

SPRC and the Appointive Process

By Tom Choi

Hawaii District Superintendent



Overview of Session:

- **Understanding the Appointive System and Consultation**
 - **The Appointment Cycle**
- **Saying Goodbye and Hello**
 - **Important Information**





The Perfect Pastor...

• The Perfect Pastor

...preaches exactly 15 minutes...works from 8am until midnight and is also the church custodian...makes \$100 a week, wears good clothes, drives a good car, buys good books, and donates \$90 a week to the church...is 29 years old and has 40 years experience...works constantly with youth and young adults and spends all of the time with senior citizens...makes 15 home visits a day but is always at the church...is constantly available for the members, always in the community evangelizing the unchurched...and finally...is someone in another church!

But what about the perfect church?

- **Sometimes forgotten - the qualities of your church are just as important in determining appointments.**
- **While language, demographics, and theological perspectives are almost always considered, what about the potential your church and community have in being fertile soil for a pastor to reap a harvest?**
- **How do the UM membership vows manifest themselves in your church: prayers, presence, gifts, service, and witness?**



CONSULTATION & THE APPOINTIVE PROCESS



THE UMC IS AN APPOINTIVE SYSTEM AS OPPOSED TO A CONGREGATIONAL SYSTEM



Congregational System:
The local church hires and
fires the pastor

Appointive System:
The Bishop (with Cabinet)
appoints pastors

“The power to make appointments is lodged solely in the office of bishop as stipulated by ¶ 54... of the Constitution. Bishops must consult with district superintendents prior to making and fixing pastoral appointments.”
JCD 1307





WHAT IS CONSULTATION?

¶ 426. *Consultation and Appointment-Making*—Consultation is the process whereby the bishop and/or district superintendent confer with the pastor and committee on pastor-parish relations, taking into consideration the criteria of ¶ 427, a performance evaluation, needs of the appointment under consideration, and mission of the Church. Consultation is not merely notification. Consultation is not committee selection or call of a pastor. The role of the committee on pastor-parish relations is advisory. **Consultation is both a continuing process and a more intense involvement during the period of change in appointment.**

THE DOUBLE MEANING OF “CONSULTATION”

- Continuing, year-round process
- Occurs anywhere, anytime, informally and formally, especially at CC time

**Supervisory
Consultation**
¶ 419

- More intense and focused process
- Begins upon the determination that an appointment change is advisable

**Appointive
Consultation**
¶¶ 426-427



WHAT CONSULTATION IS NOT

A guarantee if pastor and SPRC request return

- Sometimes different situations come up. If both pastor and SPRC request move, it may not happen

Congregational Veto Power

- “This committee [SPRC] does not exercise any veto power over the Bishop’s appointment.” (JCD 701)





The Appointment Cycle

- **Usually begins in the fall -**
<https://www.calpacumc.org/chargeconference>
- **SPRC completes form #5 – SPRC**
appointment request and pastoral evaluation. Three choices: Return, Move, Either (Pastor does the same).
NOTE: Pastor sees SPRC evaluation, SPRC does not, except to be informed about the pastor's request for appointment.
- **Meet with the DS at Charge Conference**
– very important to be open and honest



The Appointment Cycle

- **From December on - Cabinet gathers information on retirements, those returning from leaves or other situations, those pastors on the Must Move list, those on the Could Move list (remembering that any pastor can be moved at any time).**
- **Clear Openings Identified.**
- **Patterns are developed -**

Pattern XYZ

Aloha UMC

John Wesley

Francis Asbury



Appointment Season

- **Ramps up in the New Year**
- **When pastors are “discerned” (Bishop and Cabinet decision), their DS calls them to inform them that another DS will contact them**
- **The SPRC is contacted to set up an introduction.**



The Introduction

- **Before: the SPRC chair and DS discuss the salary and benefit package.**
- **The introduction is not an interview, but a chance for the new pastor and new SPRC to become acquainted – it is not a one way conversation.**
- **The SPRC is contacted to set up an introduction**
- **After the introduction, a coordinated public announcement is made in church. At that point, the appointment is considered to be “fixed.”**



Moving Expenses

- **The Conference and Receiving Church are responsible for moving expenses.**
- **If the move is all on land, then the breakdown is 70% conference, 30% receiving church.**
- **Hawaii moves, 80% conference, 20% receiving church**
- **5% allowance for moving expense income tax liability.**
- **Churches should set aside a “transition fund.”**
- **Not clear – expenses after AC and before July 1.**

QUESTIONS?





Saying Goodbye

- **Allow a transition period between the end of the current pastor's appointment and the beginning of the new appointment (usually, no later than the Sunday before annual conference).**
- **Say goodbye graciously and generously.**
- **Be generous and allow for expenses during transition if necessary.**



Saying Hello

- **The importance of Onboarding – providing information, member directories, cultural considerations, etc.**
- **The SPRC is critically important during this period for provide for a warm welcome and facilitate gatherings to meet the pastor.**
- **Trustees fix up parsonage if applicable. SPRC finds rental.**
- **Welcome Sunday; arrange for meetings with key leaders, congregation and important visits.**
- **First three weeks, three months, three years; quick, easy win**

IF YOUR PASTOR IS FEMALE

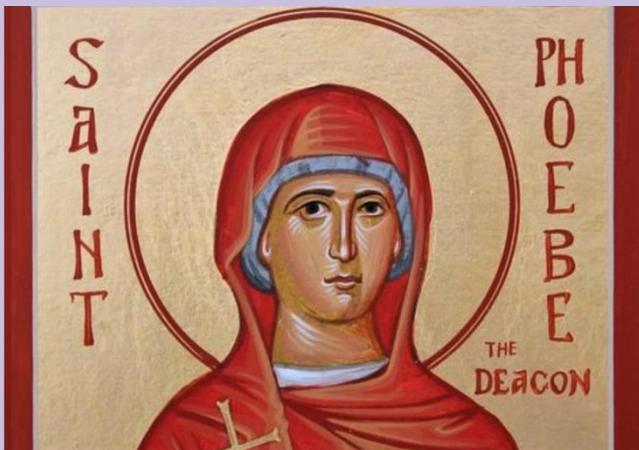
1. Please use the address "Pastor" from the beginning.
2. Respect the pastor's voice - literally and figuratively.
3. Refrain from commenting on the pastor's appearance or how the pastor dresses.
4. Refrain from physical touch without permission.
5. Remember that this is your pastor, and not your mother, sister, daughter.
6. Try not to put expectations on a female pastor that would likely not be placed on a male pastor, such as the expectation that a female pastor must bring a potluck dish.
7. Good for all pastors but especially a female pastor: allowing for a healthy balance between ministry and family life.
8. While protecting the pastor is important, it must not be seen as "rescuing someone who is helpless."



If People Say that the Bible says Women Should Not Be in Leadership in Churches



In the Old Testament, Deborah was called a judge and prophet, along with only Moses and Samuel. She was also a military leader who commanded Barak to lead 10,000 troops against Israel's enemy.



In Romans 16, the first name mentioned by Paul is Phoebe, called a deacon or minister, and he told the Roman congregation to do whatever she needs; Priscilla is described by Paul as a “co-worker in Christ.”

If Your New Pastor is CRCC (Cross-Racial, Cross-Cultural)

- Recommend training on Cultural Competency (or Awareness)
- Be patient, especially with accents
- Have frequent conversations and positive coaching.
- Remember that we are all CRCC including the community at large.



A QUICK GUIDE TO

CULTURAL COMPETENCY

SECOND EDITION

*Practical Tools for
Leading in Today's
Multicultural
Business
Environment*



By

SANGEETA R. GUPTA, PH.D.



SOME IMPORTANT INFO

- **REMEMBER: The SPRC recommends S&B, the finance committee confirms funds.**
- **Pastors need to be enrolled in UMPIP (personal investment plan) for at least 1% of adjusted salary or will lose out on match.**
- **Set aside funds for transition, HEALTH INSURANCE IF PASTOR IS ON ANOTHER PLAN!**



QUESTIONS?

THANK YOU!