



West Virginia Conference **LEADERSHIP STANDARDS**

Like Jesus' disciples, we are intended to grow closer to God, always learning how our gifts can be developed and offered to lead others to experience God's love. By following these standards or practices for leadership, with grace-filled support from fellow leaders along the way, God is able to work within us to more fully transform us and those around us.

Jesus identified, called, taught and sent his disciples into the world as leaders. Therefore, leadership has always been an essential part of sharing God's love. West Virginia Conference leaders look to Jesus' guiding of his disciples for basic standards of leadership. We also draw upon the fullness of scripture, our theological tradition, Wesley's guidance for spiritual formation, and our experience as they contribute to transformational leadership standards.

Lay and clergy leaders in the West Virginia Conference are:

- grounded in God's calling to serve;
- empowered by the Holy Spirit through the gifts given to each;
- aware of their own unique context and style;
- committed to the values of the West Virginia Conference, reflecting Christ; Wesleyan & UM theology; grace; compassion; repentance; a courageous, risk-taking faith; integrity; intentional spiritual formation and intercultural competency.
- intentionally self aware, balanced, self-confident and humble.
- committed to improving the ministry and mission of the West Virginia Conference and its congregations through a team process of loving, learning and leading.

LOVING

- A leader actively commits to growing in faith through membership in a local congregation (or the Conference as clergy), participating through worship & sacraments, gifts, service, witness, prayer & financial support.
- A leader is able to articulate their relationship with Jesus Christ and tells their faith story.
- A leader prays, discerns, and attempts to be submissive to the power and leading of the Holy Spirit in all things.
- A leader understands spiritual formation to be an essential part of leadership and therefore commits to a discipline of prayer, bible study, personal health (physical, mental, emotional, financial, relational),

LEARNING

- A leader commits to continuous learning.
- A leader understands how their authority and the purpose of their ministry (team) is connected relationally to other ministries (teams) and to the body of the West Virginia Conference.
- A leader understands how conflict is often part of leadership, and learns how to navigate conflict with love.

LEADING

- A leader articulates a clear plan and focus.
- A leader commits to determine and measure the fruitfulness of their ministry.
- A leader commits to identify and develop other leaders.
- A leader commits to meet people where they are: across racial, cultural, theological, emotional and socio-economic boundaries.

***As a follower of Christ, and servant-leader,
I will strive to live by the above leadership standards
and will be willing to seek and receive grace-filled assistance
in those areas where I need to grow.***

The West Virginia Conference is committed to developing transformational leaders.

*For resources or assistance, you may contact your District Superintendent
or Bonnie MacDonald, Director of Leadership Formation & Ministry Support.*

Developed by the Conference Develop Team and Adopted by Bishop's Lead Team.