

# Pastoral Transitions 2022 – Leaving Well/Starting Well

Congratulations on your new appointment. We are excited to come alongside you as you transition.

**Please use the decision tree on the reverse side of this page to determine the steps on your Clergy Transition path.** The items from the decision tree are explained in greater detail below.

If you have questions or concerns about the process, please contact Rev. Dr. Michelle Holmes Chaney at [MichelleChaney@vaumc.org](mailto:MichelleChaney@vaumc.org).

Learn more about and register for Clergy Transitions online: [NoVaUMC.org/transitions](https://NoVaUMC.org/transitions)

## **Clergy Transitions Workshop** **May 3 and May 19 from 7 to 9 p.m.** **June 11 from 10 a.m. to 12:00 p.m.**

Held three times during May and June, this workshop is designed for all: incoming and outgoing pastors of the Bi-District and the respective incoming SPRC chairs.

The 2-hour workshop is structured to allow time for the clergy and SPRC chairs to meet, hear and discuss pertinent information to ensure that all pastors in the Arlington/Alexandria Districts leave well and are welcomed well.

*\*If I or the incoming SPRC Chair have attended the transitions workshop before, do we need to attend again?*  
Yes, attendance is required of all incoming pastors. It is ideal for the incoming pastor and SPRC chair to attend the same workshop, but is not a requirement.

*\*If I am transitioning within the district or the Bi-District do I need to attend?*  
Yes. Your SPRC chair is also required to attend.

*\*Do I have to attend all three sessions?*  
No. Each transitioning pastor and SPRC chair should plan to attend ONE of these workshops. It is preferable for them to attend the same workshop, but that is not required.

## **New Clergy Orientation** **July 7, 2022 9:00-12:00**

Scheduled in mid-July this orientation is an introduction to the Arlington/Alexandria districts. At this two-hour training we will go over important information and expectations about your new district; provide information about upcoming events, meetings, training, and peer learning groups; and provide you demographic information and training about the community that surrounds your new church home.

*\*If I am already in the Arlington/Alexandria Districts, do I need to attend?*  
Yes, this is a mandatory meeting for all incoming pastors. You will need approval from your incoming DS to not attend.

## **Off-Boarding**

Off boarding is a process clergy are encouraged to participate in when they are transitioning from a church after a long tenure or a season of growth or change in the church. It should take place as soon as the new appointment is announced and requires two meetings to be scheduled, one with the pastor and one with the SPRC.

The 90-minute conversation includes responding to a list of questions. The questions gives both the current pastor and the SPRC a chance to reflect on the season of ministry that is ending. It also provides great insight for the incoming pastor.

This process should conclude **before May 1**. A church that participates in off-boarding will also be expected to participate in onboarding.

*\*How will I know if I need to participate in this process?*  
Your DS will recommend that you and the SPRC participate in this process and Michelle will reach out to you.

## **On-Boarding**

On-Boarding is a process for incoming pastors beginning in a new appointment and is designed to help boost your ministry and leadership by helping you get "on board" sooner rather than later.

On-Boarding typically takes place immediately after the start of your new appointment, and is done over two days, in three blocks of time, about 5 hours total. The experience brings staff and key lay leadership together, with a facilitator who leads them through questions about their hopes, dreams, landmines, sensitive areas, deepest longings for the church and much more. The facilitator will share those recorded responses with you and give you time to formulate your response. Your response is shared when the group is gathered again.

*\*Is this process for any incoming pastor?*  
It is the discretion of the DS if a church participate in the Onboarding process. While highly encouraged, it is not mandatory. The incoming pastor should communicate the desire to participate to their incoming DS.