**EXPECTATIONS**

**6261 Rostered Ministers**

**Deacons and pastors serving a 6261 Ministry Community should have several of the following characteristics:**

* Spiritually grounded, rooted in Scripture and spiritual practices
* Strong sense of collegiality and willingness to share authority: the 6261 model of relationship and leadership is “co” versus senior/associate across pastor and deacon roles
* Supportive of lay ministers, with capacity to mentor and supervise them
* Emphasizes and leads ministry in the community, outside church walls
* Creative, adaptive, visionary, open to new things; outside-the-box thinker who sees the big picture
* Open to feedback and failure; not set back when ideas don’t work perfectly the first try
* Humble; willing to experience transformation by the Spirit and in encounters with others
* Good time management skills - ability to track schedules, worships, events, needs of the 6
* Strong interpersonal and communication skills
* Experience leading ministry sites in cultural, structural transformation – or willingness to learn and be coached
* Ability to lead, design, coordinate vibrant and authentic worship, including preaching
* Demonstrates self-awareness of gifts and limitations and is committed to ongoing growth
* Ability to help congregations process conflict, grief, anxiety, and a sense of the unknown

**The NEPA Synod expects the following of its pastors and deacons serving 6261 Ministry Communities:**

* Fully and actively participates in the Gaining Strength Cohort, incorporating learnings and utilizing tools to enable cultural transformation of the 6261 Ministry Community.
* Works collegially with other members of the 6261 Ministry Community’s staff (pastors, deacons, lay ministers) and leads decision-making with a consensus model amongst staff.
* Does not prioritize or favor any one particular congregation of the 6261 Ministry Community and diligently works to develop relationships across all 6 congregations.
* In partnership with staff, leads and engages the 6261 Ministry Community to define its ministry vision and embeddedness within the surrounding community for shared ministry.
* Serves as a supervisor for lay ministers by accompanying lay ministers on their vocational journey. Provides time for training, discernment, and feedback to lay ministers. Attends LLM retreats when requested.
* Practices self-awareness and continued personal and vocational growth. Willing to take personality assessments, such as the Enneagram, for staff development.
* Attends weekly staff meetings and weekly staff coaching sessions.
* Attends Synod Assemblies, Bishop’s Conferences, First Call Theological Education
* Maintains good and appropriate boundaries. Completes Boundary Training at least every 3 years and attends Racial Justice Training at least every 3 years.
* Completes continuing education for ongoing leadership and theological development.
* Works to integrate technology, where needed and appropriate.
* Manages conflict and handles toxic behaviors appropriately.