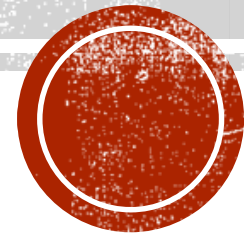


LETTING GO AND TAKING HOLD

Transitions Seminar

United Methodist Conference in South Carolina

Mark Tidsworth, Facilitator



**TRANSITION
SEMINAR
TUESDAYS IN
MAY
12 NOON ET**

- May 3 – Leaving Well
- May 10 – The Transition Process
- May 17 – Best Practices For Pastor and Church For Taking Hold
- May 24 – Church Assessment: Identifying Types and Considering Strategies



- **Welcome**
- **Devotional Moments**
- **Flow Review**
- **Presentation**
- **Responding – Break Out Rooms**
- **Q and A – Verbal and chat box**
- **Resources**
- **Blessing**

The elder to the beloved Gaius, whom I love in truth. **Beloved, I pray that all may go well with you and that you may be in good health, just as it is well with your soul.** I was overjoyed when some of the friends arrived and testified to your faithfulness to the truth, namely how you walk in the truth. I have no greater joy than this, to hear that my children are walking in the truth.

3 JOHN: 1-4





- Purpose = To equip pastors and churches for their best pastoral transitions yet
- Anecdotal Outcomes So Far
 - Descriptions of swift relational connecting
 - Descriptions of increased focus during the first year of ministry together
 - Decrease in frequency of problems due to pastoral transitions

PRIMARY TEXT FOR THIS TRANSITION PROCESS

YOUR BEST MOVE



Effective Leadership Transition for the Local Church
ROBERT KAYLOR



Establishing The
Transition Team

Planning And
Implementing
An Effective
Goodbye

Planning And
Implementing
An Effective
Hello

Planning and
Implementing
Home
Gatherings

Feedback and
Ministry
Planning With
Leadership

Congregational
Feedback And
Vision Sharing

Launching
Ministry With
First Year
Ministry Plan

THE TRANSITION PROCESS





**1 ESTABLISHING THE
TRANSITION TEAM -
SPRC OR NEW TEAM
(CAPACITY)**

- 8-12 persons who know the church and are trusted OR the SPRC itself
- Temporary Team, 7 months, June-December
- Help moving pastor to leave well
- Organize home gatherings
- Sounding Board for new pastor



**2 PLANNING AND
IMPLEMENTING AN
EFFECTIVE
GOODBYE**

**Managing the leaving
process of current
pastor is directly linked
to the joining process
of the arriving pastor**

First six weeks of new pastorate

Resource: 50 Ways To Welcome Your New Pastor Or Associate Pastor, Lewis Center For Church Leadership

During this time the Transition Team is
organizing home gatherings

3 PLANNING AND IMPLEMENTING AN EFFECTIVE HELLO





**4 PLANNING AND
IMPLEMENTING
HOME GATHERINGS**

Purposes

- To build relationship between church and pastor
- To raise awareness about who this church is for everyone involved
- To help shape the short-term, first year ministry plan



**4 PLANNING AND
IMPLEMENTING
HOME GATHERINGS**

Logistics

- **In-home gatherings of 16 people or less**
- **Host provides space, others bring snacks or desserts**
- **Sit in a circle-like space where you can see each other**
- **Pastor facilitates guided conversation**



4 PLANNING AND IMPLEMENTING HOME GATHERINGS

Format

- Host or appointed person welcomes everyone, logistics
- Pastor welcomes everyone and invites brief introductions
- Pastor prays for this gathering, laying out flow of gathering
- Pastor asks 3 questions, going around the room, recording input
- Pastor thanks everyone, shares about feedback process, closes in prayer



Questions Pastor Asks:

- 3 questions on page 30 in Your Best Move
- Mark's suggestions
 1. Why this church? Out of all the churches in this community, here you are. What is it about this church that you choose to live out your discipleship through this church?
 2. What might God be calling us to do or become in this new chapter of life? (Up to 3 answers)
 3. If we could only make one move to live into God's mission more fully, what would it be?
 4. What level of tension or conflict exists in this church now, on a scale from 0-10?
- It's up to the pastor to design the preferred questions



- Pastor compiles and interprets learning, turning into a feedback report... "Here is what I believe I learned about you"
- Pastor give/receives feedback to/from Transition Team
- Pastor gives/receives feedback to/from Staff Team and Council
- Pastor, transition team, staff, council identify 3-4 short-term, achievable initiatives for this first year – yielding the Short-Term Ministry Plan (first year)



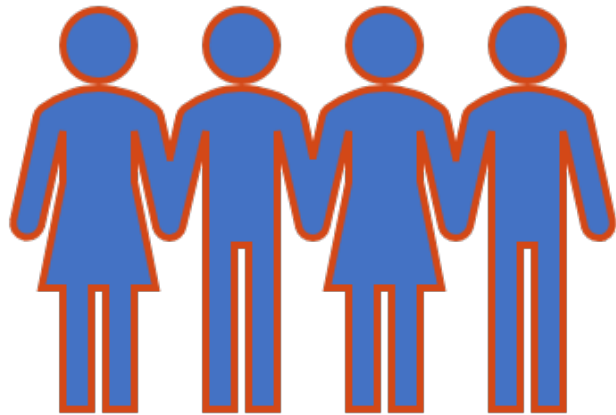
**6 CONGREGATIONAL
FEEDBACK AND
VISION SHARING**

- **Timing – Early Fall, at a convenient time (Sunday School hour, between services, after worship, Sunday evening gathering with dessert)**
- **Pastor gives feedback of what was learned during home gatherings**
- **Pastor shares the resulting Short-Term Vision, created collaboratively with church leadership**
- **Congregation reflects on and affirms vision**



**Provides opportunity
for mission
advancement and early
wins**

FREQUENT OUTCOMES



- Builds relationship between pastor and church quickly
- Raises awareness about who this church is and where it is in its journey
- Congregation learns this pastor is interested in them
- Congregation learns this pastor listens
- Congregation learns this pastor is motivated and focused on God's mission
- Prevents much conflict, pain and suffering
- Provides a strong start



RESOURCES

- *Your Best Move*, Robert Kaylor
- *The Changeover Zone, Successful Pastoral Transitions*, Jim Ozier & Jim Griffith
- Transition Coaching For Pastors, Six Months – July – December, Community of Practice Group or Individual Coaching
- <https://www.dropbox.com/t/2vYGQuPIDyoQTclD>
- Five Active Dynamics Every Church Must Address, Free Video on Pinnacle Youtube Channel: <https://youtu.be/EbntDzeSL48>





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