

Florida District Churches of the Nazarene 'Team Florida'

Mission Area Coordinator
Guidelines

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**FLORIDA DISTRICT
CHURCH OF THE NAZARENE
Mission Area Coordinator
Job Description**

I. Mission

Enriching the lives of mission area pastors and their families through meaningful relationships with area pastors, focusing on spiritual, physical and emotional development and a shared Missional focus.

II. Selection

The Mission Area Coordinator (MAC) is more a missionary than a manager, more an apostle than an administrator. Each mission area facilitator is selected by the District Superintendent with the approval of the District Advisory Board (DAB). MAC's are appointed to serve for one year, concurrent with the district calendar and may be renewed on an annual basis.

III. Mission Area Funding

Our Churches:The Florida District is comprised over 135 Churches of the Nazarene. Florida Nazarenes reflect the diversity of our state. Worship services are held in English, Spanish, French/Creole, Vietnamese, Korean, and Arabic each Sunday.

The Florida District is grouped into nine geographical **mission areas**. A **Mission Area Coordinator (MAC)** is appointed to each mission area. **MACs** are local pastors who serve to aid their fellow area pastors and congregations in connecting with, *God's unique plan, for His unique church in their unique neighborhood, and to connect with the pastors and their families in their mission areas.* **MACs** play a vital role in the effectiveness of our district to aid and equip our pastors.

MACs serve on a volunteer basis with no financial compensation. Regular contact with individual pastors and in group settings is critical to pastoral health, nurturing and accountability. Each mission area will be allotted a budget providing for reimbursing the reimbursement to **MACs** for expenses incurred in carrying out his/her district ministry responsibilities.

Suggested allocation guidelines:

- **One on One Visits with each Senior Pastors (2x per church per year)**
 - Meals (\$40/each - 2 per church)
 - Mileage (2 roundtrips per church)

- **Board Meetings/ Reviews**
 - Mileage (2 roundtrip per church plus additional visits on an 'as needed' basis)

- **Mission Area Gatherings**
 - Christmas Party (\$50 per church)
 - Spring/ Summer Gathering (\$30 per church)

IV. Responsibilities

- A. Connection:** To aid pastors and congregations in connecting with God's unique plan, for His unique church in their unique neighborhood.
1. Introduce all new pastors to Mission Action Planning.

2. When possible, train and develop pastors, church boards and leaders in Mission Action Planning.

B. Community: To facilitate fellowship and camaraderie among pastors and the pastor's family.

1. To create activities that minister to the needs of pastors, their spouses, and their children.
2. To bolster morale among the ministers serving in their mission area.
3. To welcome new pastors to the mission area, assisting in their integration into the district family.
4. To aid the DS in organizing new pastor installation services.
5. To shepherd the shepherds on the mission area.

C. Cause: To facilitate a mission area strategy to advance the cause of Christ and the mission of the Church, such as:

1. Evangelistic impact
2. Discipleship and lay training
3. Pastoral training
4. Church planting through local churches
5. Team effort with mission area auxiliary chairpersons.

D. Cooperation: Upon the request of the District Superintendent and/or Advisory Board, to fulfill specific assignments on their behalf. These may include:

1. Conducting board meetings following a pastoral resignation.
2. Upon the pastor's resignation, to work closely with the DS in facilitating the search process for a new pastor.
3. Conduct the installation service of a new pastor, if the District Superintendent is unable to attend.
4. Oversee the organization of new congregations, if the District Superintendent is unable to attend.
5. Assist in local church conflict resolution at the request of the District Superintendent.
6. Assist in self-studies, church board retreats, leadership development, etc. as requested by local churches.
7. To conduct the regular pastoral review when requested by the District Superintendent.

E. Communication: To facilitate communication between the churches and the DRC (district resource center).

Pastor's Review Procedure

- Step 1: DRC informs Mission Area Coordinator of upcoming review.
- Step 2: DRC mails Review Questionnaires to local Church Board Secretary.
- Step 3: Date for the review may be set by the DRC or MAC, in consultation with the Pastor.
- Step 4: Review Questionnaire responses are returned by the local Church Board Secretary to the DRC and tabulated. (DRC office staff is preparing to move the church board responses to an online process)
- Step 5: DS and MAC will discuss the review results in preparation for the meeting with the church board.
- Step 6: MAC will receive the tabulated review responses via email and will make copies for all church board members.
- Step 7: MAC will meet with the Board and Pastor. All reviews are conducted in an executive session of the church board. Pastor's Spouse, according to the *Manual* shall not attend or participate in the review process.
- Step 8: MAC will submit a brief written report of the results of the meeting to the District Superintendent to be placed in the local church file.
- Step 8: The DS will spend time with all MACs to acquaint them with practices, protocol and strategies regarding Pastoral Reviews.

Profile for the _____ Mission Area

Name: _____

Date: _____

1. Are there churches in your Mission Area that could benefit from a work and witness team?
Which ones? _____

2. When is the best time for your pastors to come together? Week day? Week night?
Weekend? How often? _____

3. Where are the potential New Start sites in your mission area? _____

4. How many of your pastors are bi-vocational? Name them. _____

5. How many of your pastors have school-age children in the home? _____

6. What percentage of your pastors would be in the following age groups? Under 30____,
30-39____, 40-49____, 50-59____, Over 60____.

7. What are some of the major needs among your pastors? Please be Specific

8. How many of your pastors attend District and Mission Area events? _____