

## APPOINTIVE RECOMMENDATION – S/PPRC

*For use with Appointed Pastors and District Superintendent Assignees/Certified Lay Ministers*

**Return to the District Office by December 1, 2018.**

**Introduction:** The key to an effective appointive process is honest, open communication and consultation between and among the staff/pastor-parish relations committee, pastor(s), bishop, and appointive cabinet. The district superintendent, acting in behalf of the bishop, works directly with the S/PPRC in its advisory role in the process. This form is part of the consultation noted in ¶1426 of the *2016 Book of Discipline*. It is considered confidential information for use of bishop and appointive cabinet, and thus it is not to be shared with congregation without consent of the district superintendent.

A basic understanding of the appointive process is important. It includes the following:

- In the United Methodist system, clergy are appointed by the bishop (in discernment with the cabinet) rather than called by a congregation.
- The primary factor in making appointment is the mission field, which includes both persons not yet part of the congregation and disciples already involved in the formative life of the congregation.
- The discernment process is seeded by gathering and studying information from consultation, Vital Signs dashboard, Ezra statistical history, the unique needs of a charge, and the community context, and by paying close attention to the gifts, graces, and effectiveness of clergy.
- Appointments are made in the context of a faithful commitment to an “open itinerancy,” which means that they are to be made “without regard to race, ethnic origin, gender, color, marital status, or age . . .”
- Each appointment is for one year at a time, subject to annual review, evaluation, and renewal or change.
- A change in appointment may be initiated by the pastor, S/PPRC, district superintendent, or bishop.
- Both the S/PPRC’s recommendation and the pastor’s recommendation about whether a pastoral appointment should continue or change are subject to the final decision of the bishop.

### Instructions:

- Invite all members of your committee to pray before making a recommendation.
- At your meeting, answer the questions, and check the option that is the consensus of your committee.
- Take time for all to express their thoughts.
- Then come to your recommendation, noting any differences of opinion that may be evident.
- It is vital that the committee be honest and open with each other as well as with the pastor and district superintendent!
- Please remember that according to the *Discipline*, the “committee shall meet only with the knowledge of the pastor and/or the district superintendent. The pastor shall be present at each meeting ... except where he or she voluntarily excuses himself or herself” (¶1258.2e).
- The pastor and committee may agree that the committee will meet separately from the pastor to complete the form and then together with the pastor to discuss the form.
- If all members are not available to participate in the recommendation, a majority of S/PPRC members is still required to make the recommendation.
- Every member involved in the process should sign the form.
- Multi-point charges are encouraged to submit one form together.
- Return the form (next two pages) with complete answers and signatures to the district office by the deadline. Do not return this page (introduction/instructions).

Pastor: _____
Charge: _____

## APPOINTIVE RECOMMENDATION – S/PPRC

*For use also with District Superintendent Assignee (DSA) and Certified Lay Minister (CLM)*

**Return to the District Office by December 1, 2018.**

As noted in the introduction to this form, pastors are appointed for one year at a time. What qualities do you as the Staff/Pastor-Parish Relations Committee believe are important for a pastor of this charge to accomplish its goals for vitality? *Note: Answer this question even if you do not request or expect a change in pastor.*

Is there something specific (celebration and/or concern) about your present pastoral leadership that you wish to share with your District Superintendent?

What is the consensus of your Staff/Pastor-Parish Relations Committee?

- \_\_\_\_\_ Our mission can best be met with the leadership of our current pastor.
- \_\_\_\_\_ Our mission can be met with our current pastor, but we would also be open to a new pastor who has gifts/skills in the area(s) of \_\_\_\_\_.
- \_\_\_\_\_ Our mission can best be met with a new pastor, but our current pastor may return.  
*If you select this option, complete and return the Appointive Recommendation Supplemental Form.*
- \_\_\_\_\_ Our mission can best be met with a new pastor.  
*If you select this option, complete and return the Appointive Recommendation Supplemental Form.*

*(next page for signatures)*

The following S/PPRC members have created or seen this recommendation:

Chairperson: \_\_\_\_\_ Date: \_\_\_\_\_

_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

I have seen the report and had the opportunity to discuss it with the S/PPRC.

Pastor: \_\_\_\_\_ Date: \_\_\_\_\_