



Criteria and Process for Selection of a Resident

Seminary students nearing graduation and recent seminary graduates are invited to send a letter of interest and resume to the Director, Office of Ministry. A WOC team interviews the candidates and makes recommendations to the Bishop. The Bishop and Cabinet interview the recommended candidate(s).

The Bishop, in consultation with the Cabinet, makes the appointments. Within the selection process there is a commitment to diversity and inclusion for the purpose of identifying, developing and retaining additional ethnic leadership to reach the growing diverse populations within the WOC. The specific criteria for selection of a Resident are as follows:

1. Commitment to the mission and vision of The United Methodist Church
2. Ability to articulate their call to serve as the pastor of a local church
3. Ability to articulate their faith
4. Eager to learn and teachable
5. Have the gifts and skills to provide excellent leadership for a local church
 - Spiritually, physically, emotionally and relationally healthy
 - Demonstrated academic skills
 - Articulate
6. Recent seminary graduate or will graduate soon
7. Have the potential of serving 35-40 years as an ordained elder.
8. Willing to serve as an appointed pastor in the West Ohio Conference after completing the residency.
9. Willing to serve as an associate for the 2 year residency.
10. Three references from which the following can be verified:
 - Academic record
 - Demonstrated leadership skills and work ethic
 - Faith
11. Report from the District Superintendent and/or Director of the Office of Ministry to verify credentialing status

Criteria for Selection of a Supervising Pastor

The Supervising Pastor must demonstrate the following:

1. Leadership development
 - Identifying and nurturing strong lay leaders (see discussion under 2.2.1.C for an increased level of laity engagement in future Resident appointments)
 - Developing, implementing and articulating an intentional discipleship system that grows the church
2. Stewardship enhancement
 - Leading successful stewardship campaigns
 - Overseeing the church's payment of 100% of conference apportionments
 - Tithing
3. Major planning
 - Leading major planning processes with clear vision, effective strategies and successful implementation
4. Preaching and teaching
 - Serving in areas of passion and calling
 - Preaching and teaching in ways that result in lives being transformed

Criteria for Selection of a Host Church

The Host Church must demonstrate the following:

1. Meet at least five of the six criteria for an Acts 2 church
 - Increased average worship attendance over the past year
 - Increased membership over the past year
 - Increased number of baptisms during the past year
 - Increased number of professions of faith over the past year
 - Increased number of small groups over the past year
 - Paid 100% of its apportionments for the past three years
2. Excellence in each element of the core process for making and equipping disciples of Jesus Christ for the transformation of the world
 - Radical Hospitality
 - Passionate Worship
 - Faith-forming Relationships
 - Risk-taking Service, Mission and Justice
 - Extravagant Generosity
3. Involvement of Laity. The role of the laity is critical. At the host church level, it is incumbent upon the laity to be fully engaged with the appointed Resident and not leave the responsibility solely in the hands of the supervising pastor. It is also vital for the Resident to work with the laity to define and implement ministries.