

Characteristics of Effective Clergy In The North Georgia Conference Revised February 18, 2009

An effective clergy leader is *centered in Christ* and demonstrates strengths in *pastoring, proclaiming, leading, and disciple-making*. Listed below are the leadership qualities and vocational competencies that define the effectiveness of clergy in the North Georgia Conference. Additional quantifiable/measurable characteristics are included to provide information for discussion of the clergy person's leadership, and resulting effectiveness.

Leadership Qualities

- *Maturing spirituality*: Exhibits a disciplined spiritual life, maintaining healthy boundaries and being accountable for one's work and actions, including participation in a program of personal spiritual enrichment and renewal.
- *Integrity*: Demonstrates behavior that is in alignment with Christian beliefs, practices, and healthy relationship with God; upholds the UMC Book of Discipline.
- *Sound theology*: Understands, knows, and celebrates the power of Jesus Christ to bring healing and wholeness, forgiveness and reconciliation, justice and peace, to the lives of individuals, congregations, and communities.
- *Caring heart*: Exhibits servant leadership that cultivates the gifts of the spirit and empowers others to claim their call and find their place in ministry.
- *Relational*: Exhibits the ability to listen, develop working teams, equip persons for ministry, and manage conflict in a way that leads to healthy resolution.
- *Self Care*: Maintains a healthy balance between self, family, and work and participates in an ongoing wellness program provided by the Annual Conference or by personal physician.
- *Team player*: Serves as a leader who knows and supports United Methodist theology and polity, gives clear support for connectionalism and obedience to his/her ordination vows.
- *Adaptability*: Demonstrates the ability to be flexible regarding geographical location, congregational constituency, and worship styles.
- *Performance Standards*: Exhibits a high level of work ethic and consistently produces quality results.

Vocational Competencies

- *Proclamation*: Possesses and articulates a working knowledge of biblical faith; demonstrates the ability to communicate and apply the gospel of Jesus Christ in culturally relevant ways to the diverse population groups of our conference.
- *Visioning and implementation skills*: Demonstrate the ability to identify and articulate the vision plus the assessment and administrative ability to make the vision become reality.
- *Inspirational and motivational skills*: Energizes and encourages people in their life of faith.

- *Service and Mission:* Engages in and mobilizes others for connecting the witness of the Gospel in practical hands-on involvement in the world.
- *Administration:* Demonstrates administrative, management, and supervisory skills.
- *Program Development:* Demonstrates a willingness to lead the congregation in establishing ongoing adult educational opportunities and outreach ministries.

Quantifiable/measurable Characteristics:

- _____ Professions of Faith (each of the last 5 years)
- _____ Average attendance at principal worship service(s) - (each of the last 5 years)
- _____ Average worship attendance as % membership (each of last 5 years)
- _____ % payment of apportionments and benefits (each of the last 5 years)
 - _____ % apportionments
 - _____ % benefits
- _____ length of appointments
 - _____ (from _____ to Present)
 - _____ (from _____ to _____)
 - _____ (from _____ to _____)
 - _____ (from _____ to _____)