



***I believe the development and deployment architects of the Conference are the District Superintendents.***

I intentionally used a plural verb and the plural “architects” because much of what they do is collaborative across the Conference and rarely focuses on “what is best” for their individual district.

I have heard it said: we worship in space that we did not pay for. Here is a corollary to that : we enjoy clergy leadership from clergy we did not develop. In fact, our clergy leadership is quite often developed by someone else at a location other than where the clergy is currently appointed. Further, since in most cases the costs of education or training for ordination or licensing are born by the clergy candidate, someone else paid for that development (obviously topic for a follow-on article.) Please: all of that is for illumination and reflection; not guilt. Said another way, it is an invitation to see the “what do we get back” question through a different lens with a longer time horizon over a wider geographical landscape.

Table 1 is illustrative of the development and deployment roles and responsibilities for both local church and clergy. It is illustrative, not exhaustive.

Who/Where	Development by DS	Deployment through the DS(s)
Local Church	Work with Staff Parish Relations Committee (SPR) in the identification and nurture of candidates for ministry.  Work with SPR in the church’s development of their pastor.	Help the local church prepare for a new pastor to arrive successfully in every way.  Help the local church prepare for a smooth departure of their current pastor.
Pastor	Provide feedback and nurture in moving on to perfection in his life.	

*Table 1 -- Examples of Development and Deployment Duties*

The DS at any one time is working with:

- Candidates for ministry.
- Clergy under appointment helping facilitate or actually accomplish coaching and mentoring.
- District Committees on Ordained Ministry in their various roles.
- Local Churches with Candidates, Clergy under appointment and in transition.
- Mentors and coaches.
- Clergy Clusters.
- Other DS over right skill sets in the right position. This business of getting the right person into the right pulpit is not a solitary activity, but is rather, highly collaborative, highly cooperative.

It bears repeating, this is illustrative, not exhaustive.

I had nine DS in my twenty-two years between seeking candidacy to retirement. Each DS had different skills sets. Some were better with elements of development and deployment than others, but all took it seriously, all left a positive mark on me. In fact, all worked hard to make me a more effective and adaptive leader where I was appointed to help lead these disciples to faithfulness.

So, what does the local church get from the conference for their mission share payment? In large part, the years of work it has taken to create the professional appointed to serve their local church is what they get from the District Superintendent. That and a willingness to work with everyone to make every transition in and out smooth while at the same time preparing the vineyard for potential fruitfulness in the new appointment, here and there.