

# Paper Proposal for the IAMS Conference 2020: Christian Communities and Mission Study Group

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## Developing leaders in marginalised minority groups: Issues and challenges

People in minority groups, whether in their home country or in diaspora, face specific challenges that affect how Christian leaders are developed. These challenges include (1) limited opportunities for education and literacy; (2) limited access to resources, including employment; and (3) being treated according to a deficit mentality by people from majority groups or well-meaning expatriates who visit to help them. In this paper, we will analyse the challenges faced in developing leaders among the Millet minority of Bulgaria and its European diaspora. Drawing on our own experience of developing Christian leaders in this marginalised, Turkish-speaking, Roma sub-group, we will explore how power, inequality and vulnerability all affect the ability of Millet and other marginalised minority leaders to both enact culturally authentic leadership and to receive culturally appropriate leadership development. Issues explored will include the nature of minority groups' interactions with the majority, access to social, cultural and institutional capital, powerlessness in relation to control of resources by majority groups, and the heightened vulnerability of people from minorities caused by their perceived lack of self-efficacy. The implications of each of these for Christian workers seeking to help develop leaders among cultural minorities will be discussed.