

APPENDIX A:
A PROPOSED CHANGE IN
UNITED METHODIST APPOINTMENT-MAKING

(Andy Langford and William H. Willimon's Proposal¹
integrated by the author with *The Discipline of 2000*)

Langford and Willimon's subtractions from *The Discipline* are shown with strikethrough (~~strikethrough~~), and their additions are in **bold and underlined**. Due to changes in *The Discipline* since their writing, the author has adapted their proposal and provides his additions in *italics and underlined* and uses double strikethrough (~~double-strikethrough~~).

¶ **433.** *Process of Appointment-Making* – The process used in appointment-making shall include:

1. A change in appointment may be initiated by a pastor, a committee on pastor-parish relations, a district superintendent, or a bishop.
2. The bishop and the cabinet shall consider all requests for change of appointment in light of the profile developed for each charge and the gifts and evidence of God's grace, professional experience, and family needs of the pastor.
3. When a change in appointment has been determined, the district superintendent should meet together or separately with the pastor and the committee on pastor-parish relations where the pastor is serving, for the purpose of sharing the basis for the change and the process used in making the new appointment.
4. All appointments shall receive consideration by the bishop, the district superintendent(s), and the cabinet as a whole until a tentative decision is made.

5. The **consultation** process used in making the new appointment shall include **the following**:

- a) ~~The district superintendent shall confer with the pastor about a specific possible appointment (charge) and its congruence with gifts, evidence of God's grace, professional experience and expectations, and the family needs of the pastor, identified in consultation with the pastor (¶ 432.2).~~ **provide to the receiving Committee on Pastor-Parish Relations the name(s) of potential pastor(s) as selected by the bishop and Cabinet. The committee may submit additional name(s) to the district superintendent and bishop.**
- b) **Pastors contemplating a move may, through their district superintendent, request that their names be included on the lists of names being submitted to a particular church or churches.**
- c) **The committee shall meet with any potential pastor(s) named by the bishop and may meet with any of its own suggested candidates, provided the bishop gives approval.**
- d) **After the meetings, the committee and the potential pastor(s) shall express their preferences to the district superintendent and bishop. Following the gathering of this information, the bishop and cabinet shall make the projected**

¹ Langford and Willimon in *A New Connection*, 71-73, based their proposal on *The Discipline of The United Methodist Church 1992*.

appointment. The bishop shall not be obligated to follow the wishes of the committee or of the potential pastor (s) (§ 431).

- e) **When the bishop names the projected appointee for the church/charge, the appointee, Committee on Pastor-Parish Relations, and district superintendent shall consult together on issues of ministerial and congregational expectations. The district superintendent shall maintain a permanent record of these expectations.**
- f) [New numbering, b)] If the appointment is to a cooperative parish ministry or to a charge that is part of a cooperative parish ministry, the following shall *also* be included in the consultation process:
- (1) The prospective appointee shall be informed prior to the appointment that the charge under consideration is part of a cooperative parish ministry.
 - (2) The coordinator or director of the cooperative ministry, or, if there is no coordinator or director, a representative of the staff of the cooperative ministry, shall be conferred with concerning the prospective appointment and shall have the opportunity to meet with ~~the~~ prospective appointees prior to the appointment being made.
 - ~~(3) The prospective appointee shall have demonstrated skills in cooperative Christian mission or show potential for the same to ensure that the cooperative venture is strengthened during the time of the appointee's leadership.~~
- g) [New numbering, e)] If the appointment is to a position other than pastor in charge, the following shall *also* be included in the consultation process:
- (1) ~~The Prospective~~ appointees shall be informed prior to the appointment that ~~the position under consideration is part of a multiple staff ministry and shall be~~ furnished an initial written job description approved by the committee on pastor-parish relations.
 - (2) The pastor in charge shall be conferred with concerning ~~the~~ prospective appointees.
 - (3) ~~Prospective~~ The prospective appointees and ~~the~~ pastor in charge shall meet for discussion of the job description and mutual expectations.

~~6. The district superintendent shall confer with the receiving committee on pastor parish relations about pastoral leadership (§ 432.1).~~

~~7. When appointments are being made to less than full time ministry, the district superintendent shall consult with the clergy person to be appointed and the committee on pastor parish relations regarding proportional time, salary, and pension credit and benefit coverage.~~

8. If during this consultative process it is determined by the bishop and cabinet that this decision should not be carried out, the process is to be repeated until the bishop, basing his or her decision on the information and advice derived from consultation, makes and fixes the appointment.

~~9. A similar process of consultation shall be available to persons in appointments beyond the local church.~~

10. When the steps in the process have been followed and completed, the announcement of that decision shall be made to all parties directly involved in the consultative process, that is, the appointment cabinet, the *involved* pastors, and the committee on pastor-parish relations, before a public announcement is made.