

**A Guideline for Discerning an Episcopal Nominee  
from the North Central Jurisdictional Committee on Episcopacy  
August 2019**

In light of the need for effective leadership for The United Methodist Church, the North Central Jurisdictional Committee on Episcopacy (NCJCOE) asks that every delegation from the North Central Jurisdictional Conference prayerfully examine potential Episcopal nominees with the following criteria. The NCJCOE recommends that the potential nominee be able to give tangible evidence of:

1. SPIRITUAL LEADERSHIP

Models a genuine and growing faith in Jesus Christ as Lord  
Practices spiritual disciplines  
Has personally created disciples of Jesus Christ  
Demonstrates commitment to a Wesleyan understanding of personal and social holiness  
Models generosity and good stewardship of resources  
Inspires congregations with effective preaching  
Models self-care and relational health  
Demonstrates self-awareness, humility, and confidence

2. TRANSFORMATIONAL LEADERSHIP

Successfully initiates, articulates, and executes a missional vision  
Demonstrates leadership in creating vital congregations  
Has a proven record of fruitful leadership where appointed  
Successfully creates effective clergy and laity partnerships  
Creates a "leadership culture" and nurtures new clergy and lay leadership  
Demonstrates ability to be an innovative change agent

3. ADMINISTRATIVE (EXECUTIVE) LEADERSHIP

Demonstrates ability to manage a system complex in scope and scale  
Develops effective leadership in staff and laity  
Works well with teams, employs diversity as a strength  
Delegates responsibility skillfully and appropriately  
Is willing to be held accountable for results and to hold staff and volunteers accountable, with grace, for their results  
Has a proven track record of oversight and accountability for programs and finances.  
Has significant experience with the Annual, Jurisdictional and General Conference, and to the global United Methodist Church.

4. ADAPTIVE LEADERSHIP

Would you rejoice if the potential Episcopal nominee became your Bishop?  
Does this potential nominee demonstrate the depth of skills and flexibility such that they could serve effectively in most Episcopal Areas in the jurisdiction?  
Is this potential nominee prepared and flexible enough to adapt to new structures and systems, including possible seismic shifts in the denomination?  
How is this potential nominee preparing their congregation and community for significant change in the global Church?  
Do you perceive this person as a strong, compassionate and capable leader for this particularly challenging period in the UMC?