



West Plains Provisional Conference

Making disciples of Jesus Christ who worship passionately, love extravagantly, and witness boldly

West Plains Appointive Process

The Global Methodist Church is committed to shaping a new appointive process where local congregations have more input as the Cabinet discerns who should serve as their pastor. The process outlined in this document is currently being used on a trial basis in the West Plains Provisional Conference with the goal of becoming more attentive to the needs of each local church. This process will involve more time as evidenced by the multiple steps outlined below, many of which did not exist in the appointive process in the past. Local churches must remember the final appointment is made by the President Pro Tem and the Cabinet.

1. The appointive process can 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 Presiding Elder will set up a time to meet with the Personnel Committee to outline the appointive process and answer questions.
3. The Personnel Committee develops a local church/community profile to submit to the Presiding Elder that also includes their perceived needs for pastoral leadership. They may also submit names of pastors they would like to be considered.
4. Individual members and regular attenders of the congregation are invited to complete an online survey to give their input about the church, the community, and the kind of pastor they believe they need.
5. The Cabinet will prayerfully review the input from both the Personnel Committee and the members' online surveys to develop a list of potential candidates.
 - a. These candidates will be approached by their Presiding Elder and asked to prayerfully consider whether they would like for their names to be submitted to the church.
 - b. If they desire to enter into the process, they will submit to their Presiding Elder a 1-page personal bio with biographical information, a resume, 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 submitted resumes and supporting materials to identify the 2-3 candidates they believe will best fit the local church.
6. The Presiding Elder will meet with the Personnel Committee to review the short list of potential candidates.
 - a. The Personnel Committee will have one week to review the written documents and discern which of the candidates they would like to interview. They may interview any or all of the candidates.
 - b. The Personnel Committee chairperson will work with the Presiding Elder to set up the interviews, and then the chairperson will submit the committee's written feedback to the Presiding Elder once the interviews are completed.
 - c. The Personnel Committee will be reminded that they are not making the final decision, but are providing input to the Cabinet for them to make an appointment.
7. The Cabinet will decide on the pastor they would like to appoint and that person will be contacted to see if they are willing to accept 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.
8. The local church will announce the new appointment during the next regularly scheduled worship service(s). The conference office will publicize the appointment change the following week after the local church announcement.