



# Upper New York Conference

## The United Methodist Church

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**Position Title:** Director of Missional Excellence

**Classification:** Full-Time Exempt

**Supervisor:** Assistant to the Bishop, with additional accountability to the Resident Bishop

### **Purpose**

The Director of Missional Excellence leads the leadership development, congregational development, and missional engagement ministries of the Upper New York Area of the United Methodist Church (UNY). The Director of Missional Excellence develops, organizes, oversees, and evaluates the strategies, programs, and initiatives to increase leadership capacity, congregational health and fruitfulness, missional engagement, and the effectiveness of all programmatic boards, agencies, and teams in support of UNY's mission of making disciples of Jesus Christ for the transformation of the world (as per ¶ 608 of the Book of Discipline).

### **Key Functions**

#### Leadership Excellence

- Develop, organize, oversee, and evaluate the clergy leadership development strategies, programs, and initiatives, so that
  - New pastors are equipped with the skills to lead local congregations effectively (local licensing school, RIM, etc.)
  - Marginal clergies are improving their ability to lead for fruitful ministry.
  - Effective clergies are sufficiently challenged to expand their leadership.
- Develop, organize, oversee, and evaluate a coaching network so that
  - A bench of coaches is available to leaders.
  - New coaches are identified, developed, and deployed based on areas of focus for coaching
- In collaboration with the Laity Board, develop, organize, oversee, and evaluate the lay leadership development strategies, programs, and initiatives so that the laity are effectively leading ministries in the local church.
- In collaboration with the regional teams,
  - Develop a culture of call throughout UNY so that the laity understands and embraces God's calling for them and they are leading effectively in their congregations; UNY has new clergies that represent the desired diversity and will lead congregations to greater health and fruitfulness.
  - Oversee UNY's recruitment strategies so that UNY is attracting bright, effective diverse clergies.

#### Congregational Excellence

- In collaboration with the regional teams,
  - Develop, implement, organize, and evaluate the congregational development strategies, programs, and initiatives so that congregations are
    - Assessing their ministry health, sustainability, and viability
    - Developing a comprehensive ministry action plan that includes a vision, values, discipleship system, and goals for the five core ministries.

- Growing in their understanding and practice of cultural competence, radical hospitality, faith sharing, and introducing new people to Christ
  - Experimenting with collaborative ministries models to enhance the mission
- Develop, implement, and evaluate strategies, programs, and initiatives to strengthen ethnic and multi-ethnic congregations
- Develop, implement, oversee, and evaluate the new and emerging ministries' strategies, programs, and initiatives so that UNY can initiate new faith communities, develop fresh expressions, and experiment with innovative, forward-looking re-generative ministries models.

### Spiritual Vitality and Missional Engagement

- Oversee the spiritual vitality and the missional engagement ministries and staff so that
  - Spiritual Vitality and Missional engagement staff and volunteers are strategically increasing the ability of congregations to live the gospel and be God's love with all people in all places
  - Early Response Teams and Volunteers in Mission are equipped and timely deployed to respond to the needs of the community
  - Leaders and congregations are growing in their knowledge and practice of Christian Stewardship
  - The UNY Resource Center is providing leaders and congregations with tangible resources to support their leadership and ministry
  - Mission Insite and the Vital Signs Dashboard are being leveraged to move forward the mission and vision
  - In collaboration with CCORR and GCORR, develop, implement, oversee, and evaluate strategies, programs, and initiatives to increase cultural competence and eradicate racism at all levels in UNY
- Oversee the camps and retreats ministry and staff so that
  - it is developing strategies, programs, and initiatives to effectively connect people with God and nature and developing servant leaders in support UNY's mission and vision.
  - it operates guided by a comprehensive business and ministry plan that leads to desired outcomes and long-term sustainability

### **Other Organizational Responsibilities**

- Serve as a member of the NEJ Vision Table, Extended Cabinet, Appointive Cabinet, Executive Staff Team, Conference Leadership Team, Innovation Task Force, and other committees/task forces of UNY as requested by the assistant to the bishop in consultation with the resident bishop.
- Coach for the Leadership Team, Innovation Task Force, Regional Operational Teams, Superintendents, and Executive Staff.
- Develop a working relationship with other Connectional Ministries and Congregational Development offices by participating in their national and jurisdictional networks.
- Perform other duties and responsibilities as assigned by the assistant to the bishop in consultation with the resident bishop.

### **Core Competencies**

- Christ-centered and Christ-like
- Committed to continuously growing in intercultural competence.
- Build and maintain relationships that are rooted in honesty, integrity, and honor confidentiality.
- Work collaboratively to produce innovative solutions.

- Communicate clearly and accurately, in writing and orally, with unifying messages that motivate action.
- Inspire and influence people to achieve challenging goals and positive results.
- Manage the performance of team members, setting clear and measurable goals.
- Understand complex systems and organizations and lead people through change, disruption, and difference.
- Attend to details and deadlines.
- Willingness and ability to support the vision, mission, and core values of the United Methodist Church and the Upper New York Annual Conference
- Extensive knowledge of the structure and polity of The United Methodist Church

## **Qualifications**

### Experience and Background:

- Ordained Elder in the United Methodist Church with at least ten years of ministry experience preferred.
- Management experience in supervising a diverse staff team.
- Experience in leading and managing change.
- Experience in curriculum development
- Experience in leading and managing complex projects.
- Excellent verbal and written communication skills
- Moderate/advanced knowledge of MS Office 365 Suite

**Travel:** The position requires evening and weekend responsibilities, extensive travel within UNY, and some travel outside the region. The position works from the UNY Conference Center, Liverpool, NY.