

Acts 12:24 Churches Modified Appointment System

There are two basic systems of pastoral transitions, either the congregation chooses (the call system) or the conference chooses (the appointment system). Neither system is perfect, both have advantages and disadvantages. Acts 12:24 uses a modified appointment system which utilizes some of the advantages of each of these methods. Some reasons for this are:

- Our system is a discernment process; the goal is to discern who God wants to be the next pastor of a church.
- The discernment is guided by agreement with the: Conference, local church transition committee, & candidate.
- The discernment process does not require, nor should it include, a candidate preaching a trial sermon before the church.
 - However, both the conference & the transition committee should have access to sample preaching of the candidate.

Our Modified Appointment System:

No system of pastoral transition is perfect, but we want to maintain the strengths and integrity of the appointment process, while being flexible when considering the needs of the local church. Here are the key points of the process:

1. The Regional Superintendent develops a list of candidates & chooses 3-5 candidates for the RMEG to interview.
2. The RMEG will choose the best candidate & the R Superintendent will take that candidate to the church. There will NOT be multiple candidates presented to the church from which they may choose.
3. The R Superintendent & local church transition committee will meet with the candidate & spouse. They will talk as long as needed, but this is not a job interview. No topics are off the table. The transition committee will not get to vote “yes” or “no” at the end of the meeting.
 - a. At the end of the conversation the candidate is dismissed & the R Superintendent asks: “Are there any major red flags that say this candidate should not be the pastor of this church?” If after discussion it is determined that there are no agreed upon red flags that would disqualify the candidate, the church will then be offered to the candidate.
4. After time to pray about it, the candidate may say “yes” or “no” to the appointment.

This Process Safeguards the Health of the Church:

- We want a pastor to begin their appointment without some of the congregation saying, “this pastor wasn’t my choice.”
- It protects the church from having a group working to divide the church by getting enough votes to get rid of the pastor.
- Our system allows the conference to intervene before conflict becomes destructive in a congregation.

An Important Note for Guiding the Process:

It is important for the Regional Superintendent and the local church transition committee to be on the same page as they go through the process. The R Superintendent should take as many trips as necessary to build a relationship of cooperation and trust with the transition committee. The R Superintendent must repeatedly describe the process to the committee until they understand it and accept it. Say something like:

“In pastoral transitions there are three parties: the conference, the local church, & the candidate. Our goal is to get to the point where all three parties agree that this transition is God’s will. In this system the MEG board will interview at least three candidates & choose one candidate to meet with the local church transition committee.

At that meeting you will be able to ask the candidate any questions you have & the candidate will be able to ask you any questions they might have; this is not a job interview. After the conversation is done, we will dismiss the candidate & I will ask you: “Are there any red flags that say this candidate should not be pastor of this church.

You will not vote on whether to accept this person or not because we have an appointment system; but we will have an honest and frank discussion. If the board agrees that there are no red flags, we will offer the church to the candidate. If it is determined that there are red flags which would indicate that this is the wrong candidate for the church, the R Superintendent will then bring a second candidate to the church.”