

2017 WORKSHOP AGENDA

9:00 am	Registration Begins	
9:30 am	Continental Breakfast Fellowship	
10:00 am	Welcome	Dede Roberts

LOVING

10:05 am	Introductions <i>At your table, share your name, current & next Appointment.</i>	Dede Roberts
	Purposes of the Day Mark Norman	
	Opening Worship & Holy Communion	Bishop Mueller & Cabinet
	Break	

LEARNING

11:00 am	You & the Mission Field: The Appointment Letter	Bishop Mueller
	You & the Congregation	Dede Roberts & Blake Bradford
12:15 pm	Lunch <i>During the lunch break, participants are encouraged to take & post a Transition Workshop Social Media Selfie, perhaps with their successor & a track baton</i>	
12:45 pm	TABLE TALK #1: You & the Congregation <i>After lunch, participants asked to return to designated table groups for a led discussion</i>	

LEADING

1:25 pm	You & the Mission Field: Data and Discovery	Blake Bradford & Stephen Coburn
2:05 pm	TABLE TALK #2: You & the Mission field	Dede Roberts
	Stretch Break	
3:00 pm	You and Critical Conversations	Bishop Mueller
	Q & A: You and Critical Conversations	Bishop & Cabinet
3:40 pm	Wrap-Up & Next Steps	Dede Roberts
	Closing Prayer: "Blessing of the Batons"	
4:00 pm	Dismissal	

Pastors In Transition Workshop

Monday, May 15, 2017

St. James Youth Facility

Creating vital congregations that make disciples of Jesus Christ,
who make disciples equipped to transform lives, communities and the world.

NOTES:

AGENDA

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LOVING

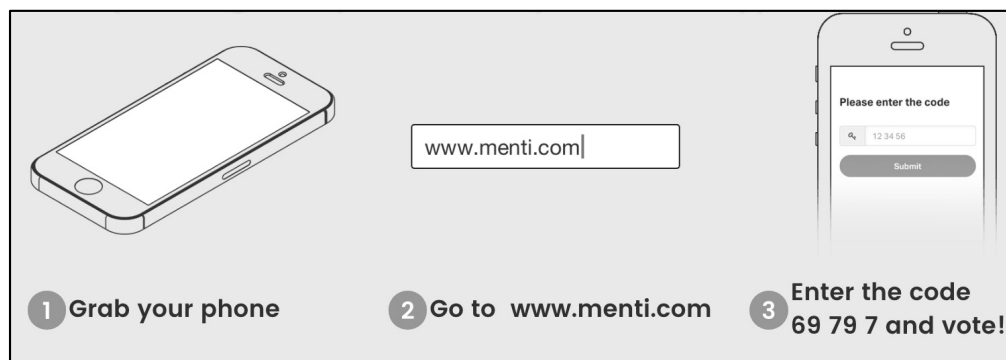
- ❖ Gathering & Sharing
- ❖ Today's Purpose
- ❖ Worship & Holy Communion

LEARNING

- ❖ The Appointment Letter & the Mission Field
- ❖ You and the Congregation(s)

LEADING

- ❖ You & the Mission Field
- ❖ You and Critical Conversations



1 Grab your phone

2 Go to www.menti.com

3 Enter the code 69 79 7 and vote!

Menti Code: 69 79 7

DISCOVER MORE RESOURCES AT:
vitality.arumc.org

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United Methodists of
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Center for Vitality

The Mission Field & The Appointment Letter

Information Sharing

The "Baton Passing" or Handoff Meeting

Cleaning Up

Laying Down the Pastoral Mantle

Saying Goodbye

MY TO-DO LIST:

- 1.
- 2.
- 3.
- 4.
- 5.

NOTES:



Pastoral Transition Covenant

The intention of this covenant is to act as a reminder of the importance of the relationship between pastor and congregation. To ensure a healthy transition from the current appointed pastor to the new appointed pastor all must exercise great self-restraint in order to allow for a relationship where the newly appointed pastor has the best opportunity to be effective in the service of our Lord Jesus. As the keepers of "order" in the church, Elders are charged with setting the example for all transitions in both word and deed.

The expectation of the exiting pastor includes a responsibility to:

- Allow ourselves time to grieve the end of a pastoral and congregational relationship.
- Demonstrate "Radical Hospitality" in welcoming the incoming pastor, and providing essential information about the congregation that will aid the transition.
- Bear the primary responsibility for maintaining healthy boundaries as the "former pastor."
- Discourage intentional contact with former members where the new pastor is criticized. Be supportive of your successor in all online commenting, texting, phone calls, etc.
- Understanding that, for the sake of the ongoing ministry of the church, some people may need to "unfriend" on Facebook or "unfollow" on Twitter and/or find ways to remove undue social media visibility.
- As a former pastor, you will not come back and function in a pastoral role in your previous mission field, unless invited by the current pastor. This is especially true in the case of weddings, funerals and hospital visits.
- Exit in a timely manner and leave the parsonage in better shape than you found it. Provide the Trustee and Pastor Parish Chairs a list of needed repairs or maintenance items and use what political capital you have to make certain the parsonage meets the needs of the new pastor's family.

As covenant partners, both new appointed pastors and exiting pastors are expected to:

- Hold one another in prayer.
- Either speak positively or remain silent in public or private communications regarding one another. We are in a covenant as United Methodist Pastors.

**Adopted by Clergy Session
Arkansas Annual Conference 2014**

Pastors In Transition

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Preparing to Say Hello

1. Prayer
2. Reflection
3. Introductory letter
4. Baton Passing Meeting
5. Get Curious: Information Packet, Demographic & Statistical Data, Church History, etc.
6. Sermon Plan: What are you trying to communicate?
7. Plan for Intentional forming of relationships: Cottage Meetings or Listening Tour

Saying Hello

1. Begin with love
2. First Sunday
3. MOVE IN
4. Committees
5. Mission Field Tour
6. Cottage Meetings

Cottage Meeting Notecards

- ❖ What is one thing I need to know about the church?
- ❖ What is one way we are going to reach new people?
- ❖ What is one dream you have for the church?

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Top Ten List of What NOT to Do!

10. Don't begin your conversations with, "In my last church, we did it this way...."
9. Don't say, "Is this it?" when you visit the church/parsonage the first time.
8. Don't ask for a raise before you move into the office.
7. Don't ask the Chair of the SPR, "Why would anyone want to live in this town?"
6. Don't move the chancel furniture or the pews or the flags or anything else your first week in the church.
5. Don't criticize the previous pastor.
4. Don't begin your first sermon with a detailed list of things you do not/will not do.
3. Don't turn down gifts of food—even if you aren't going to eat it!
2. Don't be late for worship!
1. Don't forget you have two ears and one mouth—use in that proportion!

Celebration & "Momentum" During the Baton Passing Season

INTENTIONALITY:

Social Media Campaign (Coordinate with Current Pastor)

Videos for Worship or Social Media

Local Community Newspaper

Q & A or Introduction Letters

Signing up for the Cottage Meetings

Scheduled Guest Visits to Local Community Groups with a Member

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BE-ing in the Move

Change is *external*: you are going to a new place, a new culture
Transition is *internal* and happens over time

Table Talk: Your Action Plan

Saying Goodbye:

Saying Hello:

MY TO-DO & TO-BE LIST:

- 1.
- 2.
- 3.
- 4.
- 5.

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ARUMC Conference Code: 1xiv8

Drawing

1. Radius
2. Driving Radius
3. Custom Polygon
4. County

When using community based information to analyze ministry opportunities we suggest you consider how far people readily travel for work or shopping in order to define your ministry area. You may also want to consider natural, regional, or transportation barriers that impact your location within a ministry area.

Types of MissionInsite Reports

FullInsite

A comprehensive demographic profile of a study area with over 30 pages of population, household, family household, and housing data. Integrates table data, graphs and analytical text.

QuickInsite

Colorful 11 page report including the New MOSAIC lifestyle types as well as current year estimates, five year projections and ten year forecasts of selected population and household characteristics.

ExecutiveInsite

ExecutiveInsite is unique as a data report because it reads like a narrative story accompanied by graphs and tables. It is built around "12 Insites" into a community or areas of study. It falls between QuickInsite and FullInsite.

Quad

Quadrennium provides a current view of the religious beliefs, attitudes and practices of a selected study area compared to US averages.

Tools & Methods

- Mosaic & Bandy Tools
- Discover the "Gaps" between congregation & neighborhood so that you can better Look Like Your Neighborhood and Grow by One in worship, professions, groups, and outreach

Demographics NEXT STEPS:

1. How will you introduce this kind of information in your congregation?

2. What process will you use to discern the relationship of your new church and the mission field?



Executive Insite Report: 12 Insites, 12 Possible Questions for you & Your SPRC/Board

Insite #1: Population & Household Trends:

Is the population in your study area increasing or decreasing? Whether it is stable or changing, what impact does this have on your ministry decisions?

For additional insight on population change, divide the Percent Change by the number of years to find the Annualized Percent Change. For example if the projected population change is 7.8% over the next five years, divide 7.8 (the projected % change) by 5 (the number of years projected) or 1.5% change per year. How does this compare with the Annualized Percent Change for your congregation over the same intervals? What does this say about your ministry? Is the population per household increasing or decreasing? As households change, how does that affect the ministry needs of the area?

Insite #2: Racial & Ethnic Trends:

What does the racial/ethnic distribution of your study area suggest to you? Does the information suggest the need for additional current year detail for the Asian and/or Hispanic/Latino groups? This information is available under the "Diversity" tab in the "Build Your Own Report" section of the Demographics page. The Diversity tab also includes Ancestry and Language spoken at home information.

Consider the percent change of the racial ethnic group that reflects your congregation, as a component of the percent change for the overall population for your area. How might this affect your future missional plans?

Insite #3: Age Trends:

Which phase of life segment(s) is/are the largest and/or growing in your study area? How does your current missional emphasis connect with each group? How does the average age of the people attending worship in your congregation compare with the report area?

Which phase of life segment is smallest or declining? How does this affect your current and future missional priorities? What kind of opportunity does each category suggest such as Before Formal Schooling?

Insite #4: School-Aged Children Trends:

How might these trends impact your various school age ministries? What are the trends for each of the three individual categories?

Are your current children and youth ministries designed to reach and impact these population groups?

Insite #5: Household & Family Income Trends:

What is the economic environment of the report area? What does it suggest regarding the economic resources available for ministry needs? Also see Insite #11 for additional information related to charitable giving.

Which family income categories are projected to grow fastest or decrease the fastest over the next 5 years? How do you perceive this affecting family ministry plans for the future?

What is the Asset/Debt message for this report area?

See Next Page for Insites #6-12



Executive Insite Report: 12 Insites, 12 Possible Questions for you & Your SPRC/Board

See Previous Page for Insites #1-5

Insite #6: Household & Children Trends:

Is your report area stable or are there changes taking place in the structure of households with children? Does this information confirm or change your understanding of household structure with children in this area? What ministry issues are associated with each group?

Insite #7: Marital Status Trends:

What percentage of the adult (15+) population is present in each of the 5 categories? Are there surprises in the number of persons in any of the groups? How do the ministry efforts of your church correspond to each of the groups? Does this information suggest any new opportunities?

Insite #8: Adult Educational Attainment:

What is the message of educational attainment for your church? Which groups are represented in your congregation? What can you learn from this information to strengthen your ministry in this area? How may educational attainment affect worship or educational ministries in your church? How can this information assist leadership to minister in this area?

Insite #9: Population by Employment:

Which occupations are prevalent in your area? How are these groups represented in your congregation? How might leaders from each of these can these occupations strengthen your ministry?

Insite #10: Mosaic Household Types:

What are the top MOSAIC household types in the report area? Beginning with the largest type, how many types are present to represent 75% of the households? Is this your ministry target? Is your ministry targeting a group or groups that are not in the majority? How does the index identify the unique household characteristics of this area? See the MOSAIC Type guide for descriptions of each type. Utilize the Bandy™ Mission Impact Guide for in depth descriptions of how to connect ministry to each group.

Insite #11: Charitable Giving Practices:

"For where your treasure is, there your heart will be also." (Luke 12:34 NRSV) Where do the people in your area place their treasures? Given this information and income information from Insite # 5 how does this inform the financial issues of your ministry?

Insite #12: Religious Practices:

How do you see the presence of the religious practices and their reference to the state averages informing your ministry? What would it mean if "Important to Attend Religious Services" was well above or below the state average? What impact would a higher than average score for "My Faith is Really Important to Me" mean to ministry planning?

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Church Metrics

To underscore the importance of counting and measuring as a means of creating outcomes that align the ministry of the local church with the trajectory of the annual conference

Counting & Measuring: Gil Rendle

"Counting is giving attention to numbers. When counting, the question to be answered is "how many? Counting enables us to discern how well we're providing resources and experiences for ministry."

"Measuring is giving attention to change. When measuring, the question is not about "how many?" but rather about "how far?" Measuring enables us to discern how well we're making disciples as a result of our ministries"

Outcomes

For the church, an outcome is the difference that you believe God has called you to make in this next chapter of your life.

Questions to Ponder about Metrics

1. What is your attitude toward the use of metrics? What has shaped that attitude?
2. What are you currently measuring? How do these metrics relate to your ministry vision?
3. Do you communicate results to other leaders? To the leadership of the church? Is this communication effective?
4. What is one thing you would like to know but currently don't have a metric for? Why is this important? How might you create an "intelligent and consistent" way to measure it?

METRICS: Data → Information → Knowledge → Wisdom

Metrics NEXT STEPS:

1. How will you introduce this kind of information in your congregation?

2. What process will you use to discern the relationship of your new church and the mission field?

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TABLE TALK

What is your ACTION PLAN for sharing & using Demographic & Statistical Data with the leadership of your new church?

1. How will you introduce this kind of information in your congregation?

2. What process will you use to discern the relationship of your new church and the mission field?

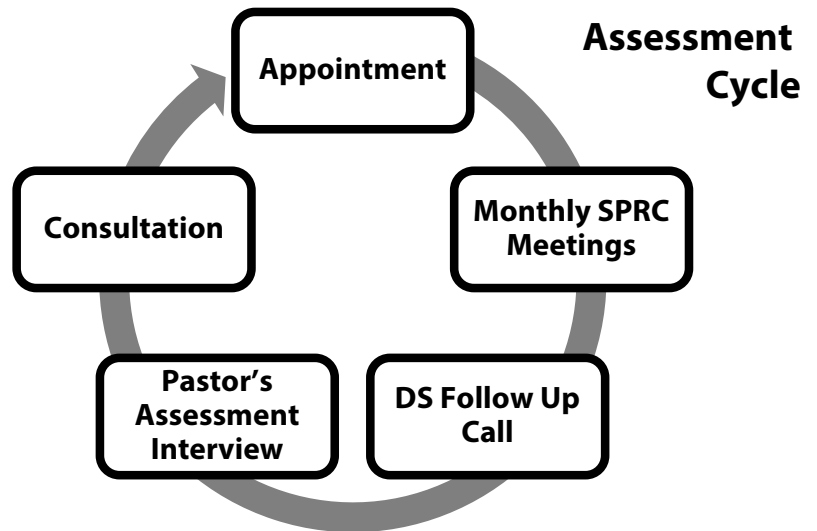
My NEXT STEP for using Demographic and Statistical Metrics is:

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Appointment Letter

- ❖ A Tool for Guiding Critical Conversations
- ❖ Focused on Leadership of Vital Congregations



Critical issues that will make a difference in your pastoral transition:

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