

District Superintendent to Incoming Pastor
Suggested Talking Points for Initial Phone Call

District Superintendents are encouraged to include the following talking points in the initial phone call offering a pastor a Cross Racial/Cross Cultural appointment.

- 1) Share the cultural context of the new appointment. Know the community where the pastor will serve and be ready to communicate information about both the church and the community. Be ready to share information about food, services, culture in the area.
- 2) Clearly communicate to the pastor that an equitable salary and benefits are being offered. Be specific in sharing what benefits are part of the package: standard expense account, parsonage, utilities, cell phone, computer, moving expenses, etc. (depending on whether full or part time). Assure the pastor that he/she will not have to work out these benefits with the church on their own. The D.S. will include these specifics in the Statement of Understanding so that the SPRC has full knowledge of all expected benefits.
- 3) If the pastor will live in a parsonage, provide a first-hand account of the parsonage. This helps to assure the pastor that an adequate home is being provided for his/her family.
- 4) Let the pastor know that the D.S. will be a vocal advocate for the pastor. The new pastor needs to hear authentic verbal support as he/she accepts the appointment.
- 5) Let the pastor know that a support network will be created for the pastor as he/she begins the new appointment. An informal mentor (someone who is culturally aware) may be designated if the pastor and D.S. agree.
- 6) Honesty about the new appointment is the best approach. The pastor needs to know both the joys and concerns about the appointment.
- 7) Remind the pastor about the confidentiality of the meeting. Ask the pastor not to share the announcement until it is properly announced on the designated Sunday.
- 8) If the pastor wishes to look around the church and the community before the take-in meeting, be very cautious. Do not engage in the community.