

Missional Playbook

Go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit and teaching them to obey everything I have commanded you.



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Matthew 28:19-20



MISSION

Transform the world as we nurture passionate disciples of Jesus Christ who share faith, mercy, and justice in their everyday lives.

VISION

Live the Gospel of Jesus Christ and be God's love with our neighbors in all places.

OUR PURPOSE

Equip and resource leaders and congregations for impactful ministry and provide a connection for mission beyond the local church.

OUR PRIMARY TASK

Increase the leadership capacity of clergy and congregational leaders for impactful ministry.



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OUR CORE VALUES

UNY’s ministry is at its best when we live together,

1. **Faithfully** – responding with *love* to God’s grace in Jesus Christ in the power of the Holy Spirit (Hebrews 3:1-2, Matthew 6:33)
2. **Collaboratively** – honoring the diversity, perspectives, gifts, and skills present among us as a connectional body. (1 Corinthians 12)
3. **Prophetically** – compassionately and courageously seeking mercy, justice, equity, and peace for all of God’s children (Luke 4:18)



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OUR MISSIONAL ESSENTIAL FUNCTIONS

1. Provide spiritual leadership so that disciples and leaders continually grow in their knowledge, experiences, and outward expressions of the love of Christ.
2. Discover, develop, and deploy leaders (clergy and laity).
3. Resource clergy and congregational leaders with tools and best practices for impactful ministry.
4. Nurture a culture to plant sustainable new faith communities and other collaborative ministries.
5. Align and maximize resources to support the mission and ministry of UNY and the UMC.
6. Promote unity that honors our diversity as a gift from God.
7. Communicate our shared mission and impact as United Methodists in Upper New York.



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REALITIES, CHALLENGES, AND OPPORTUNITIES

1. Continued church attendance/engagement decline.
2. Growing generational gap in our congregations and leadership.
3. Growing number of older, oversized church buildings that are costly to maintain.
4. Amount and speed of change inside and outside the church.
5. Lack of trust in the conference and among clergy.
6. Call to be a theologically diverse denomination.



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ORGANIZATIONAL CULTURAL SHIFTS

We prioritize *relationships* over everything else, and we lead the way in the shift from:

1. Silos to Connections
2. Competition to Collaboration
3. Programs to Resourcing
4. Equality to Equity
5. Church Growth to Missional Impact
6. Clergy-centered ministry to CLAITY
7. Scarcity mindset to Sufficient provision



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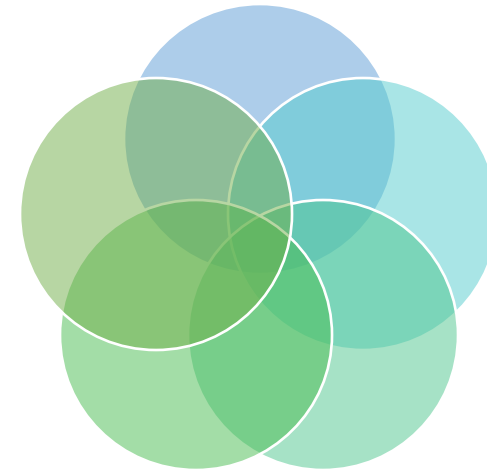


Missional Organization

Superintendency

Finance,
Legal &
Benefits

Missional
Excellence



Communications

Human Resources

Missional Organization

Superintendency

- Vision Casting
- Strategic Planning and Missional Oversight
- Clergy Appointment and Supervision
- Congregational Oversight
- Clergy Recruitment
- Ecumenical Relationships
- Legal Matters
- Resourcing of agencies, teams, and leaders

Missional Excellence

- Plan and oversee missional excellence strategy
- Leadership Development
- Congregational Development
- Missional Impact
- Young People
- Camping & Retreat
- Connectional Ministries
- Resourcing programmatic agencies and teams.

Finance and Administration

- Plan and oversee financial/administrative strategy
- Budgeting
- Management of cash and assets
- Financial statistics and reporting
- Resourcing administrative agencies
- Risk Management
- Compliance

Communications

- Plan and oversee communication strategy
- Create content to inform, inspire, and equip.
- Articulate and translate our mission/vision story for multiple audiences
- Develop public and media relationships.

Human Resources

- Plan and oversee HR strategy
- Policy Development
- Compliance
- Staff Recruitment, Retention, Succession
- Training and Professional Development
- Clergy/staff health and safety



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Desired Outcomes:

....Flourishing Leaders

....Flourishing Congregations

....Flourishing Communities



Missional Excellence

partner with local congregations and leaders to provide high-impact resources so that leaders, congregations, and communities can flourish.



Missional Excellence

Thrive

Leadership Development and Wellness

- **CLERGY**
 - Holistic wellness
 - Leadership development
 - Core proficiencies
 - Emotional intelligence
 - Cultural competence
- **LAITY**
 - Congregational leadership development
 - Lay servant ministries

Journey

Congregational Health & Impact

- **Congregational Health**
 - Discipleship pathways
 - Strategic planning
 - 5 Core ministries
 - Evangelism
 - Worship
 - Discipleship
 - Hands-on Mission
 - Generosity
 - Cultural competence
 - Anti-racism
- **Safe Haven**

Impact

Missional Engagement in Communities

- **Neighboring (Engagement)**
 - Mission Hub
- **Community Development**
- **Justice Ministries**
- **Fundraising for Mission**
- **Global Partnerships**

Engage

Young People

- **Children**
 - Resourcing
- **Youth**
 - Confirmation
 - Gatherings
 - Mission Opportunities
- **Young Adults**
 - Networking
 - Leadership Development
 - Vocational Discernment
- **Fundraising for Mission**



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MISSIONAL CULTURE – L3

Love



Learn



Lead



METHODOLOGY – D3

Discover



Develop



Deploy





Leadership Structures

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KEY DIRECTIONAL TEAMS

Conference Leadership Team

Missional Bridge Team

KEY OPERATIONAL TEAMS

Missional Cabinet

Appointive Cabinet

Executive Staff Team



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Conference Leadership Team (CLT)

is the steward of the mission and vision of the Upper New York Conference ministry. The resident bishop convenes the team with the director of missional excellence.

- Provides missional clarity and alignment within the Conference, regions, and districts to achieve the primary task and missional objectives.
- Considers the missional questions that allow UNY to articulate and implement its strategies to increase faithfulness and fruitfulness.
- Creates an environment for healthy accountability.
- Serves as the executive body of UNY between conference sessions.
- In consultation with the cabinet, it can also act on behalf of the Upper New York Conference.
- Meets at least quarterly.



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Missional Bridge Team (MBT)

brings together the chairs of UNY's administrative teams to promote cross-functional communication, cooperation, and collaboration between the teams to ensure clarity, alignment, and good stewardship of the resources entrusted to the Conference to move forward the mission. The resident bishop convenes the group with the assistant to the bishop. The team is composed of the chairs of the following areas.

- Board of Trustees
- Council on Finance and Administration
- Commission on Equitable Compensation
- Board of Pensions and Benefits
- Assistant to the Bishop, ex-officio
- CFO/ Treasurer, ex-officio



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Missional Cabinet

Provides general oversight for the spiritual and temporal life of the Conference. Offers executive strategic leadership in consultation with the Conference Leadership Team. The resident bishop convenes the team. The team is composed of the following members,

- Resident Bishop
- Conference Lay Leader
- District Superintendents
- Assistant to the Bishop
- Director of Missional Excellence
- Chief Financial Officer / Treasurer
- Director of Communications



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Appointive Cabinet

Make strategic missional appointments and supervises the ministry of clergy and congregations to achieve the mission, vision, and strategic goals.

- Resident Bishop
- District Superintendent (6)
- Assistant to the Bishop
- Director of Missional Excellence
- Episcopal Manager



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Staff Executive Team

Oversees and coordinates the strategic day-to-day operations of the Annual Conference to ensure clarity, alignment, and focus on our primary task, essential functions, strategies, goals, and objectives.

- Resident Bishop
- Assistant to the Bishop
- Director of Missional Excellence
- Dean of the Cabinet
- Chief Financial Officer/ Treasurer
- Director of Communications