



DESCRIPTION OF NEW CONFERENCE STRUCTURE

ROLES

Lead Superintendent

Oversees the Superintendent Team to fulfill the mission and vision of the FMCUSA within the conference. The Lead Superintendent shall work with the Superintendent Team to exercise authority and oversight in the areas of Vision Alignment and Implementation, Leadership Development, Maintaining Order, and Multiplication (BOD par. 5120B). The Lead Superintendent will chair the Conference Ministerial Appointments Committee and will provide oversight, equipping, and support to all Regional Superintendents.

Assistant Superintendent for Multiplication

Implements and oversees the conference vision for multiplication. The Ast Supt for Multiplication will oversee the recruiting, assessment, training, coaching, and administrative and care systems for church planters. This leader will work with the Lead Superintendent and executive team to identify church planting targets throughout the state and develop and implement plans for strategically planting in new areas and among diverse populations throughout the state. Additionally, the Ast. Supt for Multiplication will identify Multiplication champions in each region to partner with to help existing churches develop a vision and plan for reproducing daughter churches. The Ast Superintendent will be liaison with the LRG Foundation and connect regularly with LRG's other partner multiplication networks.

Assistant Superintendent for Pastoral Development

The Ast. Supt for Pastoral Development will lead the conference-wide MEG Board and oversee all regional MEG Boards throughout the conference. This leader will ensure and maintain a robust leadership pipeline and provide a coaching system to support all CMCs and Elders. Additionally, the Ast Supt for Pastoral Development will plan and facilitate conference training events and specialized pastoral training cohorts. The Ast. Supt for Pastoral Development will also provide consulting for church leadership teams.

Director of Operations

Oversees facilities, finances, administration, HR, and legal work for the conference. The Superintendent Team and Operations Director will serve as the Executive team for the conference.



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Administrative Support Team

Provides administrative support for the Superintendent team and Director of Operations. Admins are also responsible for communications, keeping and updating files, event planning, and support.

Regional Superintendent

Regional superintendents oversee assigned regions throughout the conference and serve as spiritual leaders under the appointment and authority of the Lead Superintendent. The primary focus of the Regional Superintendent's role is to implement the Conference vision in their respective regions.

Regional Superintendents' responsibilities include:

- Cultivating opportunities for collaboration among regional pastors and churches
- Overseeing the appointment of new pastors in their region
- Working with the multiplication champion to establish training centers for church planting and multiplication
- Providing support for cohort leaders
- Meeting monthly with the Lead Superintendent

Cohort Leader

Cohort leaders will guide pastors as they learn together, mentor one another, and practice mutual care and accountability in accomplishing the church's mission. These cohorts will be formed either regionally, by affinity, or by resourcing focus. For example, some pastors may meet regularly with a small group of pastors in their region. Others may meet in non-geographic affinity groups such as urban church pastors, youth pastors, children's pastors, large church pastors, rural church pastors, etc. Some pastors will participate in a cohort that provides specific resourcing, such as: discipleship, multiplication, leadership development, or thriving church cohorts. The aim is to provide a diversity of connection and resource opportunities that equip and support pastors and leaders in their unique settings. The expectation is that every pastor would be connected in a cohort with other pastors. Many of these cohorts would be open to lay leaders as well.

Cohort Leaders will also keep the Regional Superintendent apprised of any critical matters relating to pastoral integrity and congregational health.

Cohort leaders will fulfill their role by:

- Be the first responder when a pastor is in need
- Convening cohort pastors regularly



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- Encouraging and praying for their pastors
- Coaching and/or mentoring cohort pastors
- Connect regularly with Regional Superintendents and Assistant Superintendents for Pastoral Development and Multiplication to determine cohort needs

MEG and MAC Boards:

The Assistant Superintendent for Pastoral Development will lead the conference's MEG Board. This entails convening each Regional MEG (RMEG) Chair regularly to process the conference leadership pipeline and clergy care, confirm new CMCs and Elders, and pass on the character and performance of all appointed pastors.

The Lead Superintendent will work with the Regional Superintendents and regional MACs to appoint new pastors.

Each region will elect its own MEG Board, comprised of 2 clergy and 2 lay members. RMEGs will conduct annual OBO interviews for CMCs and Elders and make recommendations to the Conference MEG Board (CMEG) for approval. Additionally, RMEGs will process Divorce Clearances in their region and make a recommendation to the CMEG for final approval. The CMEG will be comprised of the RMEG Chairs and one layperson from each RMEG. In addition to the four RMEG Members, each region will elect 1 clergy and 1 lay to serve on the Regional MAC with the Regional Superintendent. Each region is authorized to make appointments in consultation with the Lead Superintendent.

Regional Multiplication Champions

The Ast. Supt for Multiplication will work with regional superintendents to identify a multiplication champion to establish a training center in each region. The purpose of the training center will be to provide assessment, training, coaching, and support for planting and multiplying new churches in the region. Training centers will regularly host Encounter weekends, followed by ongoing training, coaching, and support to help new church expressions move towards maturity.

Board of Administration:

Each region will annually elect 1 lay and 1 clergy to the Conference BOA. The Lead Superintendent (or their designee) will chair the BOA.