

(CDMA – Categories of Churches)

**North Central New York Conference  
Congregational Development Ministry Area  
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Greetings!

The leadership of the Congregational Development Ministry Area, along with representatives from the NCNY Finance Team and Cabinet developed working definitions of the different categories of churches that are supported by our team. These categories were also approved at the April 1, 2006 Conference Council Meeting and will be presented at annual conference.

These churches also receive program support from the Vision and Mission Resource Ministry, which includes the Director of Connectional Ministry, the Director of Spiritual Leadership and the Director of Congregational Development.

We believe that these category definitions bring clarity to the process of allocating conference resources, both financial and programmatic.

Two major changes:

1. Dividing Equitable Salaries in two categories, i.e. “Transitional Congregation” and “Equitable Compensation”.
2. In the Glossary, you will see a new category of church – “Hospice Church”. The category has existed for centuries, we have put a name to it.

Grace and peace,



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## Glossary:

### ***CDMA***

**Congregational Development Ministry Area.** The Ministry Area in our Conference Ministry Plan that includes Small Membership Church, New Church Starts, Revitalizing Congregations, Equitable Salaries, Urban Strategies, The Boundaries Task Force, and Mission Priorities.

### ***DCM***

**Director of Connectional Ministries.** Conference staff position in charge of ministry team and staff coordination and Jurisdiction and General Church connections.

### ***DCD***

**Director of Congregational Development.** Conference staff position serving as a consulting resource to revitalizing congregations, starting new churches, developing cooperative ministries, managing conflict, and providing demographic research.

### ***DSL***

**Director of Spiritual Leadership.** Conference staff position in charge of resources for church programs, training events, and worship resources.

### ***EST***

**Equitable Salaries Team.** A group within the Congregational Development Ministry Area that is charged with proposing minimal salary figures to annual conference and proposing levels of salary support from conference funds.

### ***Healthy Church***

A **healthy church**, in our understanding, is characterized by effectiveness in eight areas: Promoting prayer disciplines, growing vital leaders, reaching out with the gospel, inclusive nurture of all people, strong stewardship of resources, facilities that meet the needs of the mission, opportunities to put gifts to use in mission, and accountability and connection to other churches in the covenant.

### ***Hospice Church***

**Hospice churches** are those that have declined to the point where meaningful mission and ministry typical of a healthy church is no longer taking place and survival is a goal not being realized.

### ***VMRM***

**Vision and Mission Resource Ministry.** The team consisting of the Director of Connectional Ministries, the Director of Spiritual Leadership and the Director of Congregational Development. See the Conference web page for resources provided by this team.

**North Central New York Conference of the United Methodist Church  
Categories of Churches Receiving Conference Support**

<b><i>Church Category</i></b>	<b><i>Characteristics</i></b>	<b><i>Support Source and Duration</i></b>	<b><i>Authorizing Process</i></b>	<b><i>Budget Line</i></b>
<b>Vital or Revitalizing Congregation</b>	A healthy church in transition to new vitality as evidenced by: a clear vision and commitment to a well articulated strategic plan, a biblical understanding of the mission of the church, a capable and equipped leadership, high potential for expanding disciple-making ministries. Marks of such potential may include: numerical growth, area population growth, targeted evangelism and outreach.	Revitalizing Congregations Funds may provide six month renewable grants to financially support revitalization. Training and coaching support may be made available through the CDMA and VMRM Offices.	Revitalizing Congregations Team recommends to CDMA for funding approval. The VMRM will determine program staff involvement.	370
<b>Missional Priority Congregation</b>	A church (or group of churches) of limited means with a viable plan to reach a key target demographic.	Training and coaching support is offered as needed and available through the Conference CDMA and VMRM Offices. Six month renewable grants may be offered to support the mission.	Missional Priority Team recommends to CDMA for funding approval. The VMRM will determine program staff involvement.	360

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<p><b>Mission Congregation</b></p>	<p>A New Church Start or Church Restart or a key mission with very limited resources, a clear vision and commitment to a well articulated strategic plan, a biblical understanding of the mission of the church, and a commitment to serve a particular demographic not currently reached, except for the efforts of this congregation.</p>	<p>Training, coaching, and administrative support is offered as needed and available through the CDMA and VMRM Offices, and the Conference Finance Team. The Finance Team may agree to reduce the congregation’s shared giving obligations for a defined period in the future, and subject to annual review.</p>	<p>Cabinet and CDMA sends a status determination to the Finance Team who decides, in consultation with CDMA and the Cabinet, the level of support to be recommended to annual conference for vote and reallocation of their shared ministry to remaining churches. The VMRM determine program staff involvement. The Finance Team may offer administrative oversight.</p>	
<p><b>Transitional Congregation</b></p>	<p>A church, seeking to be healthy, suffering a temporary decline and in need of short term conference support to regain its footing.</p>	<p>Training and coaching support is offered as needed and available through the CDMA and VMRM Offices. Up to 4 years of financial support is possible on a diminishing basis.</p>	<p>Equitable Salary Team recommends to CDMA for funding approval. The VMRM determine program staff involvement.</p>	<p>692</p>
<p><b>Equitable Compensation</b></p>	<p>Base compensation supplementation required by the Discipline for full time clergy.</p>	<p>Training and coaching support is offered as needed and available through the CDMA and VMRM Offices.</p>	<p>The Cabinet brings a request for salary support to the EST. EST obtains funding approval from CDMA. The VMRM will determine program staff involvement.</p>	<p>692</p>