

## **DE-MD Synod Leader Expectations**

As the leaders of our Synod will possess the following expectations of ourselves:

### **Trusting and Faithful Servant in the Way of Jesus Christ**

- Models a life of strong and tangible faith and authentic and passionate walk with Christ
- Models a character of servant leadership, following the perfect example of Jesus Christ
- Willingly embraces difficult issues, trusting in the power of the Holy Spirit and wisdom of the team to work through them to resolution
- Exhibits a calm and reassuring presence, remembering that God is in control
- Acts boldly and with assurance that the Creator of the Universe is walking beside them
- Possess conviction about the direction God is leading our Synod and is honored to be part of that effort; feels truly called to this work by God

### **Committed to Personal Formation and Development**

- Attends to ongoing personal formation as a disciple of Jesus Christ through regular worship attendance, study of Scripture, prayer, service, congregational participation and other means
- Embraces the role as a “student of leadership” – continuously growing and learning as a leader
- Models personal leadership development through expanding leadership roles in their congregation and/or other settings

### **Visionary and Strategic Thinker**

- Keeps the Holy Spirit’s vision for our Synod in front of their team as they make decisions
- Able to develop and/or buy into and cast a compelling vision of a preferred future
- Able to articulate the Synod's vision for leadership development
- Keeps the team focused on the strategic issues most important to our Synod. Sets and keeps priorities in order. Remains focused on the “big picture.”
- Able to think strategically and develop concrete plans for the preferred future
- Goal oriented – able to develop and then achieve goals in line with the vision

### **Competent and Effective Leader**

- Is open, honest, fair and consistent
- Possesses a bias toward action
- Meets commitments both large and small – can be counted on to deliver results and follow through
- Stays cool under pressure – is a calming presence
- Possesses appreciation for innovative leadership approaches to address the changing role of the church in our culture
- Fun to be around – has a sense of humor that puts people at ease and demonstrates that they don’t take themselves too seriously
- Utilizes teamwork, leadership by example and consensus building to achieve objectives
- Strong verbal communication skills – can communicate with ease to 1 or 1000
- Strong written communication skills – can write clearly, concisely and with impact
- Has a continuous improvement mindset – not satisfied with the status quo

- Organization skills specifically the ability to lead a good meeting
- Stewardship: overseeing resources within one's care
- Treats others with dignity and respect

#### **Committed to Teamwork and the Development of Others**

- Empowers others and encourages them to contribute to the best of their abilities and potential
- Strives to make sure all voices are heard prior to making decisions
- Possesses empowering style of leadership
- Collaboration: ability to work with others
- Praises and celebrates accomplishments of others
- Is a team player – sees the team's achievements as being more important than their own
- People development: contributing to the growth of others
- Understands the importance of coaching and mentoring
- Serves as coach or mentor as needed
- Manages performance – able to work with those that need help in achieving objectives