

District Transition Plan

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September 26, 2013

The one year “Interim Period” for District Pastors and District Councils, as established by my predecessor, will formally conclude at the end of October. Over the past several months, I have been in consultation with the primary stakeholders of our movement to consider how we should move forward after the interim period, bearing in mind the fundamental goal of witnessing and membership growth in America as a necessary step toward the 2020 Vision.

In simple terms, these are the main changes from November 1, 2013.

Updating the Current 12 District System

1. District Boundaries
 - a. We are NOT dissolving the geographic 12 District System at this point.
 - b. In the coming year the boundaries and the number of districts may be adjusted to better reflect the changing demographics of our movement in America, and to prepare for anticipated growth.
2. District Management and Communication
 - a. Districts will be organized in two ‘tiers’ or ‘groups’ to facilitate effective management.
 - i. The leaders of four selected districts will serve as ‘Senior’ District Pastors and will be in weekly communication with the President.
 - ii. The leaders of eight other districts will be in weekly communication with one of the ‘Senior’ District Pastors, and monthly communication with the President.
 - b. Future district group selection will be focused on communities that are growing rather than on current size.

District Pastor Responsibilities and Accountabilities

3. The position and responsibilities of *District Pastors* are being clarified as of November 1.
In general
 - a. The primary responsibility of a District Pastor is church growth and evangelism.
 - b. District Pastors will focus on the development of a single large church community.
 - i. Leadership of Evangelism
 - ii. Expansion of personal ministries (tribal messiahship)

- iii. Development of new worship communities, including language based / ethnic congregations
- iv. Encouragement and oversight of new church plants.
- c. The District Pastor may serve as a mentor and coach to other pastors within the District; but:
 - i. He or she will spend far less time “on the road” visiting other communities than before.
 - ii. His or her primary ‘non-local’ focus will be on developing and mentoring pastors rather than directly serving members, and serving as a liaison with HQ.

District Pastor Transition

4. Situation of the current group of 12 District Pastors,

- a. Seven will be stepping down, with honor and appreciation, as of October 1st.
 - i. Each are developing their own independent plans for how they will continue to contribute to the work of the church and True Parents, including the opportunity to seek alternative HSA-UWC employment.
 - ii. . Each is being provided with a severance package from HQ in recognition and appreciation of their family’s years of service.
- b. Five are proposing to stay in place
 - i. These appointments are subject to local confirmation.
 - ii. The position is to be financially supported by local communities.
- c. We are urging all districts to hold Services of Thanksgiving and Appreciation Services to be held on Sunday November 3rd or Sunday November 10th, as appropriate. A gratitude collection to be distributed among ALL District Pastors should be taken.

5. Appointment of New District Pastors: Districts that will have a vacancy as of October 31st are encouraged to conduct a search for a new District Pastor. The formal job descriptions are being posted by HSA-UWC HR Department.

- a. True Mother has been placing great emphasis on the need for YOUNGER CANDIDATES for these and other senior roles.
- b. The preferred age group for this position is between 25 and 40 years old, though all qualified candidates are encouraged to apply.

- c. HQ will assist Districts in their pastor search by developing a national pool of applicants including those who are willing to relocate to a new geographic area.
 - d. The approval and ordination of all District Pastors will be made by the President, subject to the blessing and anointing of True Parents.
 - e. Districts with District Pastors who have indicated that their community will support them for a further period should confirm this position in writing.
6. **Length of Transition Period.** The deadline for identifying, nominating and approving a new District Pastor is December 31, 2013.
- a. In the interim, one of the other pastors or assistants in the District can serve as acting District Pastor.
 - b. In the alternative, a “communications “ officer can serve to facilitate the transition process and ensure that HQ/ District communications are smooth.
 - c. If Districts find that they are unable to locate a suitable candidate, they can approach HQ for recommendations.
 - d. We remain always open to the inspiration and guidance of the Founders.

Councils

7. Local Councils

- a. Local churches are the focus of the Family Federation
 - i. Local Church communities are encouraged to create/ maintain local councils
 - ii. Local councils can assist in the selection and confirmation of local pastors.
- b. A nationally approved local council charter, with room for local adaptation, is soon to be available from HQ. A draft is now under review. The charter introduces new guidance in two important areas:
 - i. The inclusion of both elected and appointed council members
 - ii. Guidelines for establishing new church plants.
- c. Communities with existing councils with established terms need not hold fresh elections at this time.

8. District Councils

- a. The Interim Period for District Councils is proposed to be extended to December 31 to allow councils to participate in the search for new pastors.
 - i. The term of office of all District Council Members will conclude at that date.
 - ii. All outgoing District Council members should be thanked for their contribution at the last Sunday services held this year, or as appropriate
- b. The President's recommendation is that, with the establishment of local councils and a National Council, the role of District Councils may be no longer necessary.
 - i. However, Districts are free to decide to elect a new District Council if they so desire.
 - ii. HQ will make available a congregational survey tool which may be helpful in assessing community feeling.
- c. District Councils are requested to assist in the nomination and/or renomination of District Pastor appointments but, as noted above, final approval is from the President, with the blessing of the Founder.

9. National Council

- a. The current National Council will complete its current one year term of office.
- b. A new National Council will be installed, based on input from the Founder and new guidelines for council membership. These details are discussed separately.