

WellSprings Congregation Leadership Covenant

Leadership at WellSprings is a response to the call of community. As leaders, we know that devotion of any kind – whether to a community, partner, profession, child, or our own personal growth – is as fulfilling as it is challenging. We yearn to share our best with the people and places we love – and we see our frailties and flaws ever more clearly, as we try.

This is why we only welcome imperfect leaders here. Members of our Leaders Community support each other in realizing the joy of creative, abundant, and wonderful encounters that help us incarnate our gifts in the world – and, we treat our moments of frustration, failure, and fear as our greatest teachers. We trust that in this, we can stay connected to each other, to our spiritual source, and to the charge of the soul that we cultivate, together.

There are many ways to join in the practice of leadership at WellSprings. Leaders host small groups, mentor in YouthSpirit, and coordinate events and short-term projects. WellSprings' formal Leaders Community is made up of our Senior Leaders, who serve as leaders of our Ministry Teams, or within one of our six Core Ministries – protecting our congregation's vibrancy and health, and preparing us to receive all who might walk through our doors seeking a spiritual community like this one.

WellSprings leaders covenant with each other to engage in four practices.

Growing our skills. We see potential in our vulnerabilities and imperfections, and set an honest intention to grow through our service. We approach leadership with open hearts, beginners' minds, and a true readiness to learn. We rely on each other to communicate in ways that are loving, truthful, timely, and direct.

Tending our spirits. We promise to walk and talk the path of spiritual growth, together. We trust that paying attention to our lives naturally cultivates opportunities to connect, and encourages others to grow their souls as well. We pledge to embody and apply our congregation's Core Values & Beliefs as we lead in our ministries and teams.

Honoring our energies. We aim to honestly steward our capacities, keeping healthy boundaries around effort, expectation, and scope. We hold our roles loosely, making space for new leaders because we trust that all these joys and burdens are made to be shared. We promise to receive, give, and share gratitude and recognition eagerly.

Risking our voices. We pledge to model for others how to broach difficult topics, stay open to disagreement, and have hard conversations. We take risks to practice assertive communication, fostering a culture where diverse perspectives are consistently heard, valued, and considered vital to the ministry we all share.