

Section VIII ¶335.5.e

- e. Hiring a Lead Pastor or Associate - Upon the resignation, death, or dismissal of the Lead Pastor or Associate, the Church shall seek a candidate who subscribes to the statement of faith and Bylaw provisions of the Church in accordance with the Book of Discipline of St. John's Methodist Church. The Church shall abide by the following guidelines for hiring a Lead Pastor or Associate:
  - (1) At the request of the Church Council, the Staff-Parish Relations Committee shall interview potential candidates for Lead Pastor or Associate.
  - (2) The interview process for selecting a pastoral candidate shall include, at a minimum, the following: a background check, a credit check, a reference check, and completion of a detailed application that explains the potential candidate's philosophy of ministry as well as his/her positions on issues of doctrinal significance.
  - (3) Upon a majority vote, the Staff-Parish Relations Committee will formally recommend the candidate to the Church Council. The Staff-Parish Relations Committee will only present to the Church Council one candidate for consideration at a time. The candidate must preach at least one regularly scheduled worship service and be available for a church-wide question/answer time prior to being voted upon by the Charge Conference.
  - (4) The candidate must be elected as Lead Pastor or Associate by a majority of Charge Conference members present and voting. This vote shall be taken by written, secret ballot at a meeting at which the candidate is not present. An up or down vote must be cast at a duly announced Charge Conference prior to the approval of a candidate for ministry within the charge.
  - (5) Pastoral candidates who are employed by or serving with St. John's on the date of adoption of the Bylaws and Discipline and who have previously been credentialed under the UMC Book Of Discipline or who had satisfied the requirements for credentialing under the UMC Book of Discipline are considered to have met the requirements of subsection (1) – (4) above and may be approved by a simple majority vote of the Church Council.

Section VIII ¶ 406. Duties of a Pastor—

- 1. The responsibilities of elders are derived from the authority given in ordination. Elders have a fourfold ministry of Word, Sacrament, Order, and Service and thus serve in the local church. Elders are authorized to preach and teach the Word, to

provide pastoral care and counsel, to administer the sacraments, and to order the life of the church for service in mission and ministry as pastors.

2. Elders have the responsibilities for this fourfold ministry of Word, Sacrament, Order, and Service, within the context of their church and community as the world is their parish.

a) Word and ecclesial acts:

- (1) To preach the Word of God, lead in worship, read and teach the Scriptures, and engage the people in study and witness.

- (a) To ensure faithful transmission of the Christian faith.

- (b) To lead people in discipleship and evangelistic outreach that others might come to know Christ and to follow him.

- (2) To counsel persons with personal, ethical, or spiritual struggles.

- (3) To perform the ecclesial acts of marriage and burial.

- (a) To perform the marriage ceremony after due counsel with the parties involved and in accordance with the laws of the state and the rules of St. John's Methodist Church that no same-sex marriage services or the like will be held on our property. The decision to perform a proper ceremony shall be the right and responsibility of the pastor.

- (b) To conduct funeral and memorial services and provide care and grief counseling.

- (4) To visit in the homes of the church and the community, especially among the sick, aged, imprisoned, and others in need.

- (5) To maintain all confidences inviolate, including confessional confidences except in the cases of suspected child abuse or neglect, or in cases where mandatory reporting is required by civil law.

b) Sacrament:

- (1) To administer the sacraments of baptism and the Supper of the Lord according to Christ's ordinance.

- (a) To prepare the parents and sponsors before baptizing infants or children, and instruct them concerning the significance of baptism and their responsibilities for the Christian training of the baptized child.

- (b) To encourage reaffirmation of the baptismal covenant and renewal of baptismal vows at different stages of life.

- (c) To encourage people baptized in infancy or early childhood to make their profession of faith, after instruction, so that they might become professing members of the church.

- (d) To explain the meaning of the Lord's Supper and to encourage regular participation as a means of grace to grow in faith and holiness.

(e) To select and train deacons and lay members to serve the consecrated communion elements.

(2) To encourage the private and congregational use of the other means of grace.

c) Order:

(1) To be the executive and administrative officer of the local church and to assure that the organizational concerns of the congregation are adequately provided for.

(a) To give pastoral support, guidance, and training to the lay leadership, equipping them to fulfill the ministry to which they are called.

(b) To give oversight to the educational program of the church and encourage the use of approved Church literature and media.

(c) To be responsible for organizational faithfulness, goal setting, planning and evaluation.

(d) To search out and counsel men and women for the ministry and other church related ministries.

(2) To administer the temporal affairs of the church.

(a) To administer the provisions of the Discipline.

(b) To give an account of their pastoral ministries to the charge conference.

(c) To provide leadership for the funding ministry of the congregation. To ensure membership care including compliance with charitable giving documentation requirements and to provide appropriate pastoral care, the pastor, in cooperation with the financial secretary, shall have access to and responsibility for professional stewardship of congregational giving records.

(d) To model and promote faithful financial stewardship and to encourage giving as a spiritual discipline by teaching the biblical principles of giving.

(e) To lead the congregation in the fulfillment of its mission through full and faithful payment of all apportioned ministerial support, administrative, and benevolent funds.

(f) To care for all church records and local church financial obligations, and certify the accuracy of all financial, membership, and any other reports submitted to the Charge Conference or Church Council.

(3) To participate in educational programs, training opportunities and seek out opportunities for cooperative ministries with other Methodist pastors and churches.

(4) To lead the congregation in racial and ethnic inclusiveness.

d) Service:

(1) To embody the teachings of Jesus in servant ministries and servant leadership.

(2) To give diligent pastoral leadership in ordering the life of the congregation for discipleship in the world.

(3) To build the body of Christ as a caring and giving community, extending the ministry of Christ to the world.

(4) To participate in community, ecumenical, and interreligious concerns and to encourage the people to become so involved and to pray and labor for the unity of the Christian community