

The Leadership Development (LD) Ministry and the Leadership Development Role

As WellSprings organizes itself to live out the mission of an intentional spiritual community, we all share in the work of making our mission real. We organize this shared effort through our Ministries and Teams – groups that require leaders who may tend this work over multiple years. The Leadership Development Ministry exists so that the congregation is always prepared with inspired and effective leaders who have the energy and enthusiasm to support our shared expression of WellSprings' Values and Beliefs.

Structure

Leadership Development (LD) is one of WellSprings' six core Ministries, consisting of 5 to 7 members. The other Ministries are: the Board of Trustees; Generosity & Gratitude; Management; Spiritual Development; and YouthSpirit. In addition to these core Ministries, there are at least ten ongoing Wellsprings Teams. Members of the six core Ministries, as well as leaders of the Wellsprings Teams, are considered Senior Leaders. The Leadership Development Ministry supports these Senior Leaders.

Leadership Assignments

Each member of LD is assigned to connect with one of the other five core Ministries. Each Ministry is aligned with one or more WellSprings Teams that express our congregation's mission in related ways. The core Ministry and its associated Teams comprise a Leadership Community. (The organizational chart has been color-coded to indicate these communities). These Leadership Communities exist primarily as a way to help leaders build supportive and collaborative relationships, and share common leadership support. There is no hierarchy intended by these groupings.

LD Role

A primary purpose of the LD member is to have a relationship with his or her Leadership Community as a trusted leadership coach or advisor. LD members 1) support leaders' alignment with WellSprings Values and Beliefs; 2) help leaders live into the Leadership Covenant; and 3) serve as a sounding board, brainstorming partner, facilitator of conversations, or other resource as needed by leaders when challenges or transition emerge in their Community. LD members are not supervisors, and do not direct Team leaders. Although they may also participate as Team members on various congregation Teams, their role as assigned LD member for any given community is separate. If LD members are on a Team within their own Leadership Community, they must take extra care to separate their roles.

LD members serve in the following key ways:

- Encourage service through leadership in the congregation, including sharing information about pathways into leadership at WellSprings.
- Help Teams identify and select leaders, support leaders who are stepping down from their roles, and facilitate the leadership transition process.
- Respond to leaders' requests for support or coaching when leaders are experiencing challenges in areas of leadership and Team development, and offer feedback as needed to leaders in their Community.
- Support leaders' ongoing development by designing, managing, or assisting with events that contribute to their learning and growth.
- Host leadership dinners for their leaders' Community several times per year to foster connection, spiritual support, and self-care.
- Help leaders connect to the wider congregation by providing guidance regarding WellSprings' processes and procedures, connections to the ministers or other members of the congregation, and outside resources when relevant.
- Support fellow LD members through regular check-ins, attending and facilitating monthly LD meetings, and participating in quarterly Senior Leader retreats.
- Provide Leader Orientation for new leaders and Exit Interviews for departing leaders.