

NORTHWESTERN OHIO DISTRICT
CHURCH OF THE NAZARENE

**BASIS FOR UNDERSTANDING BETWEEN ASSOCIATE MINISTERS AND THE DISTRICT
SUPERINTENDENT**

In order that we might better fulfill our respective ministries, work together harmoniously, and thus glorify God, it is important that we know what is expected of each other. Both of us must understand our duties and relationships as outlined in the *2001/2005 Manual*, paragraphs 206-214.1 and 162-162.8. In addition to these duties, may I suggest the following points of agreement.

A. THE ASSOCIATE MAY EXPECT FROM THE DISTRICT SUPERINTENDENT:

1. Support, understanding, and guidance for your ministry.
2. "Pastoral Care" in so far as time and distance permit.
3. Confidence in counseling.
4. Sincere friendship and equal consideration regardless of your church size.
5. An effort to encourage the local church board to provide adequate pastoral support.
6. Fair requests for district involvement, short of serious interruption of the local church program.

B. THE DISTRICT SUPERINTENDENT MAY EXPECT FROM THE ASSOCIATE:

1. Acceptance and support of the program and doctrines of the Church of the Nazarene and local implementation of such within the guidelines of the *Manual*.
2. Creativity inspired by the Holy Spirit in leading your specialized area of responsibility.
3. A genuine love and care for your local congregation and area of associate ministry.
4. Support and cooperation with the district superintendent in his efforts to implement programs and lead the district.
5. Cooperation with District Assembly recommendations.
6. Leadership which will assist your pastor in achieving growth in the local church.
7. Full time attendance at the District Assembly, District N.Y.I. and N.M.I. and Sunday School Conventions, and participation as requested.
8. Cooperation with the district camp meeting and youth camp programs both by personal attendance and by local church promotion resulting in the support of these programs by the local congregation, and by serving on the staff of at least one youth camp for one week each year.
9. High priority given to attendance at the Annual Ministers/Spouses Conference, and at area zone pastors and spouses meetings.
10. Support for Mount Vernon Nazarene University, our East Central Education Region University, and a genuine effort to influence qualified young people to enroll and attend.
11. Full support of your senior pastor in his efforts to lead the local church to qualify for the Northwestern Ohio District "Church Excellence Award."
12. In the event of the resignation of your senior pastor, full compliance with the provisions of the *Manual* paragraph 162.5 which requires that all staff members of a local church, both paid and unpaid, shall submit their resignation concurrent with the resignation of the pastor.
13. The Associate shall not serve on the Church Board (*Manual* paragraph 162.4).
14. The Associate understands that his/her tenure is subject to review by the local Church Board and approval by the district superintendent on an annual basis (*Manual*, par. 162.2).
15. The Associate understands that his/her continuing relationship as a paid staff member is contingent upon the local church discharging in full all district and denominational budgets (*Manual*, par. 162).
16. The associate's spouse will be a person exemplary of Christian grace, not necessarily functioning in an official office, but one whose interest and support is obvious for the associate, and for the church; one who faithfully attends the services of both the local church and the district, and who is willing to serve as needed, according to his/her gifts and abilities.

Date: _____

District Superintendent

Associate