MAKING THE ANNOUNCEMENT

When a pastoral appointment is finally confirmed, you will be greatly relieved and enormously happy. In fact, you and your fellow PRC members will want to “go and tell the good news!” WAIT! That’s right. Wait until the PRC, in consultation with your Stationing Elder, establishes a plan for making the announcement.

The plan for making the congregational announcement of a new pastoral appointment must take several items into consideration.

1. Your new pastor’s wishes – Please time your announcement with his announcement to the congregation he currently serves. If he is not currently under appointment to a local church, seek his counsel as to an appropriate date for the announcement.

2. Your church’s schedule of special events – There is a time for everything under the sun – a time to announce the appointment of a new pastor and a time to delay such an announcement. As your PRC discusses the announcement, you will know the right time to make it.

3. The announcer – New pastoral appointments should not be announced by the current pastor. Your PRC should designate a person to make the announcement. This could be your lay delegate or PRC chair.

4. The value of a verbal and written announcement – You may want to follow-up a verbal announcement during worship with a letter sent to every member and active attender. The letter could contain brief biographical information about your new pastor and his family. A family photo would be a nice addition.

After the announcement has been made to your congregation, the pastoral appointment will be posted on the web site of the Evangelical Congregational Church (www.eccenter.com). The Stationing Committee will also prepare for the National Conference delegates a written report of new appointments.

REMEMBER that the appointment is a confidential matter until it is officially announced to your congregation. Thank you for maintaining confidentiality.
909 Moving of Ministers

909.1. Pastors who are moving are expected to get two or more estimates from moving companies of their choice, prior to the start of National Conference. One of the estimates will be initiated by the Moving Coordinator working with a moving company provided by conference.

909.2. Churches shall be granted a moving subsidy as established by National Conference. The subsidy will be given based on the distance of the move. The following shall be used as the schedule for moving expense reimbursement: for intra-state (within the state) moves from 0-40 miles, the allowance will be up to $2500.00; for intra-state moves from 41-200 miles the allowance will be up to $3000.00; for intra-state moves from 201-350 miles, the allowance will be up to $4500.00; and for inter-state (between states) moves, the allowance will be up to $7500.00. If the amount exceeds the National Conference subsidy, the receiving church will be responsible for the remaining balance. Pastors receiving a new assignment shall move within 12 months of the effective date of that assignment. Any move beyond the 12 month period at that assignment shall be at the pastor’s own expense. The moving schedule for retiring pastors shall be the same as stated in this rule. Retired pastors who are assigned a church, without a break in service with the E.C. Church, shall have their move covered as per this rule when they fully retire. The Compensation Committee shall review these amounts annually.

909.2a All moves will be reviewed for possible income tax liability by the regulations included in IRS publication 521 Moving Expenses. In moves that are determined to be taxable, form 1099-MISC will be generated by the E.C. National Conference with the relocated pastor as the recipient on the form 1099-M with total cost of the move included in box 7 (non-employee compensation). This amount becomes taxable income to the relocated pastor. The National Conference will also reimburse the affected pastor up to 25% of the cost of the move to offset Federal, State and Local income taxes, if applicable. The tax payment will also be reported in Box 7 of form 1099-MISC as taxable income.

909.3 Moving estimates should be given to the Moving Coordinator. Estimates will be shared with the Conference Minister so they can be used at the local conference to set the salary and benefits for the incoming pastor.

909.4 A form requesting information and an assessment of the move will be sent to the pastor. The completed form is to be forwarded to the Moving Coordinator.

909.5 Basic insurance coverage is provided by moving companies for intra-state and inter-state moves. The amount of basic coverage varies depending on weight. If a pastor feels that additional insurance is necessary for the move, the additional cost will be the pastor’s responsibility. Also, pastors are responsible to do their own packing. If pastoral families find it necessary to obtain boxes from the moving company, this expense would be paid by National Conference. Some moving companies provide boxes free of charge or will rent boxes at a lesser charge.

909.6. Retiring pastors should move prior to the National Conference or immediately thereafter (see 908.2 for moving subsidy schedule).

909.7. Moves should commence as soon as possible after the National Conference and need to be coordinated with the pastor currently occupying the parsonage, and the Moving Coordinator.
Pastors and churches should do everything possible to expedite the moving schedule. Requests for a move prior to National Conference are to be made through the Conference Minister.

909.8. Problems coordinating moves should be reported to the Moving Coordinator.

909.9 The Bishop shall appoint a Moving Coordinator to oversee the moving schedule and other moving related responsibilities. The Moving Coordinator’s term of office shall be one year, with no term limit.

TAKEN OUT OF THE 2013 NATIONAL CONFERENCE JOURNAL
Moving and the Pastor's Family

A very important part of receiving a new pastor has to do with the pastor's wife and family. It is extremely necessary that the church understand the context that is involved upon the entire family when a move is initiated. It is one thing to match the right pastor to the right church; it is something else to match the right family with the right community. In many cases, the minister becomes involved immediately in his work, yet the wife and children have to begin again when it comes to making friendships, education and new schools, adapting to locating places to shop, doctors, dentists, utilities, and a host of other components that take its toll when a move is made.

A decision to move creates a “trickle-down” effect. Every family that moves suffers or gains from the same experiences. Fortunately, people (especially children) have an incredible ability to cope to new situations. At times, in the Evangelical Congregational system, pastors move because of their unique God-given abilities to meet the responsibilities of a new congregation desire to “fit and flourish” for the Kingdom of God. There are, however, times when a pastor and family move due to negative experiences which have happened within their present ministry. All of this greatly affects the wife and family of the minister. This is when a new congregation is able to minister to the new pastor and family, as well as have the pastor and family minister to them. A change in pastor-congregation connections often brings gifts and abilities to surface which accentuate the ministry and the Kingdom within the life of all involved. Both the pastor and family, as well as the congregation, are then able to thank God for the gifts He has given in this relationship, and for how they will continue to sustain His people in the power spiritual relationships within the Christian fellowship.

Another benefit is increased family identity. Although the family loses the identity it has taken from the community in which it has lived, its internal bonds are strengthened when it enters the new community. The wife of the minister may have more difficulty in coping with the changes of a new pastorate. The case may be that she will have to leave a career and relationships that she has established over the years. Until finding significant relationships occurs, they count heavily on the presence of other family members to be their companions. And together they discover as a family that they are more adaptable and flexible than they had thought. Much of course depends on the family's values; it depends on the quality of family life; it depends on what must be given up and what may be acquired. Then, of course, there's simply the drudgery of having to pack and unpack everything, setting up a new household, and finding a new place of employment (if the wife desires to work outside of the home).

The ramifications of leaving a pastorate should not be denied or minimized. Both the congregation and the pastoral family should look forward to seeing what God has in store for the coming years, and welcome one another with the love of Jesus Christ Himself.
MAKING A HEALTHY PASTORAL TRANSITION

The Evangelical Congregational Church is committed to raising up healthy churches, and that applies to you as you prepare to welcome your new pastor. To help you “welcome him well”, we annually offer a “Practicum in Healthy Ministry Transition.” This half-day event equips and resources church’s leaders to handle a variety of transitional issues such as your new pastors first service, handling complaints about the inevitable differences between pastors, and addressing the emotions others experience when a pastor leaves. Here is a sample invitation and schedule.

You Are Invited . . .

A Practicum To Achieve
HEALTHY MINISTRY TRANSITIONS

Saturday, April 26, 2008 ~ 9:00 a.m. – 1:30 p.m.

The HealthCare Center
Stoneridge Campus of the E.C. Retirement Village
Myerstown, Pennsylvania

Pastoral Relations Committee Members

As you anticipate the transition in ministry at your church beginning July 1, 2008, please PLAN TO ATTEND this important orientation. Churches anticipating the arrival of a new pastor should have a minimum of 2-4 PRC members participate in this ministry-training event. Funded by our National Conference, THERE IS NO COST TO ATTENDEES. However, it is necessary to REGISTER THE NUMBER ATTENDING from your church by calling or e-mailing JODI at the E.C. Church Center at 1-800-866-7581 or jearhart@eccenter.com.

REGISTRATION DEADLINE: Wednesday, April 9, 2008 at 3:00 p.m.

We are grateful to our denominational leaders for their vision of encouraging our local churches to be effective instruments of ministry in our world, as we seek to share the life and love of Christ with all who need Him. Questions about this Practicum in Healthy Ministry Transition can be addressed to Facilitator Greg Dimick at 717-768-3874.

Please use the main entrance by the clock tower when you arrive at Stoneridge. Once inside the doors, you will see signs directing you where you should go to register.

(Agenda is on the back!)
AGENDA FOR MINISTRY TRANSITION PRACTICUM

Saturday, April 26, 2008, 9:00 a.m. to 1:30 p.m.

The HealthCare Center
Stoneridge Campus of the E.C. Retirement Village
Myerstown, Pennsylvania

8:40 a.m.  Continental Breakfast Welcome (Sign-In at Registration Table)

9:00 a.m.  Worship  – Bruce and Gloria Hill

9:30 a.m.  Plenary Session - Rev. Bruce Wagner
“Unpacking The Emotional Baggage” with focus on the range of emotional responses to pastoral leadership change, and how we begin to address these concerns for Pastors and people.

10:15 a.m. and 11:15 a.m.  2 Time – Segments of Elective Workshops

1.  Planning An Installation Service  The Rev. Greg Dimick
Exploring the opportunity to welcome and install your new Pastor.

2.  Serving Your New Pastoral Family  Mrs. Roberta Dimick
Guidance on meeting the practical needs of your new Pastoral family.

3.  “Pastor ______ Never Did It That Way!”  The Rev. Frederick G. Moury
Thoughts on helping Lay Delegates and PRC Chairs constructively deal with complaints/grievances before conflict flares.

12:10 p.m.  Wrap–up Session: Prepare through PRAYER  The Rev. Greg Dimick
Focus on effective prayer for YOUR healthy ministry transition.

12:45 p.m.  Buffet Fellowship Luncheon (Stoneridge Dining Hall)