

Conference Superintendent for Congregational Vitality

California-Nevada Annual Conference

Purpose:

To build relationships, processes and strategies that enables the California-Nevada Annual Conference to meet its 2020 goals:

- All congregations have a clear, simple vision and strategy for making disciples in their unique context who reach their mission fields.
- Our conference culture encourages innovative ways of multiplying disciple-making movements to create new places for new people.
- One-third of the congregations in the conference starting something new that reaches new people through context-driven models of new faith communities and/or new expressions of ministry.
- A new multicultural congregation that consistently engages no fewer than 1,000 active participants each week.
- At least 5 existing congregations with no fewer than 1,000 active participants each week.
- At least 20 faith communities with no fewer than 500 active participants each week.

Essential Functions:

- Create and implement systems and create capacities for existing church redevelopment and new church starts to meet 2020 goals.
- Find best leaders for new faith communities or partner congregations. Consult with the bishop, district superintendents, Board of Congregational Development, Board of Ordained Ministry and circuit leaders to identify new ministry opportunities based on passions and giftedness of leaders to plant and multiply.
 - Identify and train apostolic leaders
 - Recruit potential new ministry planters.
 - Oversee the discernment process for new church planters.
- Equip those leaders and congregations for effectiveness. This might include, but isn't limited to, training experiences, coaching, mentoring, etc.
- Build a network of clergy and laity with special gifts to aid in the development of faith communities to meet goals. Ensure this network provides consultation and on-site presence to mentor, resource, and to encourage existing congregations to multiply, transform or transition its ministry.
 - Assist existing faith communities in assessing demographic and sociological data to inform efforts to more fully engage their mission fields.
 - Support existing faith communities to identify models of and strategies for renewal, including the birthing of new faith communities.
- Develop financial resources for new faith communities and transformation

- Develop and implement strategies for expanding financial resources for new ministry development and church renewal.
 - Give leadership to fund development for new ministry development.
- Forge partnerships with the cabinet, districts, circuits, local congregations, and conference Congregational Development and Leadership Development Teams as needed to meet 2020 goals.
 - Celebrate effective new ministry and share transferable lessons.
 - Collaborate with stakeholders to multiply what's working or intervene to prevent prolonged stagnation of ministry
 - Customize planting or development strategy to meet desired vision and outcomes for ministry and ensure all stakeholders (DS, planter, planting team, senior pastor, etc.) are engaged and clear in shared desired outcomes
 - Help stakeholders of planting or transformation projects evaluate and learn from mistakes or missteps
 - Resource each district in the formation of new faith communities and congregational development. This may include targeted training opportunities at The School for Congregational Development.
 - Support and facilitate the Congregational Development Team, its subcommittees, and district committees working in this ministry area to achieve strategic goals
 - Assist in defining strategic planning and programs of evangelism tied to local church need
 - Provide research and support in ongoing strategic planning and development efforts
 - Work with the Circuit Leaders, Congregational Development Team, District Superintendents and Bishop in identifying and assessing churches ready for change, locations ready for new ministry, and possible new cooperative/shared ministry development
 - Access and assess demographic and sociological data using MissionInsights and persons on the ground.
 - Collaborate with the various ethnic and multicultural communities of the California-Nevada Annual Conference for the formation of faith communities and congregational development within and among their respective communities.
 - In consultation with appropriate ethnic, generational and cultural stakeholders, identify models of and strategies for new ministry development. Actively consult with United Methodist Racial/Ethnic National Plans to work with us in reaching more people.
- Seek increased competence through continuing education, consultation with acknowledged experts, and participation in church professional organizations related to the goals and responsibilities of this ministry position.
- Accountable for management of budget

Key Relationships:

- The Bishop
- Extended Cabinet
- Conference Staff
- Circuit Leaders
- Congregational Development Team
- Conference Committee on Racial Ethnic Ministry

Desired Experience:

- Bachelor's degree (Master's degree or equivalent preferred)
- Starting and growing a new ministry, project or company
- Developing systems that promote and support multiplication and growth
- Developing ethnic/multicultural ministry
- Demonstrated effectiveness in leading leaders or networks of leaders; coalition building
- Proven effectiveness in working consultatively with bishops, district superintendents, and conference staff (or equivalent)
- Facilitating and/or coaching high performing teams

Desired Characteristics & Competencies:

- Deep Christian commitment; a strong spiritual life lived out in a spiritual vocation
- A self-starter with experience working effectively in a team setting
- A life-long learner who has a deep understanding of current processes and models of new church starts and congregational renewal
- Innovative, with passion toward fulfilling the shared vision of a diverse inclusive conference
- Proven effectiveness in working with people of diverse cultural, theological, generational, and ethnic backgrounds
- Organized and analytical. Ability to track and monitor progress.
- Effective oral and written communication skills
- Relates positively to a variety of laity and clergy
- Works well under pressure
- Commitment to the mission and vision of the California-Nevada Annual Conference and to implementing related recommendations
- Well-grounded in the history and tradition of The United Methodist Church and committed to its doctrine and polity
- Thorough understanding of The United Methodist Church and its Book of Discipline in this area of ministry

Accountability

The Conference Superintendent for Congregational Vitality consults with appointative cabinet and reports to the Bishop. Annual reviews of performance will be conducted in consultation with the Cabinet and the Congregational Development Team.

Application

Interested applicants should submit their resume and complete an online application no later than **October 1, 2011**.

For more information, please contact: bishop@calnevumc.org.