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## **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



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Evolving to meet the leadership needs of the Church.

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.