

Leadership Requirements

06/19/2019

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 Leadership Practices and Behaviors

As outlined in the [WellSprings Leadership Covenant](#), leaders covenant with each other to engage in four practices. These covenant practices along with related behaviors are outlined below.

1. **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.

Behaviors:

- Foster collaboration by building trust and maintaining constructive relationships
- Strengthen others by encouraging growth and the development of competence
- Listen skillfully, both to others and to their own "still small voice within"

2. **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 Beliefs and Commitments as we lead in our ministries and teams.

Behaviors:

- Set an example by aligning team or ministry actions with shared Wellsprings values
- Enlist others in a common WellSprings vision by appealing to our shared aspirations

3. **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.

Behaviors:

- Recognize contributions by showing appreciation for individual excellence and effort
- Create a spirit of teamwork and community, leveraging the power of the group
- Show humility in the need to make our mark, encouraging others to contribute and participate

4. **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.

Behaviors:

- Clarify values by finding your voice, affirming shared ideals and working with conflict constructively
- Take initiative to make things better
- Demonstrate willingness to "challenge the process", speaking up even if an idea or thought is uncomfortable or unpopular
- Give (and receive) feedback; focusing on the situation, issue, or behavior, not on the person

Additional Wellsprings Leader Expectations:

- Regularly attends Sunday services
- Regularly attends Congregational Meetings
- Attends quarterly Leadership Retreats
- Uses Realm to Communicate Ministry/Team initiatives with the Senior Leader Community (posting minutes, meetings, calendar of events)
- Maintains open lines of communication (Be responsive. Please don't go silent.)
- Participates as a representative for your Team or Ministry at specific leader initiatives and events (surveys, evaluations, meetings, dinners, etc.)

WellSprings Senior Leader Self-Assessment

Behavior or Expectation	The level at which I think I am performing		
	High	Med	Low
I foster collaboration by building trust and maintaining constructive relationships.			
I strengthen others by encouraging growth and the development of competence.			
I listen skillfully, both to others and to my own “still small voice within”.			
I set an example by aligning team or ministry actions with shared WellSprings beliefs and commitments.			
I enlist others in a common WellSprings vision by appealing to our shared aspirations.			
I recognize contributions by showing appreciation for individual excellence and effort.			
I create a spirit of teamwork and community, leveraging the power of the group.			
I show humility in the need to make our mark, encouraging others to contribute and participate.			
I clarify values by finding my voice, affirming shared ideals and working with conflict constructively.			
I take initiative to make things better.			
I demonstrate willingness to “challenge the process”, speaking up even if an idea or thought is uncomfortable or unpopular.			
I give (and receive) feedback; focusing on the situation, issue, or behavior, not on the person.			
I attend Sunday services regularly.			
I attend Congregational Meetings regularly.			
I attend quarterly Leadership Retreats.			
I use Realm to Communicate Ministry/Team initiatives with the Senior Leader Community.			
I maintain open lines of communication.			
I participate as a representative for my Team or Ministry at leader initiatives and events.			

Areas where I would like to focus my growth as a leader:
