Transitions: My Pastor is Moving – Next Steps
Ecclesiastes 3: 1, 22

A Time for Everything

1 There is a time for everything, and a season for every activity under the heavens:

22 So I saw that there is nothing better for a person than to enjoy their work, because that is their lot. For who can bring them to see what will happen after them?

Let’s Pray!
Thanks to Generous Givers

This webinar is provided as a service of the Discipleship Ministries and is funded through generous World Service apportionment giving by local United Methodist congregations.
What is God calling my congregation to do?
How can new pastoral leadership help you make disciples for Jesus Christ?
Goals for this webinar:

Review Leadership Needs 60 days before and after Pastoral and SPRC / Trustees Actions

The Pastoral Change Process

- Behind the scenes: Important Knowledge about Itineracy
- The Announcement / Key Questions: Who makes the announcement? Why Now? How should the church manage communication during the transition?
- Leadership Timelines – 60 days before and 60 days following / “Steps to Take” on the Transition Journey – what is needed from both laity and clergy leadership
- Resources / Prayers
Behind the Scenes Info

- Mission Field Insights
- This is not "change" just for the sake of change
- Who made the request?
- What insights came through the charge conference?
SPRC/ PPRC Role & Purpose

Your role and purpose:

To ensure the smooth acclamation of the new leader into the life of the congregation and the transition of the current leader leaving the congregation.

You set the tone and overall environment that the new person will be welcomed into!
What is Itinerancy?

“Itinerancy” refers specifically to the commitment by pastors to go and serve wherever their bishops send them. “Appointment” is the action taken by bishops. These are different, yet related.

www.interpretermagazine.org
The Bishop appoints... the congregation does not call

- John Wesley – from the building into the fields
- United Methodists are “on the move”
- From England to the new world
- Moving west with the people
- Global missionaries
- Now a “missional” church outside the walls of buildings
History of the Itinerant System

Itinerant Clergy

• For more than 200 years, elders in the Methodist tradition have agreed to offer themselves “without reserve to be appointed and to serve” wherever they are needed for the sake of the mission of the church. The elder makes a commitment to full-time service in the connection as an itinerant, “traveling preacher” under the authority of the bishop. All elders who are in good standing and continue to fulfill their professional responsibilities shall be continued under appointment unless they are on leave and are assured equitable compensation for their ministry.

• The itinerant system has assured pastoral leadership for every local congregation and has enabled the appointment of women and ethnic minority persons throughout the church. It represents the missional thrust of Methodism—to extend the gospel and develop communities of Christian disciples who build the realm of God according to Jesus’ teachings.

• For primary Book of Discipline references regarding elders, refer to ¶332-¶344; Expressions of Superintendendency, refer to ¶421-¶424 and Appointment-Making, refer to ¶425-¶430.
Role of the District Superintendent

• The role of the District Superintendent is best understood as “an extension of the office of the Bishop.”

• The District Superintendent (DS) oversees the ministry of the clergy and the churches in the communities of the district, a task that requires pastoral leadership, personnel leadership, administration, and program leadership.

• The 2012 General Conference also made substantial changes to the “Specific Responsibilities of District Superintendents,” (¶¶419 – 420) highlighting the expectation that “the superintendent will be the chief missional strategist of the district.”

For a more thorough description of the role of District Superintendent, see ¶¶417 – 419 on pgs. 332-335 of The Book of Discipline of the United Methodist Church 2012.

www.gbhem.org
• What type of pastoral transition is occurring? Retirement, change of service from full-time to part-time, or general appointment change.

• How will the pastoral change impact the current leadership structure?

• How does the church grieve? How does the church understand the change?
Remember the Reason the Church Exists

... to fulfill the Mission of The United Methodist Church

Make disciples of Jesus Christ for the transformation of the world
Mission

Four Areas of Focus

1. Engaging in Ministry with the Poor
2. Improving Global Health
3. Developing Principled Christian Leaders
4. Creating New and Renewed Congregations

The mission of The United Methodist Church is to “Make Disciples of Jesus Christ for the transformation of the world” (Matt. 28:18-20; Matt. 22:36-40). This mission is achieved through vital congregations that equip and empower people to be disciples of Jesus Christ in their homes and communities around the world.
Leadership

Who are you reaching now?

Who are you hoping to reach in the future?
Discipleship

What AM I doing now?

What IS a Disciple?
“love God with all your heart, mind, soul and love your neighbor as yourself” Luke 10:27

Time with God

Accountability And Community
The Announcement

- DS makes the announcement to the SPRC and provides the moving date, last preaching date and conference events
- SPRC / Congregation / Ministry Teams / Final Worship / meeting new Pastor and family
- The Pastor and family saying “Good-bye” and “Hello” along with final sermon series
- Trustees preparing the parsonage
Communicate, Communicate, Communicate
The Timelines

- If your conference has an event to help prepare your congregation for the move, the SPRC chair and the pastor must register and attend this event as per your conference
- Church Council may call a special Administrative Council
- Work together! Associate and staff connecting with the community / ministry events during the transition period
- The SPRC & the current Pastor set the announcement date to the congregation
Goodbye --- Hello

- Everyone is dealing with change in new and different ways.
- Know what your challenges are and pray about managing them in positive ways. Set-up prayer and transition teams!
- If possible, make room for a Q&A Day with the new and current pastors.
When Communicating:

Determine what needs to go “Public” and when it must be shared!

Make room for questions, comments, and prayers for moving forward with joy!

Consistency, Caring, Confidentiality
## Taking Steps Forward: Clergy

<table>
<thead>
<tr>
<th>Actions in 60 days Before departing the church</th>
<th>Actions in 60 days following the departure from the church</th>
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</thead>
<tbody>
<tr>
<td>Pray and meet in small groups to understand key needs to help church to understand the plans, timelines and current ministry.</td>
<td>Pastor and leadership teams must prepare for information management and the unexpected.</td>
</tr>
<tr>
<td>What are the joys, concerns and leadership plans going forward?</td>
<td>Respect the new leadership; say good-bye and live into your new role.</td>
</tr>
<tr>
<td>Who will manage “X” on the team during this change?</td>
<td>Commit to be the change agent and implement positive change!</td>
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## Taking Steps Forward: SPRC & Congregation

<table>
<thead>
<tr>
<th>Actions in 60 days Before the change</th>
<th>Action in first 30 Days – New Pastor</th>
<th>Actions in 60-90 days with the New Pastor</th>
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<tbody>
<tr>
<td>Pray. Meet in small groups to understand key needs to help members and the community prepare to receive the new pastor / family.</td>
<td>Roundtable discussions and / town hall meetings with Pastor, Church and Community Leaders. Pray without ceasing!</td>
<td>Pastoral and leadership work together to strengthen process to identify goals, leaders and timelines. Prepare for Charge Conference.</td>
</tr>
<tr>
<td>Stay healthy and caring! Ask questions!</td>
<td>Worship strong. Get to know one another.</td>
<td>Small groups to equip teams to lead change!</td>
</tr>
<tr>
<td>What are your hopes? Don’t assume anything.</td>
<td>Help the pastor/family get settled!</td>
<td>Commit to implement change!</td>
</tr>
</tbody>
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10 Great Quotes about “Change”...

“Change will not come if we wait for some other person or some other time. We are the ones we’ve been waiting for. We are the change that we seek.” **Barack Obama**

“Your life does not get better by chance, it gets better by change.” **Jim Rohn**

“Human beings, by changing the inner attitudes of their minds, can change the outer aspects of their lives.” **William James**

“For the past 33 years, I have looked in the mirror every morning and asked myself: ‘If today were the last day of my life, would I want to do what I am about to do today?’ And whenever the answer has been ‘No’ for too many days in a row, I know I need to change something.” **Steve Jobs**

“If we don’t change, we don’t grow. If we don’t grow, we aren’t really living.” **Gail Sheehy**

“All great changes are preceded by chaos.” **Deepak Chopra**

“You must be the change you wish to see in the world.” **Mahatma Gandhi**

“I can’t change the direction of the wind, but I can adjust my sails to always reach my destination.” **Jimmy Dean**

“Very often a change of self is needed more than a change of scene.” **A. C. Benson**

“Never doubt that a small group of thoughtful, committed citizens can change the world. Indeed, it is the only thing that ever has.” **Margaret Mead**

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Resources & Prayers / Hopes

- Attend your Annual Conference sponsored events
- Meeting with Church Council to review calendar and scheduled ministry events that are scheduled through transitional months from now until September
- Review the schedule with the new Pastor, Ministry Coordinators, Associate and staff connecting with the community / ministry events during the transition period
Books

- The Change Over Zone: Successful Pastoral Transitions by Jim Ozier & Jim Griffith
- New Wine: A Study of Transition in the Book of Acts by J. Dwight Pentecost
- Leading Your African American Church through Pastoral Transition by Ralph C. Watkins
- Ten Commandments for Pastors Leaving a Congregation by Lawrence W. Farrar

Websites & Articles

- Article on Making Transitions by Faith & Leadership: https://www.faithandleadership.com/features/articles/making-transitions
- Lewis Leadership Resources http://www.churchleadership.com/resources/pastoral_transition.htm
- Discipleship Ministries / Farewell Worship Service for the Pastor http://www.umcdiscipleship.org/resources/an-order-of-farewell-to-a-pastor-or-deacon

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RESOURCES for Pastoral Transitions – Tools for both Laity and Clergy Leadership

- http://www.novaumc.org/spprc-resources/
- http://www.novaumc.org/spprc-resources/
- http://www.greatplainsumc.org/pastoraltransitions
- http://www.minnesotaumc.org/pastoral-transitions
- https://www.umcnic.org/leadership-resources/forms/
- https://www.faithandleadership.com/features/articles/making-transitions
- http://www.umc.org/what-we-believe/were-getting-a-new-pastor-what-can-i-do
- http://bwcumc.org/toolbox/tag/pastor-transition/
- http://www.umc.org/search/tag/pastoral-appointments
- http://www.gbhem.org/networking/ministry-elder
- http://www.churchleadership.com/resources/pastoral_transition.htm?id=umcorg201603
- Worship: http://www.umcdiscipleship.org/resources/an-order-of-farewell-to-a-pastor-or-deacon

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Your Season of change is NOW!

Remember everything must change! Pray…
Breath Prayers
A helpful way to become centered and focused
  Breathe out doubt; breathe in assurance
  Breathe out worry; breathe in peace of mind
  Breathe out hatred; breathe in love
  Breathe out war; breathe in peace
  Breathe out turmoil; breathe in harmony
  Breathe out insecurity; breathe in God’s presence
  Breathe out emptiness; breathe in fulfillment
  Breathe out selfishness; breathe in generosity
  Breathe out darkness; breathe in God’s everlasting light

www.umcdiscipleship.org/resources/breath-prayer-
  personal-and-community-prayers

Prayer Changes Things!
Upcoming Events

Save-the-date: August 17 through 20, 2016
For More Info:
www.umcdiscipleship.org/leadership-resources/school-of-congregational-development-2016

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Questions?
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GO IN PEACE

Blessings in your leadership.
Colossians 3:12 (NIV)
Therefore, as God's chosen people, holy and dearly loved, clothe yourselves with compassion, kindness, humility, gentleness and patience
Thank You & Live Boldly into this Transition Journey!