

Cultivating Leaders: A Year-Long Nominations Pathway

North Carolina Conference of
the United Methodist Church

January 25, 2026

Who's on the Call?


What's the size of your congregation?

- a. Under 25
- b. 25-50
- c. 50-100
- d. 100 – 150
- e. Over 150

What is our Starting Point?

What statement best describes your church's current nominations / lay leadership process?

- a. Our team meets in the summer and fall to prepare nominations for charge conference.
- b. Our team meets throughout the year, filling positions as vacancies occur.
- c. Our team meets throughout the year to consider present leadership needs, cultivate new leaders and help with transitioning leaders in the future.
- d. What is a nominations team or lay leadership team?



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Saying Yes to God's Call

...

“I am not an eloquent speaker”

“Suppose they don't believe
me?”

“I am too young”

“Who's talking to me?”

Come and See

**Come and
Follow Me**



Grace Gifts

Unmerited blessings God freely bestows on us

- For our own discipleship
(growing in relationship to God)
- For fulfilling our call to discipleship and ministry

Gifts are personal and corporate

For the Common Good: Discovering and Using Your Spiritual Gifts – Christine Harman



Our Gifts,
Talents,
Strengths,
Abilities

The Invitation:
Be part of larger
picture of God's
work in context of
the local church,
community and
world



A hand is shown from the bottom left, palm up, holding a stream of golden light particles that rise towards the top left. The background is dark with many bokeh light spots of various sizes and colors, primarily golden and white. The overall mood is warm and hopeful.

The Invitation

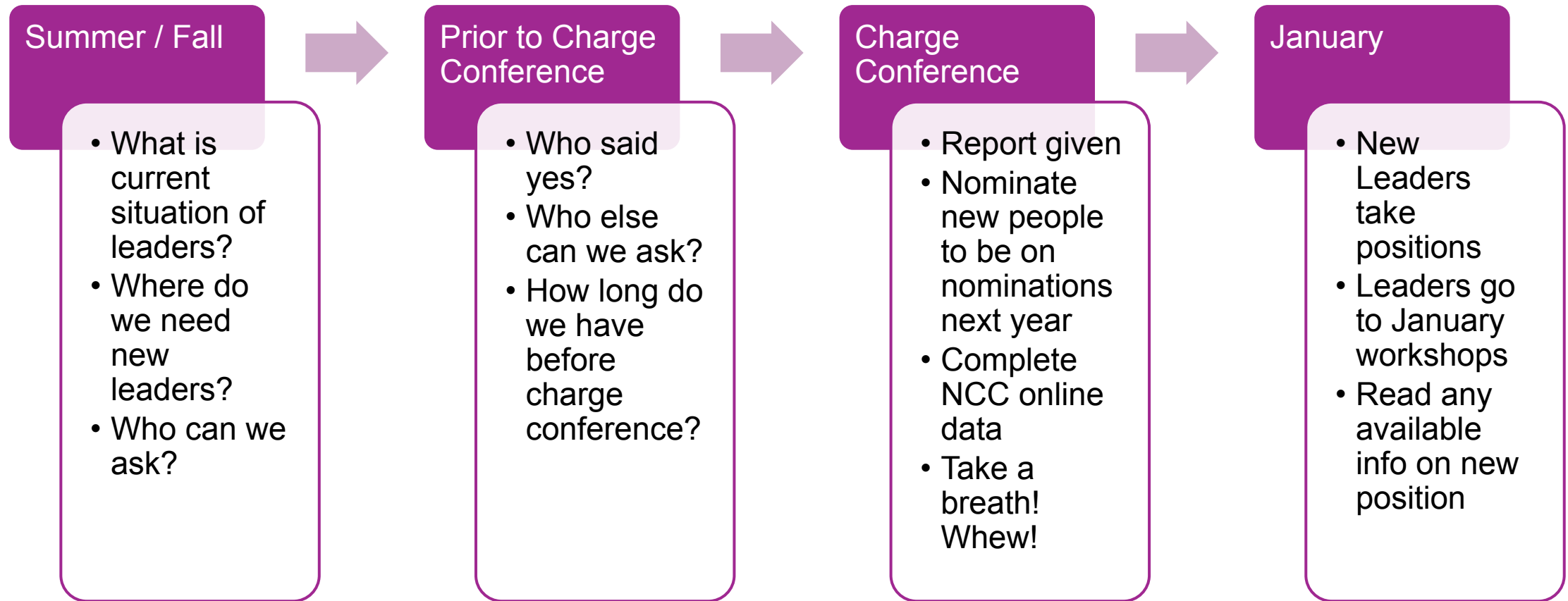
Where do you find joy in serving?

Where have you sensed God using you in the church?

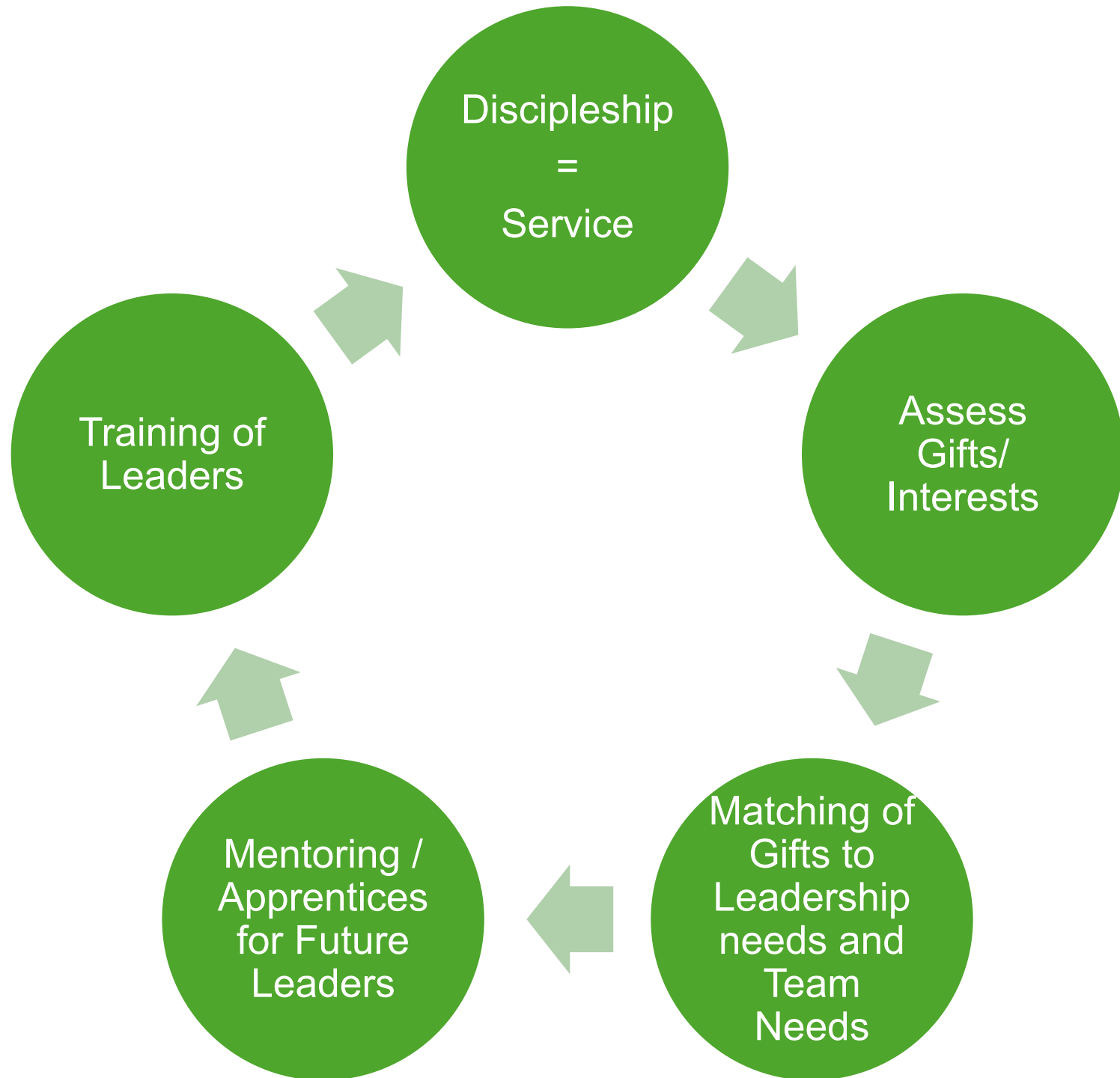
Where have you sensed God using your church in ministry?

What was happening around you?

Linear Approach to Nominations



Cycle of Cultivating Leaders





God's Vision for
Church

Discernment
through Prayer

Leaders / Team
Members

Tools for Discernment

Prayer, Prayer, More Prayer

Spiritual Gifts Small Group Studies, Sermon Series, Church-wide Studies

Assessment for Spiritual Gifts

Harman's book – Contains assessment with key

FREE Online assessment found on General Board of Discipleship website

Assessments for Strengths

Interest Surveys – Opportunities to Serve

Reflection

Where have you sensed God using you in your church?

Where have you seen other people “come alive” in their service?



For THE
COMMON
GOOD

DISCOVERING AND USING
YOUR SPIRITUAL GIFTS

CHRISTINE HARMAN

Spiritual Gifts

Spiritual gifts are just that – gifts, given to Christian believers for the building up of the whole body of Christ. They are not given for personal gain, but for ministry in the world. Learning about the spiritual gifts we have, as well as helping our congregation learn about their gifts, can be useful when we pair it with opportunities to engage our community.



📄 SPIRITUALGIFTSINVENTORY

Spiritual Gifts Inventory

📄 ARTICLE

An Introduction to Spiritual Gifts

📄 ARTICLE

For the Common Good: Discovering and Using Your Spiritual Gifts Leader's Guide

📄 ARTICLE

Different Approaches to Identifying Your Spiritual Gifts

Spiritual Gifts Inventory

Haga clic para acceder y tomar el Inventario de dones espirituales
Clique aqui para fazer o teste de Dons Espirituais em Português

Hide Instructions

Read each statement through twice. Have participants answer what first comes to mind in reaction to each statement (don't "over think" responses). Not every statement fits comfortably with the 7-1 scoring; this is by design to generate greater differentiation. All statements reflect specific reference to the New Testament and the understanding of spiritual gifts in the early church of the first three centuries following the resurrection of Jesus Christ, translated to our modern day context.

Answer range:

- | | |
|------------------|-------------------|
| 1 - Never | 5 - Often |
| 2 - Almost Never | 6 - Almost Always |
| 3 - Rarely | 7 - Always |
| 4 - Sometimes | |

Question Progress:



Question 1

I am able to help people make choices and clarify decisions.



Spiritual Gifts Inventory Statements

Read each statement through twice. Participants should answer what first comes to mind in reaction to each statement (don't "over think" responses). Not every statement fits comfortably with the 7-1 scoring; this is by design to generate greater differentiation. All statements reflect specific reference to the New Testament and the understanding of spiritual gifts in the early church of the first three centuries following the resurrection of Jesus Christ, translated to our modern-day context.

1. I am able to help people make choices and clarify decisions.
2. I am aware of things without having to be told by anyone.
3. I easily delegate authority and responsibility to others.
4. I enjoy sharing my faith with the homeless and impoverished to offer hope.
5. I enjoy teaching the Bible to a small group.
6. I believe that God will help anyone in need.
7. Through prayer, I see God's miraculous work in my life.
8. I do not mind being made fun of for what I believe.
9. I am able to organize human and material resources to serve the needs of others.
10. I enjoy giving money to support the work of God.
11. I like to work with people who are considered by others to be outcasts in their communities.
12. Praying for the sick is a critical part of their healing.
13. I can tell when Christian speakers or groups are being honest and faithful.
14. I listen to others as carefully as I want them to listen to me.
15. I would rather be a secretary in a group than the leader or chairperson.
16. Whenever I share my faith, I ask others to share theirs as well.
17. I help anyone in need, regardless of whether they deserve or appreciate the help.
18. I am ready to counsel people who have spiritual, emotional, or physical problems.
19. I can speak a foreign language fluently.
20. I can follow the conversation of a foreign language I never studied.
21. I am good at seeing many different sides to an issue and helping others see them as well.
22. Things I understand by faith are confirmed by facts, experiences, or information.
23. When I make a decision, I stand firmly behind it.
24. I enjoy being part of ministries that didn't exist before.
25. I am an effective mentor to other Christians.
26. I see God at work in both good times and bad.
27. I am aware of God's miracles every day.
28. Others tell me I am a good public speaker.
29. Working with others to minister to the physical needs of people is more enjoyable than doing the same thing by myself.
30. I have enough money to give generously to important causes.
31. I like to visit people wherever they are – at home, in the hospital, in prison, or in nursing homes.
32. I believe that the healing power of God manifests itself in many different ways, not just in physical healing.



1



2



3



4



Tools for Discernment

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Strength Themes

Executing	Influencing	Relationship-Building	Strategic Thinking
<p>Achiever Arranger Belief Consistency Deliberative Discipline Focus Responsibility Restorative</p>	<p>Activator Command Communication Competition Maximizer Self-Assurance Significance Woo</p>	<p>Adaptability Connectedness Developer Empathy Harmony Includer Individualization Positivity Relator</p>	<p>Analytical Context Futuristic Ideation Input Intellection Learner Strategic</p>

Excel File Edit View Insert Format Tools Data Window Help

Strengths Grid - template - Saved to my Mac

Home Insert Draw Page Layout Formulas Data Review View Automate

AutoSave

Search (Cmd + Ctrl + U)


Comments Share

Normal Bad Good Neutral Calculation Check Cell

Insert Delete Format

AutoSum Fill Sort & Filter Find & Select Add-Ins

A12 fx Trish Archer

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z	AA	AB	AC	AD	AE	AF	AG	AH	AI	AJ
1		EXECUTING					INFLUENCING					RELATIONSHIP BUILDING					STRATEGIC THINKING																			
2		<p>Leaders with dominant strength in the Executing domain know how to make things happen. When you need someone to implement a solution, these are the people who will work tirelessly to get it done. Leaders with a strength to execute have the ability to "catch" an idea and make it a reality.</p>					<p>Those who lead by Influencing help their team reach a much broader audience. People with strength in this domain are always selling the team's ideas inside and outside the organization. When you need someone to take charge, speak up, and make sure your group is heard, look to someone with the strength to influence.</p>					<p>Those who lead through Relationship Building are the essential glue that holds a team together. Without these strengths on a team, in many cases, the group is simply a composite of individuals. In contrast, leaders with exceptional Relationship Building strength have the unique ability to create groups and organizations that are much greater than the sum of their parts.</p>					<p>Leaders with great Strategic Thinking strengths are the ones who keep us all focused on what could be. They are constantly absorbing and analyzing information and helping the team make better decisions. People with strength in this domain continually stretch our thinking for the future.</p>																			
3	TEAM MEMBERS	Acheiver	Arranger	Belief	Consistency	Deliberative	Discipline	Focus	Responsibility	Restorative	Activator	Command	Communication	Competition	Maximizer	Self-Assurance	Significance	Woo	Adaptability	Connectedness	Developer	Empathy	Harmony	Includer	Individualization	Positivity	Relator	Analytical	Context	Futuristic	Ideation	Input	Intellecion	Learner	Strategic	
4	Group's Top 5 Strengths																																			
6	Office Manager	2		4																		5														1
7	Youth Minister	2							4							5													1							3
8	Children's Minister												3					2	4		5						1									
9	Deacon - Communications, Outreach								5											3		4				2										1
10	Music Minister	2											3		1						3		4				5					4				
11	Lead Pastor			5								3	4					1																		2

StrengthsFinder

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Cultivating Future Leaders

Mentoring Relationships

Apprenticeships



Training of Leaders

Role of leader in larger picture of church



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graph TD; A[Role of leader in larger picture of church] --> B[Responsibilities]; B --> C[Expectations]; C --> D[Meetings that matter]; D --> E[Logistics]
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Responsibilities

Expectations

Meetings that matter

Logistics

UNITED METHODIST GUIDELINES



Nominations & Leadership Development

Leaders Are the Key to Church Vitality

Culture of Living Our Discipleship in Service

Membership vows -

“As a member of this congregation, will you faithfully participate in its ministries by your prayers, your presence, your gifts, your service and your witness?”

Congregations responds:

... “We renew our covenant faithfully to participate in the ministries of this church by our prayers, presence, gifts, service and witness.”

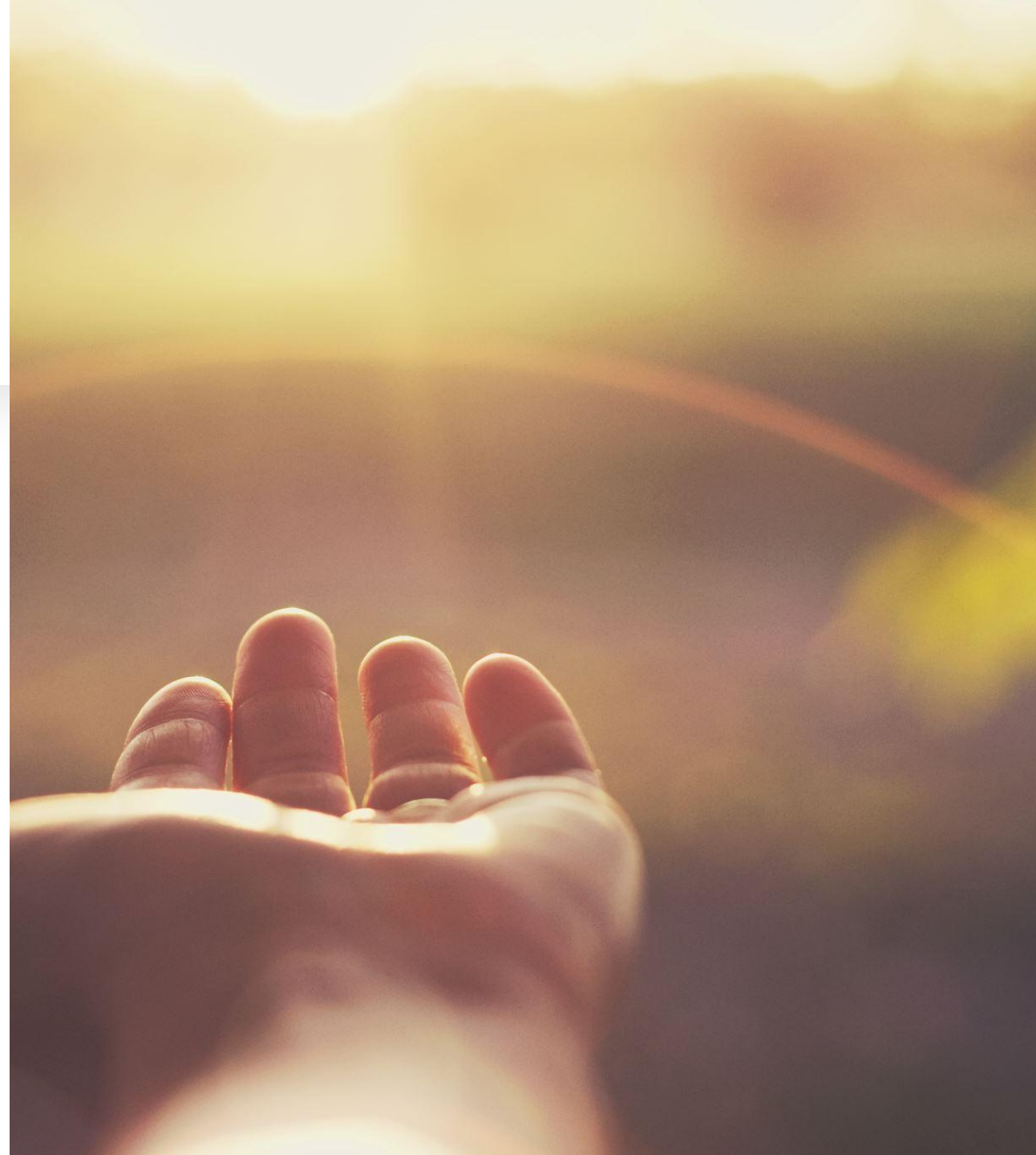
Recognition or Installation of Leaders

Do you acknowledge yourself a faithful disciple
of Jesus Christ?

Will you devote yourself to the service of God
in the world?

Will you so live that you enable this church to
be a people of love and peace?

Will you do all in your power to be responsible
to the task for which you have been chosen?



Prayer for Leaders

- . . . Pour out your blessings
- . . . Grace to give themselves wholeheartedly
- . . . Guide them in their work

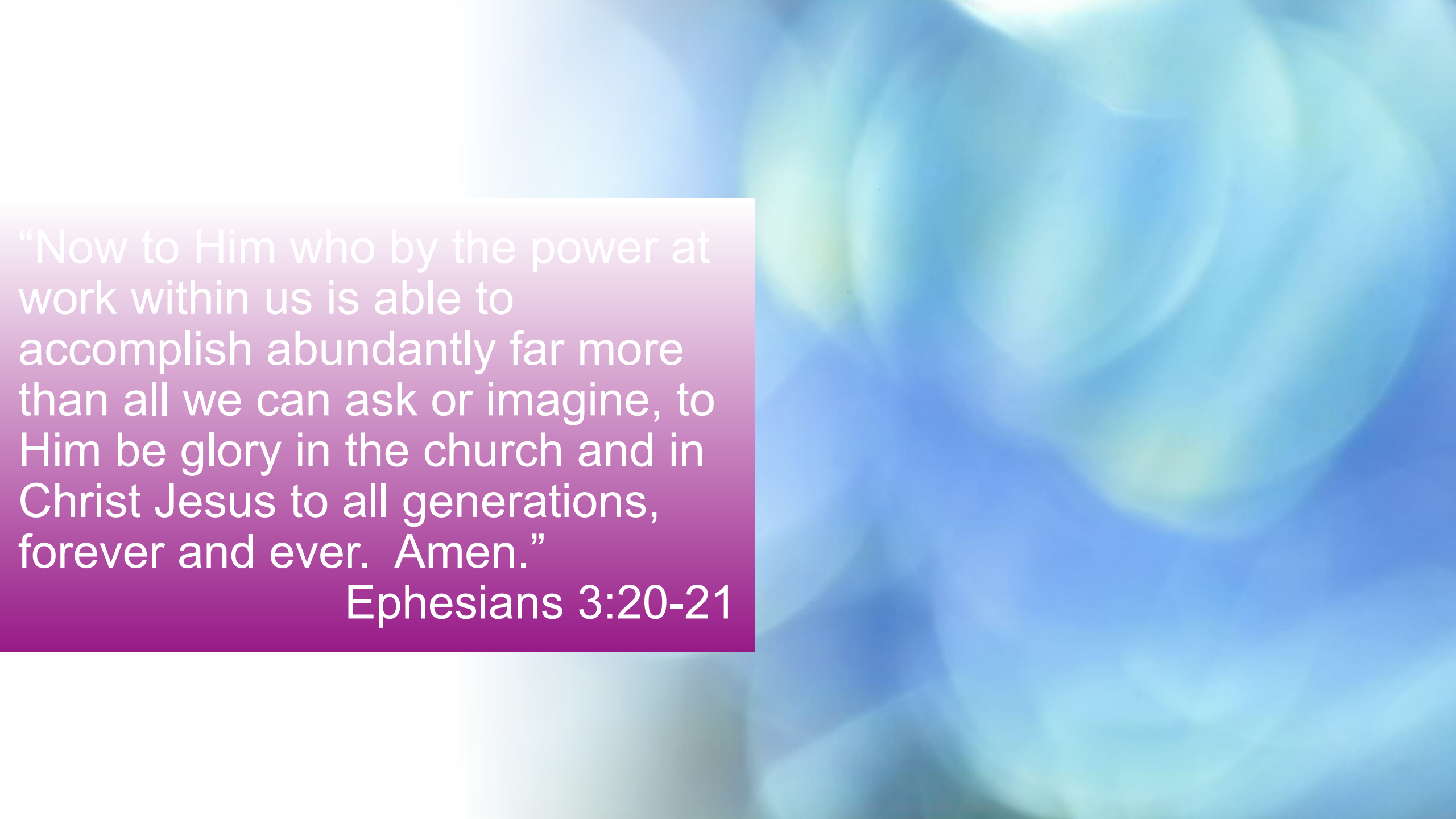
Response from Congregation

Will you do all you can to assist and encourage them in the responsibilities to which they have been called, giving them your cooperation, your counsel and your prayers?

- The United Methodist Book of Worship

Page 599-601






“Now to Him who by the power at work within us is able to accomplish abundantly far more than all we can ask or imagine, to Him be glory in the church and in Christ Jesus to all generations, forever and ever. Amen.”

Ephesians 3:20-21

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