



12 C's OF LEADERSHIP

There are 12 **C**haracteristics that are essential for leadership. They fall into 3 categories – those that reflect our **relationship to and with God**, those that reflect our **relationship with others**, and the **personal characteristics** that are expressive of the way we lead and live our life.

Leaders embody and exhibit the following 12 **C**haracteristics:

Characteristics that reflect a Leader's relationship with God:

1. Committed to Christ

- Daily and regular prayer Life
- Engagement with Sacred Scripture (not sermon prep)
- Regular Worship (not while leading)
- Tithes (or working toward the tithe)
- Active in Service (within / outside church)

2. Centered (in God's will)

- Lives daily to follow Jesus
- Continually works at centering oneself in God's will and gets caught up in the mystery and grace of God
- Sees Church as the 'Body of Christ' (for the sake of the world)
- Family and friends are central relationships to experiencing God
- Knows the world, near and far, is deeply loved by the Crucified and Risen Jesus

3. Called

- Deeply believes God lives and works in and through us
- Remains open, curious and attuned to what God is doing personally and with the community
- Senses, hears and responds to God's urging, voice, calling
- Listens to the word of God and shares in the Lord's supper
- Is confident, through internal experience and the validation of others, that one has a part to play in the story of God's love for the world

Characteristics that reflect a Leader's relationship with Others:

4. Chemistry

- Able to play well with others
- Brings energy to the room
- Surrounds self with great and gifted people
- Emotionally Intelligent
- Interacts well with others

5. Compassion

- Watchful and attentive
- Really sees others for who they are (Image of God)
- Empathetic
- Thoughtful, kind and responds to others' needs
- Aware of boundaries and keeps others safe

6. Connectedness

- Connected to Jesus
- Connected to Others
- Connected to the Church
 - Locally (with colleagues – ELCA, ecumenical and/or ministerial association, service organizations; knows and is known by key community leaders)
 - Synodically (provides synodical leadership, invests time and money)
 - ELCA (Churchwide and the larger Church)
 - Global (Lutheran World Federation and companion Churches)

7. Creator of Community

- Invites friends and strangers into conversation
- Hospitable
- Makes time and safe space for communication, conversation, and presence
- Networks, makes connections and builds community with others (on many different levels)

Personal Characteristics of a Leader:

8. Character

- Leads with Humility
- Lives with Integrity
- Cooperative and Intentional
- Self-Motivated and Loyal
- Has a Sense of Humor (able to laugh at self)
- Curious

9. Capacity

- Knows and shares one's spiritual and ministerial gifts and talents
- Spends intentional time in skill-building activities
- Can identify, invest in and foster growth in others (teacher / coach)
- Invests in self-growth (25% of professional time); reads, learns, grows; reads, learns, grows; reads, learns, grows

10. Courage

- Acts bravely in difficult situations
- Makes tough decisions to achieve the mission
- Holds oneself and other people accountable
- Challenges / disciplines difficult behavior
- Holds high expectations and goes after what seems impossible
- Is Relational and connected to other curious and courageous people

11. Catalyst

- Inspires through communication / motivation
- Promotes, facilitates and leads adaptive change
- Challenges the norm for the sake of the Gospel mission
- Stimulates dreaming and vision for the future
- Strives for justice and peace

12. Competent

- Capable, skilled and knowledgeable in areas of leadership and relating to others
- Preaches and Teaches the Gospel (Lay or Ordained, knows how to share Jesus in words and actions)
- Cares for self and others effectively
- Leads a parish, team, group or community effectively
- Serves all people, following the example of Jesus