

THE APPOINTMENT PROCESS

In 11 abbreviated steps

1. The Mission of the Church comes first.
2. The appointment process deserves our honesty, a view for the good of the whole connection. All of us own all the challenges and problems we face together. A "I'm glad the hole is in your end of the boat" mentality doesn't make any sense.
3. We consciously reward excellence, creativity effectiveness and fruitfulness in the mission field and not just within the congregation. The appointment process is data-supported.
4. Four years is the minimum service in an area for effectiveness, and we will not consider shorter appointment periods unless circumstances merit it.
5. Appointments with worship attendance under 200, serve four years; 200-500, serve six years; 500+, serve eight years.
6. We will not move pastors during their provisional period except in extraordinary circumstances. A move precipitated by their actions restarts the provisional clock. We place provisional members in churches when possible rather than in extension ministries.
7. We actively plan intentional leadership development for high-potential, gifted pastors or the long-term good of the mission of the conference. Gifted, high-potential pastors receive intentional consideration.
8. We begin with strategic congregations rather than with highest salaries.
9. We work firmly and graciously to encourage ineffective pastors to exit rather than to appoint them to places where we have no confidence they can succeed.
10. We complete all appointments by mid-May to avoid last-minute pre-conference changes.
11. We attend to systems that restrain our missions, such as disproportionately few female clergy in leadership in large churches, resistance to cross-cultural appointments, shortage of young elders, etc. Such conversations focus on the mission.