

## Core Convictions of Appointment-Making

Every pastor called by God and tested by the church deserves a place to serve.

Every congregation needs and deserves a trained, tested and accountable pastor.

Although appointment decisions are made by the Bishop and Cabinet, we are partners in this process. Input from clergy and input from Staff/Pastor Parish Relations Committees is advisory only, but important.

The Staff/Pastor Parish Relations Committee is the sole representative of the church to the district and conference in matters of pastoral appointments. We depend on S/Pastor Parish Committees to represent the concerns of the whole congregation, actively work for accountability of all (staff, pastor and congregation members) and keep confidentiality.

Everyone involved is called to look at the big picture of building the Kingdom of God.

For pastors, the highest goal and honor of ministry is service to Christ.

For churches, the most important goal and primary responsibility is the growth and ministry of the church.

Comfort factors are important to us, but they are not the primary considerations.

We are very aware of the imperfections of the system of appointment-making.

God has an imperfect bishop  
working with imperfect superintendents  
who are working with imperfect pastors  
who are working with imperfect churches.

This is our pledge to you:

1. Our appointment-making work will be saturated with prayer and good will and a good-faith commitment to each pastor and church. No matter what the outcome of the appointment list looks like, you can be assured that the decisions have been made prayerfully in good faith with good will.
2. Our primary responsibility is the big picture needs of the whole conference and pastors. You don't have to like the appointments. But please respect the reality that anyone looking in on the process from the outside doesn't have the whole picture. Confidentiality prohibits cabinet members from defending themselves about decisions once they are set or trying to explain what happened in the process. But you can be sure that there are factors involved in the decision-making that are not apparent to those outside the process. And no one would want a cabinet who shared church or pastoral confidences.
3. We believe that God works in all circumstances. This primary core belief undergirds everything we do. While we may not see the gifts and blessings of a situation until we are looking back on it, we believe that God is at work in every situation.
4. We have a system of regular review and revisiting. When mistakes are made, they can, in time, be corrected in an atmosphere of good will.

**We value differences.**

We believe that differences are one of God's richest gifts to help us grow. Paul's model of the body in I Corinthians 12, the variety inherent in the created world, the interesting differences that are apparent in every family are such clear signs that we learn to mature and grow with challenges. If congregations only received preachers who agreed with all their theology or stereotypes, how would they grow? Time and time again, we have seen that people have learned a deeper walk with Christ by going on a path they would not have chosen.

We believe that it is our job as a Cabinet to listen to what you want but to send what you need ( as best we can with availability any given year). **Whether as individuals or as congregations, what we say we want is not always best for what we need.**

**The United Methodist Church is not designed to make everyone happy. It never has been. The United Methodist way of life is a call to the free, full and unselfish giving of ourselves to Christ and His service.**

If you want to have things your way, go to Burger King. "Have It Your Way" is their motto. "Follow Jesus" is the motto of the United Methodist Church.

**Everyone in the United Methodist Church is accountable** (lay members, clergy, district superintendents, bishops and ministers serving in extension ministries).

**Accountability thoroughbred to United Methodism.**

1. Accountability is intended to help us move on toward perfection. Accountability is not intended to be adversarial.
2. Everyone is accountable to the same standards: the Bible is our guide for Christian faith and the Discipline is our guide for church practice.

(We have long held standards of accountability for ordained clergy where clergy which are vigorously upheld by the Board of Ordained Ministry throughout the lifetime of every pastor. Clergy can – and do—lose their United Methodist ministerial credentials for misconduct. The 2008 Discipline also provides standards of faithfulness for laity which can result in the termination of membership. We take our standards of faithfulness very seriously for all)

**First and foremost, we are Christians. Secondly, but importantly, we are United Methodists.**

There is a vital link between being a Christian and being a Methodist. Do not think that anyone can be a good Methodist and be living out unchristian behaviors.

