



Michigan Conference

The United Methodist Church

Building Relationships for an Effective Pastoral Transition

Below are several suggestions and questions for the Staff-Parish Relations Committee as your church anticipates the arrival of a new pastor

Suggestions for before and after your new pastor arrives.

1. Schedule specific times for conversation between the new pastor and the Staff-Parish Relations Committee that will include:
 - a. The pastor's desires and expectations in her/his new appointment.
 - b. Providing the new pastor with information about the church.
 - c. Learning more about the new pastor and her/his family.
 - d. Discussing the Questions listed below.
2. Make plans for the introduction and welcome of the new clergy and family. This should not be a once-and-done cake party.
3. Make a plan to help introduce the pastor to the culture, traditions, resources, etc. of the community and area.
4. Plan an early driving tour of the region to help new pastor and family get up to become more familiar with the area.
 - a. Who in the congregation has a good history of the region, knows important places, where people live, and can give the pastor a tour?
5. Pay attention to the parsonage clean-up/repair plans.
6. Set up meet-and-greets with local leaders, educators, business leaders, political officials, and other clergy.
7. Offer to help with physicians, dentists, and other professional the pastor and family might need.

Questions for the Staff-Parish Relations Committee

1. How are the emotional and spiritual components of the congregation at his time, with a pastoral change?
 - a. Are there things that need to be addresses?
 - b. How will this be done? Who will do it?
2. Is the congregation aware of the role and responsibilities of the Staff-Parish Relations Committee, including its relationship to the new pastor?
3. Does the congregation understand the outgoing pastor will not expected to return to do weddings, funerals, baptisms, etc.?
 - a. Is there more that still needs to be said or done about this?
 - b. How will this be done? Who will do it?
 - c. Is the outgoing pastor aware of this expectation?
4. If the outgoing pastor is going to a new appointment, does the congregation understand why? If not, what needs to be said and how?
5. Is the congregation aware of the missional reasons for the appointment of a new pastor?
6. What questions remain about the appointment process and itineracy?