

Developing Leaders for Transformation

Characteristics of Effective Leaders on Virginia Conference Common Table Boards and Commissions

The stated goal of *All Things New* is to change the culture of the Virginia Conference in order to move toward greater fruitfulness and multiplication. Leadership development has been identified as the key to achieving this goal. As we continue to live into the vision of leadership development as emphasized in *All Things New*, the Common Table has adopted the following list of desired traits and characteristics for leadership. These expectations will guide our ministries as we work toward the development of transformational leaders across the Virginia Conference who will help our conference to live into a future that is different from the past.

The desired traits and characteristics for effective leaders on Virginia Conference Common Table boards and commissions are:

- Evidence of fruit in areas of current ministry focus
- The capacity to create or catch vision
- A willingness to take responsibility and finish tasks
- Ability to communicate effectively
- Engaging in presentation style and adept at facilitating discussion
- Ability to identify and link resources
- Ability to relate to the people of the region they will be resourcing
- Future-oriented and willing to encourage others to celebrate the past while moving toward the future.

As leaders within the Virginia Conference, we expect that everyone will come with a willingness to learn and to understand the Conference Vision and *All Things New*, our Wesleyan heritage, and the Virginia Conference structure and organization.

A primary responsibility for Common Table-related program board and commission members is to be trained to lead, co-lead, or assist in training events and serve as resources to the local church. This change of focus will give board, agency, and commission members permission to stop developing programs and instead focus on leadership development.

In order to assure that all conference leaders are knowledgeable of Conference strategies, priorities, and expectations, Conference Leadership Orientation events will be held each year. Attendance at this event is expected of newly elected leaders for all program and administrative boards, agencies, and commissions.