



# West Virginia Conference

## LEADERSHIP STANDARDS

*The mission of the West Virginia Conference is to discover, develop, and deploy passionate spiritual leaders who make disciples of Jesus Christ for the transformation of the world.*

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 and United Methodist 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 and sacraments, gifts, service, witness, prayer, and 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, and 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.*

