travel.

Rev. Karl B. Johnson is General Secretary of the Jamaica Baptist Union in Kingston.
Give me your take on leadership.
Leadership is about trying to identify how I can provide service and guidance in a way that empowers people, leaving them better off than when I found them. Leadership is humility, being able to see yourself not above or better, but equal with those you are leading. There is a sense that they trust you. There is a responsibility to those you are leading because you are trying to make the quality of life better for them, not exploiting, manipulating, or utilizing them for self-gain.

Any misconceptions?
One is that they are perfect, that they don’t make mistakes. Ironically, failure matures you, and you can be a leader who empathizes with others. You can say, “I can understand you because I have experienced that.”

You live in the U.S. and South Africa, and both have male leaders who don’t believe in women preachers. In Africa there are also cultural differences. What is your toughest challenge as a leader?
Language still is a barrier.

Which language?
There are 11 languages in South Africa and most people can speak at least four to five. I am trying to grasp Zulu and Sotho, because my husband is Sotho.

Let’s talk about Lott Carey. What have you learned about...
leadership from the organization?
Working with Dr. David Goatley has certainly made my experience at Lott Carey one that has caused me to grow and develop in leadership styles and given me opportunities to use the gifts that God has given me. It was on-the-job training—being put in situations where traditions said “this is not the way we used to do things.”

Dr. Goatley helped break down barriers?
Oh, sure. My being there was one of the initial symbols of those barriers being broken down.

So given this unique experience, what lessons did you glean?
I have learned to be patient. You do have to be assured of who you are and what your capabilities are. I think you have to love people. You have to love people and realize that we all come from different experiences; realize that what might have molded my values may not have molded yours. Yet we have a common goal.

As you hone your leadership, what is on your must-do list that other leaders should put on theirs?
Be a good listener. If you don’t listen you miss a lot of valuable opportunities to learn. As an emerging leader, you don’t know it all yet. Part of your leadership development comes out of your experience. Don’t overlook it. Don’t push it aside.

“Leadership is humility, being able to see yourself not above or better, but equal with those you are leading.”
Min. TaNikka Sheppard sounds incredulous when someone asks about new adventures, now that she is no longer team leader of Lott Carey’s International Youth Development (IYD). “I’m still going to be involved,” she says. “Leaders believe in team work. I switch seats; I don’t leave the table.”

Sheppard’s successor is long-time colleague, Rev. Robert James, pastor of Children, Youth & Young Adults at Mount Ararat Baptist Church in Pittsburgh, Pa. “He’s a very creative person and will bring creative opportunities to the team,” she says.

Sheppard says she plans to work with the team and continue her quest for a doctorate in ministry from Virginia Union University. She has a master’s in divinity (with a specialty in, of course, youth ministry) from Methodist Theological School in Ohio; and bachelor of arts degrees in both sociology and African-American/African studies. She is currently director of Life Development at New Salem Missionary Baptist Church in Columbus, Ohio.

Sheppard says she is proud of her role in IYD’s global initiatives and says her tenure was rewarding because of the opportunities to serve. “I’ve learned so much about determination, being relevant, and what it means to have a real impact on lives,” she says. “And reflecting Christ in all we do.”

She says she is inspired by youth and all the promise they

Former Lott Carey Youth Leader Lauds Successor

But Minister TaNikka Sheppard says she’ll be around

Min. TaNikka Sheppard sounds incredulous when someone asks about new adventures, now that she is no longer team leader of Lott Carey’s International Youth Development (IYD). “I’m still going to be involved,” she says. “Leaders believe in team work. I switch seats; I don’t leave the table.”

Sheppard’s successor is long-time colleague, Rev. Robert James, pastor of Children, Youth & Young Adults at Mount Ararat Baptist Church in Pittsburgh, Pa. “He’s a very creative person and will bring creative opportunities to the team,” she says. Sheppard says she plans to work with the team and continue her quest for a doctorate in ministry from Virginia Union University. She has a master’s in divinity (with a specialty in, of course, youth ministry) from Methodist Theological School in Ohio; and bachelor of arts degrees in both sociology and African-American/African studies. She is currently director of Life Development at New Salem Missionary Baptist Church in Columbus, Ohio.

Sheppard says she is proud of her role in IYD’s global initiatives and says her tenure was rewarding because of the opportunities to serve. “I’ve learned so much about determination, being relevant, and what it means to have a real impact on lives,” she says. “And reflecting Christ in all we do.”

She says she is inspired by youth and all the promise they

New IYD Leader Favors Pragmatism Over Power

‘Pastor RJ’ says goal is to continue excellence of predecessor

Rev. Robert James won’t be going on any power trips, even though he’s the new team leader for Lott Carey’s International Youth Development (IYD). He and his team are responsible for training and developing youth—pre-adolescence to their mid-20s.

“I’m reevaluating the programs under the IYD Team, just trying to pick up where TaNikka left off,” says James, referring to outgoing team leader TaNikka Sheppard. “She added a great level of accountability to make sure everything operated in excellence. My goal is to continue that excellence and fine-tune areas, not create a bunch of new programs because I’m the new leader.”

Such a practical position to take early in his administration is most surely influenced by ongoing, high-profile global initiatives, including:

• Building a well to provide clean water to a village in Zimbabwe.
• Promoting education in Liberia as it recovers from the Ebola crises.
• Building a house in Haiti, still recovering from the 2010 earthquake.
• Providing a second maize grinding machine in Mozambique, which will help feed countless villagers.
• The launch of the Emerging Leaders Program, a one-year endeavor to help youth,
Blood drives are a major area of focus for Lott Carey’s Disaster Services Network and the partnership with the American Red Cross. Also emphasized: fire prevention and disaster preparedness.

Ralph Fleming of St. Mark Baptist Church in Maidens, Va., says he has donated blood since 1976, when his wife “volunteered” him. After donating at Lott Carey’s Annual Session he talks with Red Cross Volunteer Genevieve Henry of County Line Missionary Baptist Church in Vernon Hill, Va.

Alice Ogilvie of Salem Missionary Baptist Church in Brooklyn, N.Y., says she enjoys giving blood to help people. She is attended by Susan Washburn, team supervisor for the American Red Cross.

Photo Essay by Mike Tucker
AT LOTT CAREY, IT'S A FAMILY AFFAIR

Nurses of Enon Tabernacle Baptist Church pose with Pastor Alyn E. Waller.

Tonga Peterson, operations manager for Lott Carey, admires gift presented to her by Hope Missionaries.
Global leaders enjoy time together at Lott Carey’s Annual Session in Greensboro, N.C.

Deacon Ron Wynn shows off his very stylish, one-year-old grandson Noah, who drew lots of attention while wearing his cool brim. With them, Mom, Sheree.

It’s a family affair.

Deacon Ron Wynn shows off his very stylish, one-year-old grandson Noah, who drew lots of attention while wearing his cool brim. With them, Mom, Sheree.

It’s a family affair.
COMING IN MARCH 2016
WOMEN’S HISTORY MONTH SPECIAL EDITION
Global Prayers for Justice & Equality
Min. Sheppard says she will remain active in IYD.

**FORMER IYD LEADER**

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hold.
“A lot of times people think young people are not willing to serve. But young people are looking for a way. They want to change the world. When you give them great opportunities they step up and do great things,” she says, citing IYD’s major projects that include supporting students in Liberia, building a home in Haiti, providing grinding machines in Mozambique, digging a well in Zimbabwe, and an Emerging Leaders Program for leadership development.

“Operate in your strengths and work on your weaknesses,” she advises aspiring youth leaders. “Work on your communication skills. You can’t lead people if you can’t communicate with them. Be quick to listen, slow to speak. That’s how you learn.”

Most important, she says: “Make sure you have a connection with God. That’s the only way you can see what you’ve been created to do. It’s how you find your purpose.”

—**Mike Tucker**

**LEADERSHIP PUZZLE**

Continued from Page 5

ect partner is a testament to practicality and highlights an uncanny ability to find just the right partners, which increases the probability of success. Bottom line: Lott Carey has solved the leadership puzzle.

Lott Carey continues to nurture its activist legacy into programs that educate and expand the gospel’s reach. Evangelism, health and training programs touch Christians of every age and every walk of life throughout the world. Lott Carey’s method of “coming alongside” people, partners and indigenous populations cements relationships because the organization asks, “What do you need?” rather than declare that “We’re going to do this for you.” It’s amazing how far respect and consideration can take you—even in a philanthropic setting.

The Lott Carey brand continues to bring changes through:
- Women in Service Everywhere, an initiative that offers service opportunities globally and boasts a yearly publication of global prayers during Women’s History Month.
- A partnership with the American Red Cross to help churches in disaster preparedness training, as well as recovery services when disaster strikes. Whatever the success of the programs, it is the people who administer and serve that make things happen. In this regard, Lott Carey is peerless in producing alumni who distinguish themselves in the pulpit, classroom and mission field. They lead small congregations and enormous organizations. But they all understand that leadership takes work, refinement and understanding of what motivates people to follow them.

**NEW IYD LEADER**

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ages 18-24, develop their leadership skills and talents to help others. Five have been selected, to date.
Perhaps his pragmatism is also honed by Lott Carey training and his academic background, a fascinating mix of science and theology.

James holds a bachelor’s in electrical engineering from Morgan State University and a master’s in divinity from United Theological Seminary. He is pursuing his doctorate in ministry from United while serving as pastor of Children, Youth & Young Adults at Mount Ararat Baptist Church in Pittsburgh, Pa., a post he’s held for a decade. James, known as “Pastor RJ,” says his passion for the next generation led him to youth ministry.

“I believe you have to plant the seeds early,” he says. I want to make sure the young people receive the proper skills so they can navigate this Christian walk.”

James says the stresses of high-tech and low morals that young people must cope with—from social media to bullying—prove they need to be mentored. And he believes getting them involved will make a difference in their lives and to others.

“When we train them at a young age, they become more active in their communities and churches.” He scoffs at any notion that their potential is limited by their experience. “They may not have the same experience as adults but that’s no reason to exclude the experiences they do have.”

James believes the generation gap can be bridged with basic communication and mutual respect. Says James: “Young people feel differently if elders look down on them, and the elders are feeling that the young people are being disrespectful. It’s really a communication issue. We try to show both groups they have similar stories. You just need to talk.”

His advice to ambitious young people is as straightforward as his views on what defines leadership: “A good leader first follows Jesus and is honest with those who follow and catch the vision the leader has placed. Remain humble, learn from the best, be observant of other leaders around you, and be willing to make mistakes and try new things.”

—**Mike Tucker**

—**Rev. Robert James**

—**Mike Tucker**
Nepal and thousands of its people are still struggling to recover nearly six months after twin earthquakes devastated major parts of the country. But there is increasing optimism now that the monsoon season is over.

Donations from Lott Carey were used to provide families with much-needed mosquito nets to protect against malaria, dengue fever and other insect-borne diseases, according to Rothangliani Chhangte, director of Baptist World Aid. She says one disaster relief coordinator wrote in his report that “the distribution of the mosquito nets (was) the right material in the right time for the unfortunate earthquake victims of Nepal.”

Volunteers from the United States and elsewhere continue to stream into Nepal, hoping to make life better for the earthquake survivors.

- Non-profit Global Ventures, based in Catoosa, Okla., is sending teams of volunteers to lend a hand.
- Former President Jimmy Carter and his wife, Rosalynn, are heading there in November as Habitat for Humanity volunteers. Carter, 91, who is undergoing treatment for cancer, will take part in a six-day construction project in Nepal’s Chitwan district, about 100 miles west of the capital, Kathmandu.
- And the Fuller Center for Housing plans to have 10 houses completed for displaced families by year’s end. Ryan Iafigliola, director of International Field Operations, says his group has 28 eligible families who are ready to build homes for their families as part of the center’s effort. So far, the Fuller Center has trained 35 masons in earthquake-resistant construction techniques. “These masons will be used on the houses we help to build but also in the efforts of others. We call it the loaves-and-fishes effect,” Iafigliola says.

But broader economic and political problems in Nepal are hampering some aid efforts. In September, Nepal adopted a new constitution — a move that has spawned strikes around that country and deadly clashes with police by those who oppose the change. The new constitution declares Nepal, which has a majority Hindu population, a secular nation. However, some minorities within Nepal say there are changes in the document that discriminate against them. And some Christians are concerned about a provision of the constitution that they say makes it illegal to convert to another religion.

Disruptions have led to a shortage of fuel needed to transport food and other supplies to remote areas of the country that are still dealing with the aftermath of the earthquakes. The United Nation’s World Food Program, for example, says it only has enough fuel and food to meet its commitments for about a month.

In addition, much of the $4.1 billion in aid money raised for Nepal relief has yet to be distributed to those most in need, according to a recent investigation by the Thomson/Reuters news agency. Ben Smilowitz, founder of the Disaster Accountability Project, a charity watchdog group, recently told Thomson/Reuters: “The response is not helped by international humanitarian charities inflating the cost of doing business when they are not actually doing the work on the ground.”

Geri Coleman Tucker is a freelance writer and editor living in the Washington, D.C., area.

By Geri Coleman Tucker
Outside of West Africa, Ebola has largely faded from the headlines on TV and elsewhere. But the need for a better health care system, for a proven vaccine against the Ebola virus and for continued global vigilance remains.

In September, Liberia was declared Ebola-free for the second time this year, after a handful of cases surfaced during the summer. New cases in Sierra Leone and Guinea are down to a few per week. Yet the World Health Organization said recently that it will continue its Ebola response through mid-2016 because the disease “continues to constitute a Public Health Emergency of International Concern” in those countries.

Health officials say they are having trouble tracing people who have come in contact with those who have the Ebola virus and keeping those who are infected from moving to Ebola-free areas of the affected countries.

WHO officials made it clear that Liberia, Sierra Leone and Guinea need to keep rigorous screening in place and that people with Ebola and those who have come in contact with them should not travel internationally. But WHO also said there should be no general bans “on international travel or trade and there should be no restrictions on the travel (of Ebola) survivors.” (Currently, more than two dozen countries still restrict travel from West Africa and some international airlines have yet to resume flights to Liberia, Sierra Leone and Guinea.)

There are about 16,000 survivors out of the more than 28,000 cases of Ebola in the three countries. Many of those survivors now face the battle for acceptance. They are often shunned by those in the community that wrongly fear that they are still contagious. Many also deal with lingering side effects of their illness, including joint pain, headaches, sleeplessness and vision problems.

Despite the challenges, Liberian President Ellen Johnson Sirleaf is adamant that even if Ebola makes a comeback, her country is ready to handle it. She told Al Jazeera America, “Yes, we are, and I am glad to say that. There is always room for improvement and expanding your capabilities, and we are working on that.”

Johnson Sirleaf in early October delivered a keynote address at a biomedical research fundraiser for the Center for Infectious Disease Control in Bellevue, Wash., near Seattle. While there, she also thanked the Seattle-based Bill and Melinda Gates Foundation for more than $50 million it has contributed toward the Ebola fight and research aimed at developing and testing an Ebola vaccine.

Paul Allen, who co-founded giant technology company Microsoft with Bill Gates more than 30 years ago, has built an emergency-operation center in Monrovia. Allen has also given $100 million for protective medical gear and for self-contained units that can be used to airlift infected medical workers to treatment facilities.

Lott Carey, U.S. churches and other missionary groups continue to send donations and — in some cases — volunteers to help.

“Find God’s will for your life and stay in it,” she says, “The work there just flourished, and I knew this was the path.”

“My experience working with Lott Carey made it clear to me that part of my life would always be to hear and share stories from all over the world — to give, to help, to pray.” Yet Haines says she still had doubts. “I wrestled for a while wondering if I was too young to work in this capacity. But as my faith grew and as my study of God’s word deepened, I knew I was doing the right thing, Rev. Goatley has a saying, ‘Find God’s will for your life and stay in it,’” she says, quoting Dr. David Emmanuel Goatley, executive secretary-treasurer of Lott Carey. “I felt peace and comfort knowing that I was doing just that.”

Haines’ ability to work well with teams and inspire other young people was quickly recognized by many people, including Goatley and Rev. Brenda Harewood, pastor of the Guyana Missionary Baptist Church-Lott Carey. She quickly rose to leadership roles both local and national. She was team leader for Lott Carey’s International Youth Development program from 2006 to 2009; from 2008-13, she served as vice president of the North America youth division of the Baptist World Alliance, and in 2013, she became president of BWA’s youth department. She also is youth pastor and church administrator for Shiloh Baptist Church in Norfolk, Va.

—Geri Coleman Tucker
There is increasing optimism as Nepal’s monsoon season ends and earthquake recovery ramps up. Page 30.