

Glossary of Effective Ministry Dimensions

Administration and Organization

Performing activities that support the efficient functioning of the organization such as: Keeping accurate and thoughtful records for accounting, bookkeeping, and budgeting purposes actively managing risk such as investments and insurance; responsible financial planning for emergencies or unforeseen needs; maintaining and improving existing facilities and, when needed, leading the development of new facilities.

Care-Giving

Performing activities that serve the spiritual, mental, or physical needs of congregants or community members such as: Actively involving oneself in relationship, grief, and addiction counseling; performing hospital or home visitations; proactively identifying and aiding those victimized by injustice or neglect; effectively and calmly handling crises or emergencies.

Connectional Service

Performing activities that contribute to the goals of The United Methodist Church that extend beyond the scope of the local church such as: Writing comprehensive and informative reports for necessary parties; joining and contributing to Conference or General Church committees; participating in expert panels, focus groups, and surveys; participating in planning teams; attending annual conference meetings.

Evangelism and Outreach

Performing activities that bring individuals into a personal relationship with Christ such as: Developing and implementing new methods for increasing congregation size; forming and leading small groups and Bible studies for congregants and others; fundraising to support missions; incorporating techniques to better connect with younger individuals (e.g., websites, video, contemporary music, interactivity); urging people to share their faith with others; frequently taking the lead in reaching out to the wider community.

Agile Leadership

Performing leadership activities that smoothly and quickly respond to changing situations and different contexts and creating a climate where others are able to apply innovative thinking to solve problems such as: Actively seeking feedback relevant to the alignment of current strategies with the changing contexts, continuous exploration of new ways to conceptualize goals and obstacles, learning from experiences and past errors, appropriately balancing the need to change with the need to remain focused on achieving current goals, tolerating false starts, and acting decisively despite incomplete information.

Developing and Maintaining Relationships

Performing activities that create, maintain, and strengthen personal and professional relationships with congregants, community members, United Methodist Church members, and members of other denominations such as: Fostering fellowship at church gatherings; promoting and seeking to improve youth groups, small groups, and their activities; arranging events and activities to bring people together; leading prayer at community events; actively and frequently getting involved with the community; hosting dinners for congregants; organizing several interfaith, community, civic, educational, or recreational activities.

Mission and Service

Performing activities that facilitate congregational service in mission settings such as: Serving in local outreach centers (soup kitchens, homeless shelters, ministries with underserved or those on the margins of society); participating in peace with justice ministries locally, nationally, or internationally; challenging the church's members to respond to critical community needs; helping church members understanding systemic issues of racism, sexism, poverty, etc.

Preaching and Worship Leadership

Performing activities to support and lead public worship services and convey spiritual and moral messages through public speaking such as: Carefully preparing and delivering sermons for every service; studying and listening to excellent sermons regularly in order to improve one's own sermon writing; carefully developing and sharing religious lessons in each sermon; developing worship and preaching to reflect the beliefs of The United Methodist Church; incorporating current events into messages often; leading prayer; proactively developing alternative worship approaches such as through new technologies.

Self-Development

Improving spiritual, mental, and physical development that contributes to the delivery of more effective ministry by: Devoting time often to developing one's own learning; studying religious documents; maintaining a healthy balance between self, family, and church commitments; frequently updating one's skills and knowledge; cultivating a personal life; taking responsibility for a holistic approach to health and self-care.

Strategic Planning and Implementation

Performing activities that facilitate change toward desired future outcomes including: Setting priorities, focusing energy and resources, strengthening operations, ensuring that team members and stakeholders are working toward common goals, establishing agreement around intended outcomes/results, assessing and adjusting the organization's direction in response to a changing environment, and tracking progress to ensure the developed plans are being effectively executed.

Team Leadership

Performing activities that mobilize and coordinate staff and congregants to achieve organizational goals such as: Carefully negotiating and managing conflict while avoiding politics or taking sides; making a strong effort to identify and develop lay leaders and staff in the congregation; carefully developing action plans for accomplishing goals; creating, developing, and managing teams; positively communicating long-term church goals; acting as a conscientious team member by getting all members on track and motivating the group.

Training and Development of Ministry Partners

Performing activities to teach, train, or mentor individuals and groups to improve their knowledge and skills such as: Continually involving oneself in teaching through a variety of means, such as in leading bible study classes, training senior staff, or teaching religion in outside organizations; positively and constantly mentoring less experienced lay leaders, staff, and clergy; helping youth identify their aspirations and talents; frequently empowering others to make decisions; leading by example as much as possible.

Glossary of Attributes

Adaptability – The ability to fluidly change one’s thoughts, emotions, and actions to align with dynamic environmental conditions. Synonyms: flexibility, versatility.

Agile Learning – Actively and continuously seeking and rapidly integrating new information to improve current and future problem-solving and decision-making.

Authenticity – The strong tendency to behave and relate to others in ways that are congruent with one’s beliefs, values, principles, and feelings. To experience a sense of meaning or purpose underlying behavior, and to show vulnerability when appropriate.

Balance – Tendency to maintain a balance of important life activities related to profession, self, family, and friends.

Business and Financial Principles – Knowledge of business and financial principles including: budgets, bookkeeping, financial planning, investments and interest, loans and debt, payroll, benefits, and retirement. Knowledge of how to incorporate principles into practice of ministry and church oversight.

Calling – The experience and awareness of the call of God to the pastorate as a vocation.

Communication – Describing ideas, concepts, facts, and other information in a manner that others can easily understand.

Concentration – The ability to focus attention on a task over a period of time without being distracted. Synonyms: immersion, diligence, engagement, persistence. **Conflict Management and Negotiation** – Working with others to arrive at a mutually agreeable resolution to a problem; handling complaints, settling disputes, and resolving conflicts.

Conscientiousness – The disposition to perform tasks at a high level, to follow through on commitments to others, to pay attention to detail, to be organized and efficient, to act dutifully and achieve goals, and to be self-disciplined and dependable. **Cooperation** – Tendency to work well with others to effectively pursue mutually beneficial outcomes.

Creativity – The ability to perceive situations in new ways, to find hidden patterns, to make connections between seemingly unrelated phenomena, and to generate novel solutions to problems. Synonyms: inventive, imaginative, original, resourceful, novel.

Decision-Making – Generating and weighing the relative costs and benefits of potential actions so that the best option may be selected.

Empathy – Tendency to be aware of, understanding of, and sensitive to other peoples’ experiences and emotions.

Exegetical – Communicating the meaning of Scripture and other religious documents in a manner that others find easy to understand.

Individual and Group Dynamics – Knowledge of the principles involved in motivating, developing, and directing people as they work individually and in groups.

Innovation – The ability to improve an existing product or process with respect to one or more criteria such as quality, effectiveness, efficiency, or cost. Synonyms: ingenuity, transformation.

Integrity – Strong tendency to adhere to a strict moral or ethical code with a special emphasis on being honest to others and to oneself.

Intelligence – The general mental ability to reason, plan, solve problems, think abstractly, comprehend complex ideas, learn quickly, and learn from experience. Synonyms: IQ, general cognitive ability, fluid intelligence, brilliant, acumen.

Intercultural Competency – Engaging effectively in relationships with others across cultural settings or in a multicultural situation.

Intercultural Disposition – A deep appreciation of diversity coupled with a strong tendency to seek culturally rooted understandings of others across different races and ethnicities who possess different beliefs, values, and worldviews to facilitate the building of cross-cultural relationships and strengthen the practice of ministry.

Learning Orientation – Tendency to develop one's competence through expanding one's ability and mastering challenging situations.

Memory – The ability to rapidly and flexibly recall names, facts, events, stories, and learned associations relevant to a particular situation. Synonyms: recollection, mindfulness, recall.

Ministry Context – Knowledge of the unique context and surrounding community of each ministry setting and how that context affects the way ministry is practiced.

Multitasking – Prioritizing tasks and managing one's own time and the time of others to make efficient progress toward multiple goals simultaneously.

Oral and Written Comprehension – The ability to accurately extract and construct the intended meaning(s) present in written and spoken language.

Passion and Drive – Tendency to be fully engaged in the pursuit of desired outcomes.

Patience – Tendency to cope with pain, troubles, difficulties, or hardship, without complaint or ill temper.

Presentation Skills – Effective communication of a concept, vision, or message to a group of individuals using a structured combination of media (e.g., speech, graphs, videos, quotes).

Problem Solving – Identifying problems and integrating information to formulate solutions.

Resilience – The flexible pursuit of desired outcomes over time despite encountering obstacles and setbacks.

Risk-Taking – Tendency to undertake important tasks despite a lack of certainty or a fear of failure.

Self-Directed – Tendency to develop one's own ways to doing things, guiding oneself with little or no supervision, and depending on oneself to get things done.

Self-Regulation – Tendency to pursue goals in a disciplined, effective manner while maintaining composure, keeping emotions in check, controlling anger, and avoiding aggressive behavior in challenging situations by using knowledge of one's motivations, strengths, and weaknesses.

Setting and Meeting Goals – Establishing long-range objectives, specifying the strategies and actions needed to achieve them, and obtaining useful feedback about progress toward them.

Social Orientation – Tendency to prefer working with others rather than alone and to be personally connected with others.

Social Skills – Relating to others in a way that inspires them to want to do their best to complete a desired course of action, being aware of others' reactions and understanding why they react as they do, giving full attention to what other people are saying; taking time to understand the points being made, asking questions as appropriate, and not interrupting at inappropriate times.

Spiritual Disciplines – Using spiritual disciplines to facilitate personal spiritual growth and to deepen one's relationship with God.

Teaching and Training – Knowledge of principles and methods for curriculum and training design, teaching and instruction for individuals and groups, and the measurement of training effects.

Teamwork – Accomplishing tasks directly by working as a member of a team or indirectly by helping members of a team to cooperate and efficiently coordinate actions and decisions.

Theology and Scripture – Knowledge of philosophy about the existence and nature of God, religion, and biblical text.

Tolerance for Ambiguity – The tendency to be comfortable in situations characterized by uncertainty, unpredictability, conflicting directions, and multiple demands.

Trust in God – The ability to place oneself in God's care.

UM History, Doctrine, and Polity – Knowledge of the written body of teachings of The United Methodist Church and how those teachings are different than other denominations and religions.

Vision-Casting – The ability to imbue others with a shared sense of a desired future that energizes, directs, and supports actions that transform the possibility into a reality.

Willingness to Seek Help – Tendency to ask for help with overwhelming tasks or to seek help from others to compensate for one's own weaknesses.