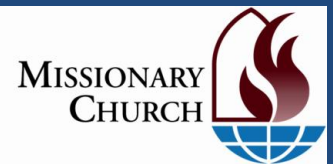


The Michigan Region A Proposal



A Ministry Vision to Reach the
21st Century World

“Every church mobilizing believers to intentionally
reach and disciple those without Christ.”

The Michigan Region of the Missionary Church

A Proposal 2010

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THE MISSIONARY CHURCH

PROPOSED MICHIGAN REGION

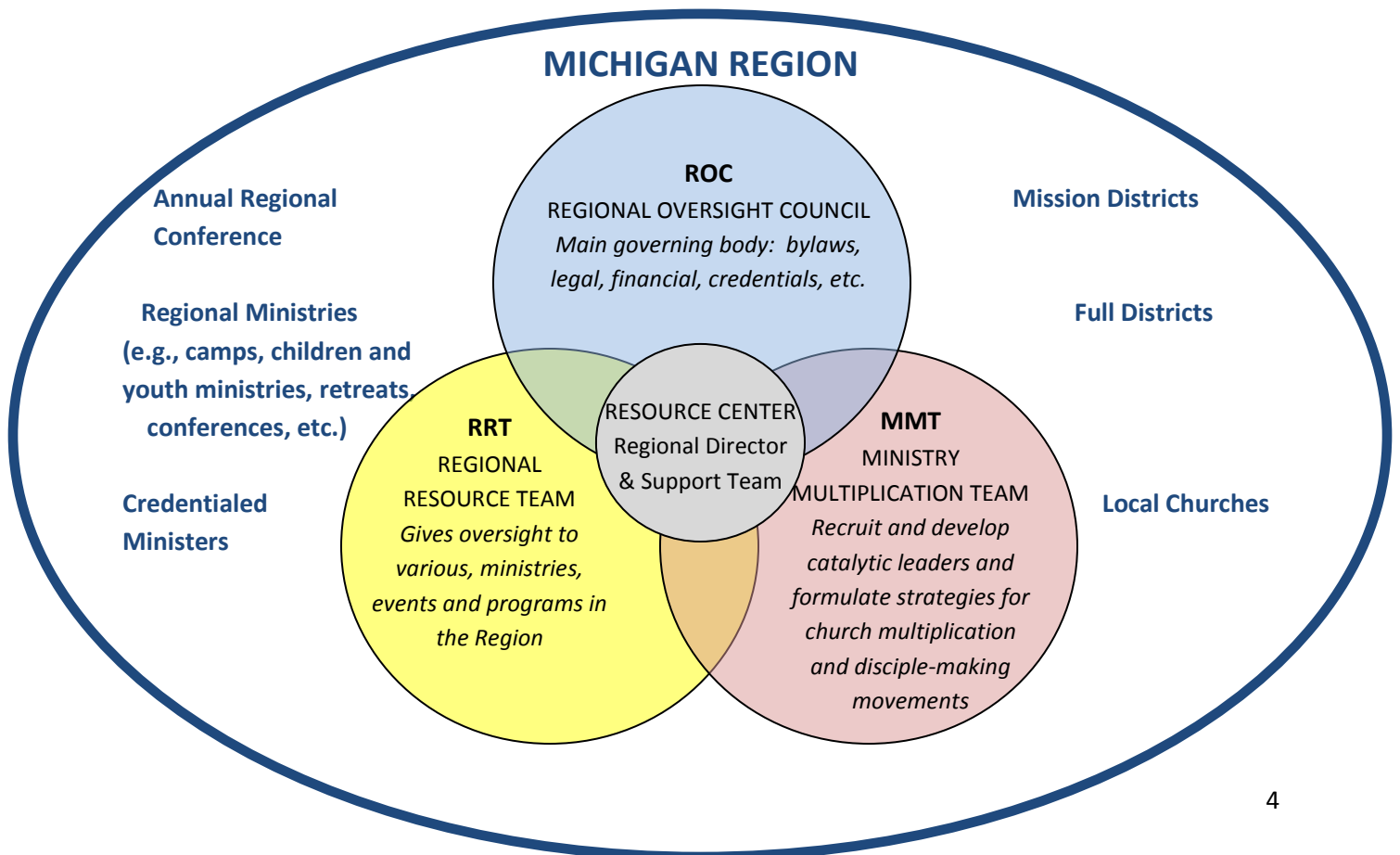
Vision, Mission, Priorities and Proposed Regional Support Structure

Our Vision: *“Every church mobilizing believers to intentionally reach and disciple those without Christ.”*

Our Mission: *“To strengthen churches and districts that reproduce and multiply devoted followers of Jesus Christ.”*

Our Priorities:

1. Mobilize Continuous Intercessory Prayer
2. Evangelize the Lost and Make Disciples
3. Strengthen our Established Churches
4. Plant New Churches and Districts
5. Recruit and Develop Dynamic and Spiritually Passionate Leaders



OVERVIEW OF THE MICHIGAN REGION

Frequently Asked Questions (FAQ)

Preface

The following is an initial proposal that serves as a starting point for transitioning the Michigan District of the Missionary Church to the Michigan Region. This document is a “work in progress” and is offered as a draft. The input and ideas of District pastors, conference delegates, and lay leaders are welcome.

What is the proposal?

We recommend that the Michigan District, based on its Statement of Vision, Mission, Values and Five-Year Goals, become the Michigan Region.¹ This Region will be initially comprised of all current District churches, pastors and ministries.

We further recommend that, as time, resources, vision, etc., permit, new mission districts within the Michigan Region be formed. Regional leadership will seek to provide an environment for local churches to multiply and establish new and mission districts.² Rather than dictate and impose structure for the development of new and mission districts, Regional leadership will partner with churches so they can create vision, take ownership and develop leadership for the organic formation of new and mission districts.

In addition, we recommend that current District ministries (e.g., camping, retreats, HCT, CMT, Youth Ministry Team, Family and Children’s Team, etc.) continue to operate under the new Regional structure, but be thoroughly evaluated as to their effectiveness in fulfilling our Statement of Vision, Mission, Values, and Five-year Goals.

Why are we making such a proposal?

There are several reasons why the District leadership is making this proposal...

¹ The Statement of Vision, Mission, Values and Five-Year Goals was adopted by the Michigan District at its Annual Conference in April 2008.

² See Missionary Church Mission District Guidelines, page 11.

1. **Because of our Commitment to God’s Word.** We believe that we are called to fulfill the Great Commission to go and make disciples (Matthew 28:18-20). We are to be anointed by the Holy Spirit to be witnesses for Jesus Christ (Acts 1:8).
2. **Because of our Commitment to the new Vision, Mission, Values and Five-year Goals.**
Our five priorities are:
 - Call and mobilize continuous intercessory prayer.
 - Evangelize the lost and make disciples.
 - Strengthen our established churches.
 - Plant new churches and districts.
 - Recruit and develop dynamic leaders for accelerated multiplication.
3. **Because of our Commitment to Leadership and Multiplication.** Paul instructs Timothy, “The things you have heard me say... entrust to reliable men who will also be qualified to teach others” (2 Timothy 2:2). Jesus himself equipped the disciples to reproduce and expand his ministry (e.g., Luke 10:1-17).
4. **Because of our Commitment to Reach the Lost.** Michigan has a population of ten million people. Since the vast majority of residents in every county in Michigan are unchurched (as much or more than 80% of the population), we must expand our efforts to reach men and women with the Gospel.
5. **Because of our Commitment to Local Ownership for Evangelism.** There must be ownership at the local level for the lost population and the responsibility to reach those people.
6. **Because of our Commitment to New Strategies.** Our current system has limits. Historically, districts tend to grow to 40-60 churches and then stop growing. The new structure with multiple districts will make us more effective, raise up new leadership, and reach more unchurched people. These changes are to facilitate, not dictate ministry. This is a means to an end, not an end. We seek to create a grassroots movement that will help decentralize ministry, yet encourage mutual accountability.
7. **Because of our Commitment to the Local Church.** We believe that the local church is God’s chosen instrument for evangelism and disciple-making. The Region, with multiple districts, will exist to support, encourage and equip the local church and its leaders.

What could the new Region look like?

The new Region will encompass the same geographical area of the Michigan District and include all current local churches. We plan to continue our present ministries (e.g., camping, youth, conferences, etc.), but will thoroughly evaluate every ministry, board, committee, etc. to determine their effectiveness in helping us fulfill our mission and vision and make appropriate changes and modifications.

The new Region will have a Regional Director (formerly known as the District Superintendent) and a Resource Center (formerly known as the District Office). The Michigan Region will have an Annual Conference that will operate much like our present District Conference. It is proposed that there will be three main ministry teams:³

1. The Regional Oversight Council (ROC).
2. The Ministry Multiplication Team (MMT).
3. The Regional Resource Team (RRT).

Within the Michigan Region, new and mission districts will be formed as local churches, in partnership with the Region, come together to creatively develop strategies to raise up leaders and reach target communities. Pastors and churches in new and mission districts will continue to participate in Regional ministries (e.g., Brown City Camp) and fellowship with others in the Region (e.g., Pastors and Spouses' Retreat). Guidelines for the start, structure and role of new and mission districts will be developed and approved by the Regional Conference and ratified by the Ministry Leadership Council and/or General Oversight Council of the Missionary Church.

What is the composition and role of the Regional Oversight Council (ROC)?

The Regional Oversight Council (ROC) will be comprised of the Regional Director, full District Directors, and representatives (e.g., pastors and lay leaders) who are selected by the Regional Conference,. The ROC will function in a role similar to the District Executive Board, giving oversight to the Region (e.g., bylaw, legal, financial, and credential matters). They will serve as the main governing body in the Region.

What is the composition and role of the Ministry Multiplication Team (MMT)?

The Ministry Multiplication Team (MMT), led by the Regional Director, will focus on leadership development and church/district multiplication. District Directors and Mission District Directors, and other appropriate leaders, will serve on this team. The team will recruit and develop catalytic leaders and formulate strategies for church multiplication and disciple-making movements. The MMT will be accountable to the ROC, interact with the Regional Resource Team, and be represented on the ROC by the Regional Director and District Directors.

³ See Proposed Regional Support Structure, page 4.

What is the composition and role of the Regional Resource Team (RRT)?

The Regional Resource Team (RRT) will give oversight to the various ministries in the Region (e.g., camping, HCT, youth, children, etc.). The Regional Resource Center (currently the District Office) will have a support staff to assist the various ministries of the Region. The Resource Center will have a Regional Coordinator who will be selected by the Regional Director and approved by the ROC. The Regional Coordinator will serve as an assistant to the Regional Director and lead the RRT. The RRT will be accountable to the ROC and be represented on the ROC by this Coordinator.

How will the Regional Director be selected and what will be his role?

The Regional Director will be selected by the Regional Conference. His selection will be in accordance with the Ministry Vision and Support Structure of the Missionary Church, which was approved by General Conference in 2009. In some respects, the Regional Director will function like the current District Superintendent. However, in the new Region, his role will be more clearly focused on leadership development and church multiplication.⁴ Other responsibilities currently assigned to the District Superintendent will be shifted to the Regional Coordinator and the District Directors.

How is a mission District Director selected and what will be his role?

The Mission District Director will be selected and appointed by the Regional Director. His selection will be ratified by the Regional Oversight Council. The Mission District Director will serve on the Ministry Multiplication Team and give oversight to the churches, pastors and new works in his mission district.⁵

⁴ For details on proposed qualifications, accountability and responsibilities, see the draft of the Job Description for the Regional Director, page 13.

⁵ For details on proposed qualification, accountability and responsibilities, see the draft of the Job Description for the Mission District Director, page 15.

How is a District Director selected and what will be his role?

The District Director will be affirmed or elected by the delegates of his particular district for a term of four years. All nominees must be selected in consultation with the Regional Director and be ratified by the Regional Oversight Council. The District Director will provide oversight and leadership to churches, pastors and new works in his district.⁶

It is anticipated that initially the District Director will also pastor one of the local churches in the mission District and give 15-20% of his time to the district. As the district grows in size and finances, eventually a District Director may serve full-time in that capacity.

How will the new Regional structure impact the existing local church?

Hopefully, the greatest impact will be to encourage the local church to partner with other churches and assume more ownership and responsibility for church multiplication. Local churches, even those in newly formed districts, will be welcome to participate in Regional programs, activities and ministries. All churches and pastors will be members of the Annual Conference and have a voice in the future direction and vision of the Michigan Region. No church will be forced to join or arbitrarily placed in a new or mission district.

How much will the new structure cost? Will there be new or increased apportionments to fund the Region, new districts and mission districts?

We are committed to making the operation of the new Region financially neutral, i.e., no increase in apportionments for local churches. While additional funding will be needed to assist with the development and oversight of new and mission districts, these funds will be provided by the start and growth of new churches within Michigan. A formula is being developed for the level and length of financial commitment that a church in a new or mission district will make to both the Region and the district of which it is a part.

⁶ For details on proposed qualification, accountability and responsibilities, see the draft of the Job Description for the District Director, page 17.

Will this new structure of one Region and multiple Districts simply add another layer of bureaucracy?

Growing ministries often add some structure to their system to facilitate more growth. For example, when worship attendance reaches 80% capacity, the local church must make changes to accommodate additional growth. Since most districts do not grow beyond 40-60 churches, a Regional structure will develop districts that will be smaller in size (15-25 churches) with specific strategies, target areas and ministries. The District Director will only be responsible for those churches in his district and will have the support and assistance of the Regional Director, the Regional Resource Center, the Ministry Multiplication Team, and the Regional Resource Team. The Regional Director will coach, encourage and counsel District Directors to creatively develop new works and give oversight to established churches in those districts. It is the goal of the new system to create ownership at the local church and district level, along with a grassroots movement of multiplication.

If this proposal is adopted at District Conference 2010, what are the implementation plans?

If the concept of Michigan Region is approved in principle at District Conference 2010, an implementation team will be appointed by the District Executive Board to develop a strategy to guide the District through a period of transition. This team will seek input from District churches and pastors, in order to prepare a new set of bylaws, various job descriptions and other key documents that will be presented to District Conference in April 2011.

If approved by the 2011 District Conference, we would recommend that July 1, 2011 become the target date for the appropriate legal action and bylaw changes to be implemented. At that time, the Michigan District will be known as the Michigan Region, the District Office as the Michigan Regional Resource Center and the District Superintendent as the Michigan Regional Director. Additionally, appropriate modification, bylaw changes and adjustments will be completed by July 1, 2011 for the various positions and job descriptions of current District staff, directors, boards, committees and ministry teams.

MISSION DISTRICT GUIDELINES

Draft

The Missionary Church is committed to the multiplication of disciples. Church multiplication is one of the most effective means of reaching people with the gospel. The capacity for the multiplication of churches can be enhanced through the launching of multiple districts. The following guidelines provide some of the preliminary policies and structure for implementing such a movement of mission districts.

Organization

Mission districts may be proposed by a leader, a church, a group of leaders or a group of churches within the Michigan Region. When a mission district is proposed, it shall be done in consultation with the Michigan Region in accordance with approved Regional guidelines. The Regional Oversight Council and the General Oversight Council will recognize and approve new mission districts.

When a mission district has 5-10 churches and/or church plants, a steering committee will be selected by the Ministry Multiplication Team. In order to prepare for full district status the mission district personnel may at that point begin to develop working bylaws, incorporate (if appropriate), conduct its own district events and ministries, establish its budget, etc., alongside its ongoing relationship with the Region.

Apportionments

The apportionments of existing churches that are approved to begin a mission district will have their Regional apportionments frozen at the next calendar year's level. A formula will be developed for the distribution of these funds between the Region and the mission district. All churches will be responsible for payment of regional apportionments if that is the only apportionment in place or there are both district and regional apportionments in place. Church plants in a mission district will pay the agreed upon regional and district apportionments.

Until such time as the mission district has sufficient churches and/or church plants to conduct its own district conference, approve working bylaws and establish its own apportionments, the apportionment rate will be the same as the Region. The district portion of those apportionments will be utilized for the development of the mission district. All churches and church plants in the mission district will pay 2% shared ministries funds per the national policy.

Ministerial Credentials

The credential applications within the Region will initially be processed by the Region. When a mission district has 5-10 churches and/or plants, the Regional Director may choose to form and supervise a

mission district credential team in a process for handing off the responsibility to the new mission district. Once a team is prepared, credential reviews may be conducted by the mission district with approvals of their recommendations being done by the Regional Oversight Council. If the Michigan Region is organized in such a manner as to handle the credentialing process for the entire Region, districts may not need to handle all aspects of the credentialing process.

Church Membership

Applications for churches in the mission district desiring full or affiliate membership status in the Missionary Church will be processed by the Region in accordance with the guidelines established by the denomination.

District/Regional Conference

Because we value the development of relationships, ministers are expected to attend the Annual Regional Conference. In order to prepare a mission district for its responsibilities as a full member district, we encourage the development of its own mission district conference when there are 5-10 churches and/or church plants. Once the mission district is conducting its own district conferences, the chairman of the mission district steering committee will be expected to attend the Regional Conference for the purpose of reports and updates on the mission district development.

Organization of Full Districts

To be organized as a full district, the following criteria are proposed:

For stability and strength:

- 15 churches and plants (with at least 10 organized churches)
- 1500 average worship
- 750 members
- Capable of handling financial administration and responsibilities

For relationships and multiplication

- 5-7 years of history
- Ministry cooperation by leaders and churches
- Vision for multiplication

REGIONAL DIRECTOR OF THE MICHIGAN REGION

JOB DESCRIPTION

Draft

Qualifications

The Regional Director will be a committed, Spirit-filled follower of Christ who meets all the qualifications of this leadership position outlined by the Constitution of the Missionary Church USA. The Regional Director will also be committed to the vision, mission, and values of the Michigan Region and will lead the region in the pursuit of that vision. He must be a person who is able to motivate pastors and leaders and who has the ability to identify and recruit catalytic leaders who have a passion for the expansion of Christ's kingdom.

The Regional Director must be willing to work with teams of colleagues and pastors to accomplish the goals of the Michigan Region. He must be able to delegate responsibility effectively so that he is able to focus on the priorities of his position.

Accountability

The Regional Director will be accountable to the Michigan Regional Conference, to the Regional Oversight Council, to the Ministry Leadership Council of the Missionary Church, and to the President of the Missionary Church. The Regional Director is elected by the delegates of the Michigan Region for a term of four years and must operate within the authority of God's Word and the boundaries of the bylaws of the Michigan Region. All nominees for Regional Director must be selected in consultation with the President of the Missionary Church and must be ratified by the Ministry Leadership Council and the General Oversight Council of the Missionary Church.

The Regional Oversight Council as well as the pastors and congregations of the Michigan Region are responsible to give honor to the Regional Director by submitting to his servant leadership. They are also responsible to supply his financial needs so he is free to focus on his work in the Region.

Responsibilities

- a. The priority of the Regional Director will be to recruit, develop, and coach Mission District Directors and District Directors.
- b. The Regional Director will also help churches with strategies for growth and the implementation of those strategies, leadership recruitment and training, and new church planting.
- c. The Regional Director will oversee existing churches and pastors in the entire Region until District Directors are in place.
- d. The Regional Director will be the contact person for churches who would like to join the Missionary Church.
- e. The Regional Director will work with the District Directors to develop strategies to help them and their churches fulfill the vision and mission of the Michigan Region and the Missionary Church. He will provide resources, prayer support, motivation, and spiritual direction for District Directors in the Region. The Regional Director will also assist District Directors in recruiting and training pastors and other key leaders.
- f. The Regional Director will have general oversight of the Regional Resource Center and such matters as the Regional budget, credentialing, camp ministries, and fundraising, but administrative and caretaker issues are to be delegated to other leaders as much as possible so that the Director can focus most of his time and energy on developing and directing Regional and district leadership. It will be the responsibility of the Regional Oversight Council in their annual evaluation of the Director to examine carefully the time commitment of the Director to the primary priorities of his position.
- g. The Regional Director will be the chairman of the Regional Oversight Council and of the Annual Regional Conference. He will participate in the denominational Ministry Leadership Council and report on the progress of the Region to the denomination. He will be responsible to help the Region and the districts within the Region to fulfill or surpass the goals and mission established by the Missionary Church USA.

MISSION DISTRICT DIRECTOR IN THE MICHIGAN REGION

JOB DESCRIPTION

Draft

Qualifications

A Mission District Director in the Michigan Region of the Missionary Church will be a committed, Spirit-filled follower of Christ. The Mission District Director will also have the demonstrated leadership skills necessary to carry out the responsibilities of this position. The Mission District Director will be committed to the vision, mission, and values of the Michigan Region and will lead the district in harmony and unity with the Regional Director and the Regional Oversight Council. The Mission District Director must be a person who is able to motivate pastors and church leaders and who has the ability to identify and recruit other leaders who have a passion for the expansion of Christ's kingdom.

Accountability

The Mission District Director will be accountable to the Regional Director and to the Regional Oversight Council. The Mission District Director is selected and appointed by the Regional Director and his selection is ratified by the Regional Oversight Council. He must operate with the authority of God's Word and the boundaries of the bylaws of the Michigan Region.

District staff members, pastors, and congregations of the district are responsible to give honor to the Mission District Director by submitting to his servant leadership. They are also responsible for any financial support necessary to allow the Director to carry out his duties.

Responsibilities

- a. The Mission District Director's primary responsibility will be to focus on church planting and leadership development and recruitment in his mission district.
- b. The Mission District Director is also responsible to provide oversight and leadership to the churches, church plants, and pastors in his assigned district. He will help the churches and the district as a whole to reach the ministry, church-planting, and disciple-making goals determined by the regional leadership.

- c. The Mission District Director will assist churches and pastors with changes in pastoral leadership.
- d. The Mission District Director will be available to help pastors with spiritual needs, the development of leadership skills, counsel about situations in their churches, or the pursuit of ministry goals.
- e. The Mission District Director will serve on the Ministry Multiplication Team and report as requested to the Regional Director and the Regional Oversight Council about work within his district.
- f. The Mission District Director may hold this position in addition to a pastorate or other leadership ministry or bi-vocational employment. It will be the responsibility of the Regional Director to work out a suitable financial support arrangement with the parties involved.

NOTE: A district will be considered a *mission district* until there are 15 established churches in the district. At that time the district will become a *full district*. The director of a newly started mission district of less than 15 churches will be considered a *Mission District Director*. Once a district reaches full district status, the director will be considered a *District Director*.

DISTRICT DIRECTOR IN THE MICHIGAN REGION

JOB DESCRIPTION

Draft

Qualifications

A District Director in the Michigan Region of the Missionary Church will be a committed, Spirit-filled follower of Christ. The District Director will also have the demonstrated leadership skills necessary to carry out the responsibilities of this position. The District Director will be committed to the vision, mission, and values of the Michigan Region and will lead the district in harmony and unity with the Regional Director and the Regional Oversight Council. The District Director must be a person who is able to motivate pastors and church leaders and who has the ability to identify and recruit other leaders who have a passion for the expansion of Christ's kingdom.

Accountability

The District Director will be accountable to his District Conference, to the District Oversight Council, to the Regional Director, and to the Regional Oversight Council. The District Director is affirmed or elected by the delegates of his particular district for a term of four years. All nominees for the position of District Director must be selected in consultation with the Regional Director and be ratified by the Regional Oversight Council. He must operate with the authority of God's Word and the boundaries of the bylaws of his particular district and the bylaws of the Michigan Region.

District staff members, pastors, and congregations of the district are responsible to give honor to the District Director by submitting to his servant leadership. They are also responsible for any financial support necessary to allow the Director to carry out his duties.

Responsibilities

- a. The District Director is responsible to provide oversight and leadership to the churches, church plants, and pastors in his assigned district. He will help the churches and the district as a whole to reach the ministry, church-planting, and disciple-making goals determined by the district and Regional leadership.
- b. The District Director will assist churches and pastors with changes in pastoral leadership.

- c. The District Director will be available to help pastors with spiritual needs, the development of leadership skills, counsel about situations in their churches, or the pursuit of ministry goals.
- d. The District Director will identify and recruit leaders and potential church planters.
- e. The District Director will serve as chairman of the District Oversight Council and of the annual District Conference. He will also be a member of the Ministry Multiplication Team, and the Regional Oversight Council. He will report as requested to the Regional Director and the Regional Oversight Council about work within the district.
- f. The District Director will most likely hold this position in addition to a pastorate or other leadership ministry. It will be the responsibility of the Regional Director to work out a suitable financial support arrangement with the parties involved.

