

## **Intentional Leadership**

As trustees, the Board recognizes that our first responsibility is successful democratic leadership. Successful democratic leadership cultivates and nurtures a climate that encourages new leadership and the process of successful succession. To be a democratic institution requires the cultivation of leaders and the leadership process to be the first order of business and the vibrancy of this is a measure of the health of our congregation.

We accept that the following parameters act as guides as we hone our own leadership and the existing and emerging leadership within our community.

- Those who encourage and inspire trust.
- Those who respond rather than react.
- Those who are committed to honoring their word. Those careful to commit because once committed, treat that commitment as a promise.
- Those who take responsibility for their actions. Leaders who move to correct their missteps, mistakes and misunderstandings.
- Those who create opportunities for disagreement to be open and direct (and depersonalize the process so that discussion is about ideas and not personalities). Depersonalizing conflict.
- Those who have and share a trust in purpose.
- Those who have a strong sense of and commitment to integrity.
- Those who are committed to a consensus of process. This means doing things openly and directly with room for everyone.
- Those who let ideas collide rather than people.
- Those who create opportunities for all involved to be heard.