

# Characteristics of Effective Clergy

## Virginia Conference

---

These are the leadership qualities and vocational competencies that define the effectiveness of clergy in the Virginia Conference. Additional measurable characteristics of congregational health 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 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 Jesus Christ to bring healing and wholeness, forgiveness and reconciliation, 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.
- *Self Care*: Maintains a healthy balance between self, family, and work and participates in the Virginia Self-Care Covenant.
- *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.
- *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**

- *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; demonstrates the ability to communicate and apply the gospel of Jesus Christ in culturally relevant ways to the diverse population groups of our conference.

- *Commitment to Inclusivity*: Models and embraces inclusiveness, demonstrating sensitivity to diversity.
- *Visioning and Implementation Skills*: Demonstrates the ability to partner with laity in identifying and articulating the vision plus the assessment and administrative ability to make the vision become reality.
- *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.
- *Pastoral Care*: Devotes time for pastoral care appropriate to the ministry setting, encourages and equips laity for the ministry of pastoral care, establishes and adheres to visitation priorities appropriate to the ministry setting.
- *Conflict Management*: Demonstrates the ability to handle complaints, settle disputes and resolve conflicts.

### **Vital Congregations Characteristics**

- Disciples worship (average worship attendance)
- Disciples make new disciples (number of people who join by profession of faith)
- Disciples engage in growing as a disciple (number of small groups, Sunday school classes and Bible studies)
- Disciples engage in mission (number of people from the congregation engaged in local, national and international mission/outreach activities)
- Disciples give to mission (total amount given by local church to other organizations for support of benevolent and charitable ministries, including apportionments paid and support for all United Methodist and non-United Methodist organizations active in work such as advocacy, education, health, justice, mercy, outreach, and welfare anywhere in the world)

---

Adapted from: *Standards for Clergy Leadership in the Virginia Conference* and *Characteristics of Effective Clergy in the North Georgia Conference*

Approved by Virginia Conference Board of Ordained Ministry 5/20/2009

Approved by Virginia Conference Cabinet 4/20/2009

Updated by the Virginia Conference Cabinet 9/6/2011, 1/13/16