

Planning the Leadership Capacities Event Appendix # 10



The congregation needs to participate in one more event. This event can be done after worship during a fellowship time.

This event may take place during the “fellowship time” following worship. Plan to have extra or special refreshments for the event. The Discernment Process Report or a Summary of the Report and action steps should be communicated with the congregation prior to the Leadership Capacity Event.

Print out Leadership Capacities pages. Display them around the room. Make copies of the descriptions of the Leadership Capacities and have them sitting available for participants.

Each participant is encouraged to read through the descriptions, talk with others and encouraged to make selections of their top leadership capacities considering the Discernment Report.

Using colored sticky notes each participant is to choose 5 to 8 leadership capacities that would be best suited for the vision and vocation of the congregation. They can pick the top 3 by using RED = #1 choice, BLUE = #2 choice, GREEN = # 3 choice, YELLOW for 4 thru 8.

This event doesn’t take long and can be completed in a “fellowship” time.

Following the selections, the Discernment team will tally the information and write a report. The tally should be how many red, blue, green and yellow for each capacity.

They do not make any decisions about which capacities are best. The report will be added to the Discernment Report and will be used by the Pastor Nominating Committee.

Theological/Spiritual Interpreter

Compassionate

Having the ability to suffer with others; being motivated by others pain and is called into action as advocate; is motivated by caring for others while concurrently keeping the organizational goals clearly in focus

Preaching and Worship Leadership

Is a consistently effective preacher and worship leader; is able to inspire from the pulpit; communicates a clear and consistent message through sermons that are carefully prepared and artfully delivered; projects the identity and character of the congregation through worship leadership presence.

Spiritual Maturity

Shows strong personal depth and spiritual grounding; demonstrates integrity by walking the talk and by responding with faithfulness of purpose; is seen by others as trustworthy and authentic; nurtures a rich spiritual life; seeks the wisdom and guidance of appropriate mentors; is able to articulate a clear and consistent theology.

Lifelong Learner

Individuals who use every experience in life as a potential tool for growth; one who pursues continuing education; and those who build on strengths and seek assistance to improve weaknesses.

Teacher

Creates learning environments where students are active participants as individuals and as members of collaborative groups; designs lesson plans that teach concepts, facts, and theology; effectively uses multiple learning tools to reach a wide variety of learners; revises instructional strategies based upon ministry/organization context.

Communication

Communicator

Advances the abilities of individuals and the organizations through active listening supported with meaningful oral and written presentation of information.

Bilingual

Having the ability to use two languages, especially with equal or nearly equal fluency; able to use multiple languages in communication.

Public Communicator

Demonstrates a comfortable ease when speaking in a variety of settings (both small and large groups); is effective at addressing a variety of topics; can get messages across with the desired effect.

Media Communicator:

Has experience developing materials for a variety of written or multimedia forms of communications (print, Internet-based, social media, etc.)

Technologically Savvy

The ability to navigate successfully the world of technology using software, blogging, multi-media, and websites as tools for ministry

Organizational Leader

Advisor

An individual others turn to for counsel and guidance; provides coaching; expertise for congregations or other organizations.

Change Agent

Having the ability to lead the change process successfully; anchoring the change in the congregation's/organization's vision and mission.

Contextualization

The ability to assess accurately the context, environment, history, relationships and uniqueness of a congregation or organization.

Culturally Proficient

Having solid understanding of the norms, values and common behaviors of various peoples, including direct experience working in multiple cultural and cross-cultural settings.

Externally Aware

Identifies and keeps informed of the polity of the church and/or the organization; maintains current with laws, regulations, policies, procedures, trends, and developments both internally and in the larger society

Entrepreneurial

Leaders that are creative in using resources; identifies opportunities to develop; is willing to take risks, initiates actions that involve a deliberate risk to achieve a recognized benefit or advantage.

Risk Taker

Persons with the ability to take appropriate risk to accomplish needed goals; one who thinks outside the box and who is not afraid of challenging the status-quo.

Task Manager

Assures that effective controls are developed and maintained to ensure the integrity of the organization; holds self and others accountable for rules and responsibilities; can be relied upon to ensure that projects within areas of specific responsibility are completed in a timely manner and within budget; and monitors and evaluates plans, focuses on results and measuring attainment of outcomes.

Willingness to Engage Conflict:

Steps up to conflicts, seeing them as opportunities; reads situations quickly; good at focused listening; can identify common ground and elicit cooperation from others in crafting mutual solutions.

Decision Making:

Makes effective decisions, balancing analysis, wisdom, experience, and judgment; is aware of the long-term implications of choices made; is generally regarded as offering solutions and suggestions that are correct and effective.

Organizational Agility

Is astute about how congregations and/or organizations work; knows how to get things done through formal and informal channels; understands the importance of supporting good policy, practice, and procedure; appreciates the power in the culture of a congregation; is politically savvy.

Strategy and Vision

Sees ahead clearly, keeping focused on the larger picture; can anticipate future consequences and trends accurately; is future oriented; casts a compelling and inspired vision for a preferred future; sees possibility; crafts breakthrough strategies.

Financial Manager

Deliver results by maximizing organizational effectiveness and sustainability through the best use of available financial resources; allocates and manages finances transparently; implements strategies to achieve operational efficiencies and value for money; puts in place rigorous and comprehensive financial accountability systems

Funds Developer

Maintains the ability to solicit donations used to fund the budget of the organization; effectively expresses the needs for funds to potential donors; responsible for adding new potential donors to the organization's contact list; prepares statement of planned activities and enlists support for mission initiatives.

Collaboration:

Has a natural orientation toward getting people to work together; shares wins and successes; fosters open dialogue; lets people finish and be responsible for their work; creates strong feelings of belonging among group members; is a good judge of talent and can accurately assess the strengths and limitations of others.

Interpersonal Engagement

Interpersonal Engagement

Displays a consistent ability to build solid relationships of trust and respect inside and outside of the organization; engage people, organizations, and partners in developing goals, executing plans, and delivering results; use negotiation skills and adaptability to encourage recognition of joint concerns, collaboration, and to influence the success of outcomes.

Bridge Builder

Possessing a certain responsibility for the unity of the congregation and or organization; works to connect people of different cultures, worldviews, and theological positions.

Motivator

Creates and sustains an organizational culture which permits others to provide the quality of service essential to high performance. Enables others to acquire the tools and support they need to perform well; and influences others toward a spirit of service and meaningful contributions to mission accomplishment.

Personal Resilience:

Learns from adversity and failure; picks up on the need to change personal, interpersonal, and leadership behaviors; deals well with ambiguity; copes effectively with change; can decide and act without having the total picture; comfortably handles risk and uncertainty; seeks feedback; expresses personal regret when appropriate

Initiative:

Demonstrates ambition is highly motivated; is action oriented and full of energy for things seen as challenging; seizes opportunity; pushes self and others to achieve desired results.

Flexibility

Adapts behavior and work methods in response to new information, changing conditions, unexpected obstacles, or ambiguity; remains open to new ideas and approaches; and works concurrently on related and conflicting priorities without losing focus or attention.

Self Differentiation

Demonstrates strong and appropriate personal boundaries in relationships; has a healthy appreciation of self, without being egotistical; is emotionally mature; can maintain a less- anxious presence in the midst of turmoil; is not overly dependent upon outside affirmation; works to build a strong personal support system.