

## **Rocky Mountain Conference Cabinet Values for Appointment Making**

We believe that the Spirit of God moves through the appointment making process. It is not invested in any person or persons but is the result of the interaction and relationships of the appointment making process.

- Prayer is a primary means of discerning the leading of God in appointment making.
- Scriptural wisdom, images and metaphors (such as: The church as the ‘body of Christ,’ The church as a community with diversity of gifts and unity of purpose, The pastor as shepherd of the flock, The priesthood of all believers) will be used to inform our understanding of appointments.
- Telling the truth in love with elected and appointed spiritual leaders of churches is important for meaningful appointments.

It is our desire to appoint an effective spiritual leader to each ministerial setting. We lift up the following values for appointment making within a process of spiritual discernment.

### **I. CONNECTIONAL VISION**

- We see each appointment as part of a whole pattern of serving the conference and fulfilling the mission of the Church.
- We see each appointment as addressing the needs of the present and as a preparation for the future.
- We will be open to new configurations of spiritual leadership and ministry.

### **II. LOCAL CONGREGATIONS**

- The mission and vision of the local church is the primary consideration for identifying the qualities and characteristics of leadership to be appointed.
- The context of the local church will inform the conversations regarding the leadership needed not only for the local church but also the cluster, parish, communities, etc.
- Listening to the elected and appointed spiritual leaders, churches and communities is a primary means of gathering appointment information.
- We see each appointment as a covenant among the appointed spiritual leader(s), the local church as represented by the Staff Parish Relations Committee, and the Cabinet.
- Local congregations can financially support the appropriate level of leadership for their ministry.
- Local congregations will normally thrive on longer appointments when there is a good match.
- The appointment covenant year is July 1<sup>st</sup> to June 30<sup>th</sup>, but special circumstances are addressed as they arise.
- We entrust the spiritual livelihood of the congregation to the appointed spiritual leader.

### **III. CABINET TEAMWORK**

- The Appointive Cabinet works together as a team.
- The District Superintendents are an extension of the office of the Bishop.
- Information shared with one member of the Appointive Cabinet related to pastoral effectiveness is shared with the whole cabinet.
- Honest sharing and truth telling will mark cabinet conversations.
- We depend on District Superintendents to know the needs for ministry of each local church in their districts and to appropriately assess the strengths and weaknesses of each pastor they supervise.

### **IV. TRANSFORMATION IN EACH MINISTRY SETTING**

- We approach each appointment with the expectation of mutual transformation of congregations, appointed spiritual leader and the broader community.
- We expect appointed spiritual leaders to be listening, learning leaders.

### **V. JUSTICE IN APPOINTMENT MAKING**

- We make appointments based on pastoral qualities and not gender, race, age or marital status.
- We expect congregations to welcome spiritual leaders regardless of gender, race, age or marital status.
- We will partner with BRDIC to prepare congregations for cross-racial appointments.