

# Rocky Mountain Yearly Meeting of the Friends Church

## Equipping, Energizing, and Establishing Friends Churches and Ministries In Response to the Great Commission

### Position Description

**Title:** Superintendent

**Purpose:** To equip, energize, and establish Friends Churches and ministries in response to the Great Commission (see Mt 28:18-20)

**Accountable to:** RMYM Representative Body through Presiding Clerk

**Qualifications:**

- Clear testimony of a personal relationship with Jesus Christ evidenced by a life:
  - Fueled by a vibrant relationship with God (see Micah 6:8)
  - Exhibiting sound Christian character (see 1 Tim 3:1-13; Titus 1:6-9)
  - Made attractive by the Fruit of the Spirit (see Gal 5:22-23)
  - Guided by relationship with Christ as seen in one's personal life, professional life, and family life
- A clear understanding of spiritual gifting, how these gifts could serve RMYM, and an understanding of encouraging others' gifts to complement one's own (see Rm 12:4-8; 1Co 12:7-11; 1Pet 4:10-11)
- History of servant leadership within the Church (see Mk 10:42-45; Jn 13:1-17)
- Heart of a Shepherd (see Ps 78:70-72; 1Pet 5:1-4)

### Areas of Responsibility to focus RMYM efforts on equipping, energizing, and establishing Friends Churches and Ministries in response to the Great Commission

- **Leadership**
  - Develops, casts, and articulates a clear vision to fuel an expansion of ministry within the Yearly Meeting and within each community touched by local meetings.
  - Help select, build, and support leadership capacity within the Leadership Team and Ministry Team Leaders.
  - Work closely with the Leadership Team to oversee Ministry Team leaders and provide progress reports to the Leadership Team and RMYM Representative Body. Monthly contact with Ministry Team leaders is expected.
  - Assess leadership needs within RMYM churches and Ministries, developing strategies to build leadership capacity in all churches and ministries.
  - Work with the Leadership Team to plan, promote, and implement RMYM Ministry Conferences (Summer Gathering/Winter Gathering).
  - Develop multiple strategies to communicate RMYM initiatives.
- **Local Church Health**
  - Provide personal and professional support for RMYM pastors and families through the ministries of mentoring, spiritual direction, and soul care.

- With the Leadership Team, plan, promote, and implement Pastor's Retreats.
  - Shepherd pastoral candidates through the recording process.
  - Cultivate close ties with local churches and church leaders, keeping the Yearly Meeting fully informed of needs, news, and opportunities regarding the collective ministries of RMYM.
  - Meet no less than one time each year in person with each pastor/church and make regular contact with pastors for shepherding and encouragement.
  - Work in cooperation with the Presiding Clerk and/or other leadership team members to address disciplinary issues.
  - Provide congregational care for RMYM churches in acute crisis (conflict, pastoral searches).
- **Partnerships with the Family of Friends**
    - Cultivate a strategic partnership with Evangelical Friends Mission by serving on the EFM Board, communicating the work of EFM to local meetings, and supporting RMYM Missions Team initiatives.
    - Represent RMYM to EFC-NA Coordinating Council.
    - Strategize with the RMYM Church Planting Team in consultation with the EFI-NA Church Planting Task Force to begin new works within RMYM.
    - Cultivate a strategic partnership with Friends institutions of higher learning for training, developing, and recruiting Christ-centered leaders.

**Length of Commitment:** Initial commitment is a one-year renewable contract. Succeeding contracts may be for two-year terms.

#### **Evaluation**

- The Superintendent will participate in a formal performance evaluation with the Leadership Team two times each year. Specific areas of focus for each 6-month period will be designated.
- Pastors and representatives will be invited to provide formal feedback once a year by indicating what the Superintendent has done that has been helpful and what could be helpful in the future.
- The Leadership Team, in consultation with the Superintendent, will review all evaluations and propose to the Representative Body either a continuation of the contract, for a one- or two-year period, or an end of the contract.

**Additional Notes:** This position is currently being developed and will be a part-time or full-time position depending on funding. While a large portion of responsibilities can be accomplished at a distance via phone, email, text, or video conference, a significant amount travel will be required for face-to-face interaction. RMYM desires the Superintendent to be an attender and member of an RMYM church and to live in the RMYM area. Remuneration will be dependent on experience and full- or part-time status.