



Minnesota
Annual Conference
of the United Methodist Church

Nine Characteristics of Effective Clergy Leadership

Persons who wish to serve as clergy leaders in the Minnesota Annual Conference must embrace our mission, purpose and imperatives and exhibit the following characteristics:

- ***A personal passionate faith:*** Deeply loves God, expresses a vibrant spirituality and lives a holy, healthy, grace-filled life that is evidenced by an ability to articulate the difference Jesus Christ makes in their life and the consistent practice of the means of grace.
- ***An evangelistic heart:*** Loves people and passionately desires to see lives transformed through a relationship with Jesus Christ by committing themselves to leading congregations to reach the least, lost and left out and inviting people on a journey towards radical discipleship resulting in people growing spiritually and the church growing numerically.
- ***Emotional and social intelligence:*** Demonstrates self-awareness, interpersonal skills, self-confidence, emotional self-control, authenticity and empathy for others.
- ***Apostolic leadership:*** Demonstrates *Wesleyan Entrepreneurship* by starting new things and going out into the community to build relationships and gather people, rather than waiting for people to come to us.
- ***A Wesleyan way of discipleship:*** Inspires, engages and motivates others by preaching the good news with conviction, prepares and leads excellently executed worship services that connect people to God, each other and the needs of a seeking world, casts a compelling vision of what it means to be the body of Christ, offers a thoughtful Wesleyan theology that is relevant and meaningful to peoples' everyday lives, and unashamedly calls people into a life of stewardship where they offer joyfully their prayers, presence, gifts, service, and witness to the work of the kingdom.
- ***Adaptive leadership skills:*** Thinks and works organizationally by creating, managing and navigating systems; developing and implementing strategic ministry plans; building teams and influencing others to achieve common goals; initiating change and managing conflict so as to increase a congregation's capacity for change and ability to address adaptive challenges; and adjusting their leadership style to fit the context.
- ***Holy, healthy habits:*** Sustains themselves for ministry by having a healthy, interesting personal life that is appropriately balanced with their vocational work, expressions of which are clear personal and professional boundaries; practices of good self-care; life-giving relationships outside the church; interests and hobbies that lead to a well-rounded life.
- ***Love for all God's people and the world:*** Embraces the world as their parish, and therefore expects to be connectional in ministry, awake to the large, diverse world in which we live, and deeply engaged in working towards God's shalom for all people.
- ***Life-long learner:*** Seeks to be a life long learner and makes the investment in on-going personal and professional development.