

**DISCOVER**

**DEVELOP**

**DEPLOY**

passionate  
spiritual leaders  
who make  
disciples of  
Jesus Christ  
for the  
transformation  
of the world

**WE ARE**

a Christ-led,  
spiritual breath of  
fresh air  
that changes  
the world.

## Standards for Leadership & Self Check for Individuals and Teams

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.

West Virginia Conference Leadership Standards Self-Check for Individuals and Teams is a general tool for you to use at the conference, district, or local level to help you with leadership growth. The tool may be used at any time during the year by an individual (district superintendent, pastor, lay leader) or by a group (administrative board, Sunday school group). The tool is a companion document to the West Virginia Conference Leadership Standards.

### Instructions

The steps are simple: rate your leadership skills and behaviors, identify areas that you wish to strengthen, and write down personal or team goals to be revisited at a later date.

Follow-up with your supervisor (clergy) or pastor (lay) to get greater insights into your findings and to help you with prioritization is an optional practice.

## Rating Scale

- 5 = Strongly Agree
- 4 = Agree
- 3 = Uncertain
- 2 = Disagree
- 1 = Strongly Disagree

## Loving • Learning • Leading

- A leader actively commits to growing in faith through participation in a local congregation and/or the Conference 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).

*I or I am . . .*

*My team or My team is . . .*

Loving					
1	2	3	4	5	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	1. Actively committed to growing in faith through participation in a local congregation and/or the Conference through worship and sacraments, gifts, service, witness, prayer, and financial support.
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	2. Able to articulate my (our) relationship with Jesus Christ and tells my (our) faith story.
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	3. Pray(s), discern(s), and attempt(s) to be submissive to the power and leading of the Holy Spirit in all things.
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	4. Understand(s) 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).
<b>Loving Notes</b>					

\*Spiritual formation: the process of being formed in the image of Christ for the sake of others  
(Robert Mulholland, *Invitation to a Journey: A Road Map for Spiritual Formation*)

### Rating Scale

5 = Strongly Agree

4 = Agree

3 = Uncertain

2 = Disagree

1 = Strongly Disagree

## Loving • Learning • Leading

- A leader commits to continuous learning.
- A leader understands how their influence 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.

*I or I am . . .*

*My team or My team is . . .*

Learning					
1	2	3	4	5	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	1. Committed to continuous learning.
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	2. Understand(s) how their influence and purpose of their ministry (team) is connected relationally to other ministries (teams) and to the body of the West Virginia Conference.
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	3. Understand(s) how conflict is often part of leadership and learns how to navigate conflict with love.

### Learning Notes

### Rating Scale

5 = Strongly Agree

4 = Agree

3 = Uncertain

2 = Disagree

1 = Strongly Disagree

## Loving • Learning • 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 discover and develop other leaders.
- A leader commits to meet people where they are: across racial, cultural, geographical, theological, emotional, and socio-economic boundaries.

*I or I am . . .*

*My team or My team is . . .*

Leading					
1	2	3	4	5	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	8. Articulate(s) a clear plan and focus.
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	9. Committed to determining and evaluating the fruitfulness of their ministry.
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	10. Committed to discovering other leaders.
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	11. Committed to developing other leaders.
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	12. Committed to meeting people where they are across racial, cultural, geographical, theological, emotional, and socio-economic boundaries.
<b>Leading Notes</b>					

\*Fruitfulness: a measure of productivity. Outcomes may be good or bad.

## Summary

**Good Practices to Leverage (to share with my colleagues, to share with other teams)**

**Opportunities for Improvement (goals and actions for myself, for my team)**

*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 Staff.

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