

**Director of Congregational Transformation and New Church Development
Louisiana Annual Conference of The United Methodist Church**

Reports to: Bishop

Cabinet Relationship: Serves on the Extended Cabinet and Consults the Appointive Cabinet

Status: Full Time

Job Summary:

The Director of Congregational Transformation and New Church Development will provide leadership and oversight to the ministry of engaging churches in intentional transformation and reaching new people and to the ministry of developing and nurturing new faith communities.

Essential Functions:

- Developing and coordinating a comprehensive process of evaluating, equipping, and coaching congregations in intentional and comprehensive transformation for the purpose of reaching new people.
- Coordinating a process of identifying, evaluating, and training potential church planters to establish new faith communities and providing direct input to the Bishop and Cabinet on pastoral appointments in new-church settings.
- Coordinating a process of identifying, evaluating, and training potential partner churches to reach new people by establishing new faith communities.
- Assisting and consulting with the District Superintendents in identifying and evaluating opportunities for new faith communities and targeted congregational transformation.
- Coordinating the wise and strategic use of Conference resources and developing additional funding sources for new-church development and congregational transformation.
- Providing ongoing training, support, and accountability for pastors appointed to start new faith communities.
- Creating and maintaining in the Annual Conference a culture of churches creating new faith communities and an apostolic spirit of reaching new people through existing congregations.
- Providing strategic leadership to assure that congregations of the Louisiana Annual Conference are fruitful in reaching the diverse people living in their mission fields.

Other Responsibilities:

- Developing an ongoing knowledge of the latest trends and best practices in the areas of congregational transformation and new church development and incorporating that knowledge in the Conference where appropriate.
- Annually revising the Conference Congregational Development Guidelines to reflect the most current practices in creating new faith communities and transforming existing congregations.

- Coordinating the work of the Congregational Development Team.
- Providing regular detailed reports to the Bishop, Cabinet, and Congregational Development Team on all new-church and transformation projects, potential new opportunities, and matters of overall conference strategy.
- Coordinating Conference events designed to increase awareness of congregational development opportunities and to equip congregations for the ministry of reaching new people.
- Managing access to and training in the use of MissionInsite or other demographic tools useful for congregational development.

Minimum Qualifications:

- Bachelor's or graduate degree.
- Trained and experienced in current methods and models of creating new faith communities and congregational transformation.
- Demonstrated ability to start new ministries in settings where new people were gathered in Christian community.
- Grounded in the history, doctrine, and polity of The United Methodist Church.

Physical Requirements:

- Able to live and work in Louisiana and to travel throughout the Louisiana Annual Conference.
- Able to travel to a variety of locations outside Louisiana for training and continuing education.
- Able to speak in public, both in small-group and larger settings.

Core Competencies:

- **Attention to Details:** Demonstrates the ability to coordinate multiple aspects of large projects; follows up on needed information and unmet needs; resolves unanswered questions to address problems; keeps the larger system in mind while attending to smaller details; keeps accurate and organized written records of all matters related to new-church and transformation projects.
- **Developing and Supervising Others:** Demonstrates the ability to guide people toward growth in the skills necessary to reach new people through new-church and transformation ministries; effectively engages in discussions that inspire, motivate, and equip people to grow professionally; holds people accountable in achieving benchmarks.
- **Budget and Resource Management:** Demonstrates the ability to manage a Conference budget involving a variety projects throughout several stages of development; analyzes and oversees budgets of individual new-church projects; consults on fundraising and stewardship in congregational development projects.
- **Analytical Skills:** Demonstrates the ability to analyze and interpret demographic and other statistical information; deduces sound missional strategy in a variety of contexts.

- **Flexibility:** Demonstrates the ability to understand, initiate, and manage different models of creating new faith communities; works effectively in a variety of cultural settings; recognizes and assesses changing circumstances and adjusts a plan to fit the missional needs; willingness to learn new methods and models of starting new faith communities and congregational transformation.
- **Verbal and Written Communication:** Demonstrates the ability to clearly communicate information to the Bishop, Cabinet, and Conference regarding the achievements, concerns, and needs of a variety of ongoing projects; accurately and timely communicates with pastors and churches involved in projects; effectively communicates the mission of the Conference in a variety of settings.
- **Team Orientation:** Demonstrates the ability to work with District Superintendents, the Bishop, and Conference leadership in coordinating the ministry of reaching new people through new faith communities and congregational transformation.
- **Missional Alignment:** Demonstrates an understanding of United Methodist doctrine and polity; understands and applies the Conference mission, vision, and core values.