

PASTORAL & CHURCH TRANSITION

IN METROPOLITAN COMMUNITY CHURCHES

be MCC

be COMMUNITY



TRANSFORMING OURSELVES AS WE TRANSFORM THE WORLD.

“As we enter a new era of ministry wherein the culture and the church are changing at breakneck speed, revitalization, renewal, and redevelopment need to be an essential piece of transitional ministry.”

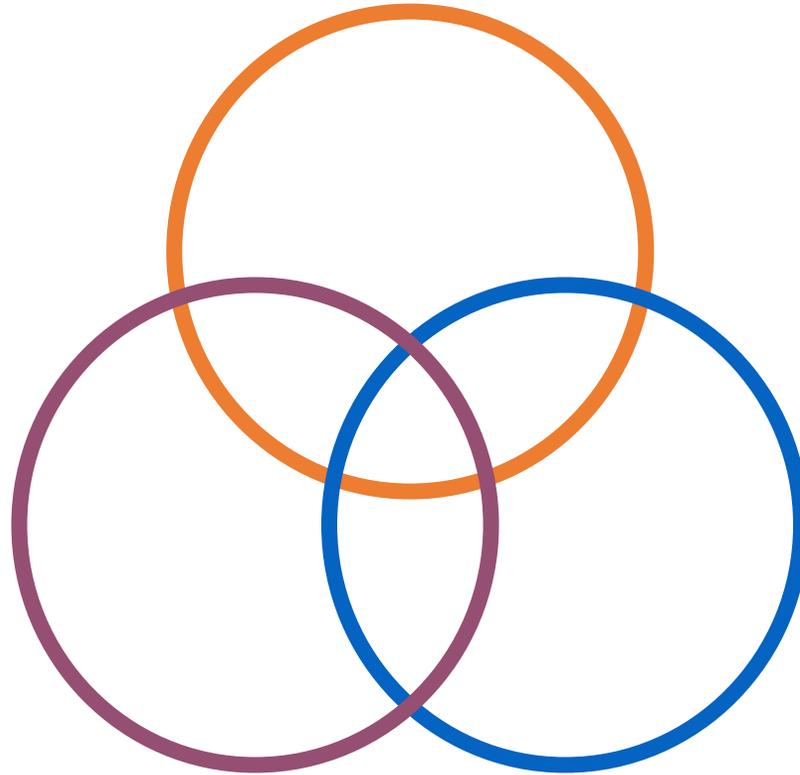
Transitional Ministry Today: Successful Strategies for Churches and Pastors (Kindle Locations 2098-2100). Rowman & Littlefield Publishers. Kindle Edition.

TRANSITION PARTNERS

Local Church

**Transitional
Pastor**

MCC

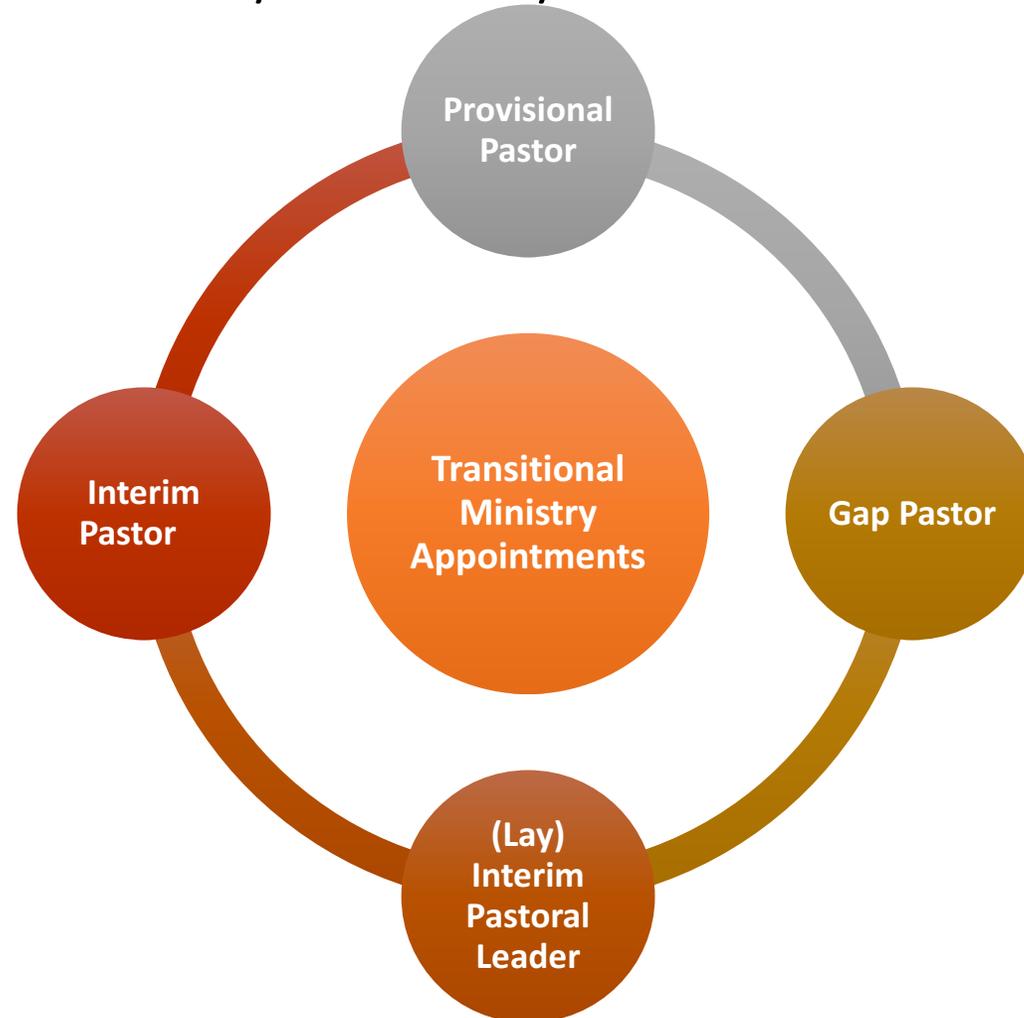


Pastoral Appointments

- **The Pastor** is a duly ordained clergy person who has been licensed to practice. Though there are a variety of pastoral roles, in a local congregation the Pastor is elected to be responsible for the duties of teacher, preacher, and spiritual leader ... All UFMCC churches are led by Pastors or Interim Pastoral Leaders. (MCC Bylaw V.B.4)
- All Transitional Pastors are appointed by the Office of Church and Ministry Development in discernment with the local church Board.

MCC Transitional Appointments

a collaboration between the Office of Church and Ministry Development and local Board/Council/PSC



Lenses a Transitional Pastor may bring to a community:

Change Mentor
Revivalist 
Story Nurturer
Leading Transition
Systems Coach
Spiritual Guide
Process Facilitator

10-step Pastoral Appointment Process

1. Board or outgoing Pastor alert the OCMD to an upcoming transition.
2. Resources shared with local Board to orientate them to our transitional ministry processes and a date is set to meet.
3. When possible, the OCMD has a Discovery Conversation with the outgoing Pastor. Leaving well is discussed and resourced.
4. OCMD and the local Board have an initial discovery conversation. Check in on the state of the church; healthy leaving resourced; Transitional appointment options are discussed.

5. An onsite or virtual forum for orientation to MCC Transitional Ministry is offered for the congregation by the OCLH.

6. The Board decides on the type of appointment needed and communicates with OCLH. Some desired skills and characteristics are identified. Ballpark employment terms are discussed. Immediate needs of the congregation are discussed and plans solidified.

7. The OCLH identifies a potential appointee and sends their materials to the Board for initial consideration. After review, the BoD decides if they would like to meet the appointee for an initial conversation or not. If not, another appointee is found and introduced.

8. The Board and potential appointee have an initial getting-to-know-you conversation. If all seems agreeable, the OCLH is notified and the appointee is invited to visit. The Board begins working on a draft contract which is agreed upon before the visit if possible.

9. The potential appointee visits, meets the church, preaches and has a Q&A forum. The Board observes the congregation with the question in mind: “Does this appointee have skills and gifts that can help us in our transitional journey?” The potential appointee reflects on this question as well. If everyone is in agreement after the visit, the OCLH issues a letter of appointment, an OCLH Work Agreement, and the appointee and Board sign a compensation contract.

10. The newly appointed Transitional Pastor becomes part of a TP Cohort and are mentored in one-to-one calls monthly.

Pastoral Appointments

- **The Intentional Interim Pastor**

- Long-term: 12-24 months
- Is a transition specialist, not merely the worship leader or place-holder.
- Is appointed by the Office of Church and Ministry Development, in consultation with the local Board
- Facilitates the interrelated processes of transition.
- Does not apply to become settled pastor. Occasionally a clause to do so may be negotiated upfront. If so, their application is considered along with others, not exclusively.

Pastoral Appointments

- **The Intentional Interim Pastor**

- Pastoral Search Committee is formed about half way through the interim work, if the congregation is ready, and selects the candidate to be the next pastor.
- The Interim Pastor has a healthy leaving.

Pastoral Appointments

• The Provisional Pastor

- Long-term: 18-24 months (initial contract)
- Is a transition specialist.
- Is appointed by the Office of Church and Ministry Development, in consultation with the local Board
- Facilitates a stabilization and rebuilding process
- May be candidated as the settled Pastor when transition tasks are completed. (Similar to a first-refusal discernment process between BoD, Provisional Pastor, and OCMD) If invited to candidate, there is no Pastoral Search Process, only a congregational vote of affirmation.

Pastoral Appointments

- **The Provisional Pastor**

- If a Provisional Pastor does not become the candidate for settled Pastor, the BoD with consult with the OCMD to either form a Pastoral Search Committee and conduct an open search or may request another Provisional or Interim Pastor appointment.

Pastoral Appointments

- **The Gap Pastor**

- Short-term: 1-3 months
- Maintains church life until a Transitional Pastor is appointed or a leadership issue is resolved (in the case of an intervention/emergency.)
- Is appointed by the Office of Church Life and Health, in consultation with the local Board

Pastoral Appointments

- **The (Lay) Interim Pastoral Leader**
 - Long or short-term: 1-3 mos.; 12-24 mos.
 - Maintains church life until a Transitional Pastor is appointed or a leadership issue is resolved (in the case of an intervention/emergency.)
 - Is appointed by the Office of Church Life and Health, in consultation with the local Board

Transition: Roles and Responsibilities

- **The Board of Directors** assures continuity of leadership, administrative policy, and legal and fiscal viability
 - Continues all of its routine fiduciary functions.
 - Works with the Office of Church and Ministry Development to assure sufficient interim pastoral leadership, including a clear job description and contract
 - Assures the continuing financial vitality of the church
 - Addresses the additional financial needs of transition

Transition: Roles and Responsibilities

• The Church Staff

assures the continuity of congregational life and ministries, including administration of the church..

- Continues in their respective individual ministry roles and responsibilities under the supervision of the Interim Pastor.
- Provides spiritual leadership as examples of faithfulness to the mission, vision, and core values of the church.
- Will often have a period of reviewing job descriptions, roles and responsibilities

Transition: Roles and Responsibilities

- **The Office of Church and Ministry Development** provides guidance, support, and direction in the overall process of transition.
 - Appoints the Transitional Pastor, in consultation with the Board.
 - Consults with and coaches the Board, Pastoral Search Committee, and Transitional Pastor throughout the transition process.
 - Consults with the Pastoral Search Committee regarding prospective candidates for Pastor.

Transition: Roles and Responsibilities

Pastoral Search in Interim/PSC model

- **The Pastoral Search Committee** presents a qualified candidate to the congregation for election as Pastor at a Congregational Meeting.
 - Creates and adopts a process and timeline to complete its work
 - Develops guiding policies, in writing, for how the committee will work together
 - Develops and implements a plan for communicating a **transparent process** with the congregation while maintaining **confidentiality of content** regarding applicants.
 - Consults with OCMD mentor throughout the process

Composition of the Pastoral Search Committee

- **7 Members (recommended) of the Pastoral Search Committee**
- 3 Members of the Board
- 4 Members elected by a Congregational Meeting
- Local Bylaws should specify PSC composition

Pastoral Search Process Guidelines

- **TRANSPARENCY OF PROCESS** means that the congregation has a right to know what the process is, how to participate in the process, and what progress is being made in the process.

Pastoral Search Process Guidelines

- **CONFIDENTIALITY OF CONTENT** means that the congregation may not know who has applied for the position, the number of applications that have been received, the opinion held by the PSC or any PSC member regarding any applicant, or any other information regarding any of the applicants.

Pastoral Search Process Guidelines

Election of a new Settled Pastor

- The PSC presents one candidate to the congregation
- Through a series of events, the congregation meets the candidate, participates in worship with them.
- A congregational voting meeting is held for the sole purpose of electing the candidate.
- Should the candidate not be elected, the PSC will continue seeking applications and present a new candidate.

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