

**District & Regional Associates
Primary Areas of Focus and Responsibility
Upper New York Conference
United Methodist Church**

The District Superintendent, and the superintendent only, will be responsible for appointments, supervision and evaluation.

The Regional/District Associate under the supervision of and directed by the District Superintendent(s) will assist the work of the Superintendent(s) in the following areas:

1. Implementation of strategies for providing leadership development of clergy and lay leaders, and training for congregations to become more effective in the living of the mission.
2. Development and implementation of strategies for mentoring and coaching of pastors and congregations.
3. Development and implementation of strategies for conflict resolution within congregations.
4. Development and implementation of strategies related to the work of District Boards of Location and Building, re-alignment of charges, new faith community development and congregations moving to legacy/closure after initial consultation/conversation between superintendent and local church(es).
5. Development of a process for providing pastoral care to clergy and clergy families.

The Superintendents and Regional/District Associates will be encouraged to work out of their particular Spiritual Giftedness as Discipline allows.