

# Guidelines For Appointment-Making

Guidance from the 2008 *Discipline*

## ¶ 429.2 Cabinet -

The cabinet under the leadership of the bishop is the expression of superintending leadership in and through the annual conference. It is expected to speak to the conference and for the conference to the spiritual and temporal issues that exist within the region encompassed by the conference.

## ¶ 430. Responsibility

1. Clergy shall be appointed by the bishop, who is empowered to make and fix all appointments in the episcopal area of which the annual conference is a part. Appointments are to be made with consideration of the gifts and evidence of God's grace of those appointed, to the needs, characteristics, and opportunities of congregations and institutions, and with faithfulness to the commitment to an open itineracy. Open itineracy means appointments are made without regard to race, ethnic origin, gender, color, marital status, or age, except for the provisions of mandatory retirement. Annual conferences shall, in their training of staff-parish relation committees, emphasize the open nature of itineracy and prepare congregations to receive the gifts and graces of appointed clergy without regard to race, ethnic origin, gender, color, disability, marital status or age. The concept of itineracy is important, and sensitive attention should be given in appointing clergy with physical challenges to responsibilities and duties that meet their gifts and graces. Through appointment-making, the connectional nature of the United Methodist system is made visible.

Virginia Conference Cabinet Guidelines:

1. Based on profile studies, consultation and discernment, we will strive to match the gifts and interests of the pastor with the needs and mission of the church/charge.
2. The principles of itineracy will guide all pastoral appointments, which will be cabinet appointments, based on consensus and final approval of the Bishop.
3. Legitimate family needs will be taken into consideration to ensure effective appointments.
4. Without hesitation, ethnics and minorities will be considered for all appointments in the Virginia Conference.
5. Without hesitation, women will be considered for all appointments in the Virginia Conference.
6. Geography should be considered when there is a legitimate family need or circumstance which will prevent effective ministry.
7. When all things are equal, tenure in the conference will be used as a determining factor.
8. While appointments are subject to annual review, appointments will be made with long-term pastorates as a goal, in so far as possible, to encourage and enable most effective ministry.
9. Creative appointments will be considered to address the need and mission of the church/charge and will include a consultation process.
10. In making appointments, the cabinet is not obligated to grant salary increases.