

Characteristics of Effective Clergy

Iowa Annual Conference

These are the leadership qualities and vocational competencies that define the effectiveness of clergy in the Iowa Annual Conference.

Leadership Qualities

- *Professional Ethics:* Abides by Code of Ethics for Professionals in Ministry as adopted by the Iowa Annual Conference. Manages personal life and finances in a manner that does not interfere with the healthy conduct of ministry.
- *Maturing Spirituality:* Exhibits a disciplined spiritual life, maintaining healthy boundaries and accountability for one's work and actions, including participation in a program of personal spiritual enrichment, renewal and Continuing Education.
- *Integrity and Authenticity:* Demonstrates consistent behavior that is in alignment with Christian beliefs, practices, and healthy relationship with God.
- *Sound Theology:* Understands, knows, and celebrates the power of the triune God to bring healing and wholeness; forgiveness and reconciliation; and, justice and peace, to the lives of individuals, congregations, and communities.
- *Servant Leadership:* 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.
- *Connectional:* Serves as a leader who knows and supports United Methodist theology and polity as defined in the *Book of Discipline*; gives clear support for connectionalism and obedience to his/her ordination vows through participation in their respective Orders Events; Conference and District ministries; and, collaborates with other United Methodist Churches in region through Ministry Action Teams or similar structures.
- *Adaptability:* Demonstrates the ability to be flexible and responsive regarding community context, congregational constituency, worship styles, and ministry setting. Models and encourages appropriate risk-taking for the sake of the mission of the Church, "make disciples of Jesus Christ for the transformation of the world..."¶120, 2008 *Book of Discipline*.
- *Performance Standards:* Exhibits a high level of work ethic balanced with self-care that consistently produces quality, measurable results toward achieving the mission of making disciples for the transformation of the world.
- *Self Care:* Maintains a healthy balance between self, family, and work and participates in the Self-Care Covenant program of the Iowa Annual Conference.

Vocational Competencies

- *Evangelism and Discipleship:* Demonstrates the ability to lead the congregation in making disciples of Jesus Christ for the transformation of the world.
- *Ministry Development:* Demonstrates a willingness to lead the congregation in establishing ministries of nurture, outreach, and witness.

- *Proclamation:* Possesses and articulates a working knowledge of Biblical faith and social holiness; demonstrates the ability to communicate and apply the gospel of Jesus Christ in culturally relevant ways to the diverse population groups of our conference. Calls for faithful response to social justice concerns within the context of ministry.
- *Commitment to Inclusivity:* Models and embraces inclusiveness, demonstrates sensitivity to diversity, raises awareness through preaching and teaching and educates the community of faith on relevant issues of inclusivity.
- *Visioning and Implementation Skills:* Demonstrates ability to discern, articulate, and implement vision with the community of faith.
- *Inspirational and Motivational Skills:* Relates to others in a way that inspires and encourages them in their life of faith.
- *Administration:* Demonstrates administrative, management, and supervisory skills. Is able to set and accomplish goals.
- *Pastoral Care:* Devotes time for pastoral care appropriate to the ministry setting; encourages and equips laity for the ministry of pastoral care; and, establishes and adheres to visitation priorities appropriate to the ministry setting.
- *Conflict Management:* Demonstrates the healthy ability to address complaints, settle disputes, and resolve conflicts.

Measurable Characteristics of Effective Leadership – for local church settings “which provide the most significant arena through which disciple-making occurs.” ¶120, *2008 Book of Discipline*.

DEMONSTRATED TREND OF IMPROVEMENT IN THE FOLLOWING:

- *Evangelism:* Number of adult professions of faith for each of the last five years; number of youth professions of faith for each of the last five years.
- *Contextual Ministry with special emphasis on ministries with the poor and marginalized:* Percentage of average worship attendance engaged in contextual ministry. Collaboration with United Methodist Churches, other faith groups and community organizations in the area. Percentage of annual operational giving supporting ministry with the poor for each of the last five years.
- *Worship:* Average worship attendance at principal worship services for each of the last five years; average worship attendance as % of membership for each of the last five years.
- *Faith Development:* Percentage of average worship attendance participating in small groups, including Sunday School, for each of the last five years.
- *Stewardship:* Percentage change in the annual giving for the past five years; percentage payment of apportionments for each of the last five years.
- *Leadership Development:* Increasing number of persons demonstrating effective leadership skills. System of identifying gifts for lay and clergy ministry, mobilizing teams for ministry, and increasing number of innovative and collaborative ministries in the church, community and world.