

District

A Profile for Succession Planning

An Invitation to Serve the World...



It has been said to touch the heart of Metropolitan New York is to touch the world. This is certainly the case on the Metro NY District of the Church of the Nazarene. Some 140 churches in multiple languages represent us and over 37% of our population comes from around the world.



METRO

NEW YORK DISTRICT

CHURCH OF THE NAZARENE

The following profile, albeit limited in its very nature, is a snapshot of the characteristics that ought to be evidenced in the next District Superintendent of the Metropolitan New York District, Church of the Nazarene. While not exhaustive in nature, it is an overarching treatise of the characteristics of the desired individual in three main arenas:

1. The District – A Profile
2. The Person – Characteristics and Traits
2. The Church – The Framework of the Church of the Nazarene
3. Personal Leadership – A track record of, and adopted approaches to leadership

The Metro New York District – Church of the Nazarene – A Profile

The Metro New York District can best be characterized as a district that embodies the message of Jesus the Nazarene in ways that are relevant to a postmodern society that is diverse in every sense of the word: culturally, economically, socially, and spiritually. Metro New York has become a great foreign mission field. Our vision for ministry in this unique world area includes an intentional cross cultural, cross racial and intergenerational conversation that is resulting in authentic unity in the midst of our diversity...so that Jesus will be lifted up and God will receive glory. "Behold how they love one another." Our vision also includes the raising up and training of our pastors and leaders, helping struggling churches to become healthy and planting new churches in this wonderfully diverse context. Our training is by some of the most, visionary and progressive teachers, both within the denomination such as Dr. Larry McKain, and Dr. Tom Nees., Dr Stan Toler etc, and outside the denomination, with emphasis on participating in the Willow Creek Leadership Summit every year. This training has provided inspiration and skill training that has already had an impact on many of our churches.

The individual churches on our district reflect our diversity. You will find Churches of the Nazarene in downtown Metro New York, in well-established suburban counties in Connecticut and Long Island, in the rural farm communities of upstate New York and northern New Jersey, and in storefront churches in the inner cities of Brooklyn, Queens, and the Bronx. The Metro New York District is a modern day mission field with populations from every country in the world. International missionaries are feeling called to Metro New York, where the need is just as great, if not greater, than in the foreign mission field.

Pastoral candidates for our district would best be described as men and women who are called to work in a predominately urban setting, comfortable with diversity, willing to stand up to the challenges and risks of doing ministry in an unconventional setting. The candidate would be forward thinking, able to present the gospel in an area that is statistically the most under-evangelized in the United States. Ministry in Metro New York is not easy, but it is exciting. And the Metro New York District pastors and leaders are among the best in the world, and are a privilege to work with and a joy to fellowship with.

125 Congregations: The 125 congregations on the Metro New York District are a part of a culturally rich and diverse family, each with its own distinctive expression of the Gospel and the message and mission of the Church of the Nazarene. From a wide variety of people groups they reflect the demographics of the greater New York City area where more than 37 percent of the population is foreign born comprising 3 million immigrants, more than any other city in the world.

Pastors committed to the district mission with seldom more than 2 churches at a time with pastoral vacancies serve these congregations.

Ethnicity and Population:

White, Non-Spanish Population: 10,284,650 Black, Non-Spanish Population: 3,181,320 Native American Population: 31,435 Other, Non-Spanish Population: 1,867,595 Hispanic Population: 3,692,008 Total Population, 2000 Census: 19,057,008

The major groups represented on the District are as follows:

- Hispanic
- Non-Hispanic white
- Caribbean black
- African American
- Asian
 - Korean
 - Chinese
- Haitian
- Filipino
- Russian
- Pakistani

The congregations are located as follows:

New York City (Manhattan)

Long Island

New Jersey

Southern Connecticut

The Boroughs – Brooklyn, Queens, The Bronx, Staten Island

District Growth: The District has experienced significant growth since 1981 when Dallas Mucci became the district superintendent and during the past 15 years under the leadership of Art Alexander.

1981	2015
Members: 4,395	13, 818
Worship: 4,118	11, 461
SDMI: 8,186	13,608
Churches: 50	125
Raised: \$2.2m	\$14m

The Person – Characteristics & Traits

Deep Self-Awareness

Understanding your beliefs and knowing where they might differ from others' is critical to cross-cultural success on the Metropolitan NY district. Without this key characteristic, you will not be able to adapt to and tolerate the deep-seated beliefs of others — and entrepreneurial opportunities will evaporate. In short, you must be able to discern when you're majoring in the majors and minoring in the minors. Your flexibility with denominational expectations and programs is essential to this role and to the diversity of this district.

Sensitivity to Cultural Diversity

Much of this insight comes from experience. You must have an intense interest in the lives and cultures of others, recognizing that your culture and background are not inherently superior, to engage the multi-cultural diversity of the Metropolitan NY district. You must demonstrate experience in and an affinity to a culturally diverse urban and suburban area and have experience and expertise in developing the church amongst various people groups. In addition, you must be willing to network with and share resources between both Nazarene and other Christian groups that are advancing the kingdom of God while advancing the local church in specific cultural and ethnic contexts.

Humility

Being interested in other cultures and how people in those cultures do things, especially with regard to church, implies a certain humility. Humility here means a belief that other lands and cultures have figured out very interesting answers to the challenges of church ministry and mission. You must be open to and fascinated by those answers and also willing to challenge assumptions that may be holding the church back. This trait requires a willingness and ability to listen well and with real intention and without the assumption that your particular way will always be the right way.

Lifelong Curiosity

The world is constantly changing. Metropolitan NY is an epicenter for world change. Without an intense curiosity and a desire to learn, you will be left behind and increasingly unable to converse, much less keep up, with the ever changing norms of the metropolitan area. Staying abreast of new learning opportunities requires a humble awareness that what you know is not enough and that you always have more to learn.

Cautious Honesty

Surprisingly, the definitions of "honesty" and "truth" vary widely in the church arena. People sometimes omit information or only tell the truth they think other people need to know. However you design your ethics and morality in your personal life, in Metropolitan district leadership, the leaders around you need to know they can count on you. If you don't deliver on your promises, your reputation will suffer. You must balance the need to be cautious in different contexts while demonstrating you can follow through.

Global Strategic Thinking

When you have a global perspective, you think strategically about managing the church using the best people from around the planet. Much of your ability to do this comes from a lifetime of networking at the highest levels in cross-cultural arenas. To make strategic decisions for this district, you need to understand how the church world works on a cross-cultural scale. It is imperative that you realize that the approaches to “doing church” in Metropolitan New York are not a “one-size-fits-all.” You must possess a vision for growth and the ability to develop and implement a strategy that helps to realize that growth. Networking excellence is key to this characteristic.

Patiently Impatient

How do you become patiently impatient? You must be in a hurry and yet be patient enough to allow the local and regional movements to unfold as they are meant to. Time and pace are not the same in every church and every culture. Balancing the demands of church growth and technological trends with the pace of local cultures and ethnic expressions can be frustrating to the uninitiated.

Well-Spoken

Given the challenges of working via interpreters or fumbling through conversations in more than one language, the ability to say clearly what you mean is a key cross-cultural business skill. If you converse with others in their native language, you usually earn brownie points — however, if what you have to say is obscure or unintelligible, you’ll quickly be in a deficit balance. Clear communication is a powerful leadership trait to have on the global, cross-cultural stage.

Leadership Presence

A certain charisma surrounds you as an influential, cross-cultural leader. Part of it — but only part — is position or title. The bigger portion is self-confidence, energy level, interest in other people and comfort with the challenges at hand. Equally important is your pursuit of holiness and your desire to honor the Lord in all that you do – both personal and professional. Your availability to leverage yourself in developing district staff, local leaders, and pastors, is key to your long-term viability in this role. Furthermore, your ability to release leaders to lead in their contexts is a key component to your leadership. Exercising wisdom in permission-giving leadership is essential to this role. Knowing when to release and when to hold on to is critical here.

The Church of the Nazarene

- Elder in the Church of the Nazarene for 5 or more years
- Wholeheartedly committed to the Core Values of the Church of the Nazarene

Personal Leadership – A track record of, and approaches to leadership

- Aspire to model a life of holiness and entire sanctification recognizing that the example that you set is critical to this very public role.
- Proven record of growing a ministry in the Senior Leadership role and

developing and deploying leaders.

- Ability to recognize the talent, gifts and graces of good to great leaders and to leverage people around their gifts, strengths, and God-given abilities so that the body of Christ may be built up.
- Financial management skills including giving direction to various 501c3 under the umbrella of the Metro NY District and investing and property management.

Metro New York District Organizations

Palmer Institute for Pastoral Education and Development

The Palmer Institute is an organization operated by the Metro New York District with resources for the selection, training and development of candidates for ministry, career ministers and lay church leaders in an environment compatible with the needs of multicultural adult learners. It is composed of four interrelated centers: The Assessment Center, the Center for Ministry Education, The Center for Praxis in Ministry and The Center for Continuing Education in Ministry.

Taconic: Mountain-Making Moments

The Mission of Taconic is to serve God, the church and the community by offering retreat, rest, refuge and renewal. We strive to offer generous hospitality and opportunities for discipleship in an environment of natural beauty and tranquility. Now in its 50th year of service, Taconic offers guided programs and retreats as well as a wide range of rental opportunities for churches, school groups, community groups and individuals.

The Manhattan Initiative

The Manhattan Initiative provides financial resources for the Metro New York District for its evangelism and church development projects. Funds are made available from earnings on the sale of district properties invested with the Nazarene Foundation. The Manhattan Initiative is managed by a District board with the District Superintendent serving as ex officio chairman. Board members, appointed by the District Advisory Board, elect a director who is accountable to the District Superintendent. An annual report is given to the District Assembly.

Asian American Ministries

Asian American Ministries is a non-profit and an integrated Auxiliary of Metro New York District Church of the Nazarene as a multi-congregational and multi-ethnic organization. Our mission is to reach the unchurched, grow Christ-like disciples, start new churches, and designed to equip and empower youth for service and leadership at both the local and the global level. We lead a multiethnic English speaking church at Queens Flushing First Church of the Nazarene where our internationally diverse neighbors can connect, communicate with each other and experience love of Jesus at a local church.

OUR HISTORY:

Before the turn of the twentieth century, a small group of New Yorkers had a big dream, "to open a mission to the poor" and "preach holiness evangelism to a new and rapidly developing part of the city". That group of 32 Brooklyn dare-saints became the initial seed plant that merged with the Church of the Nazarene in 1907. On that historic occasion, witnesses later said that "the rafters shook with the demonstration of joy".

The road has not been easy. Our history has been filled with trials and heartache: world wars, economic depression and the loss of friends along the way. But outshining all the losses are the countless stories of joy, triumph and lives changed forever changed.

Today the Metro New York District Church of the Nazarene reaches lives from around the globe. Over 120 churches across the New York metropolitan area from a multitude of cultures live out that "holiness experience" in their homes, their jobs, and their churches.

We celebrate this grand mosaic of the Church and dream of the possibilities yet to come.

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