Susquehanna Conference
The United Methodist Church

On-Boarding a New Pastor

This is how we begin new appointments well.

On-Boarding is a guided conversation provided by the Conference for *every full-time pastoral appointment*. It creates clarity, trust, and shared direction at the very start of ministry together.

Why the Conference includes it:

- Helps surface what matters most - early
- Builds trust with key ministry leaders
- Reduces assumptions and unnecessary frustration

How it works

Transitions invite questions.
On-Boarding replaces guesswork with structured conversation that clarifies expectations and shared values.

What it builds

Pastors and leaders:

- Share hopes and concerns
- Clarify priorities and next steps
- Commit to a shared future

The Result: a strong foundation for collaborative ministry from day one.

" ...a deeply meaningful experience and I am grateful the conference provided this opportunity. This experience helped the staff and church leaders get to know me as the pastor, answer questions they might have and for me to ask questions of them." - Rev. Mindi Gochnaur

"The questions [the onboarding facilitator] asked created an environment where a lot of really beneficial information was shared with me about the church, their history, and where they are hoping to go in the future." - Pastor David Carter

"The Leadership Team and my relationship with them was moved forward by at least six months. Whenever another pastor asks about this process I highly recommend it." - Pastor Gary Allshouse

What happens next

- A trained On-Boarding facilitator connects with the incoming pastor
- The session is scheduled with church leaders between May and August

To Learn More go to: susumc.org/pastoraltransitions