

# Transition Workshop

## Wisconsin Annual Conference

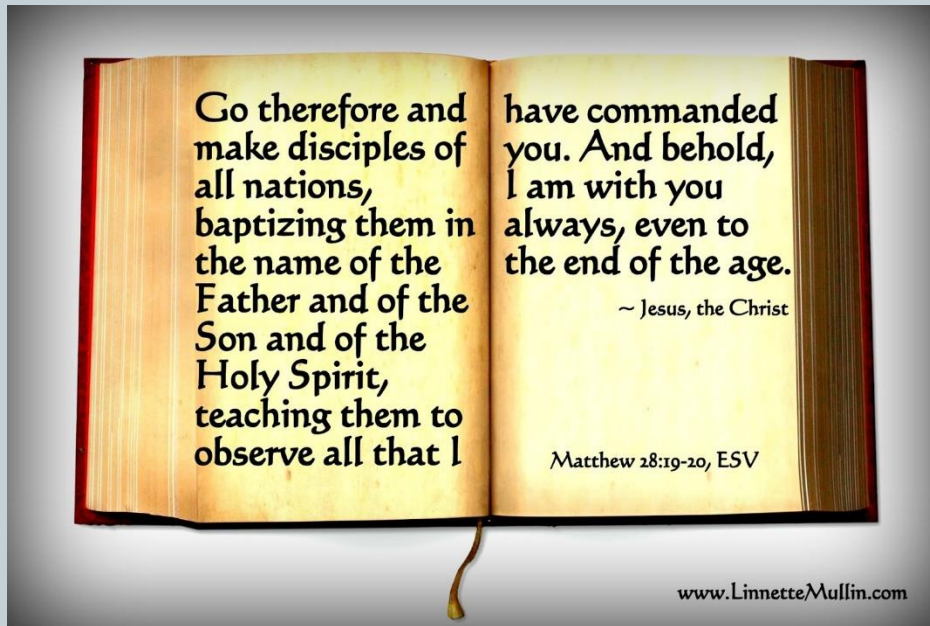


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**SEMINARY**  
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# Devotions



## Missional sending in a settled church



# Say Goodbye



**SESSION ONE**

# Saying Goodbye



- It's about Leadership: adaptive & technical
- It's about the connection
- It's about people
- Who will you see and how?
- It's about the children
- It's about caring for family and renewing
- It's about Sabbath and wilderness
- Sabbath is crucial for you and your family at this time
- Who are you without the church identity?

# Some 'rules' of Goodbye



- Goodbye is complete and imperative (yet impossible)
- So, new relationships in old settings are to be carefully (and collegially) considered
- Do not be coy or duplicitous
- YOU must be clear about the boundaries
- Crucial to leave the church and the connection empowered
- The larger community needs to know the boundaries



# Plan for Transition



## SESSION TWO

# Administration and Goodbye



- Tie things up, don't do anything new
- No need to 'burnish your image'
  
- Invite your successor to be part of their future and find ways of blessing



# A Key Help for the Future



- Attempt to get a true assessment of the reality of the congregation
- Dare to ask who the congregation is without the present pastor. It is easier for the present pastor to do this than the next pastor to deal with unacknowledged grief and begin the assessment process
- Be “in the play” and “in the balcony”

# Empower Lay Leadership



- Specific to the transition
- Specific to help them name important aspects of their church and its hopes in their own language
- This will help you to sense what you did well and what may have been temporary to you. This is not unimportant, but helpful

# Letting Go & Experiencing Wilderness



**SESSION THREE**

# Experience Wilderness



*Genesis 12:1-9*

*“Go from your country and your kindred...to the land I will show you...”*

*“I will bless you ...so that you will be a blessing*

*“...(they) journeyed on by stages toward the Nebev”*

# *Plan for the Transition*



- A transition has two points for all involved, the beginning and the end
- Focus on the family networks and care for them
- As a single person, look to important networks and foster/find them
- Plan early for rituals of goodbye
- Let folk help in sending you forth

# *This is a collegial transition*



- United Methodists are connectional
- Involve the new pastor in meeting the staff, seeking your counsel and doing ‘behind the scenes’ work
- Do not hesitate to mention the successor’s name and gifts
- Look for symbols and opportunities to ‘pass the torch’ The UM Book of Worship is helpful

# New Beginnings & Cross Cultural Sensitivity



**SESSION FOUR**

# *New Beginnings*



- How do we welcome a new pastor?
- How do I welcome a new congregation?
- How do we deal with the business end of things early?
- Adaptive before technical in administration and leadership



# This place is different



- Learn first
- Size, purpose & demographics will be different
- Family > Pastor > Program > Corporate
- House of Worship > Leader > Community >
- Spiritual types
- Life stages of the congregation *Roxburgh & Romanuck*

# Key Assessment points



- Mission
- Vision
- Compelling Narratives
  
- Core Values
- Strategic plans
- Overt and non-articulated orthodoxies

# *Honor the Past*



- You are not the first (unless you are)
- Establish hospitality for what went before and how to live with it with integrity
- Allow grief and assess pastoral care
- Be clear that you will need to be everywhere all the time and care for yourself and your family in more concentrated ways?!?!?

# *New Beginnings*



- Prepare the passion of your soul for this new place. Hope before limitation. Commitments before boundaries.
- Honor the Past
- Listen
- Make an effort for investment in the first 90 days
- Plan to use the first months dedicated to the church and inventory the other commitments you have. What must you keep? What can wait?

# *Plan*



- Check the water before diving in
- Plan which end to dive in first
- Again, be people oriented. Manage with dexterity and to keep things going. Major excavation takes assessment and building a team to move into the future.
- Show Up. Show Up. Show Up.
- Show up prepared and ask questions
- Preach and lead with evidence that you have heard them and test your translations

# *Church Systems*



- Power and authority are thrown into question
- Chaos is creative and healthy
- Call new order
- Loyalty and betrayal issues need to be called
- Comfort and uncertainty

# *More Systems issues*



- You de-stabilize the system
- Enemies emerge as leaders
- Trust emerges in the new ordering of things

# Cross-Cultural Appointment



- More prominent and possible in appointive structure
- Every appointment is cross-cultural
- How much does everyone know that everyone knows?
- History to be learned and related
- Values held
- Communication patterns



# Begin as a minimalist



- What do you share? Check it out...
- How does hospitality work?
- Can you find a cultural interpreter trusted by all involved?
- Listen and watch
- Adjust expectations frequently

# Begin in Communion



- Find the most important meal and share it
- Honor the traditions and the leadership structure
- Do not assume what your role is
- You will make mistakes. Are you able to learn?
- Learn the language. They are all “foreign” to you.

# Keys to communion



- Gathering
- Celebrating
- Blessing
- Patterns of relationship
- Break bread
- Feast
- When is the “best” brought out

## The Woman at the Well

In this episode Jesus  
approached a disenfranchised  
person at that persons  
gathering place -

Come to them  
Honor their story,  
while sharing Christ's story

## The Walk to Emmaus

In this episode Jesus shared the journey, listened to their story, shared Christ's story, and broke bread with them-

Come to them  
Hear their story,  
while sharing Christ's story

# Immigrant issues



- Expectations of a “promised land”? Test this.
- Disappointment
- Are you the representative of Caesar? Perhaps see yourself as the converted centurion
- What are the changes in the biblical story needed for your own narrative?