

West Plains Conference Appointive Process



The Global Methodist Church exists to make disciples of Jesus Christ and spread scriptural holiness across the globe.

The Global Methodist Church is committed to an appointive process where local congregations and pastors have significant input as the Cabinet discerns who should serve as the pastor. This process will involve a minimum of two to three months as we work through the multiple steps outlined below. Local churches and pastors must remember the final appointment is made by the Conference Superintendent, Presiding Elders and Bishop (the Bishop is not involved directly in the process but confirms the appointment). Confidentiality is expected from the Personnel Committee and potential candidates throughout the process.

1. The appointive process may begin in a local church with any of these situations: a pastor moving to another church, a pastor's retirement, or a local church's Personnel Committee voting to request a pastoral change.
2. The local church's Presiding Elder will meet with the Personnel Committee to outline the appointive process and answer questions.
3. The Personnel Committee develops a local church/community profile which includes the perceived needs for pastoral leadership and a compensation agreement to submit to their Presiding Elder. The Personnel Committee may include names of pastors they would like to be considered with their profile.
4. Individual members and regular attenders of the congregation are invited to complete an online survey to give input about the church, the community, and the kind of pastor they believe the church needs.
5. After the completion of the profile, compensation agreement and survey, the Presiding Elder will meet with the Personnel Committee to review the documents.
6. The Cabinet will prayerfully review the provided input to develop a list of potential candidates.
 - a. These candidates will be contacted by the Presiding Elder and asked to prayerfully discern placing their names in consideration for this appointment, and provided the church's profile and survey results.
 - b. To enter the process, candidates will submit to the Presiding Elder a 1-page personal bio, a resum , and a 1-page Personal Ministry Style covering their leadership style, spiritual gifts, personality, and view of local church ministry.
 - c. The Cabinet will prayerfully review the provided materials to identify candidates they believe will best fit the local church.
7. The Presiding Elder will meet with the Personnel Committee to review the list of candidates.
 - a. Before this meeting, the Personnel Committee will have one week to review the written materials.
 - b. At the meeting to review the candidates, the Presiding Elder and Personnel Committee will work together to schedule interviews.
8. During the interview process, the Personnel Committee is encouraged to provide a tour of church facilities, parsonage and local community. They are also encouraged to reimburse travel expenses incurred by candidates.
9. After completing all interviews, the Personnel Committee will submit written feedback on each candidate to their Presiding Elder.
10. The Cabinet will decide on the pastor to be appointed and that person will be contacted by the Presiding Elder and offered the appointment. If they accept, the chair of the Personnel Committee will be notified of their acceptance and details of their start date will be worked out. There will be a minimum of one month between announcement and move date.
11. The local church will announce the new appointment, if possible, during the next regularly scheduled worship service(s). The conference office will publicize the appointment change the Monday following the local church announcement.

**Book of Doctrines & Discipline outlines the full appointment process in paragraph 610*