

HOW THE APPOINTMENT PROCESS WORKS

As Pastor Kevin has announced his retirement effective June 30, 2020, we are beginning the appointment process of our new Senior Pastor.

The Appointment Process proceeds through the following steps:

1. Reverend Chris Nunley, our Conference Superintendent (CS), met with our Staff-Parish Relations Committee (SPRC) to discuss the needs of the congregation for pastoral leadership. Together we are developing a “profile” of the congregation, the community, and the pastor leadership needs of our congregation to be in ministry to our community.
2. The CS takes that Profile to the Cabinet (The Bishop and all Conference Superintendents) and they thoroughly discuss the needs of our congregation. Together the Cabinet considers all of the available clergy of the Conference and selects the person who best matches this Profile. This selection is based upon the needs of our congregation and upon the mission needs of the church, and the Cabinet selects the best available pastor to match those needs, without regard to that pastor’s gender, age, or ethnic background.
3. The selected pastor is contacted by the Cabinet and informed that he/she is to be appointed to our church. The pastor is provided with the Profile developed by the SPRC and with any other relevant information that the Cabinet has available. The pastor is asked not to contact anyone other than immediate family about this selection, but to prayerfully consider this appointment and to give a response to the Cabinet.
4. The pastor informs the Cabinet of his/her acceptance of this appointment. If the pastor for sufficient reason does not want to accept the appointment, then he/she puts into writing to the Bishop a request for the appointment to be reconsidered. The Bishop and Cabinet will determine if the appointment is to be reconsidered, in which case the Cabinet repeats step #2 above and selects another pastor for this appointment.

5. Once the selected pastor has agreed to the appointment, the Cabinet contacts the SPRC Chairperson to arrange a meeting with the new pastor, called an Introduction. Normally the CS will not divulge the name of the new pastor prior to this meeting.
6. The new pastor and the SPRC meet with the CS present and presiding, in order to discuss the ministry needs of our congregation, the ministry gifts and experience of the pastor, and the basis of this “match”. Unless serious concerns are raised, or new data or insights emerge, then it is understood that this is the new appointment. However, if such emerge, then the SPRC may put into writing to the Bishop a request for the appointment to be reconsidered. The Bishop and Cabinet will determine if the appointment is to be reconsidered, in which case the Cabinet repeats step #2 above and selects another pastor for this appointment.
7. The new pastoral appointment is announced by the SPRC Chairperson in a Sunday service after the pastor has had an opportunity to share this announcement with the SPRC at his/her previous appointment (which means that church is “open” and the Process begins at step #1 for that congregation).

If you have any questions about this process please contact one of our pastors or our SPRC at staffparish@fishersumc.org.