

### **Worship/Preaching Leadership**

- ◆ Ability to preach in a manner that is conducive to congregational health and well being.
- ◆ Ability to lead a congregation in worship in a manner that is conducive to congregational health.
- ◆ Ability to lead a congregation in a variety of styles of worship and music.
- ◆ Willingness to search out men and women who can hear God's call to ordained ministry.

### **Priestly/Pastoral Roles**

- ◆ Ability to lead the congregation in meaningful celebration of the sacraments.
- ◆ Ability to adequately perform marriages and services of resurrection.
- ◆ Ability to provide adequate pastoral care and counseling to persons.
- ◆ Ability and willingness to visit in homes, hospitals, and skilled care facilities with present and prospective church members.
- ◆ Ability to maintain confidences inviolate.
- ◆ Commitment to lead confirmation classes.
- ◆ Understanding of the dynamics of grief and loss.

### **Connectional Awareness/Commitments**

- ◆ Awareness of and commitment to United Methodist polity, procedures, doctrine, and discipline.
- ◆ Willingness to serve the whole church by participating in district and conference activities and leadership.
- ◆ Willingness to itinerate and serve wherever she or he is needed within the bounds of the annual conference.



# ***Clergy Effectiveness Expectations***

**Holston Annual Conference  
The United Methodist Church**

# *Clergy Effectiveness Expectations*

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*An effective clergy person demonstrates...*

## **Spiritual Maturity/Theological Awareness**

- ◆ Clear and convincing evidence of her or his faith in Christ and a vital spiritual experience.
- ◆ Ability to define and describe her or his ministry as a calling in theologically appropriate manner.
- ◆ Ability to fulfill her or his role as spiritual leader and minister while remaining relatively free of serious medical or psychological problems.
- ◆ Willingness to share gifts of time, talent, service, and money in a manner similar to what she or he expects of parishioners.
- ◆ Ability to think critically and be engaged in self-examination and theological reflection.
- ◆ Ability to manage her or his personal finances while practicing good Christian stewardship.

## **Emotional Maturity/Self-Understanding**

- ◆ Willingness to assess her or his own strengths and weaknesses.
- ◆ Ability to be open and responsive to feedback and evaluation by parishioners and lay leadership.
- ◆ Ability to be open and responsive to supervision and evaluation by the District Superintendent.
- ◆ Ability to establish similar expectations for her or his own life and what she or he expects of others.
- ◆ Awareness of her or his own personal problems and how they influence her or his work with others.
- ◆ Ability to respond appropriately when necessary for the well being of the Church.
- ◆ Willingness to utilize individual and/or group counseling or support groups.
- ◆ Awareness of her or his own biases, cultural values, and basic attitudes toward diversity that might impact his or her ministry.
- ◆ Awareness of how her or his own family-of-origin issues may positively or negatively impact work and ministry.

## **Healthy Boundaries**

- ◆ Healthy self-care.
- ◆ Ability to form meaningful and healthy relationships beyond professional relationships with parishioners and other colleagues.
- ◆ Ability to lead others without forming destructive dual relationships with parishioners.
- ◆ Ability to maintain appropriate boundaries separating personal and professional life.
- ◆ Ability to maintain control of her or his weight and diet so these issues have not negatively affected ministry.
- ◆ Ability to maintain a program of exercise, healthy diet, and self-care.

## **Leadership Skills/Administrative Abilities**

- ◆ Ability to lead beyond maintenance to mission in the world.
- ◆ Ability to lead the congregation with the expectation of 100% payment of apportionments.
- ◆ Ability to lead others without attempting to control or coerce them.
- ◆ Ability to effectively utilize a variety of different styles of leadership.
- ◆ The ability to be assertive without becoming aggressive.
- ◆ Competence in the ethical practice of pastoral care and congregational leadership.
- ◆ Ability to manage the administrative and financial dimensions of congregational leadership.
- ◆ Ability and willingness to seek out consultation and supervision whenever necessary.

## **Relational Skills**

- ◆ Good interpersonal skills in her or his relationships with parishioners.
- ◆ Ability to welcome, value, and understand diversity and difference.
- ◆ Ability to care for and be responsive to the needs of others.
- ◆ Ability to utilize inclusive language in conversation and public speaking.
- ◆ Ability to form healthy and successful relationships with her or his spouse and children or to remain healthy in singleness.
- ◆ Ability to maintain celibacy in singleness or fidelity in marriage in her or his intimate relationships.
- ◆ Ability to encourage and equip lay ministry.