

The Appointment Process

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 of the challenges and problems we face together. “I’m glad the hole is in your end of boat” doesn’t make any sense.
3. We consciously reward excellence, creativity, effectiveness, and fruitfulness in the mission field and not merely 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.
Attendance under 200—4 years 200-500—6 years 500+ 8 years
5. We will not move pastors during their provisional period except for extraordinary circumstances. A move precipitated by their actions restarts the provisional clock. We place provisional members in churches when possible rather than extension ministries.
6. We actively plan intentional leadership development for high-potential, gifted pastors for the long-term good of the mission of the conference. Gifted, high potential pastors receive intentional consideration.
7. Consultation refers to the conversations we have *before* an appointment has been made. Our appointment of a pastor is not an invitation to consideration. Introductory meetings with PPR Committees are not interviews. A pastor who desires to stay at a church which wants him/her to stay has more claim than one who requests to leave or has been requested to leave. In all cases, the first opportunity is the best offer. We also realize that pastors forced to go somewhere against their will seldom serve fruitfully.
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. Part-time appointments, student appointments, and lay missionaries will be worked out by the DS. We follow all requirements for credentialing and will not appoint before District Committees complete their work. The Complete File Rule applies for all appointments.
11. We complete all appointments by mid-May to avoid last-minute pre-conference changes.
12. We attend to systems that restrain our mission, 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.

Appointment Criteria

1. The Mission of the Church comes first.
2. The pastor's record of fruitful ministry: in particular, growth in worship attendance, confessions of faith, missional involvement with the community, healthy stewardship including supporting apportionments, and ministry that demonstrates God's power of transformation of the church and the community.
3. The pastor evidences a deep and growing faith, and an openness to life-long learning.
4. The pastor's capacity to lead the congregation in the five core practices of Radical Hospitality, Passionate Worship, Intentional Faith Development, Risk-Taking Mission and Service, and Extravagant Generosity.
5. The pastor mentors and encourages others to excel in ministry, and strengthens lay leadership within the church.
6. The pastor takes healthy risks for the growth and development of the church.
7. The pastor unifies and builds bridges in the midst of theological, ethnic, cultural, economic, and geographic differences.

High Performing Clergy

- Evidence of fruitfulness in reaching new people, excellence in worship, effective discipleship systems, signature mission/service ministries, healthy finances.
- Actively seek out more training, learning, experience, insight
- ask for more opportunity
- invite performance review, solicit feedback, coaching
- willing to teach, coach, mentor
- positive prophetic voice about mission and future of church

Medium Performing Clergy

- good, solid, reliable, good judgment and hard work
- open to peer learning, coaching, teachable
- does no harm, does good, congregation stronger when leaving than when arrived
- capable of mastering new practices of ministry over time
- positive, supportive, confident about ministry

Low Performing Clergy

- church declining in measure of fruitfulness
- pastor contributes to atmosphere of conflict, dysfunctional committees, can't manage or lead to more positive outcomes, missional confusion
- blames negative outcomes on others, takes no responsibility
- focuses on personal issues and hardships
- avoids honest conversation or evaluation of effectiveness
- unable or unwilling to learn new skills
- angry, depressed, emotionally needy, little self-awareness
- focuses on need to move, more money, expects system to provide, feels entitled