



**Bishop Sally Dyck  
and the NIC Cabinet**

# **Pastoral Transitions**

**During an Unprecedented Time**

**Session One**

**Saturday, June 6, 2020: 9 am to 10:30 am**



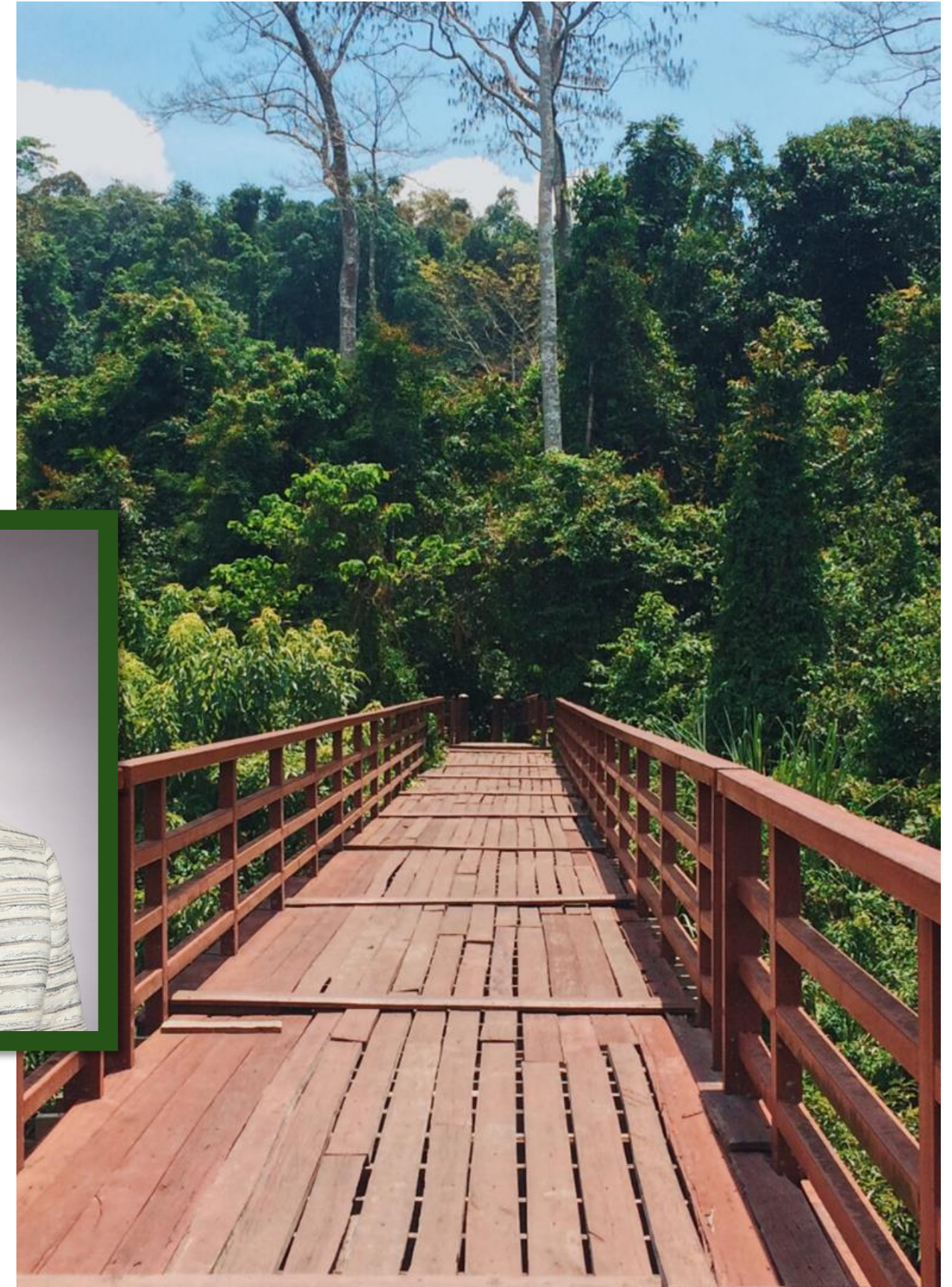
**Northern Illinois Conference**  
OF THE UNITED METHODIST CHURCH



# Welcome Logistics Prayer

**Rev. Arlene Christopherson**

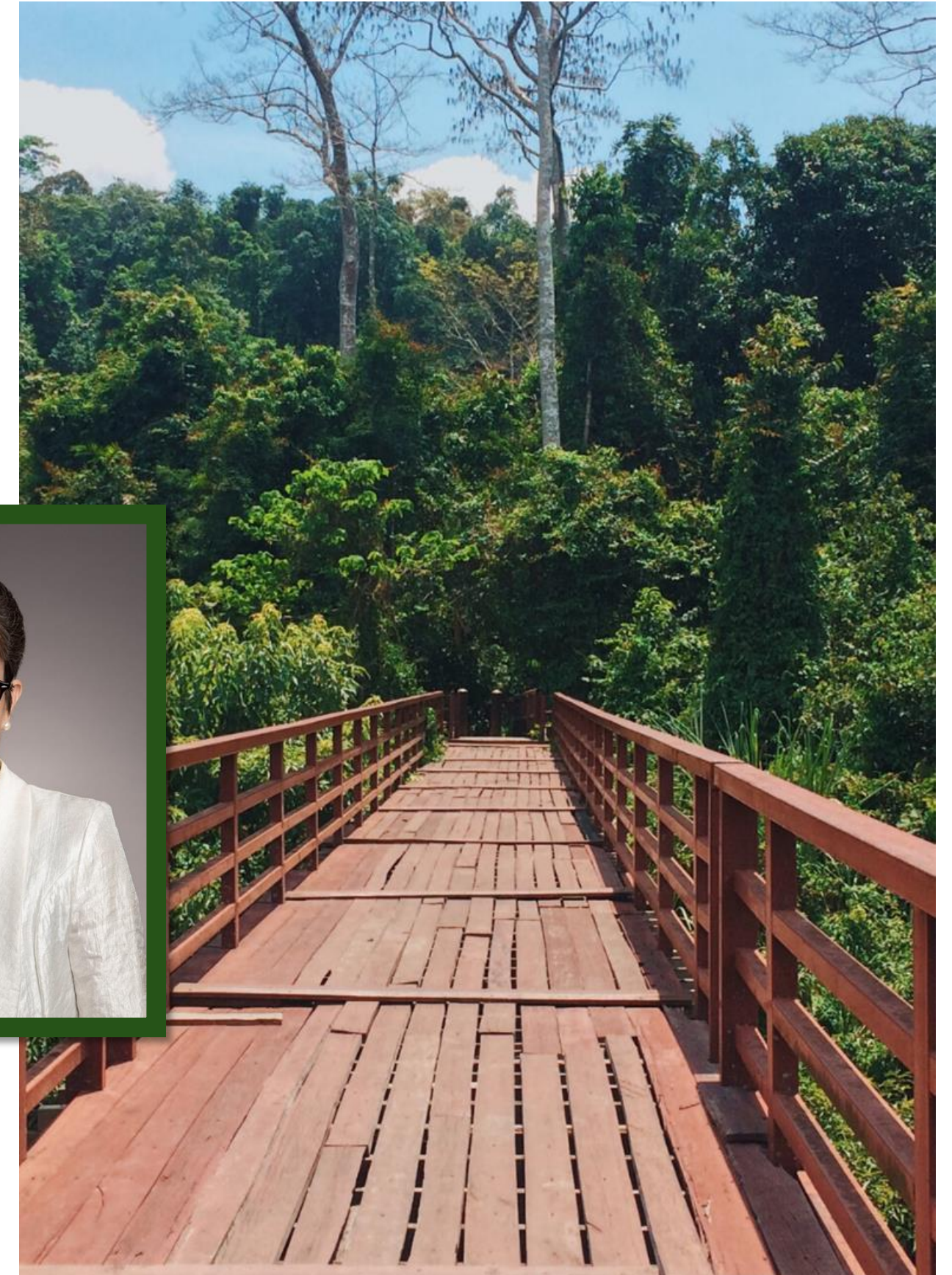
Assistant to the Bishop and  
Director of Connectional Ministries





# Appointment Process

**Bishop Sally Dyck**







# The landscape has changed

This has happened before;  
maybe not in our lifetimes.

”You will receive power when  
the Holy Spirit has come upon  
you, and you will be my  
witnesses in Jerusalem, in all  
Judea and Samaria, and to the  
end of the earth.” Acts 1:8 (CEB)

**NO LONGER CHANGE AGENTS,  
BUT FIRST RESPONDERS TO  
CHANGE!**



**ACKNOWLEDGE** the change itself

Find **ASSURANCE** in whatever is familiar!

**ASSESS** your new context, especially in the transition of pastors

- What can you do?
- What can you do in a new way?
- How to reach new, more, and younger people?
- **Assess, assess, assess** with a spirit of “can do”!



**The  
landscape  
has  
changed**





# Some things haven't changed

**New appointments: clergy leaving and coming (mostly) effective July 1.**

**Clergy and their families moving into (mostly) parsonages.**

***Nothing says “welcome” like making sure the parsonage is ready!***

**New pastors need to get acquainted with the congregation and community.**

***Meet and greet!***



**New pastor needs to reach out to  
the community**

**Need generous abundance**



**Some  
things  
haven't  
changed**





# How to say goodbye; How to welcome

**Rev. Jacques Conway**  
Chicago Southern District Superintendent

**Rev. Darneather Murph-Heath**  
Elgin District Superintendent



# **Preparing to say goodbye**

- **Prepare a video of members saying “goodbye” and “thank you”**
- **Pastor upload a farewell video message to congregation**
- **Create a scrapbook of important events in the life of the outgoing pastor**
- **Gift cards to restaurants in the outgoing pastor’s new community**





# **Preparing to say goodbye (continued)**

- **Postpone the farewell celebration for a later date with the approval of the incoming pastor**
- **Pastor make lots of phone calls or Zoom calls for personal goodbyes**
- **Small group/committee Zoom meetings**
- **Can have the “Order of Farewell to the Pastor” via Zoom**





# **Preparing to say goodbye (continued)**

- **Have a goodbye Zoom party with the congregation**
- **Collect a love offering**
- **Congregation can prepare for the incoming pastor with the help of the outgoing pastor**





- Invite congregation to write and send cards of welcome and encouragement
- Collect welcome videos from church families with words of welcome
- Place a sign of welcome in the front yard of the parsonage
- Have some flowers delivered on Move-In day

# Preparing to say hello to the incoming pastor

*Welcome*





- Have a catered meal delivered
- Provide a packet with community information available in new office
- Send a press release about the arrival of the new pastor
- Utilize Zoom meetings to make introductions to committees and get to know the pastor and family until on-site worship and meetings are available

**Preparing to say  
hello to the  
incoming pastor**  
(continued)

*Welcome*



# **Preparing to say hello to the incoming pastor**

**(continued)**

- **Plan for a welcome worship service when it is available**
- **Make sure a photo directory is on hand for the new pastor**
- **Attach balloons or signs of welcome at the front door**

A brown, textured doormat with the word "Welcome" written in a dark, cursive font. The mat is placed on a light-colored wooden floor. In the background, there is a red wall and a green fern plant.

*Welcome*



Ideas \* concerns \* thoughts

# Discussion in Small Groups

PASTORAL TRANSITIONS







# Cultural Awareness

**Rev. Fabiola Grandon-Mayer**  
Rockford District Superintendent

**Rev. Brian Gibert**  
DeKalb District Superintendent



# Cultural Awareness



[VIDEO](#)



The background of the slide is a collage of crumpled brown paper in various shades of tan, beige, and light brown, creating a textured, layered effect.

# **What is Cultural Awareness?**

- **Understanding that there ARE cultural differences**
- **Understanding your own culture (not understanding every culture)**
- **Being mindful of cultural interactions between you and others**



# **What is Cultural Awareness?**

**(continued)**

- **Culture includes nationality, language, religion, race, ethnicity, sexual orientation, gender identity, age, profession, education, and more**
- **Culture defines us**
- **Cultural identity provides rules, expectations, and tendencies that influence human behavior**



# **Why is Cultural Awareness Important in Ministry?**

- **We believe in a God of all cultures; whose gospel works in every culture and who can be served in any culture**
- **We believe in Christ, who came to save people from every culture**
- **We believe in the church—the people of God—which includes people from every culture.**





# **Why is Cultural Awareness Important in Ministry? (continued)**

- **Jesus told his followers to make disciples of all nations, and that people from every nation and every language will worship Him**
- **Growing in cultural awareness and cultural adaptability is essential to Christian ministry**



# Cultural Awareness



## Mapping Your Cultural Orientation

Based on research by Edward Hall, Geert Hofstede and Aperian Global.  
Compiled by Natalia Dyba, [natalia.dyba@outlook.com](mailto:natalia.dyba@outlook.com)



**Individuals demonstrate a wide range of values and preferences across a variety of cultural dimensions. Map your own cultural orientation by placing an X at the spot that most accurately reflects your values on each continuum below. Remember that a continuum represents an infinite number of possibilities between the two opposing ends. There are no right or wrong answers.**

<b>Monochronic</b> I like to be on time and expect the same of others.	<b>Polychronic</b> What happens is more important than when it starts and ends.
<b>Low Context</b> When rules are presented, I prefer that every detail is spelled out clearly.	<b>High Context</b> Some rules are understood by everyone so it's not necessary to spell everything out.
<b>Individualistic</b> I prefer to work independently and be recognized individually.	<b>Collectivistic</b> I prefer to work as part of a group and think it's better when individuals are not singled out.
<b>Egalitarian</b> All people should be treated the same, no matter what their position is.	<b>Hierarchical</b> People should be treated differently depending on their title, position, rank.





## Reflection

- **How does your cultural orientation map help you in your life?**
- **How does your cultural orientation map hold you back in your life?**
- **How is your cultural orientation map similar or different from your peers'?**
- **Which traits are difficult for you to deal with in other people?**

### Task Focused

When working on a project I prefer to focus on getting the job done and become impatient with socializing.

### Relationship Focused

When working on a project I value time spent in building relationships and work better with people when I get to know them

### Surfacing Differences

I directly address differences when there is an issue so that the problem can be solved quickly.

### Maintaining Harmony

I prefer to deal with differences indirectly, behind the scenes, to avoid causing upset.

### Emotionally Restrained

It's better to keep emotions private.

### Emotionally Expressive

It's better to express emotions openly.

### Being

I derive more of my identity from who I am and who my family is.

### Doing

I derive more of my identity from what I do; schoolwork, activities.







# **Small Group Discussion**

- **Write your Name and Church with your non-dominant hand. Share with the group how did you feel doing it.**
- **Share your favorite food from growing up, your favorite as you have grown and experienced new tastes, and a powerful experience of culture and food for you.**





# **Small Group Discussion (continued)**

- **What are your experiences of awkwardness or disorientation that have awakened greater understanding of other cultures?**
- **How have you grown to embrace cultural diversity?**



# Closing

**Rev. Arlene Christopherson**

Assistant to the Bishop and  
Director of Connectional Ministries

