

Pacific Northwest Annual Conference Board of Ordained Ministry

Essential Leadership Skills for Professional Leaders

(formerly adopted as the “Core Essentials” document on November 17, 2009)

“Resurrecting excellence (in ministry) is fundamentally shaped by a lifelong attentiveness and obedience to the life, death, and resurrection of Jesus Christ.” *

<i>Faith and Knowledge of God demonstrated in Spiritual Depth and Attentiveness</i>		<i>Education/Training demonstrated in Knowledge, Skills and Practical Wisdom</i>		<i>Personal Character and Holiness</i>	
Qualities	Performance Expectations	Qualities	Performance Expectations	Qualities	Performance Expectations
1. Knowledge of God as a compassionate and pardoning God through the life and teachings of Jesus	<ul style="list-style-type: none"> •Know and experience God’s forgiveness/mercy •Be gracious and reconcile differences 	1. Oral and Written Communication Skills which bear Witness to the Gospel	<ul style="list-style-type: none"> •Preach, teach, lead worship so people are moved to action; •Follow Matthew 25 	1. Integrity	<ul style="list-style-type: none"> •Demonstrate consistency between thought and action •Be truthful, transparent, authentic, and psychologically sound in all interactions
2. Visionary Orientation towards Others and the World	<ul style="list-style-type: none"> •Be open and receptive to all possibilities, expected and unexpected •Be open and embrace diversity and complexity •Be attentive •See beauty in the world through the eyes of God 	2. Knowledge and Commitment to the Historic Wesleyan theology	<ul style="list-style-type: none"> •Articulate theology so that people know what it means to be a Christian and a Methodist 	2. Self Awareness which leads to Self Care	<ul style="list-style-type: none"> •Be able to own and identify strengths and weaknesses •Self evaluate care for positive physical care and care for primary relationships
3. Passion for God, the Church and Ministry	<ul style="list-style-type: none"> •Love God with all your heart, soul, mind, strength, and love neighbor as yourself •Demonstrate that your life yields the fruits of the spirit •Be generous 	3. Skills in Pastoral Care	<ul style="list-style-type: none"> •Demonstrate effective interpersonal skills •Demonstrate ability to care for your soul and souls of others •Help people identify needs 	3. Balanced World View	<ul style="list-style-type: none"> •Demonstrate ability to dialogue with others, including those who don’t agree with you

<p>4. Committed life- long student of God, God’s world, and scripture</p>	<ul style="list-style-type: none"> •Read regularly •Seek opportunities to grow-go beyond basic CEU’s •Practice spiritual disciplines •Demonstrate engagement with scripture 	<p>4. Knowledge and Analysis of Context</p>	<ul style="list-style-type: none"> •Understand community you are in and people to whom you minister •Develop agility to address peoples’ needs in ways that stretch the clergy’s own disposition and gifts 	<p>4. Empathy</p>	<ul style="list-style-type: none"> •Demonstrate an observable emotional connection to the world
<p>5. Deep sense of calling</p>	<ul style="list-style-type: none"> •Articulate and live out your calling from God for ministry 	<p>5. Trans-formational and Courageous Leader</p>	<ul style="list-style-type: none"> •Articulate what transformation you are seeking and what is different about ministry setting from when you first started your ministry •Demonstrate ability to facilitate transformation •Demonstrate ability to be a courageous leader •Ability to lead in resolving conflict 	<p>5. Risk Taker</p>	<ul style="list-style-type: none"> •Promote new ideas •Be fearless in change and adaptability •Be willing to go against status quo
		<p>6. Administrative Skills</p>	<ul style="list-style-type: none"> •Ability to organize tasks/functions i.e. budgets, meetings, groups •Utilize gifts of staff and volunteers for facilitating ministry •Respond in a timely manner to requests from district and conference 		