

Leadership Requirements

12/18/2018

Participating in a WellSprings Core Ministry or being a WellSprings Team Leader is a serious commitment of time and talents. Senior Leaders are defined as those who accept this significant responsibility. Senior Leaders participating in Core Ministries and leading Teams are empowered to move WellSprings forward through their specific Ministry or Team and demonstrate consistent openness to work with other WellSprings Ministries and Team Leaders to foster collegial and efficient communication with all of the WellSprings staff, lay leaders, and congregation. Senior Leaders at WellSprings are expected to demonstrate a dedication to the congregation over a sustained period.

Senior Leaders will meet the following requirements:

- Has been a Member of WellSprings congregation for at least 18 months
- Completed the WellSprings 2.0 Springboard
- Consistently supports WellSprings financially
- Participated in other WellSprings small groups (Teams, Springboards, etc.)
- Demonstrates the talents necessary for the specific Ministry or Team

Exceptions can be made to the aforementioned requirements on a case-by-case basis. For example, if a person moves to the area from another congregation and wants to share their talents at WellSprings, some of the time requirements might be waived. The approval to waive any requirement must be agreed to by the Ministers, and all Ministry participants for a Ministry position or by the Leaders Development Ministry for a Team Leadership position.

Additionally, it is important to celebrate that there are many ways to join in the practice of leadership at WellSprings beyond the Senior Leader definition. Leaders host small groups, mentor in YouthSpirit, and coordinate events and short-term projects.

WellSprings leaders will demonstrate the following behaviors:

- Engages in practice of leadership as outlined in the Congregation Leadership Covenant
- Supports and inspires WellSprings' Vision and Mission
- Demonstrates the willingness to explore WellSprings DNA, and grow into a fluency in connecting our DNA to life experience
- Uses WellSprings Core Values and Beliefs as a foundation to engage, motivate, align and lead
- Demonstrates the willingness to "challenge the process", speaking up even if an idea or thought is uncomfortable or unpopular
- Demonstrates the willingness to give and receive feedback
- Is a skilled listener, both to others and to their own "still small voice within"
- Demonstrates the willingness to participate as a representative for their Team or Ministry at specific leader initiatives and events (surveys, evaluations, retreats)
- Communicates the Ministry/Team initiatives with the Senior Leader Community through Realm (posting minutes, meetings, calendar of events)