

Clergy Effectiveness

Adopted by the Board of Ordained Ministry, October 2014

An effective clergy personifies:	An effective clergy practices:	An effective clergy produces:
(a1) A strong, articulate Wesleyan theology	(b1) A strong, spiritually disciplined prayer life.	(c1) Growth in worship
(a2) Maturity reflected in a respectful, humble, mature and coachable nature	(b2) Self-care and respect of boundaries.	(c2) Disciples who are lifelong learners and evangelists.
(a3) Adaptively, creativity, and risk-taking.	(b3) Generosity in resources, words and actions.	(c3) Mature and healthy leaders with a vision for the local church and community.
(a4) A joyful, engaging and faithful servant heart	(b4) Responsibility, and helps others to do the same.	(c4) Missional churches and other new ministries.
(a5) An ability to motivate, equip, encourage, and give permission	(b5) A work ethic that is smart and kingdom-oriented	(c5) Financial strength and viability.

Explanation of Traits

<i>(a1) An effective clergy is one who possesses and articulates a working knowledge of Biblical faith and social holiness. The clergy demonstrates the ability to communicate and apply the gospel of Jesus Christ in culturally relevant ways. The clergy understands, knows, and celebrates the power of the triune God to bring healing, reconciliation, and peace to the lives of individual</i>	<i>(b1) An effective clergy is one who begins with an essential and vibrant faith, lived out in a spiritually disciplined life that includes prayer and other means of grace. Attention to this primary foundation and practice as a disciple of Jesus Christ sets an example by the clergy. The clergy intentionally moves into a deepening life devoted to Christ.</i>	<i>c1) An effective clergy produces growth in worship in numbers and in spiritual vitality. The clergy uses the worship experience to draw people closer to God and to each other. The clergy accomplishes this through music, prayer, preaching and the sharing of the sacraments that is relevant to the context and culture of the people and the community in which he/she serves. These worship</i>
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<i>congregations and communities.</i>		<i>experiences need to be inviting and welcome to diversity and dialogue.</i>
<p>(a2) <i>An effective clergy is a lifelong learner. This is enabled by a humble, coachable attitude the submits to the promptings of the Holy Spirit, God’s Word and the help and advice of others. Such an attitude also enables the clergy to learn from successes as well as failures. The clergy person’s disciplined spiritual life makes his/her accountable in one’s work and actions. The clergy gives up the quest for status and power following Christ’s example.</i></p>	<p>(b2) <i>An effective clergy knows him/herself, recognizing the need for clear boundaries and proper balance in all aspects of life, taking steps to keep those boundaries and that balance healthy and evident. The clergy seeks to care for her/himself physically, maintaining and strengthening healthy relationships among family, friends and parishioners. The clergy knows when to say “no” to activities that weaken good boundaries, and how to respect times of rest and renewal to keep a healthy perspective and discipline of making good choices in his/her life.</i></p>	<p>(c2) <i>An effective clergy produces disciples actively engaged in learning and growing in Christ through intentional Bible study, a disciplined prayer and devotional life, faithful worship attendance and participation, and evangelistic service beyond church walls. The clergy helps disciples to identify, develop and use their spiritual gifts to build up the church, the community and the world.</i></p>
<p>(a3) <i>An effective clergy can set and accomplish goals with flexibility and responsiveness while managing conflict in a way that leads to healthy resolution. The clergy thinks outside the box and is willing to take oneself and others in creative, new directions, responsive to and trusting in the moving of the Holy Spirit.</i></p>	<p>(b3) <i>An effective clergy gives up the emotion of jealousy in life. Instead, the clergy practices a heartfelt expression of joy in the success of others, growing others into healthy and faithful disciples. He/she uses all means - financial, prayer and pastoral skills - to assist others to move forward in their own ministries.</i></p>	<p>(c3) <i>An effective clergy develops and empowers leaders who have a vision for their local church, community and world for which they take responsibility and work to achieve. The clergy stays abreast of, provides information about, and encourages attendance at training opportunities and workshops that help leaders address an ever-changing world.</i></p>
<p>(a4) <i>An effective clergy is faithful to their ordination</i></p>	<p>(b4) <i>An effective clergy lives with integrity in his/her life.</i></p>	<p>(c4) <i>An effective clergy guides and encourages the people in</i></p>

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<p><i>vows and their relationship with Jesus Christ. The clergy is joyful and engaging with a heart for serving a world that is hurting. The clergy serves God and others without complaining or drawing attention to oneself. The clergy's servanthood others to live in like manner.</i></p>	<p><i>He/she takes clear responsibility for the failure of ministry under the clergy's care, and as well, includes others in the expression of praise in the success of ministry. In those situations, in which others fail to live up to the call of ministry or discipleship of Christ, the clergy carefully and lovingly leads others into a place of repentance and forgiveness, and asks the same in return.</i></p>	<p><i>reaching beyond church walls in ever growing and developing ministries. The clergy leads by example by participating alongside the people in outreach events and activities.</i></p>
<p><i>(a5) An effective clergy is relational and cultivates the gifts of the Spirit in others and empowers them to claim their call and assists in helping them find their place in ministry.</i></p>	<p><i>(b5) An effective clergy does not waste time. The gifts, skill, energy and time used by the clergy are well used and continue to create both solid foundations and promising futures. As the season of a ministry comes to a close, the effective clergy is the one who can celebrate its ending and to direct others to dream of new expressions of ministry yet to be experienced.</i></p>	<p><i>(c5) An effective clergy develops financial commitment among the people so that developing and emerging ministries have the resources needed to sustain these ministries as long as they are relevant to the community.</i></p>

Measurement

The role of the Board of Ordained Ministry for clergy effectiveness falls in providing standards, best practices and healthy examples for a life of clergy ministry in the Dakotas Conference.

The measurement of these standards and practices of the effective clergy occur under the supervisory work of the superintendent and the ongoing review and support of the staff-parish relations committee or other personnel committees for those in extension ministries or the deacons in ministry beyond the local church. As mutually agreed upon expectations and goals are created in consultation with these groups, the effective clergy will be able to honestly ask and answer the questions: How clearly and fully have I been able to create this ministry environment over the past period? Where could I have been clearer or more focused? How else may I continue to grow in each of these areas to prove my effectiveness? Am I being faithful to my ordination vows, family and my relationship to God.

With mutually agreed upon goals, the evaluation becomes a team effort, and not an opportunity to unduly critic a pastor for not doing what he/she never realized they were expected to do in the first place.