

## **Characteristics of Effective Church Leaders**

1. They intentionally help people encounter and experience God.
2. They continually uphold the mission of the church as the basis for unity – focusing on the majors of faith rather than the minors of controversy.
3. They have good conflict management skills, an above average level of resilience and a way below average need for approval.
4. They practice the spiritual disciplines.
5. They have served on the staff of a growing church or been mentored in a growing church.
6. They are good at delegation and know how to network.
7. They are in some kind accountability: a group of pastors, a parish mutual ministry committee or a spiritual guide.
7. They love people, but they are task-oriented.
8. They have established priorities that allow the right pace and balance between the demands of their ministry, their personal lives and their emotional and spiritual well-being.
9. They place a high value on preaching and communication.
10. They have some knowledge of music and have an active interest in the music program.
11. They possess visionary leadership skills and work in collaboration with wardens, parish council members and other parish leaders.
12. They are high on the gifts of evangelism and disciple-making.

## **Characteristics of the Membership of Growing Churches**

1. Willing to grow and pay the price for growth.
2. Let the clergy lead.
3. See themselves as ministers.

4. Committed to spiritual growth, prayer and ongoing learning.
5. Exercise their spiritual gifts in ministry.
6. Accept theological diversity, different worship styles and pluralism while retaining a strong commitment to core Christianity.
7. Commit to the vision.
8. Can deal with transitions.

### **Characteristics of Healthy Parishes**

1. Permission-giving and flattened organization.
2. High collaboration among clergy and people.
3. Ownership of the mission, vision and values by the members.
4. Participatory decision-making under the leadership of the rector
5. An outreach orientation that engages the community
6. Inclusive style of ministry that welcomes all people
7. An open and affirming spirit that explores new ways of being church

### **Characteristics of Declining Churches**

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|----------------------------|------------------------------------|
| 1. Ambiguous identity      | 6. Little adult spiritual nurture. |
| 2. Low mission emphases    | 7. Clergy dependency               |
| 3. Unwieldy organization   | 8. Little lay training             |
| 4. Information worship     | 9. Minimal team ministry           |
| 5. Demographic homogeneity | 10. Poor communication             |