

Information and Helps for Missionary Coordinators

Coastal Bend Mission Center

The Congregational Missionary Coordinator

Doctrine & Covenants 162: 2e-3b

Again you are reminded that this community was divinely called into being. The spirit of the Restoration is not locked in one moment of time, but is instead the call to every generation to witness to essential truths in its own language and form...let the Spirit breathe...Do not be discouraged. You have not been promised an easy path, but you have been assured that the Spirit that calls you will also accompany you. That Spirit is even now touching alive the souls of those who feel the passion of discipleship burning deeply within. Many others will respond if you are persistent in your witness and diligent in your mission to the world.

The position of Congregational Missionary Coordinator (CMC) is vital to the life of the congregation. The CMC works with the Pastor to keep Evangelism alive in the congregation. Primary focus of this position is the missionary task with emphasis on Each One, Reach One, and the witnessing dimension of the Sharing Goal. Always keeping the missionary task before the congregation.

Primary Responsibilities:

TO ENVISION

- 1) missionary priorities
- 2) support/prayer network opportunities
- 3) sharing goal
- 4) identify missionary opportunities
- 5) express one's personal call to leadership and discipleship

TO ENLIST

- 1) refine the CMC job, modify as appropriate for congregation, share personally with pastor
- 2) develop and seek out those in the congregational with evangelism talents
- 3) implement a missionary plan for your congregation
- 4) constantly be aware of potential gifts that would help provide opportunities for witness
- 5) enlist additional congregational members involvement in A Witnessing Community under the direction of the Mission Center Missionary Coordinator/ Missionary Team Member

TO EQUIP

- 1) identify financial resources in support of missionary strategy for the congregation
- 2) constantly be aware of standing of current missionary activities
- 3) address use of scriptures, message, and identity in overall missionary task
- 4) communicate to congregational missionary team the ongoing need for prayer and study
- 5) develop skills for missionary presentation

TO ENCOURAGE

- 1) give support to those in the congregation that are missionary minded
- 2) develop healthy working relationships with MCMC and other key leaders in the congregation
- 3) model self-care (ethically, spiritually, and in work/life balance)
- 4) set realistic expectations
- 5) evaluate missionary efforts on a regular basis

STEPS TO CONSIDER

STEP ONE: Personal Reflection

- 1) Prayer
- 2) Discussion
- 3) Scripture Study
- 4) Readings and Networking
- 5) Outside the box thinking

Where do you sense the Holy Spirit leading?

STEP TWO: List key areas in the plan

- 1) Identification of congregation's potential growth and expansion
- 2) Identification of key personnel resources
- 3) Assessment of training needs for evangelism
- 4) Evaluation of demographic target ministry

What are the three most promising missionary opportunities for your congregation?

STEP THREE: Identify missionary assets

- 1) Availability of assets in congregational budget
- 2) Availability of people with time to invest in missionary plan
- 3) Identification of other individuals with key skills
- 4) Communication of "good news" experiences by congregation and individual disciples
- 5) Identification of congregational missionary team
- 6) Identify identity, message and mission

STEP FOUR: Formation of Missionary Plan

- 1) Consultation with Pastor and Mission Center Missionary Coordinator
- 2) Prioritization of missionary objectives
- 3) Agreement on desired outcomes and evaluation process
- 4) Plan and participate in quarterly missionary outreach activities

Which action steps are needed to communicate the plan?

STEP FIVE: Prayer

- 1) Be prayerfully sensitive to need to adapt plan
- 2) Select a young person to mentor in your congregation
- 3) Continue engaging others in thinking "outside the box"
- 4) Journal ideas for the next missionary plan

What might be the next "big idea" that could be added to the plan?

QUESTIONS TO CONSIDER:

- 1) Why witness?
- 2) What do I have to share?
- 3) What if I don't know the answers?
- 4) I don't know anyone, so how can I witness?
- 5) OK, what help can I get?
- 6) What's next?

The following is a partial list of ways in which support can be given:

- 1) Make a phone call to the missionary team members
- 2) Meet often
- 3) Establish a missionary prayer/support group
- 4) Be prayerful on behalf of your missionary colleagues, your pastor and your congregation
- 5) Develop positive relationship with Mission Center Missionary Coordinator

MISSIONARY ACTION PLAN

- Prioritization – determine critical steps in implementing a missionary strategy
- Alignment of key resources – insuring that the necessary financial, personnel, printed/video and other resources are in place
- Team support – assuring that the necessary consultation with pastor, congregational team members, and Mission Center Missionary Coordinator, and consideration of their input is in place
- Setting realistic expectations – achieving clarity with what the CMC and ministry associates can accomplish
- Evaluation – honest and thorough review of previous missionary initiatives assuring the foundation for the next step in the plan

Enlist – A.**CONGREGATIONAL MISSIONARY LEADERSHIP****Congregational Missionary Director/Team Leader**

Implementation of missionary ministry at the congregational level relies heavily on the important role of the missionary director/team leader. The person appointed to assume this responsibility should have genuine interest and giftedness in missionary ministries coupled with basic organizational skills. It is critical that the missionary director/team leader be an integral, respected member of the congregational leadership team. Some congregations have found it helpful for a member of the pastoral team to assume this role to emphasize its significance and to assure access to overall congregational direction and planning.

-- *A Witnessing Community*, page 10

Congregational Missionary Team

The Community of Christ congregational life model encourages participatory or team leadership as much as possible. As the missionary program begins to evolve, it will be helpful to involve as many others as possible in organizing the missionary activities. This will not only help spread the responsibility, but it will also provide opportunity for others to develop their missionary leadership skills.

The primary purpose of the missionary team is to be a body of people who advocate the priority of missionary ministry in the congregation and who work to envision, plan, organize, model, and evaluate all aspects of congregational missionary ministry. In addition, the missionary team carries responsibility for implementing the strategy outlined in *A Witnessing Community*.

The missionary team should include people from various backgrounds who are actively engaged in missionary activities. It is advisable to include a variety of ages and long-term as well as newly baptized members. In fact, it is very helpful to include the perspectives of “not yet” members.

“Calling” The Missionary Team

The MCMC is to encourage each pastor to follow a process similar to the following in first selecting a congregational missionary director/team leader:

1. This is a very important responsibility impacting directly the vibrancy and life of the congregation—**make the selection a matter of prayer.** Other members of the leadership team could certainly be invited to uphold the selection of a missionary director/team leader in prayer.
2. Consider the needs of the congregation and opportunities for expansion—**who would be best qualified/gifted to assume this role?** Comparing the gifts of one or more potential persons with what is needed for the congregation to move forward will be very beneficial in this selection process.
3. Make an appointment to visit with the potential missionary leader—**this decision deserves a time for discussion and sharing.** It is important to have the opportunity to share with the person being asked to serve in this role in a manner that conveys its importance and the sense of the Holy Spirit in the process. This should be done in person

by the pastor with the support of a second congregational leader. A copy of the congregational missionary director/team leader position description should be provided for consideration. Immediate questions and concerns should be addressed. The pastor should encourage the potential missionary leader to take some time to consider the appointment.

4. If the person asked is unable to accept the assignment, she/he should be thanked for their consideration and encouraged to consider other ways in which she/he might assist. If the invitation is accepted, then plans should be made to announce this appointment to the congregation in the context of a worship experience.
5. The newly appointed missionary leader should then consult with the pastor in the selection of other members of the missionary team.

After the missionary leader is selected, the pastor should meet with this person to prayerfully review the active membership and participant roles. List the names of people who have giftedness and interest in missionary ministry. (Some of these individuals may have been considered earlier by the leadership team as they reflected on who should serve as director.) These individuals should be approached on a personal basis and invited to become members of the team. When inviting them, emphasis should be placed on what the congregation's leaders discern as their giftedness and what they will bring to the team to enhance its efforts.

-- A Witnessing Community, page 23

Enlist – B.**CONGREGATIONAL MISSIONARY DIRECTOR/TEAM LEADER
POSITION DESCRIPTION**

The missionary ministries opportunities in any given congregation should far exceed the ability of the missionary director or team leader to realize alone. It is very important to be realistic in shaping the role and responsibilities for this leader in order to assure a sense of accomplishment and fulfillment. The Sharing Goal now before the church calls for the response of each and every disciple. The missionary aspect of this goal likewise requires each disciple to share their witness and invite others to participate in the ministries of the church. Thus, the congregational missionary director/team leader should set realistic personal expectations in consultation with the pastor and other congregational leaders while at the same time encouraging each disciple to share. The creation of a missionary team of two or three other witnesses will be very helpful in sharing the responsibilities of this role as well as affirming the missionary gifts of others.

The following specific aspects of this position description first suggest a number of critical priorities for consideration. This list is followed by additional missionary opportunities depending on the time the director/team leader has to give and the availability of a missionary team to share the responsibilities.

1. Model personal witnessing, inviting, and passion for missionary opportunities.
2. Become familiar with current missionary resources and use as appropriate.
3. Whenever possible participate in at least one missionary training experience to assist in deepening missionary skills.
4. Coordinate the implementation of *A Witnessing Community* in the congregation as essential to the congregation's response to the Sharing Goal.
5. Be proactive in developing the missionary potential of congregational ministries and activities.
6. Develop the discipline of intentional prayer on behalf of congregational and individual witness.

Other important aspects of this position might also include:

7. Coordinate the congregational missionary team, if one is in place.
8. Initiate regular communication with the MCMC and/or congregational missionary consultant when available.
9. Personally mentor another person in the development of their missionary skills.
10. Network with other congregational missionary leaders to explore new ideas and for mutual support.
11. Be an advocate for sufficient budgetary resources to support missionary initiatives.
12. Visit other congregations, which are expanding to understand their strategies and how they might apply to the missionary leader's congregational initiatives.

It is critically important that the congregational missionary director/team leader have an action plan for which they have a passion, is supported by congregational leadership, and is well communicated to the congregation. The specifics of such a plan will be unique to the missionary leader and the congregation.

Enlist – C.

CREATING THE CONGREGATIONAL MISSIONARY TEAM

Creating the congregational missionary team is an ongoing process. While a team may be identified initially, the membership may change as situations and opportunities necessitate.

By far the most important tool to use is prayer. As called for in Stage One of *A Witnessing Community (AWC)*, the leadership team should make missionary outreach a matter of prayer on a regular basis. This should include identifying who should be a part of the missionary team. The MCMC certainly can be a part of that intentional prayer.

Another tool which can be very helpful in this process is a congregational survey conducted at least annually in which the membership is asked to identify specific areas of ministry in which they are interested. Many people would not indicate they are interested in missionary outreach per se. However, some people may respond affirmatively to specific activities or ministries from *A Witnessing Community* if they are listed on the survey.

Yet another tool to help identify potential members of the missionary team is journaling. This does not have to involve a complicated or formal journaling practice. It simply involves writing short notes to oneself about individuals whom they observe. An easy way to do this is to write a person's name at the top of a page in a notebook. Then put a date and whatever thoughts or impressions you have about that individual who has come to your attention. Each subsequent time that person comes to mind or you observe a potential missionary skill in them, return to their page, enter the date and your impressions. Being human, it is easy to forget such impressions over time. By recording them in this way, it is possible to see a missionary ministry or pattern developing over time.

As the missionary team continues to work together, there are a number of resources in addition to *AWC* which can be used to deepen or expand the team members' understanding of the missionary task and sharpen their missionary skills. One is *Empowered to Witness*. This resource is specifically designed to train elders to be missionary elders. However, the concepts included are applicable to anyone involved in missionary outreach. Another is a Temple School course titled, "Survey of Missionary Opportunities." This course was designed to assist new seventies in identifying the specific area of ministry to which they feel called. However, it is valuable for anyone to explore this course as it will help expand their understanding of missionary opportunities that can be pursued. A set of brochures accompany this course, but can also be acquired separately. For copies of these resources, contact the Missionary Ministries Office.