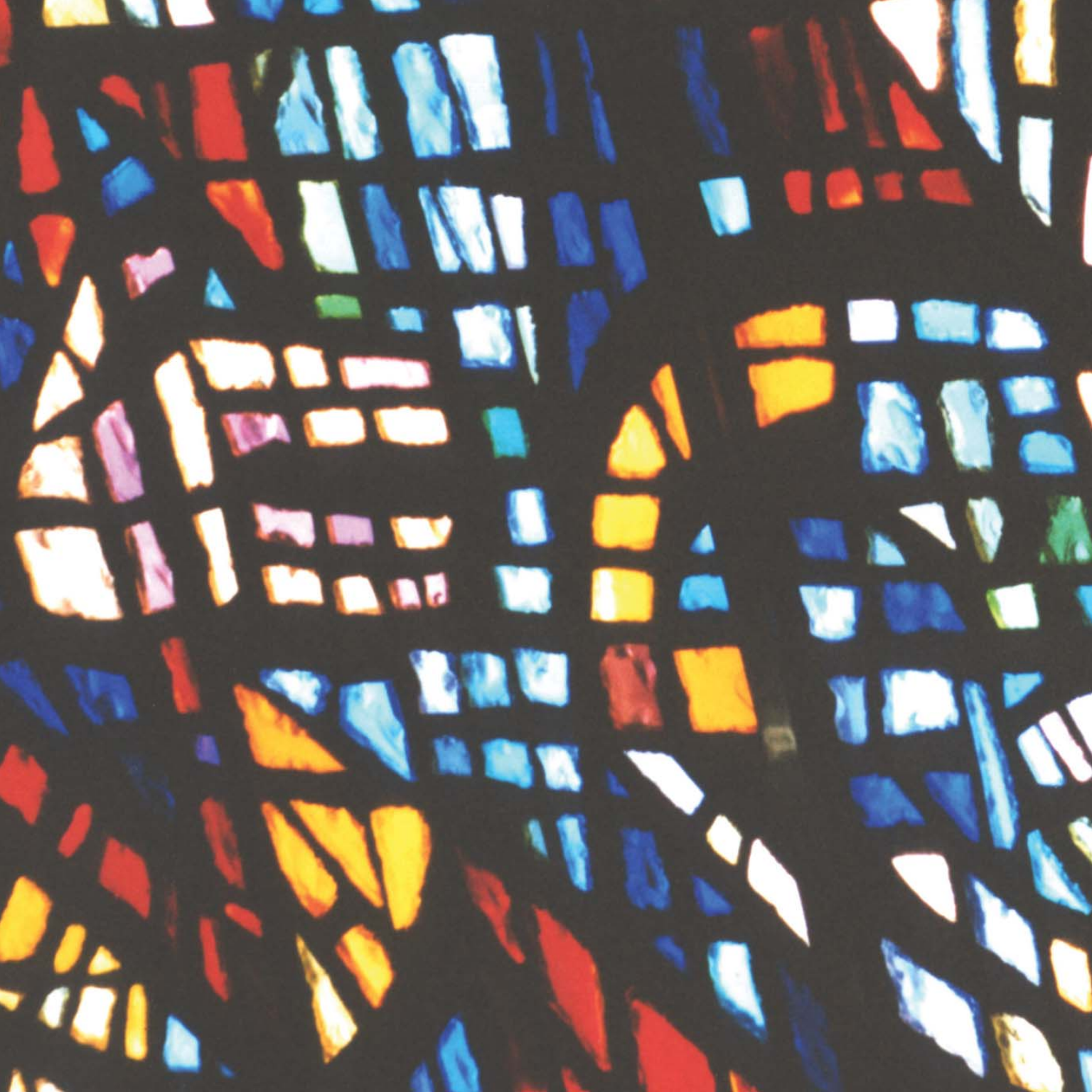




*Whether you are a seminarian,
a member of another conference, or
a pastor serving in another denomination,
you may be wondering where God
is calling you to serve next.*

You are invited to consider Iowa .



The Iowa Annual Conference of The United Methodist Church is a good place to be in ministry. We offer a *variety of opportunities* in rural, small town and urban settings. The Iowa Conference encompasses the entire state of Iowa with a single church in Illinois. A total of 584 pastoral charges are included in twelve districts including 199,736 members in 857 local churches.

Iowa is centrally located in the heart of the United States, bordered by the Missouri and the Mississippi Rivers. Rich in agricultural heritage, Iowa boasts more than 97,000 farms; however, Iowans are equally proud of the growing diverse population in the rural areas as well as among the metropolitan areas of business and industry.

Many of the United Methodist churches are in open country settings or small towns. Some pastors specialize in "*Town and Country Ministries,*" seeking to strengthen smaller churches in changing times. In many settings, new parishes are being created to allow pastors to offer specialized gifts, while encouraging more and more laity to claim their own gifts for ministry.

United Methodism also flourishes in our many larger communities and metropolitan areas. Pastors in specialized *urban ministries* in Davenport, Des Moines, Dubuque, Fort Dodge, Marshalltown, Sioux City, and Waterloo offer ministries in the name of The United Methodist Church, while also serving as inter-faith agents of reconciliation and celebration. A full-time legislative advocate speaks to legislators and to the public on many issues while also assisting our churches in working on church and society concerns.

Clergy couples have discovered that the Iowa Cabinet is attentive to their unique concerns and needs as appointments are being made. Similarly, deacons in full connection play a critical role in the ministry of the Iowa Conference.

The Iowa Conference seeks to celebrate its *ethnic diversity*. Korean congregations are found in Ames, Bettendorf, Des Moines and Iowa City. African-American congregations are in Des Moines, Marshalltown and Waterloo.

There are Hispanic congregations in Des Moines, Mason City and Muscatine and several other communities are developing new ministries. Sioux City has a new Church & Community Worker helping to build *Hispanic ministries*.

The Iowa Conference has also established a *ministry of presence* at the Meskwaki Indian Settlement near Tama to develop and strengthen ties between the United Methodist Church and settlement residents.

The Iowa Conference places significant emphasis on congregational growth and on new church development. In recent years many *new congregations* have been started. Dozens of other congregations have been assisted by grants to support *revitalization projects*. Kid's clubs and outreach ministries abound, and many churches offer "contemporary" or "blended" services to reach new persons.

In an effort to strengthen our local churches, the 1996 Annual Conference decided to deploy six field staff members — *local church consultants*. Each serves two districts, spending 85% of the time directly resourcing churches and pastors. Visioning sessions, stewardship emphases, demographic studies, relocation consultations are just a few of the ways they have been helpful.

Youth ministries at both the local and conference level are seeing rapid growth. YAC (Youth Annual Conference) is held each March, with a growing response to an exciting ministry and many churches are seeking pastors and laity who will minister closely with youth.

Symbolizing *the strength of United Methodism in Iowa* are five conference-owned campsites, four United Methodist-related colleges, and four Wesley foundations. The United Methodist Foundation and the United Methodist Ministers Service Credit Union also help to serve the conference, the churches, and pastors. Several retirement centers, hospitals, and other social service agencies have close ties to the Iowa Annual Conference.

Cabinet Appointment Process

“Through appointment-making, the connectional nature of the United Methodist system is made visible.”

(2000 Book of Discipline, ¶430)

- I. **Purpose:** The cabinet of the Iowa Conference states that its purpose in appointment-making is to find the best available person to meet the needs of each charge.

Our pastors must work collaboratively with church officers, community leaders, ecumenical and United Methodist colleagues — and with mentors.
- II. **Open Itineracy:** “Open itineracy means appointments are made without regard to race, ethnic origin, gender, color, marital status, or age.” (¶430) The cabinet attempts to match needs of charges with pastors’ gifts for ministry. It is a goal of the cabinet to work to keep pastors in their appointments a minimum of five years.
 - C. Team leaders - the Iowa Conference needs pastors who are able to “coach” or direct or energize persons serving on their staffs and who can empower and encourage the ministry of the laity.
 - D. Attitudes - pastors are needed who are compassionate and relational -- who love the people. They should be consultative, connectional, collegial, collaborative, cooperative, and concerned about the covenant of The United Methodist Church. They must be spiritually centered.
 - E. Visionary leaders - Lovett Weems says leadership is “the development and articulation of a shared vision, motivation of those key people without whom that vision cannot become a reality, and
- III. **Qualities Desired:** District superintendents and committees on staff-parish relations in local churches are asking for pastors with many skills and qualities, including:
 - A. Articulate in expression - pastors must passionately articulate their call to ministry, their faith, and the grace of the gospel of Jesus Christ.
 - B. Team players - we are moving beyond the time of “lone rangers.”

gaining the cooperation of most of the people involved.” There must be an ability to read and understand the culture and the community — and be in ministry within those contexts.

IV. Applications - Profiles: Applications from seminarians and other pastors new to the conference should be processed by the middle of February. District superintendents will know which charges will be needing new pastors, and which pastors are available for appointments.

V. Cabinet Process: The cabinet begins with prayer, seeking God’s guidance.

- A. Taking one charge at a time, the superintendent for that charge describes the setting, calls attention to things in the profile and nominates persons for that appointment.
- B. Bishop Palmer asks other cabinet members to make nominations.
- C. The superintendent of each nominee speaks about how this pastor matches the profile of the charge.
- D. The bishop asks the receiving superintendent to name the pastor desired.
- E. Then the bishop consults with all

other members of the cabinet to see if they are in agreement.

- F. They engage in further discussion until there is total consensus.

VI. Receiving a Call:

- A. A pastor is called about a new appointment only after the pastor currently in that appointment has been placed securely in a new appointment. If a long “string” develops or if there is some hold up in the process, then your call may be delayed. It is okay for you to contact the superintendent who is your advocate to inquire about when you might receive a call.
- B. If you are expecting a new appointment, you should not be caught off guard when a call comes asking for you to move to a specific location. Pastors should know and should help their families to understand that, if they are on the move list, they need to be prepared to give an answer very quickly.
- C. It is the feeling of the cabinet that, when they have determined the appointment, they have done their best to match you with a charge and to honor your preferences for your appointment.

Therefore, it is always the cabinet's hope that you will be prepared to say "yes," either at the time of the initial phone call, or early the following day. You, your spouse, and your family members should be in conversation about what it will be like to receive that call and how you will come to your decisions.

- D. When you have received a call from a superintendent, you must keep it confidential. You may call the superintendent assigned as your advocate, but it is expected that you will not call other clergy, SPRC members, or other laity — even to "check out" the situation. One of the superintendents should be able to find answers to your concerns.
- E. Your new superintendent will arrange a meeting for you to meet the members of the Staff-Parish Relations Committee (some of your travel expenses will be covered by the Iowa Conference). In that meeting the appointment will be confirmed and decisions made about announcements. The new appointment normally will begin on July 1.
- F. If you will be moving from out of

state, a significant portion of your moving expenses will be paid by the Iowa Conference.

VII. Limited Itinerary:

- A. Most of us have some restrictions we would like to place on our next appointment. For some it may be a geographic consideration or an educational consideration for our children. Sometimes it is a preference for a rural, or an urban, or a suburban setting. It may have to do with being located close to an opportunity for continuing education. Sometimes it has to do with a spouse's career or with a parent's health. What is most helpful to the cabinet and to the appointment process is to have a pastor say, "I will go to any appointment in the Iowa Conference, wherever I am needed."
- B. Your district superintendent needs for you to help him or her understand the intensity of your preferences and the priority of those preferences. The more restrictions you put upon your next appointment, the more difficult it becomes to advocate for you in places where your gifts and graces seem to fit those called for in a church's profile.

Statistical Information - 2002

| | |
|--|-------|
| Number of Local churches | 857 |
| Number of Pastoral charges | 584 |
| Number of clergy couples (under appointment and/or members of the conference) | 68 |
| Number of clergy members (grand total) | 1,106 |



*“The church has no
greater need than deeply
rooted, well-trained,
visionary spiritual leaders.*

*Join us in Iowa
where you will have the
opportunity to grow
as a leader and
to cultivate other leaders”*

- Bishop Gregory V. Palmer

Clergy by Appointment Category and Conference Relationship

| Relationship: | Deacons in Full | Elders in Full | Proba- tionary Members | Associate Members & Affiliate Members with Vote | Full-time Local Pastors | Part-time Local Pastors |
|---------------------------------------|----------------------------|---------------------------|---------------------------------------|--|--|--|
| Category: | | | | | | |
| Pastors and Other Ministries | | | | | | |
| Within a Local Church | 11 | 326 | 37 | 37 | 70 | 56 |
| Deacons serving Beyond Local Church | 6 | — | 1 | — | — | — |
| Appointments to Extension Ministries | 0 | 50 | 2 | — | — | — |
| Appointments to Attend School | 0 | 6 | 1 | 0 | — | — |
| Appointed to Other Annual Conferences | 0 | 11 | 2 | 0 | — | — |
| On Leave of Absence | 0 | 6 | 1 | 1 | — | — |
| On Family Leave | 0 | 5 | 0 | — | — | — |
| On Sabbatical Leave | 0 | 0 | 0 | 0 | — | — |
| On Incapacity Leave | 0 | 9 | 3 | 1 | — | — |
| Retired | 1 | 378 | 0 | 40 | — | — |
| Total Number, Clergy Members | 18 | 836 | 47 | 79 | 70 | 56 |

Clergy by gender and conference relationship:

| | | | | | | |
|------------------------------|----|-----|----|----|----|----|
| Female | 15 | 130 | 27 | 19 | 28 | 26 |
| Male | 3 | 706 | 20 | 60 | 42 | 30 |
| Total Number, Clergy Members | 18 | 836 | 47 | 79 | 70 | 56 |

Clergy by racial/ethnic identification and conference relationship:

| | | | | | | |
|------------------------------|----|-----|----|----|----|----|
| Asian | 1 | 28 | 1 | 2 | 2 | 0 |
| African American/Black | 0 | 6 | 3 | 1 | 1 | 1 |
| Hispanic | 0 | 1 | 0 | 0 | 0 | 0 |
| Native American | 0 | 0 | 0 | 1 | 0 | 0 |
| White | 17 | 801 | 43 | 75 | 67 | 55 |
| Total Number, Clergy Members | 18 | 836 | 47 | 79 | 70 | 56 |

Contact Information

Episcopal Office

Gregory Vaughn Palmer was elected to the episcopacy on July 13, 2000 and was appointed to the Iowa Area on July 15, 2000. Most conference offices are located in the United Methodist Conference Center at:

500 E Court Ave., Des Moines IA 50309
515.283.1991 or www.iaumc.org

If you have questions, please contact:

Darline Balm-Demmel - Assistant to Bishop Palmer

Charles Smith - Conference Treasurer / Director of Administrative Services

Twila Glenn - Conference Council on Ministries Director

Cabinet

The Iowa Conference is divided into twelve districts. District offices are listed here with their phone numbers and you are always welcome to contact one of them to discuss serving in Iowa.

| | |
|----------------|--------------|
| Cedar Rapids | 319.365.6273 |
| Council Bluffs | 712.322.1238 |
| Creston | 641.782.4281 |
| Des Moines | 515.283.1991 |
| Dubuque | 563.556.4286 |
| Fort Dodge | 515.576.2444 |
| Mason City | 641.423.5911 |
| Muscatine | 563.264.6836 |
| Ottumwa | 641.682.9655 |
| Sioux City | 712.274.5402 |
| Spencer | 712.262.6269 |
| Waterloo | 319.234.0077 |



*As you continue to discern
where God is calling you to serve...*

*...consider the Iowa Annual Conference of
The United Methodist Church
as a place for exciting, vital and
meaningful ministry.*



www.iaumc.org