

# Interim Ministry Resources

## Chapter 1 Interview

Contents 1

Introduction 2

Reflections and Resources(1)

#	Page	Topic
1)	5	Agassiz and the Fish by a student
2)	6	Gaining information and insight
3)	7	Theological praxis
4)	9	Practical theology
5)	12	Presenting situations become learning occasions
6)	13	One beggar telling another beggar
7)	13	Brief is better
8)	16	The Diary of a Country Priest
9)	17	Pointing <i>out</i> and pointing <i>to</i>
10)	18	Seminary can't do everything...
11)	19	There is no way I could have anticipated...
12)	21	What keeps you going?
13)	22	Three types of interims: sustaining, energizing, intervening
14)	29	Variations in models of interim ministry
15)	38	Preparation for interview
16)	40	Interview
17)	41	Manage expectations
18)	41	To consent or not
19)	41	Following the consent of the appointment
20)	43	Bulletin and newsletter announcements
21)	44	Continuous employment
22)	44	Proposed Letter of Agreement for Interim Pastoral Ministry
23)	48	Addendum to Letter of Agreement for Interim Pastoral Ministry
24)	49	Conversations with synod staff about possible assignments
25)	49	An assignment, not a gig
26)	49	No Guitar, Not Right Fit
27)	49	Moving for me is a process and not an event
28)	50	Re-upping at age 65

# Introduction

Biblical Models of Interim Ministry Rev. Robert J. Voyle

These two stories capture some of the essence of interim ministry. It is a time of calling a people to leave behind the knownness of the past, which may be secure or in turmoil, to examine who they are and the direction they are going, and to prepare for the future. **Like John the Baptist interim clergy need to assist in the transition of leadership rather than establish themselves as leaders.**

<http://www.clergyleadership.com/tm-resources/aim-articles.cfm> Biblical Models of Interim Ministry

<http://www.clergyleadership.com/tm-resources/aim-articles.cfm#biblical>

[Images for Biblical Models of Interim Ministry Rev. Robert J. Voyle](#)

[PDF]Evangelical Lutheran Church in America\2017 Roster Manual\Manual of Policies and Procedures for Management of the Rosters of the Evangelical Lutheran Church in America

**\*C9.07.** During the period of service, an interim pastor shall have the rights and duties in the congregation of a regularly called pastor and may delegate the same in part to a supply pastor with the consent of the bishop of the synod and this congregation or Congregation Council. The interim pastor and any rostered minister providing assistance shall refrain from exerting influence in the selection of a pastor. Unless previously agreed upon by the Synod Council, an interim pastor is not available for a regular call to the congregation served.

## 1) Congregations in transition

- a) Because of the importance of the ministry of Word and Sacrament, the ELCA seeks to ensure appropriate pastoral leadership for congregations during a time of pastoral vacancy. Interim ministry is provided by synods during the time of transition following the completion of service by the congregation's former pastor and prior to the calling of a new pastor. This is also provided for in a congregation served by a multiple staff when a congregation's senior pastor leaves, or when an associate pastor or other pastoral staff leaves. The interim period is thus a time in which pastoral care is arranged for a congregation by the synod as the congregation moves through a process of self-study and change toward new pastoral leadership.
- b) The synod bishop arranges for the congregation to receive Word and Sacrament leadership during the period prior to the regular calling of a pastor through the appointment of an interim pastor.
- c) A congregation in a situation of significant concerns and stress related to a pastoral transition may benefit from the leadership of an experienced and trained interim pastor. Situations in which this is particularly appropriate include the transition following a long pastorate, a congregation facing new mission opportunities and/or a changed context for ministry, a transition following the resignation of a pastor related to disciplinary action by the synod, or a transition marked by significant discord or upheaval within a congregation.

## 2) Appointed or called interim ministry

- a) An interim pastor may either be appointed by the synod bishop or may serve under a term call extended by the Synod Council. (See bylaw 7.41.01.c. above.)
  - i. Calls to interim ministry may not be extended by a congregation.
  - ii. A pastor serving either under appointment by the bishop or under a term letter of call normally serves the congregation in a contracted and compensated arrangement.
- b) Unless previously agreed to by the Synod Council, an interim pastor is not available for a regular call to the congregation served during this time of transition and shall refrain from exerting influence in the selection of a pastor (\*C9.07. in the Model Constitution for Congregations).

## 3) Guidelines for called interim pastoral ministry

- a) Initial issuance of a call to interim ministry by the Synod Council shall be upon the recommendation of the synod bishop.
- b) A called interim pastor shall serve under contract with a congregation, providing a minimum of 15 hours per week to the congregation and be compensated in accordance with synod guidelines. The initial interim ministry agreement with a congregation may be reviewed by the bishop or synod staff prior to the acceptance of the contractual arrangement by the interim pastor.
  - i. A call to interim ministry shall be primarily for the benefit of the congregation served, not for the status of the minister of Word and Sacrament.
  - ii. Such a call is issued by the Synod Council and may be either a term call to a specific congregation or a term call to interim ministry in the synod.
- c) Prior to being eligible for a call to interim ministry, the pastor shall normally receive appropriate training for interim ministry. The appropriate churchwide unit will review interim ministry training programs and serve as consultant to synods in evaluating such programs.
- d) Only pastors who have served in a regular called congregational ministry for a minimum of three years are eligible to serve in a called interim ministry.
- e) In issuing a call to interim ministry, the synod assumes no responsibility for guaranteeing continuous employment, compensation, or benefits for the pastor under call (ELCA churchwide constitutional provision 7.43.).
  - i. Compensation and benefits are normally provided entirely by the congregation or ministry setting being served. Where possible, continuation of the ELCA Pension and Other Benefits Program will be advocated by the synod.
  - ii. It is explicitly understood that the synod is the calling body and not the employer of record at any time during the service of an interim pastor under call from the Synod Council.
- f) Calls to interim service within a synod may be issued for a one-year to three-year term of service, with an annual review by the Synod Council or its designated committee.

- i. If a pastor under a term call to interim ministry has not served in a congregation during the preceding 12 months, however, the call shall be terminated by the Synod Council.
- ii. A term letter of call issued by the Synod Council may also be coterminous with the duration of service within the congregation served (ELCA churchwide constitutional provision 7.43.).
- iii. The term call may be terminated by action of the Synod Council.

4) Guidelines for appointed interim ministry

- a) An appointed interim pastor is authorized to provide Word and Sacrament ministry to a congregation by the synod bishop with the concurrence of the Congregation Council or congregation.
  - i. The interim pastor assumes the rights and duties in the congregation of a regularly called pastor.
  - ii. The appointed interim pastor may delegate the same in part to an interim supply pastor with the consent of the synod bishop (§14.17. in the Constitution for Synods).
- b) A retired pastor or pastor on leave from call who serves an interim ministry is recommended by the bishop and signs an interim ministry agreement with the congregation which provides for the compensation, benefits, and the specific goals and expectations related to the period of interim ministry.

[http://download.elca.org/ELCA%20Resource%20Repository/Policies\\_Procedures\\_Roster\\_Mgmt.pdf](http://download.elca.org/ELCA%20Resource%20Repository/Policies_Procedures_Roster_Mgmt.pdf)  
[Images for ELCA Policies Procedures Roster Mgmt](#)

Page 24

Intentional Interim Ministry

**Intentional interim ministry is a specialized ministry in the church.** In addition to acting as a bridge between called pastors, covering the typical tasks of ministry, interim pastors also lead the congregation through an extensive process of reflection and planning for the future mission of the congregation. Interim pastors don't bring a preset mission for the congregation to adopt. They work to draw out the gifts and strengths of the congregation in order for the people to see what God is calling them to be about.

Call Process Booklet EDITED - Northwest Synod of Wisconsin

[http://www.nwswi.org/webfiles/fnitools/documents/call\\_process\\_rev11.17.09smaller.pdf](http://www.nwswi.org/webfiles/fnitools/documents/call_process_rev11.17.09smaller.pdf)

Page 52

Call Process Booklet - Yumpu

<https://www.yumpu.com/en/document/view/53432941/call-process-booklet>

[Images for Intentional interim ministry specialized ministry in the church](#)

[DOC]Model Constitution for Congregations 2019 - ELCA Resource Repository

**Chapter 9.**

**ROSTERED MINISTER**

**\*C9.07.** During the period of service, an **interim pastor** shall have the rights and duties in the congregation of a regularly called pastor and may delegate the same in part to a supply pastor with the consent of the bishop of the synod and this congregation or Congregation Council. The interim pastor and any rostered minister providing assistance shall refrain from exerting influence in the selection of a pastor. Unless previously agreed upon by the Synod Council, an interim pastor is not available for a regular call to the congregation served.

[https://download.elca.org/ELCA Resource Repository Model Constitution](https://download.elca.org/ELCA%20Resource%20Repository/Model%20Constitution.pdf)

<http://www.elca.org/Resources/Office-of-the-Secretary>

[Images for Images for Model Constitution for Congregations 2019 - ELCA Chapter 9. ROSTERED MINISTER interim pastor](#)

PRAYER FOR THE INTERIM TIME

O God, you have called your servants to ventures of which we cannot see the ending, by paths as yet untrodden, through perils unknown. Give us faith to go out with good courage, not knowing where we go, but only that your hand is leading us and your love supporting us; through Jesus Christ our Lord. Amen.

*Public Domain*

[PDF]Rethinking Transitional Ministry by Norman B. Bendroth - Amazon Web Services

Interim Sages

In a paper delivered to a meeting of the Interim Ministry Consortium of the PC(USA), David Sawyer averred that interim ministers do not fit the traditional "munus triplex" model of ministry based on the threefold offices of Christ: prophetic, priestly, and royal. Rather, he says, **we must see the interim minister primarily as that of a sage—one who is gifted with wise discernment to guide family and community in dreaming and interpreting dreams. Walter Brueggemann calls the sages in the Hebrew Scriptures "the practical theologians of the Bible."** They were not installed in an institutional or maintenance role. They were more like coaches and advisers to the community and, as the wisdom literature shows, drew images from the warp and woof of God's creation. They recognized the contradictions and contingencies of life, and they experienced God through deep mystical experiences, often beyond the bounds of the Law and the Temple.



[http://macucc.s3.amazonaws.com/71BBE2C7B9B049B0883D51809D9A1E82\\_Rethinking%20Transitional%20Ministry.pdf](http://macucc.s3.amazonaws.com/71BBE2C7B9B049B0883D51809D9A1E82_Rethinking%20Transitional%20Ministry.pdf)

[Images for interim minister primarily as that of a sage](#)

<https://alban.org/archive/rethinking-interim-ministry/>  
<https://alban.org/2015/03/06/norman-bendroth-transitional-ministry-today/>  
<https://alban.org/archive/whither-interim-ministry/>  
<https://books.google.com/books?isbn=1566997518> Chapter One Whither Transitional Ministry by Norman B. Bendroth  
<https://rowman.com/ISBN/9781566997669/Transitional-Ministry-Today-Successful-Strategies-for-Churches-and-Pastors>

Topic: Agreements and Contracting

Café Host: Rev. Arlen Vernava

Join Arlen and others to discuss the basics of contracting and what to know before you start negotiating. Dialogue on how to create the best ministry agreement/contract that clearly outlines the responsibilities of both parties, get what is important for you as well as how to sell the best YOU!



Topic: Approaching Your First Interim

Café Host: Rev. John Keydel

In both theory and practice, Intentional Interim Ministry isn't about delivering the perfect solution, it is about being a living model of an Action/Reflect approach to congregational learning and empowerment. Join the conversation with John and others to reflect on our learning experiences, as well as an opportunity to identify things which went really well!



Virtual CAFÉ | IMN - Interim Ministry Network

<https://imnedu.org/virtual-cafe/>

[Images for Topic: Agreements and Contracting for Interim Ministry](#)

[PDF]Walking Together through the Transition Process - Florida-Bahamas Synod

The Old Testament gives us a helpful example of transition in scripture in the story of the Exodus of the Israelites from slavery in Egypt to go to the Promised Land of Canaan. The Exodus was the Ending. The Wilderness Experience as the Transition, the Time in Between. And the Promised Land was the New Beginning. From these stories we learn that the promised new beginning is always filled with hope that aids transitions for the people of God.

We also learn from the Wilderness story that in God's hands, transitions can be Transformational. The Wilderness experience was a time of re-forming as a people of God (Ex. 6:7). It was a time for faith renewal and learning to trust God (Num. 14:20f). It was also a time of testing of that faith (Ex. 20:20). The Israelites came out of that wilderness strengthened as God's people.

It wasn't always easy however. The experience of the Wilderness for some included: frustration and dissatisfaction (Ex. 15:24), complaining (Ex. 17:3), uncertainty about the future (Num. 14:1-4), disillusionment with leaders (Ex. 16:2), even desires to "go back (Num. 14:4). That can occur for God's people in transition even today.

But this was also true: At every turn in the Wilderness, God addressed the needs of his people (Ex. 15:25, 16:5, 17:6). Following and trusting God got them through the uncertainty of the Wilderness to the Promised Land (the New Beginning). So, it is that "during the transition period, a congregation can reflect, renew, grow and learn about itself. Rather than simply a time to put everything on hold, or maintain the 'status quo', the transition time is an opportunity for the congregation and interim pastor to do many things in preparation for the start of a new pastor's ministry" (Section 2, Page 2).

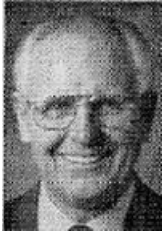
<http://www.fbsynod.com/wp-content/uploads/2016/01/TMSections-1-2-The-Interim-and-Discernment-Period.pdf> Section 1: Resource A  
Page 1 of 2

[Images for Walking Together through the Congregation Transition Process](#)

## Reflections and Resources

### 1) Agassiz and the Fish by a student

I remember my Introduction to Bible class with Rev. Clifton Luther Bruland as a freshman at Waldorf College, Forest City, Iowa, in 1971 like it was yesterday. First, he demonstrated passion for the study of the Bible and for his students. Second, one of the first things he had us do was read the story of *Agassiz and the Fish*. I wondered at the time what this had to do with the study of the Bible, but I quickly apprehended he wanted us to learn the inductive method of Bible study. In other words, he wanted us to learn how to learn. This approach to Bible study, in particular, and pastoral ministry, in general, has served me well down through the decades. While I deeply appreciate all the education I received through the years from various institutions and training programs and events, I learned I was responsible for my learning. In 1971, I was not that far removed from "The numerical height of mainline Protestantism in the United States (which) occurred in the year 1965,"<sup>1</sup> so talk of PostChristianity did not characterize our study at that time, but this inductive way of learning has proven invaluable in this new era.



Rev. Clifton Luther Bruland

[http://globegazette.com/brittnewsribune/news/local/obituaries/rev-clifton-bruland/article\\_c554ddb2-a6d8-547c-86eb-208e53d0be45.html](http://globegazette.com/brittnewsribune/news/local/obituaries/rev-clifton-bruland/article_c554ddb2-a6d8-547c-86eb-208e53d0be45.html)

[Images for Rev. Clifton Luther Bruland](#)

### Resources

#### Agassiz and the Fish | TGC

Do you know the story of "Agassiz and the Fish"? It's a powerful lesson on the necessity of painstaking observation—staring at and studying the reality before our eyes—especially if you apply it to the idea of studying the word of God.

<http://blogs.thegospelcoalition.org/justintaylor/2009/11/16/agassiz-and-the-fish/>

[Images for agassiz and the fish](#)

#### Being the Church Today - Alban Institute

The numerical height of mainline Protestantism in the United States occurred in the year 1965.<sup>1</sup> That was the year that the largest percentages of American people affiliated with and attended church. More Americans were going to church than at any other time in U.S. history.

#### Alban at Duke Divinity School » Being the Church Today - Alban Institute

<https://alban.org/archive/being-the-church-today/>

<http://www.amazon.com/Healthy-Esteem-Ministry-Membership-Church/dp/0881773727>

Page 10

#### How to Study Inductively - inductivebible.net

When you have made the decision that you are ready to begin studying the Bible, you must begin preparing your tools. In Inductive Bible study, the object of study will be the Bible, or rather smaller portions of it. So, the tools you will need will be a Bible, a pencil and paper, and your "two eyes".

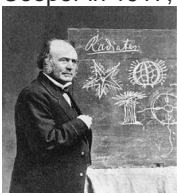
One of the best ways to learn how to use the inductive method(s) is to read the following article, [The Student, The Fish and Agassiz](#).

<http://www.inductivebible.net/what-is-inductive-bible-study/how-to-study-inductively/>

[Images for Study Inductively](#)

#### Louis Agassiz - Wikipedia

Within his lifetime, Agassiz had developed a reputation for a particularly demanding teaching style. He would allegedly "lock a student up in a room full of turtle-shells, or lobster-shells, or oyster-shells, without a book or a word to help him, and not let him out till he had discovered all the truths which the objects contained."<sup>[18]</sup> Two of Agassiz's most prominent students detailed their personal experiences under his tutelage, [Samuel Hubbard Scudder](#) in a short magazine article for [Every Saturday](#)<sup>[19]</sup> and [Nathaniel Southgate Shaler](#) in his *Autobiography*.<sup>[20]</sup> These and other recollections were collected and published by Lane Cooper in 1917,<sup>[21]</sup> which Ezra Pound was to draw on for his anecdote of [Agassiz and the sunfish](#).<sup>[22]</sup>



[https://en.wikipedia.org/wiki/Louis\\_Agassiz](https://en.wikipedia.org/wiki/Louis_Agassiz)  
[Images for Louis Agassiz](#)

### The Student, the Fish, and Agassiz

The following is a classic account of the importance of first-hand observation, and careful, intense, focused study.

<http://people.bethel.edu/~dhoward/resources/Agassizfish/Agassizfish.htm>

[Images for Student, the Fish, and Agassiz](#)

<https://www.youtube.com/watch?v=ye-OLWUH4O4> Observation.mov - YouTube

## 2) Gaining information and insight

Rev. Clifton Luther Bruland, whose brother Rev. Osborne Bruland served as the librarian at Waldorf College, also introduced me to *How to Read a Book: The Art of Getting a Liberal Education* by Mortimer Adler. This method of gaining information and insight proved invaluable in writing reflections and compiling resources for this website, and it is hoped that the reader will be able to employ some sort of expeditious method in mining the material.

### Resources

**How to Read a Book: The Classic Guide to Intelligent Reading (A Touchstone book) by Mortimer J. Adler (Author), Charles Van Doren (Author)**

With half a million copies in print, *How to Read a Book* is the best and most successful guide to reading comprehension for the general reader, completely rewritten and updated with new material.

Originally published in 1940, this book is a rare phenomenon, a *living* classic that introduces and elucidates the various levels of reading and how to achieve them—from elementary reading, through systematic skimming and inspectional reading, to speed reading. Readers will learn when and how to “judge a book by its cover,” and also how to X-ray it, read critically, and extract the author’s message from the text.

Also included is instruction in the different techniques that work best for reading particular genres, such as practical books, imaginative literature, plays, poetry, history, science and mathematics, philosophy and social science works.

Finally, the authors offer a recommended reading list and supply reading tests you can use measure your own progress in reading skills, comprehension, and speed.

As poignant and applicable today as it was nearly seventy-five years ago, this beautiful hardcover edition is the perfect way to rediscover *How to Read a Book*, the best and most successful guide to reading comprehension.

<https://www.amazon.com/How-Read-Book-Intelligent-Touchstone/dp/0671212095>

[https://www.goodreads.com/book/show/567610.How\\_to\\_Read\\_a\\_Book](https://www.goodreads.com/book/show/567610.How_to_Read_a_Book)

<http://www.simonandschuster.com/books/How-to-Read-a-Book/Mortimer-J-Adler/9781476790152>

<http://www.cs.scranton.edu/~beidler/intd100a/references/HowToReadABook.pdf>

[https://books.google.com/books/about/How\\_to\\_Read\\_a\\_Book.html?id=Z5PpkQadm5EC](https://books.google.com/books/about/How_to_Read_a_Book.html?id=Z5PpkQadm5EC)

<http://www.willmancini.com/wp-content/uploads/2012/12/Sums-How-to-Read-a-Book.pdf>

<https://www.youtube.com/watch?v=Z7gpk4Zxh8U> How to Read a Book with Mortimer Adler and Charles Van Doren – YouTube

[Images for How to Read a Book with Mortimer Adler and Charles Van Doren - YouTube](#)

<https://www.youtube.com/watch?v=iK3m9amWF5s> Mortimer J Adler – The Great Ideas – YouTube

[https://www.youtube.com/watch?v=6NxLHE\\_fy3A](https://www.youtube.com/watch?v=6NxLHE_fy3A) Mortimer J Adler – Speaks about happiness. – YouTube

<https://www.youtube.com/watch?v=xnMZGEjRwLc> Mortimer Adler – The United States Constitution 1787 – YouTube

[https://www.youtube.com/watch?v=J\\_hiVcc\\_Zwc](https://www.youtube.com/watch?v=J_hiVcc_Zwc) Interview with Mortimer Adler (1959) – YouTube

<https://www.youtube.com/watch?v=d6loYnP21cw> Introduction to Plato’s Apology – Mortimer J. Adler – YouTube

<https://www.youtube.com/watch?v=wW-PeayslSA> <https://www.youtube.com/watch?v=g-5gEIEYOQs> Mortimer J Adler: Intellect Mind Over Matter – YouTube

<https://www.youtube.com/watch?v=IWsy-6yLfFg> Firing Line with William F. Buckley, “Are All Religions Equal?” Guests: Mortimer Adler – YouTube

<http://www.thegreatideas.org/HowToReadABook.htm>

[https://www.thegreatideas.org/adlerbio\\_short.html](https://www.thegreatideas.org/adlerbio_short.html)

<https://nandakishorevarma.wordpress.com/2015/04/25/a-review-of-how-to-read-a-book-by-mortimer-j-adler-and-charles-van-doren/>

<http://jimerwin.com/2014/04/25/how-to-read-a-book-the-classic-guide-to-intelligent-reading-by-mortimer-j-adler-and-charles-van-doren/>

<https://carmenrodriguez.wordpress.com/2013/01/24/how-to-read-a-book-by-mortimer-j-adler-charles-van-doren/>

[https://en.wikipedia.org/wiki/How\\_to\\_Read\\_a\\_Book](https://en.wikipedia.org/wiki/How_to_Read_a_Book)

<https://www.britannica.com/biography/Mortimer-J-Adler>

<https://www.amazon.com/Mortimer-Jerome-Adler/e/B000APO8GC>

[http://www.goodreads.com/author/show/22395.Mortimer\\_J\\_Adler](http://www.goodreads.com/author/show/22395.Mortimer_J_Adler)

[Images for Mortimer J. Adler \(Author\)](#)

[Images for Classic Guide to Intelligent Reading](#)

<https://www.questia.com/library/philosophy/philosophers/mortimer-j-adler>

<http://www.anb.org/articles/20/20-01889.html> American National Biography Online: Adler, Mortimer J.

<http://www.nndb.com/people/593/000089326/> Mortimer J. Adler - NNDB

<http://biography.yourdictionary.com/mortimer-jerome-adler>

<http://www.simonandschuster.com/authors/Mortimer-J-Adler/1082908>

<https://opensearch.azurewebsites.net/?q=mortimer%20adler%20reading%20list>



[https://en.wikipedia.org/wiki/Charles\\_Van\\_Doren](https://en.wikipedia.org/wiki/Charles_Van_Doren)  
<http://www.simonandschuster.com/authors/Charles-Van-Doren/442>  
<https://www.amazon.com/Charles-Van-Doren/e/B00EQCUTOU>  
[http://www.goodreads.com/author/show/244188.Charles\\_Van\\_Doren](http://www.goodreads.com/author/show/244188.Charles_Van_Doren)  
 Images for Charles Van Doren (Author) how to read a book  
 Images for How to Read a Book: The Classic Guide to Intelligent Reading (A Touchstone book) by Mortimer J. Adler (Author), Charles Van Doren (Author)  
[www.simonandschusterpublishing.com/touchstone/](http://www.simonandschusterpublishing.com/touchstone/)  
 Images for touchstone books

### Mortimer J. Adler - Wikipedia

Popular appeal

Adler long strove to bring philosophy to the masses, and some of his works (such as *How to Read a Book*) became popular bestsellers.



Adler while presiding over the Center for the Study of Great Ideas

[https://en.wikipedia.org/wiki/Mortimer\\_J.\\_Adler](https://en.wikipedia.org/wiki/Mortimer_J._Adler)

Images for Mortimer J. Adler

### 3) Theological praxis

I first became exposed to Christian base communities when I traveled to Mexico, Nicaragua, and El Salvador in February 1985 on a travel seminar with the Center for Global Education and Experience - Augsburg College. I wrote about Christian base communities briefly in *Who Will Stand Up for the Family Farm?* page 20 included in this website under Rural Ministry Resources. I wrote more extensively in *Rural Communities: Dying or Being Reborn?* Chapter 4 A Church in Solidarity with the Poor based on a travel seminar to Peru and Bolivia with Lutheran World Relief in April and May of 1989 also included in this website under Rural Ministry Resources. I discovered the difference between Latin American theology and North American theology. The praxis of liberation theology was quite controversial at the time, but in this Post-Christendom age in North America, people of faith are more willing to look at reality from the bottom up rather than the top down.

### Resources

**A Theology of Liberation: History, Politics, and Salvation by Gustavo Gutierrez (Author), Caridad Inda (Translator), John Eagleson (Translator)**

This is the credo and seminal text of the movement which was later characterized as liberation theology. The book burst upon the scene in the early seventies and was swiftly acknowledged as a pioneering and prophetic approach to theology which famously made an option for the poor, placing the exploited, the alienated, and the economically wretched at the centre of a programme where "the oppressed and maimed and blind and lame" were prioritized at the expense of those who either maintained the status quo or who abused the structures of power for their own ends. This powerful, compassionate and radical book attracted criticism for daring to mix politics and religion in so explicit a manner but was also welcomed by those who had the capacity to see that its agenda was nothing more nor less than to give "good news to the poor" and redeem God's people from bondage.

<https://www.amazon.com/Theology-Liberation-Salvation-Anniversary-Introduction/dp/0883445425>

[https://www.goodreads.com/book/show/824501.A\\_Theology\\_of\\_Liberation](https://www.goodreads.com/book/show/824501.A_Theology_of_Liberation)

<http://liberationtheology.org/people-organizations/gustavo-gutierrez/>

<https://books.google.com/books?isbn=1620329026>

<http://americamagazine.org/issue/420/article/remembering-poor-interview-gustavo-gutierrez>

<https://www.theguardian.com/world/2015/may/11/vatican-new-chapter-liberation-theology-founder-gustavo-gutierrez>

<https://www.ncronline.org/blogs/road-peace/gustavo-gutierrez-and-preferential-option-poor>

<https://www.ncronline.org/news/theology/pope-meets-liberation-theology-pioneer>

<https://theology.nd.edu/people/faculty/gustavo-gutierrez-o-p/>

<https://www.britannica.com/biography/Gustavo-Gutierrez>

<http://www.catholicnewsagency.com/news/fr-gustavo-gutierrez-the-poor-are-the-starting-point-of-liberation-theology-90963/>

<https://cruknow.com/church/2015/05/12/liberation-theology-founder-praises-new-atmosphere-under-pope-francis/>

<https://kingdom1st.wordpress.com/2011/08/01/an-introduction-to-gustavo-gutierrez-and-liberation-theology/>

<https://www.youtube.com/watch?v=pNKyV262KIA> Gustavo Gutierrez on Liberation Theology – YouTube

<https://www.youtube.com/watch?v=8utDwPwnzJs> My Faith Story within the Story of Liberation Theology – YouTube

<https://www.pinterest.com/curtispullin5/liberation-theology/>

<https://www.pinterest.com.au/nickmottershead/liberation-theology/>

<https://www.pinterest.com.au/sunsetostriches/liberation-theology/>

<http://www.encyclopedia.com/philosophy-and-religion/christianity/roman-catholic-and-orthodox-churches-general-terms-and-20>  
[https://en.wikipedia.org/wiki/Gustavo\\_Guti%C3%A9rrez](https://en.wikipedia.org/wiki/Gustavo_Guti%C3%A9rrez)  
<http://www.biography.com/people/gustavo-guti%C3%A9rrez-39197>  
<https://www.britannica.com/biography/Gustavo-Gutierrez>  
<http://wipfandstock.com/author/view/detail/id/8868/>  
<https://www.gotquestions.org/liberation-theology.html>  
<https://www.amazon.com/Gustavo-Guti%C3%A9rrez/e/B001JO7UCM>  
[https://www.goodreads.com/author/list/151379.Gustavo\\_Guti\\_rrez](https://www.goodreads.com/author/list/151379.Gustavo_Guti_rrez)  
[https://www.goodreads.com/author/quotes/151379.Gustavo\\_Guti\\_rrez](https://www.goodreads.com/author/quotes/151379.Gustavo_Guti_rrez)  
[Images for Gustavo Gutierrez \(Author\)](#)  
[Images for A Theology of Liberation by Gustavo Gutierrez \(Author\)](#)

#### Center for Global Education and Experience | Augsburg University

Augsburg College program offering study abroad, short term travel and customized travel programs.

<http://www.augsburg.edu/global/>

[Images for Center for Global Education and and Experience | Augsburg University](#)

#### Christian Base Communities | emerging communities

For many of us Christians in North America, formed in a fragmented culture, habituated to an illusion of self-sufficiency, taught a gospel of individual and more often than not unearthly salvation, the habits of communal living don't necessarily come easily. Hence, lessons gleaned from people on the margins, who are inescapably sensitive to their dependence on God and one another, can be indispensable to our own growth in community.

<http://emerging-communities.com/tag/christian-base-communities/>

[Images for Christian Base Communities | emerging communities](#)

#### Christian base communities - Wikipedia

Christian Base communities are autonomous [religious](#) groups often associated with [Liberation Theology](#). The 1968 [Medellín, Colombia](#) meeting of Latin American Council of Bishops played a major role in popularizing them. Created in both rural and urban areas, the [Christian](#) Base Community, organized often illiterate [peasants](#) and proletarians into self-reliant worshipping communities through the tutelage of a priest or local lay member. Because established Christian parishes with active priests were often miles away and because high level church officials rarely visited even their own parishes these "base communities" were often the only direct exposure to the church for people in rural areas or those for whom a "local" church may be miles away. Thus, the base community was significant in changing popular interpretations of [Roman Catholicism](#) for multiple reasons. Initially, their very structure encouraged discussion and solidarity within the community over submission to church authority and, as their very name suggests, made power seem to flow from the bottom or base upward. The influence of liberation theology meant that discussions within the church were oriented toward material conditions and issues of class interests. Through this process of consciousness raising, evangelization turned into class consciousness.

[https://en.wikipedia.org/wiki/Christian\\_base\\_communities](https://en.wikipedia.org/wiki/Christian_base_communities)

[Images for Christian base communities](#)

#### Christian theological praxis - Wikipedia

Christian theological praxis is a term used by most [liberation theologians](#) to express how the [Gospel](#) of [Jesus Christ](#) is to be lived in the world.

[https://en.wikipedia.org/wiki/Christian\\_theological\\_praxis](https://en.wikipedia.org/wiki/Christian_theological_praxis)

[Images for Christian theological praxis](#)

[https://en.wikipedia.org/wiki/Praxis\\_model](https://en.wikipedia.org/wiki/Praxis_model)

#### Global Gospel: Christianity is Alive and Well in the Southern Hemisphere

A capsule of his findings would include the following facts: Over the past century, Christian populations in the West have either been holding steady or declining, while in Africa, Asia and Latin America – the "global South" in current geopolitical coinage – the numbers have been rising significantly and, in some cases, dramatically. Today there are more Christians living in the global South than in Europe, North America, Russia, and Japan. Roughly two-thirds of all Protestants live outside Europe and North America.

<https://www.religion-online.org/article/global-gospel-christianity-is-alive-and-well-in-the-southern-hemisphere/>

[Images for Global Gospel: Christianity is Alive and Well in the Southern Hemisphere](#)

<https://www.christiancentury.org/article/2002-07/global-gospel>

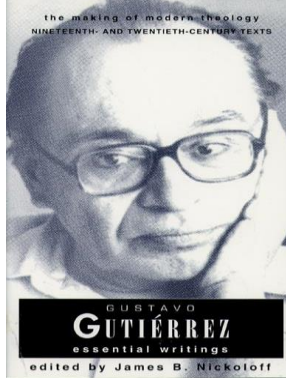
<https://www.christiancentury.org/magazine>

#### Gustavo Gutierrez: Essential Writings Author: James B. Nickoloff (Editor)

This volume concentrates on the key texts and ideas in Gustavo Gutiérrez's thought. It presents the essential Gutiérrez for students and the general reader. In his first anthology of Gutiérrez's massively influential work, James Nickoloff draws from Gutiérrez's many published books and translates some pieces for the first time. Arranged both thematically and chronologically, the Selected Texts highlight not only the revolutionary import of Gutiérrez's theology but also his deep and searching spirituality, his bold view of the church, and his personal challenge to the reader to engage the world's injustices



directly. Nickoloff's expert Introduction explains the development of Gutiérrez's ideas and sheds new light on the Latin American, especially Peruvian, context of his thought.



<http://fortresspress.com/product/gustavo-gutierrez-essential-writings>  
<https://www.amazon.com/Gustavo-Gutierrez-Essential-Writings/dp/1570751013>  
[http://www.goodreads.com/book/show/662211.Gustavo\\_Gutierrez](http://www.goodreads.com/book/show/662211.Gustavo_Gutierrez)  
<https://books.google.com/books?isbn=1451410247>  
[https://books.google.com/books/about/Essential\\_Writings.html?id=J\\_mBYzhd0GsC](https://books.google.com/books/about/Essential_Writings.html?id=J_mBYzhd0GsC)  
<http://liberationtheology.org/people-organizations/gustavo-gutierrez/>  
<http://www.barnesandnoble.com/w/gustavo-gutierrez-gustavo-gutierrez/1112156692>  
<https://www.barry.edu/theology-philosophy/faculty/james-nickoloff.html>  
<http://www.ctu.edu/james-b-nickoloff>  
<http://worldcat.org/identities/lccn-n89616208/>  
<http://fortresspress.com/author/james-b-nickoloff>  
[http://www.goodreads.com/author/show/151377.James\\_B\\_Nickoloff](http://www.goodreads.com/author/show/151377.James_B_Nickoloff)  
[Images for James B. Nickoloff \(Editor\) amazon](#)  
[Images for Gustavo Gutierrez: Essential Writings Author: James B. Nickoloff \(Editor\)](#)

#### Liberation theology - Wikipedia

Liberation theology has been described as "an interpretation of Christian faith out of the experience of the poor...an attempt to read the [Bible](#) and key [Christian doctrines](#) with the eyes of the poor",<sup>[1]</sup> or "the message of the gospels", restored from "the first three centuries [of Christianity in which] it was ... a [pacifist](#) ... religion of the poor".<sup>[2]</sup>

[https://en.wikipedia.org/wiki/Liberation\\_theology](https://en.wikipedia.org/wiki/Liberation_theology)

[Images for Liberation theology](#)

#### Lutheran World Relief

SUSTAINABLE DEVELOPMENT, LASTING PROMISE.

Extends the hand of Christian love to people overcoming poverty and injustice in 50 countries.

<https://lwr.org/>

[Images for Lutheran World Relief](#)

#### Praxis and the Content of Theology in Gustavo Gutiérrez's Theological Methodology: A Comparative Critique

Gustavo Gutiérrez (ATL:12)[1] in his most succinct portrayal of the theological task portrays theology as "critical reflection on historical praxis".

<http://www.quodlibet.net/articles/gillingham-gutierrez.shtml>

[Images for "critical reflection on historical praxis"](#)

#### The Next Christianity - The Atlantic

This sort of alternative social system, which played an enormous role in the earliest days of Christianity, has been a potent means of winning mass support for the most committed religious groups and is likely to grow in importance as the gap between people's needs and government's capacities to fill them becomes wider. Looking at the success of Christianity in the Roman Empire, the historian Peter Brown has written, "The Christian community suddenly came to appeal to men who felt deserted ... Plainly, to be a Christian in 250 brought more protection from one's fellows than to be a *civis Romanus*." Being a member of an active Christian church today may well bring more tangible benefits than being a mere citizen of Nigeria or Peru.

<http://www.theatlantic.com/magazine/archive/2002/10/the-next-christianity/302591/>

[Images for Next Christianity - The Atlantic](#)

#### 4) Practical theology

I attended a keynote lecture by an academic theologian touted for his insightful social analysis who devoted the entire allotted time to meticulous and exhaustive analysis of the topic and, only after the allotted time had expired and attendees anxiously desired to leave the lecture hall for coffee and conversation in the gathering area, offered a few hints about possible future directions. I thought the lecturer would be better suited for teaching the sociology of religion at a public university.

## Resources

**Christian Practical Wisdom: What It Is, Why It Matters** by Dorothy C. Bass (Author), Kathleen A. Cahalan (Author), Bonnie J. Miller-McLemore (Author), Christian Batalden Scharen (Author), James R. Nieman (Author)

In this richly collaborative work, five distinguished scholars examine the oft-neglected embodied practical wisdom that is essential for true theological understanding and faithful Christian living. After first showing *what* Christian practical wisdom is and does in several real-life situations, the authors tell *why* such practical wisdom matters and *how* it operates, exploring reasons behind its decline in both the academy and the church and setting forth constructive cases for its renewal.

<https://www.amazon.com/Christian-Practical-Wisdom-What-Matters/dp/0802868738>

<http://www.barnesandnoble.com/w/christian-practical-wisdom-dorothy-c-bass/1122376735>

<https://www.eerdmans.com/Products/6873/christian-practical-wisdom.aspx>

<https://books.google.com/books?isbn=0802868738>

<http://collegevilleinstitute.org/the-seminars/books-from-the-seminars/christian-practical-wisdom/>

<http://eerdword.com/2016/05/02/five-questions-on-christian-practical-wisdom-parts-1-2/>

<http://englewoodreview.org/the-editors-desk-mark-kurlansky-christian-practical-wisdom-more/>

<http://www.christiancentury.org/article/2016-04/what-congregation-knows>

<http://www.homiletic.net/index.php/homiletic/article/viewFile/4313/2210>

<http://readingreligion.org/books/christian-practical-wisdom>

<https://www.bu.edu/cpt/2016/11/10/aar-reading-religion-book-review-christian-practical-wisdom-what-it-is-why-it-matters/>

[Images for Christian Practical Wisdom: What It Is, Why It Matters by Dorothy C. Bass \(Author\), Kathleen A. Cahalan \(Author\), Bonnie J. Miller-McLemore \(Author\), Christian Batalden Scharen \(Author\), James R. Nieman \(Author\)](#)

## **Formation and Reflection: The Promise of Practical Theology [Lewis S. Mudge]**

Can practical theology be truly practical? The answer is yes. This collection brings together top scholars in the fields of pastoral care, systematic theology, and biblical hermeneutics to offer a coherent practical theology for the pastoral mission of the church. As Christians around the world practice their faith, this important scholarly book highlights the salient struggles in contemporary Christian thought and seeks to bring together the best of the church and academy for the greater good.

<http://www.amazon.com/Formation-Reflection-Promise-Practical-Theology/dp/0800620542>

<http://store.augsburgfortress.org/store/product/1757/Formation-and-Reflection-The-Promise-of-Practical-Theology>

<http://www.resourcingchristianity.org/grant-product/formation-and-reflection-the-promise-of-practical-theology>

<http://www.bloomsbury.com/author/lewis-s-mudge>

<http://www.nccusa.org/news/090916lewmudge.html>

<https://www.amazon.com/Lewis-S.-Mudge/e/B00346J9UE>

[http://www.goodreads.com/author/show/423203.Lewis\\_S\\_Mudge](http://www.goodreads.com/author/show/423203.Lewis_S_Mudge)

[Images for Lewis S. Mudge, author](#)

[Images for Formation and Reflection: The Promise of Practical Theology \[Lewis S. Mudge\]](#)

## **Heart, Mind, and Strength: Theory and Practice for Congregational Leadership [Jeffrey D. Jones Director of Ministry Studies]**

Leadership, observes Jeffrey Jones, is never about you. What happens to you as a leader stems from a vast array of issues and dynamics over which you have little or no control. Leadership, Jones also insists, is always about you – Christ's disciple, part of the system, an individual with your own anxieties and a personal life that shapes both your personhood and your relationships. *Heart, Mind, and Strength* is about dealing with the tension between these two realities. What we know is important. So is who we are--maybe even more so. Of course, admits Jones, no book can tell us everything we need to know about leadership - the "what" of it. And, certainly, no book can shape our personhood - the "who" of leadership. Jones, however, shares both theoretical and practical insights that will inform the "what" and influence the "who" of your leadership in transformative ways. Jones organizes the book around the daily practices of leadership, treating it as both a skill and an art. *Heart, Mind, and Strength* will enhance your practice of ministry by providing well-grounded theory related to the practical concerns you encounter in the daily work of balancing what you know with who you are.

<http://www.amazon.com/Heart-Mind-Strength-Congregational-Leadership/dp/1566993806>

<https://www.goodreads.com/book/show/7736263-heart-mind-and-strength>

<https://rowman.com/ISBN/9781566993807#>

<http://www.lifeandleadership.com/book-summaries/tag/strategic-planning>

<https://alban.org/2015/01/30/jeffrey-d-jones-new-questions-for-a-new-day/>

<https://alban.org/archive/the-what-and-the-who-of-leadership/>

[https://www.goodreads.com/author/list/291726.Jeffrey\\_D\\_Jones](https://www.goodreads.com/author/list/291726.Jeffrey_D_Jones)

[Images for Jeffrey D. Jones Director of Ministry Studies](#)

[Images for Heart, Mind, and Strength: Theory and Practice for Congregational Leadership \[Jeffrey D. Jones Director of Ministry Studies\]](#)

**Opening the Field of Practical Theology: An Introduction** by Kathleen A. Cahalan professor (Editor), Gordon S. Mikoski (Editor), Joyce Ann Mercer (Contributor), Dale P. Andrews(Contributor), Stephen Bevans (Contributor), Tom Beaudoin Fordham University author of Consuming Faith (Contributor), Sally A. Brown(Contributor), Courtney T. Goto (Contributor), Richard Osmer(Contributor), Hosffman Ospino (Contributor), Don C. Richter(Contributor), Andrew Root (Contributor), Katherine Turpin(Contributor), Claire E. Wolffeich (Contributor)

*Opening the Field of Practical Theology* introduces students to practical theology through an examination of fifteen different approaches—ranging from feminist to liberationist, Roman Catholic to evangelical, Asian American to Latino/a. After an introduction to the field of practical theology and its broad range of practice today, the book features chapters written by leading experts in the discipline. Each chapter has an identical structure to facilitate comparison, covering historical context, key features and figures, norms and sources of authority, theory-practice, contexts, interdisciplinary considerations, areas of current and future research, and suggested readings.

*Opening the Field of Practical Theology* is an ideal introduction to the field, highlighting the diverse ways practical theology is engaged today.

<https://www.amazon.com/Opening-Field-Practical-Theology-Introduction/dp/0742561267>

<http://www.goodreads.com/book/show/19105078-opening-the-field-of-practical-theology>

<https://rowman.com/ISBN/9780742561250/Opening-the-Field-of-Practical-Theology-An-Introduction>

<https://books.google.com/books?isbn=14423251X>

[https://books.google.com/books/about/Opening\\_the\\_Field\\_of\\_Practical\\_Theology.html?id=0jhjAwAAQBAJ](https://books.google.com/books/about/Opening_the_Field_of_Practical_Theology.html?id=0jhjAwAAQBAJ)

<http://collegevilleinstitute.org/bearings/practical-theology-part-one/>

<http://collegevilleinstitute.org/bearings/practical-theology-part-two/>

[https://www.goodreads.com/author/show/1383614.Kathleen\\_A\\_Cahalan](https://www.goodreads.com/author/show/1383614.Kathleen_A_Cahalan)

[https://www.goodreads.com/author/show/3285460.Gordon\\_Mikoski](https://www.goodreads.com/author/show/3285460.Gordon_Mikoski)

[Images for Opening the Field of Practical Theology: An Introduction by Kathleen A. Cahalan professor \(Editor\)](#)

### **Pastoral Stress: Sources of Tension: Resources for Transformation [Anthony G. Pappas]**

A superb handbook for every pastor, and a marvelous example of the reflective practice of ministry. Draws upon contemporary and classic sources as it gives you a gift of insight, wisdom, and even humor. An in-depth study of the cost and joy of ministry, valuable not only for clergy, but for pastoral relations committees and judicatory staff as well. A virtual catalogue of models for understanding pastoral stress at the personal, interpersonal, role-related, congregational, and environmental levels. It brings essential insights and suggestions to all who **practice** ministry.

<http://www.amazon.com/Pastoral-Stress-Sources-Resources-Transformation/dp/1566991501>

[http://books.google.com/books/about/Pastoral\\_stress.html?id=sbE4JnmoCQkC](http://books.google.com/books/about/Pastoral_stress.html?id=sbE4JnmoCQkC)

[http://www.judsonpress.com/author.cfm?author\\_id=141](http://www.judsonpress.com/author.cfm?author_id=141)

<https://www.amazon.com/Anthony-Pappas/e/B001K8OPAM>

[http://www.goodreads.com/author/show/391442.Anthony\\_G\\_Pappas](http://www.goodreads.com/author/show/391442.Anthony_G_Pappas)

[Images for Pastoral Stress: Sources of Tension: Resources for Transformation \[Anthony G. Pappas\]](#)

### **Practical theology - Wikipedia**

Practical theology is an academic discipline that examines and reflects on religious practices in order to understand the **theology** that is enacted in those practices and in order to consider how theological theory and theological practices can be more fully aligned, changed, or improved.

[http://en.wikipedia.org/wiki/Practical\\_theology](http://en.wikipedia.org/wiki/Practical_theology)

[Images for practical theology](#)

### **Stan Toler's Practical Guide for Pastoral Ministry (Stan Toler's Practical Guides) [Stan Toler]**

Stan Toler, America's pastor to pastors, offers rich insight and generous affirmation that will enlighten, encourage, and equip. Included in this book is practical advice on seventy-five ministry topics covering every aspect of ministry from personal growth to effective leadership.

Twenty-first-century ministry is a construction zone, and pastors must continually assess the road ahead and avoid destructive barriers to lead effectively. Stan Toler, America's pastor to pastors, offers rich insight and generous affirmation that will enlighten, encourage, and equip anyone involved in local church ministry.

Based on more than thirty years of leading healthy, growing churches, Stan offers practical advice on 75 ministry topics covering every aspect of ministry from personal growth to effective leadership.

You'll learn to:

- Lead and effective ministry team
- Cast a faith-inspired vision
- Manage risk successfully
- Thrive amid adversity
- Improve your pulpit communication
- Minister effectively through weddings and funerals
- Create an atmosphere of affirmation in your home
- Recruit and retain top volunteers
- Fund your vision for the local church
- Keep yourself and your church on the cutting edge

Make Stan Toler your ministry mentor and learn from one of the nation's most reputable senior pastors.

<http://www.amazon.com/Tolers-Practical-Pastoral-Ministry-Guides/dp/0898276128>

<https://www.logos.com/product/16405/stan-tolers-practical-guide-to-pastoral-ministry>

<https://charlestinsley.wordpress.com/2013/07/22/critique-and-review-of-stan-tolers-practical-guide-for-pastoral-ministry/>

<http://www.stantoler.com/>

[https://en.wikipedia.org/wiki/Stan\\_Toler](https://en.wikipedia.org/wiki/Stan_Toler)

<https://www.facebook.com/DrStanToler/>  
<http://www.nazarene.org/organization/board-general-superintendents/gs-emeriti/dr-stan-toler>  
<https://www.amazon.com/Stan-Toler/e/B001HCX8L8>  
[https://www.goodreads.com/author/list/29613.Stan\\_Toler](https://www.goodreads.com/author/list/29613.Stan_Toler)  
[Images for Stan Toler's Practical Guide for Pastoral Ministry \(Stan Toler's Practical Guides\) \[Stan Toler\]](#)

## 5) Presenting situations become learning occasions

Many of the reflections and accompanying resources in this website can be characterized as “presenting situations become learning occasions.” These learning occasions, which come out of presenting situations, then, are translated into reflections and resources.

### Resources

**10 Smart Leadership Solutions for Every Challenge | Inc.com**

Great leaders don't tell you what to do. They show you how it's done.

<http://www.inc.com/lolly-daskal/10-smart-leadership-solutions-for-every-challenge.html>  
[Images for Smart Leadership Solutions for Every Challenge](#)

**Writing for the Benefit of the Church—Lillian Daniel & Martin Copenhaver**

What makes for good Christian writing? According to Martin Copenhaver, identifying traits of bad Christian writing can help provide some clues. “I don't like pat writing, formulaic writing, writing that ties everything up with a bow,” says Martin. “We don't need cookbooks for ministry. I like writing that is honest and appreciative, writing that trusts the reader to come to his or her own conclusions.”

<https://collegevilleinstitute.org/bearings/writing-benefit-church-conversation-lillian-daniel-martin-copenhaver/>  
[Images for Writing for the Benefit of the Church](#)

One example from scripture of how a presenting situation becomes a learning occasion is the Parable of the Rich Fool – the Gospel for 11PentecostC 2016.

### The Parable of the Rich Fool

Someone in the crowd said to him, ‘Teacher, tell my brother to divide the family inheritance with me.’ But he said to him, ‘Friend, who set me to be a judge or arbitrator over you?’ And he said to them, ‘Take care! Be on your guard against all kinds of greed; for one's life does not consist in the abundance of possessions.’ Then he told them a parable: ‘The land of a rich man produced abundantly. And he thought to himself, “What should I do, for I have no place to store my crops?” Then he said, “I will do this: I will pull down my barns and build larger ones, and there I will store all my grain and my goods. And I will say to my soul, Soul, you have ample goods laid up for many years; relax, eat, drink, be merry.” But God said to him, “You fool! This very night your life is being demanded of you. And the things you have prepared, whose will they be?” So, it is with those who store up treasures for themselves but are not rich towards God.’

**oremus Bible Browser: Luke 12:13-21**  
<http://bible.oremus.org/?ql=337076850>  
[Images for Parable of the Rich Fool](#)

**Luke 12:13-21 Commentary by David Lose - Working Preacher**

### The Rich Fool

Jesus is in the middle of encouraging his disciples to confess even when they are under duress, when he is interrupted by one of the crowd who wants Jesus to settle a financial dispute between siblings. Jesus, however, refuses to enter into the family squabble and instead **uses the situation as an opportunity** to teach about the seduction of wealth.

[https://www.workingpreacher.org/preaching.aspx?commentary\\_id=720](https://www.workingpreacher.org/preaching.aspx?commentary_id=720)  
[Images for Rich Fool](#)

Presenting situations become learning occasions is something I learned in doing case studies in Clinical Pastoral Education. Some colleague groups employ this practice.

### Resources

**The Pastor's Survival Manual: 10 Perils in Parish Ministry and How to Handle Them [Kenneth Alan Moe]**

Describes the NET Groups program (an acronym for Nurturing Experience Theologically), which begins with experiences and leads people into biblical and theological reflection.

<http://www.amazon.com/The-Pastors-Survival-Manual-Ministry/dp/1566991579>  
<https://www.goodreads.com/book/show/3049410-the-pastor-s-survival-manual>  
<https://rowman.com/ISBN/9781566996679/The-Pastor's-Survival-Manual-10-Perils-in-Parish-Ministry-and-How-to-Handle-Them>  
<https://www.barnesandnoble.com/w/the-pastors-survival-manual-kenneth-alan-moe/1113177052>  
<https://books.google.com/books?isbn=1566996678>  
<http://dg-life.net/content/discover-kenneth-alan-moe-pastors-survival-manual-10-perils-parish-ministry-and-how-handle>  
<https://www.facebook.com/kennethalan.moe>  
<https://www.amazon.com/Kenneth-Alan-Moe/e/B00J92U98S>  
[https://www.goodreads.com/author/show/1307839.Kenneth\\_Alان\\_Moe](https://www.goodreads.com/author/show/1307839.Kenneth_Alان_Moe)  
[Images for Kenneth Alan Moe, author](#)

### **The Practice of Pastoral Care: A Postmodern Approach by Carrie Doehring**

Sam Lee shares his experiences with a group of pastoral caregivers about his age, many of whom he met in a community-based clinical pastoral education (CPE) program where they brought pastoral conversations from their ministry for review. They meet regularly now to continue the experiential learning so valued in CPE. Page 49

<https://books.google.com/books?isbn=0664238408>

<https://books.google.com/books?isbn=1611645522>

Drawing on psychological, theological, and cultural studies on suffering, Carrie Doehring encourages counselors to view their ministry through trifocal lenses and include approaches that are premodern (apprehending God through religious rituals), modern (consulting rational and empirical sources), and postmodern (acknowledging the contextual nature of knowledge). Utilizing strategies from all three perspectives, Doehring describes the basic ingredients of a caregiving relationship, shows how to use the caregiver's life experience as a source of authority, and demonstrates how to develop the skill of listening and establish the actual relationship. She then explains the steps of psychological assessment, systemic assessment, and theological reflection, and finally she delineates the basic steps for plans of care: attending to the careseeker's safety, building trust, mourning losses, and reconnecting with the ordinariness of life.

<https://www.amazon.com/Practice-Pastoral-Care-Postmodern-Approach/dp/0664226841>

[https://www.goodreads.com/book/show/212787.The\\_Practice\\_of\\_Pastoral\\_Care](https://www.goodreads.com/book/show/212787.The_Practice_of_Pastoral_Care)

<https://www.christianbook.com/practice-pastoral-care-postmodern-approach-ebook/carrie-doehring/9781611642216/pd/35340EB>

<https://www.wjkbooks.com/Products/0664238408/the-practice-of-pastoral-care-revised-and-expanded-edition.aspx>

[https://books.google.com/books/about/The\\_Practice\\_of\\_Pastoral\\_Care.html?id=i70yAVoauwqC](https://books.google.com/books/about/The_Practice_of_Pastoral_Care.html?id=i70yAVoauwqC)

<http://journals.sfu.ca/rpfs/index.php/rpfs/article/viewFile/172/171>

<https://www.pinterest.com/Tutfizzell/pastoral-care/>

[Images for The Practice of Pastoral Care: A Postmodern Approach by Carrie Doehring](#)

[Images for steps of psychological assessment, systemic assessment, and theological reflection](#)

### **[PDF] theological reflection - The Journal of Christian Ministry**

Theological reflection should contribute to a wisdom that gains insight into situations of ministry, that creatively interprets the texts and traditions of faith, and that further develops the person and practice of the minister. Page 2

<file:///C:/Users/Owner/Downloads/5821-Article%20Text-20825-1-10-20100423.pdf>

[Images for theological reflection - The Journal of Christian Ministry](#)

### **6) One beggar telling another beggar**

I don't claim to have baked the bread.  
I only acknowledge that I am sharing  
with others where to find some bread.

#### **About | Bread for Beggars**

On his death bed, Martin Luther is said to have scribbled on a piece of paper, "Wir sind bettler. Das ist wahr." "We are all beggars. This is true." He also once said, "We are all mere beggars showing other beggars where to find bread." In his book, [When Being Good Isn't Good Enough](#), Steve Brown picks up on Luther's thought and writes that in his role as pastor "he is just a beggar telling others where [he] found bread... and this beggar is still sometimes hungry but he, at least, knows where the bread is."

<http://www.breadforbeggars.com/1748-2/>

[Images for "we are all mere beggars telling other beggars where to find bread." Martin Luther](#)

<http://www.patheos.com/blogs/geneveith/2013/10/we-are-beggars-this-is-true/>

### **7) Brief is better**

When I was studying homiletics at Luther Seminary in St. Paul, MN, (1975-79), Professor Sheldon A. Tostengard

#### **Called & Sent to Preach the Gospel - Story Magazine – Luther Seminary**

For 20 years, Professor Emeritus Sheldon Tostengard ingrained in his students the important elements of preaching: biblical preaching, sermon structure and delivery. He did this with straightforward conviction, graciousness, and with an engaging sense of humor.

[https://www.luthersem.edu/story/default.aspx?article\\_id=13&issue\\_id=3](https://www.luthersem.edu/story/default.aspx?article_id=13&issue_id=3)

[Images for Called & Sent to Preach the Gospel Professor Emeritus Sheldon Tostengard](#)

observed that my understated style reminded him of the writer Ernest Hemingway.

Today in the internet age some 40 years later, I do not necessarily limit myself to the Twitter restriction of 140 (or 280 as of 11/7/2017) characters, but the reflections, for the most part, are shorter, while the resources are longer. This rhythm of reflections/resources is suggestive/exhaustive.

<sup>27</sup> One who spares words is knowledgeable;  
one who is cool in spirit has understanding.



<sup>28</sup> Even fools who keep silent are considered wise;  
when they close their lips, they are deemed intelligent.  
[oremus Bible Browser: Proverbs 17](http://bible.oremus.org/?passage=Proverbs+17)  
<http://bible.oremus.org/?passage=Proverbs+17>  
[Images for One who spares words is knowledgeable:](#)

## Resources on Ernest Hemingway

### Cyber church: Now God goes online

The bishop, the Rt. Rev. Richard Chartres, says: "We always have to learn how to 'sing the Lord's song,' the psalmist says, in whatever circumstances we are."

With some typing help, the bishop happily faced the new medium's "opportunities" and "challenges."

He says: "I'm going to have to learn more and more to be an ecclesiastical **Ernest Hemingway with little staccato phrases**."

<http://www.cnn.com/2004/WORLD/europe/05/12/uk.online.church/>

[Images for Ernest Hemingway with little staccato phrases](#)

### Ernest Hemingway - Wikipedia

Ernest Miller Hemingway (July 21, 1899 – July 2, 1961) was an American novelist, short story writer, and journalist. His economical and understated style had a strong influence on 20th-century fiction,...

[https://en.wikipedia.org/wiki/Ernest\\_Hemingway](https://en.wikipedia.org/wiki/Ernest_Hemingway)

[Images for ernest hemingway](#)

The **Iceberg Theory** (sometimes known as the **"theory of omission"**) a **style of writing** (turned colloquialism) coined by American writer Ernest Hemingway. As a young journalist, Hemingway had to focus his newspaper reports on immediate events, with very little context or interpretation. When he became a writer of short stories, he retained this minimalistic style, focusing on surface elements without explicitly discussing underlying themes. Hemingway believed the deeper meaning of a story should not be evident on the surface but should shine through implicitly.

[https://en.wikipedia.org/wiki/Iceberg\\_Theory](https://en.wikipedia.org/wiki/Iceberg_Theory)

[Images for Iceberg Theory](#)

[Images for "theory of omission" style of writing](#)

### Seven Tips from Ernest Hemingway on How to Write Fiction

7: Be Brief.

Hemingway was contemptuous of writers who, as he put it, "never learned how to say no to a typewriter." In a 1945 letter to his editor, Maxwell Perkins, Hemingway writes:

*It wasn't by accident that the Gettysburg address was so short. The laws of prose writing are as immutable as those of flight, of mathematics, of physics.*

[http://www.openculture.com/2013/02/seven\\_tips\\_from\\_ernest\\_hemingway\\_on\\_how\\_to\\_write\\_fiction.html](http://www.openculture.com/2013/02/seven_tips_from_ernest_hemingway_on_how_to_write_fiction.html)

[Images for Seven Tips from Ernest Hemingway on How to Write Fiction 7: Be Brief.](#)

### The Importance of Being Brief...Just Ask Hemingway - Forbes

So how does Ernest Hemingway fit into all this? A potentially apocryphal story goes that Hemingway bet some friends that he could tell an entire story in just six short words. Sounded like easy money, so the ante was laid on the table. Hemingway then scribbles "For sale: baby shoes, never worn." He won the bet.

<http://www.forbes.com/sites/neilstclair/2014/10/09/the-importance-of-being-brief-just-ask-hemingway/#233f919e7e98>

[Images for The Importance of Being Brief...Just Ask Hemingway - Forbes](#)

<https://www.forbes.com/quotes/author/ernest-hemingway/>

## Resources on brief is better

### Brevity: 3 tips for speaking less and saying more - TechRepublic

Brevity is a lost art in this age of data overload, but there are three tips you can master in order to improve your communication skills.

<http://www.techrepublic.com/article/brevity-speak-less-and-say-more/>

[Images for Brevity: 3 tips for speaking less and saying more - TechRepublic](#)

### Brief: Make a Bigger Impact by Saying Less [Joseph McCormack]

Get heard by being clear and concise

The only way to survive in business today is to be a **lean communicator**. Busy executives expect you to respect and manage their time more effectively than ever. You need to do the groundwork to make your message tight and to the point. The average professional receives 304 emails per week and checks their smartphones 36 times an hour and 38 hours a week. This inattention has spread to every part of life. The average attention span has shrunk from 12 seconds in 2000 to eight in 2012.

So, throw them a lifeline and be brief.

Author Joe McCormack tackles the challenges of inattention, interruptions, and impatience that every professional faces. His proven B.R.I.E.F. approach, which stands for Background, Relevance, Information, Ending, and Follow up, helps simplify and clarify complex communication. **BRIEF** will help you summarize lengthy information, tell a short story, harness the power of infographics and videos, and turn monologue presentations into controlled conversations.



Details the B.R.I.E.F. approach to distilling your message into a brief presentation

Written by the founder and CEO of Sheffield Marketing Partners, which specializes in message and narrative development, who is also a recognized expert in Narrative Mapping, a technique that helps clients achieve a clearer and more concise message

Long story short: *BRIEF* will help you gain the muscle you need to eliminate wasteful words and stand out from the rest. Be better. Be brief.

<https://www.amazon.com/Brief-Make-Bigger-Impact-Saying/dp/1118704967>

<http://www.goodreads.com/book/show/18379570-brief>

<http://www.barnesandnoble.com/w/brief-joseph-mccormack/1116257801>

<https://www.wiley.com/en-us/Brief%3A+Make+a+Bigger+Impact+by+Saying+Less-p-9781118704967>

<http://www.wiley.com/WileyCDA/WileyTitle/productCd-1118704967.html>

<http://sourcesofinsight.com/10-big-ideas-from-brief/>

<http://www.fastcompany.com/3025114/how-to-be-a-success-at-everything/mastering-the-fine-art-of-getting-to-the-point>

<http://www.businessnewsdaily.com/6095-brief-effective-communication-tips.html>

<http://www.fastcompany.com/3030659/less-is-more-why-youre-saying-too-much-and-getting-ignored>

<http://lauravanderkam.com/2014/03/review-3-brief-bigger-impact-less-joseph-mccormack/>

<https://www.safaribooksonline.com/library/view/brief-make-a/9781118705285/>

<https://www.youtube.com/watch?v=ZX13swYNuUk> Create a Simple Core Message - YouTube

<http://www.torontopubliclibrary.ca/detail.jsp?R=3100364>

<https://www.weebly.com/inspiration/make-a-bigger-impact-by-saying-less>

<http://stylemagazine.com/news/2014/apr/25/brief-make-bigger-impact-saying-less-joseph-mccorm/>

<https://www.linkedin.com/in/josephmccormack>

<https://www.amazon.com/Joseph-McCormack/e/B00GUZIXZI>

[http://www.goodreads.com/author/show/5969140.Joseph\\_McCormack](http://www.goodreads.com/author/show/5969140.Joseph_McCormack)

[Images for Joseph McCormack, author brief](#)

[Images for Brief: Make a Bigger Impact by Saying Less \[Joseph McCormack\]](#)

#### Minimalism - Wikipedia

##### Literary minimalism

Literary minimalism is characterized by an economy with words and a focus on surface description. Minimalist writers eschew adverbs and prefer allowing context to dictate meaning. Readers are expected to take an active role in creating the story, to "choose sides" based on oblique hints and innuendo, rather than react to directions from the writer.

<https://en.wikipedia.org/wiki/Minimalism>

[Images for literary minimalism](#)

#### On Being Brief - Public Words

Attention spans are shrinking. ADD and ADHD is on the rise – they say. People are overloaded with information. Keynote speeches are getting shorter – TED-talk formats are becoming increasingly common.

**Conclusion? You'd better be brief.**

<http://www.publicwords.com/2014/11/06/on-being-brief/>

[Images for On Being Brief - Public Words](#)

#### On Digital Minimalism - Study Hacks - Cal Newport

Digital minimalism is a philosophy that helps you question what digital communication tools (and behaviors surrounding these tools) add the most value to your life. It is motivated by the belief that intentionally and aggressively clearing away low-value digital noise, and optimizing your use of the tools that really matter, can significantly improve your life.

<http://calnewport.com/blog/2016/12/18/on-digital-minimalism/>

<https://www.amazon.com/Cal-Newport/e/B001IGNR0U>

<https://www.youtube.com/watch?v=Y75WVFfiZgY> 441: On Digital Minimalism by Cal Newport of the Study Hacks Blog (Being a Minimalist) – YouTube

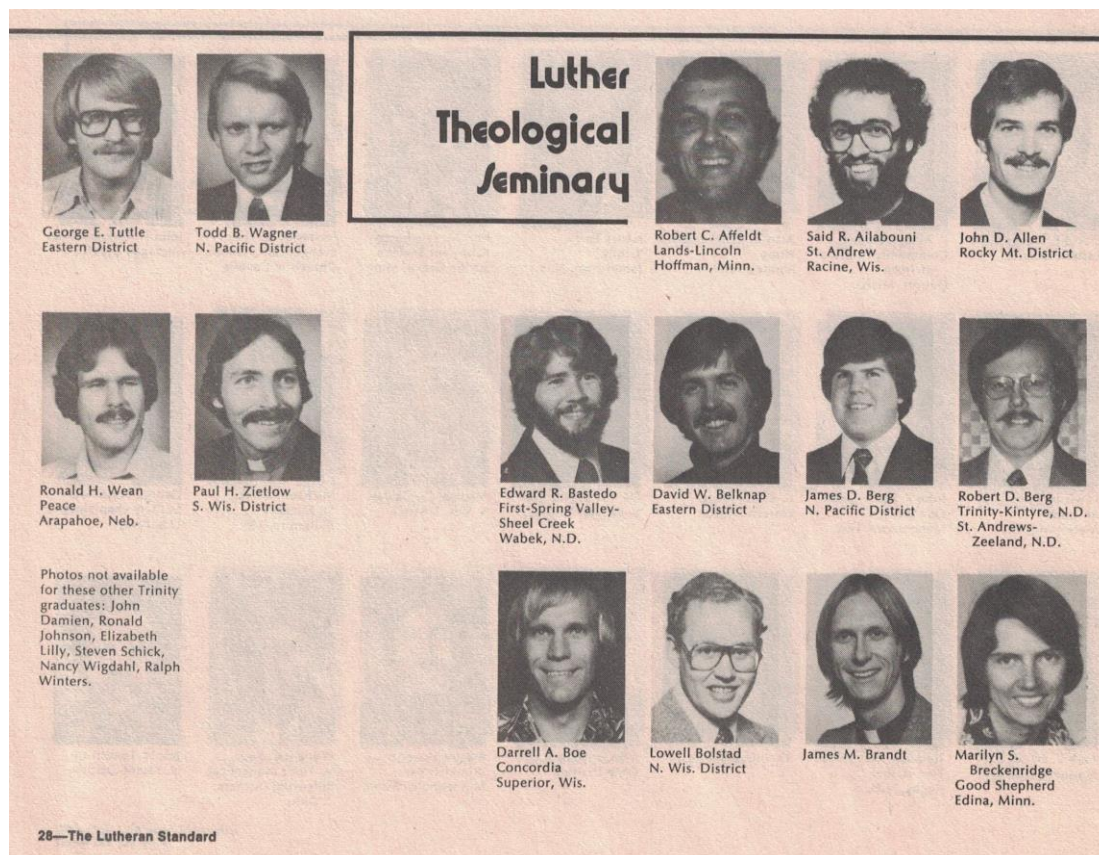
<https://www.youtube.com/watch?v=3E7hkPZ-HTk> Quit social media | Dr. Cal Newport | TEDxTysons - YouTube

[https://en.wikipedia.org/wiki/Cal\\_Newport](https://en.wikipedia.org/wiki/Cal_Newport)

<https://www.amazon.com/Cal-Newport/e/B001IGNR0U>

[http://www.goodreads.com/author/show/147891.Cal\\_Newport](http://www.goodreads.com/author/show/147891.Cal_Newport)

[Images for On Digital Minimalism - Study Hacks - Cal Newport](#)



The Lutheran Standard. July 10, 1979. Page 28.

## 8) The Diary of a Country Priest

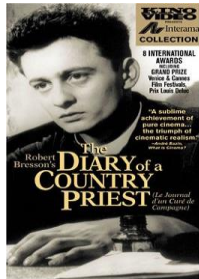
After working on this website for 4+ years, I ended up in a two-point parish. One congregation was situated in the open country, while the other in a small village. As I was preparing to use the pastor's study in the village church, I ran across a book most likely left behind by one of the previous pastors entitled *The Diary of a Country Priest: A Novel* by Georges Bernanos, which I perused while continuing to work on this website. List price was 75¢. Original edition \$4.00.

### *The Diary of a Country Priest: A Novel* by Georges Bernanos (Author), Rémy Rougeau (Introduction)

In this classic Catholic novel, Bernanos movingly recounts the life of a young French country priest who grows to understand his provincial parish while learning spiritual humility himself. An idealistic young Catholic priest in an isolated French village keeps a **diary** describing the unheroic suffering and the petty internal conflicts of his parish. Awarded the Grand Prix for Literature by the Academie Francaise, *The Diary of a Country Priest* was adapted into an acclaimed film by Robert Bresson.

"A book of the utmost sensitiveness and compassion...it is a work of deep, subtle and singularly encompassing art."

— New York Times Book Review



<https://www.amazon.com/Diary-Country-Priest-Novel/dp/0786709618>

[http://www.goodreads.com/book/show/63672.The\\_Diary\\_of\\_a\\_Country\\_Priest](http://www.goodreads.com/book/show/63672.The_Diary_of_a_Country_Priest)

[https://en.wikipedia.org/wiki/Diary\\_of\\_a\\_Country\\_Priest](https://en.wikipedia.org/wiki/Diary_of_a_Country_Priest)

<http://www.crisismagazine.com/2014/georges-bernanos-the-diary-of-a-country-priest>

<http://www.imdb.com/title/tt0042619/> Diary of a Country Priest (1951)

<https://www.youtube.com/watch?v=ZYN5thtjhUw> Diary of a Country Priest 1951 Trailer Robert Bresson Criterion Collection

<https://www.youtube.com/watch?v=uMpXDKTyXKg> Diary of a Country Priest Movie Review – YouTube

<https://netflixmov.com/diary-of-a-country-priest-1951-movie-online-7857.html>

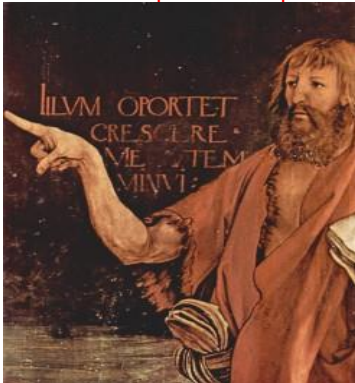
<http://www.rogerebert.com/reviews/great-movie-diary-of-a-country-priest-1951>  
<http://www.amywelborn.com/catholicwriters/diary.html>  
<https://www.criterion.com/films/452-diary-of-a-country-priest>  
<http://www.catholicherald.co.uk/commentandblogs/2014/06/09/the-diary-of-a-country-priest-shows-christian-are-caught-in-a-battle-between-good-and-evil/>  
<http://www.bookrags.com/studyguide-the-diary-of-a-country-priest/#gsc.tab=0>  
[https://books.google.com/books/about/The\\_Diary\\_of\\_a\\_Country\\_Priest.html?id=wRhFSKceA8wC](https://books.google.com/books/about/The_Diary_of_a_Country_Priest.html?id=wRhFSKceA8wC)  
<http://www.tcm.com/mediaroom/video/486896/Diary-Of-A-Country-Priest-Movie-Clip-Evil-Indeed.html>  
<http://www.slantmagazine.com/film/review/diary-of-a-country-priest>  
<http://englewoodreview.org/georges-bernanos-diary-of-a-country-priest-reflection/>  
[https://www.rottentomatoes.com/m/diary\\_of\\_a\\_country\\_priest/](https://www.rottentomatoes.com/m/diary_of_a_country_priest/)  
[https://www.unomaha.edu/jrf/Vol10No2/Avila\\_CountryPriest.htm](https://www.unomaha.edu/jrf/Vol10No2/Avila_CountryPriest.htm)  
<https://www.thegospelcoalition.org/article/eugene-peterson-on-the-reading-and-writing-life-of-the-pastor>  
<https://oneminutebookreviews.wordpress.com/2011/10/16/georges-bernanos%E2%80%99s-classic-novel-%E2%80%99the-diary-of-a-country-priest%E2%80%99/>  
<https://fireandrose.blogspot.com/2006/07/film-review-diary-of-country-priest.html>  
[https://www.jstor.org/stable/2930014?seq=1#page\\_scan\\_tab\\_contents](https://www.jstor.org/stable/2930014?seq=1#page_scan_tab_contents) Film Form/Voice-Over: Bresson's The Diary of a Country Priest  
[https://en.wikipedia.org/wiki/Georges\\_Bernanos](https://en.wikipedia.org/wiki/Georges_Bernanos)  
<https://www.amazon.com/Georges-Bernanos/e/B001K7EDBE>  
[http://www.goodreads.com/author/list/394227.Remy\\_Rougeau](http://www.goodreads.com/author/list/394227.Remy_Rougeau)  
 Images for Georges Bernanos (Author) diary of country priest  
 Images for The Diary of a Country Priest: A Novel by Georges Bernanos (Author), Rémy Rougeau (Introduction)

## 9) Pointing out and pointing to

The biblical figure of John the Baptist is often used as a metaphor for interim ministry in that he prepares the way for the one who is to come. Another use of the metaphor for the figure of John the Baptism is pointing in that he points ahead to the one who is to come.

### Resources

Isenheim Altarpiece - Wikipedia



John the Baptist, **pointing** to Jesus (from the Isenheim Altarpiece)

[https://en.wikipedia.org/wiki/Isenheim\\_Altarpiece](https://en.wikipedia.org/wiki/Isenheim_Altarpiece)

[Images for John the Baptist, pointing to Jesus](#)

### Rethinking the Role of the Interim Pastor by Larry Hoop | byFaith

... an intentional interim, McGowan argues, has a ministry akin to that of **John the Baptist: he prepares the way** for the next pastor. In addition to preaching, he carries out an in-depth analysis of the church, identifies problems, and leads the church in addressing them.

<http://byfaithonline.com/rethinking-the-role-of-the-interim-pastor/>

[Images for John the Baptist prepares the way](#)

### [PDF] the interim pastor - Church of the Brethren

**John the Baptist is an excellent model of an interim pastor.** His ministry had a specific purpose and time frame. He was called upon to “prepare the way” of the one who would follow. He immediately removed the focus from self and put it on the one who was to follow. He knew when his ministry was completed. When Jesus came, John gracefully bowed out of the picture. In this biblical understanding of the interim pastor, there are some basics that can be useful today.

<http://www.brethren.org/ministryoffice/documents/interim-ministry-resource.pdf>

[Images for John the Baptist is an excellent model of an interim pastor](#)

This website points *out* in the use of reflections and points *to* in the use of resources. The total number of reflections and resources on the world-wide web regarding pastoral ministry, in general, and interim ministry, in particular, is overwhelming, so this website is one interim pastor's effort to provide an eclectic approach to reflections and to offer a substantive list of resources.

## Resources

### Point out - definition of point out by The Free Dictionary

Verb 1. Point out – make or write a comment on;

<http://www.thefreedictionary.com/point+out>

[Images for point out](#)

### Point to - Idioms by The Free Dictionary

v.

1. To indicate the location of something:

<http://idioms.thefreedictionary.com/point+to>

[Images for point to](#)

## 10) Seminary can't do everything...

Invariably, I run across written comments and hear spoken remarks to the effect that seminary did not adequately prepare students in certain areas. My thought is that seminary can't do everything, nor should it be expected to.

I took two years of Greek at Concordia College in Moorhead, Minnesota before seminary; took an elective course on Martin Luther from Dr. Warren A. Quanbeck and an elective course on Dietrich Bonhoeffer from Dr. James Burtress the first quarter at Luther Seminary in St. Paul, MN in 1975; tested out of Introduction to Theology; took the maximum load of credits on the three quarter system all three academic years; took clinical pastoral education at MD Anderson Cancer Center in Houston, Texas the summer of 1977; took a year of internship 1977-78 at Trinity Lutheran Church in Owatonna, Minnesota; and spent much of my senior year 1978-79 collecting as many resources as possible from the library and bookstore before going out into the parish. I graduated with 147 "Pass" credits and 3 "AU" credits. I completed my basic training for interim ministry with the Interim Ministry Network in 1991.

Through the years of pastoral ministry, I lined my shelves with books and magazines and filled bankers' boxes with files not to mention three-ring notebooks with papers. I attended workshops, seminars, and continuing education events on various phases of pastoral ministry. At one time, the seminary boasted one of the largest theological bookstores in the country. Today, there is no bookstore. I am told that the bookstore could not compete with online distributors.

When I look back at that first quarter of seminary in 1975, I recall a student from another seminary in the Twin Cities area so happy that she could take a course on office administration her first quarter. My question 40+ years later, "How much of that course on office administration in 1975 still pertains to today?" I am glad I received the solid biblical, theological, historical, homiletical, and pastoral training from my seminary years. I consider it my responsibility to learn more about the practical matters that pertains to the context of pastoral ministry. I have returned to my alma mater for numerous continuing education events through the years and have included numerous resources from the seminary in this website.

Particularly with the paring down of the seminary curriculum requirements to accommodate a mostly distributive learning education today as well as an accelerated Master of Divinity program, I contend that the seminary best serves the church by covering the basics, challenging the students to learn how to learn in obtaining the necessary insights in other areas, and inviting them to come back for continuing education events.

Important Updates from Luther Seminary: January 17, 2018

Dear Pastor Bolstad,

Epiphany blessings from all of us at Luther Seminary. As the Prince of Peace is a light to the world, so are you a light to our students and to the future of the church. Thank you for your support of this mission!

More students, more support

We started this academic year with a 6% increase in our MDiv enrollment. This is great news, and the students' new energies are shaping the feel of this place, as every new class does. We have more good news, thanks to you donors.

For the first time, 100% of our students received scholarship support, a tangible encouragement from the larger church as they pursue their call to serve. What a gift your generosity is!

Imagining our future: our opportunity

The whole community has been at work preparing strategic initiatives and priorities, and the downstream funding requirements for our new vision: *The Holy Spirit calls Luther Seminary to lead faithful innovation in a rapidly changing world*. To what are we responding? Years of faculty research reveals something you likely know as well: declining membership across the church. This is a symptom of a deeper challenge: inspiring Christian faith in an increasingly secular context. I commend [this article by Dr. Dwight Zscheile](#), Associate Professor of Congregational Mission and Leadership.

We are convinced that our missional energies need to be applied to the cause behind the symptoms. Congregations and faith communities are the context where people will best be equipped to support each other in cultivating faith, within families, friendships and neighborhoods. Thus, congregations and faith communities need to be our primary teachers, especially those exciting pockets of growth that are bucking the trend of decline.

Congregations and faith communities are also the primary recipients of the "product" of our mission-leaders. We are committing ourselves to rigorous curiosity about what congregations and faith communities need, and how we can partner in mission so we might together explore and develop the paths that seem promising for the goal we all share—raising up



faith that can sustain people through hope, courage, and resilience based on the rich foundation of the good news of the gospel, that we are loved, and saved, by the God who created and sustains us.

Frankly, though Luther Seminary has some answers, we don't have them all. It's an important cultural shift for a graduate school to make. The academic model we inherited implies that we should have all the answers. We are in a time when this simply isn't true. We must engage in more dynamic partnerships, leveraging all the church's gifts from all its expressions. We need to open ourselves to experimentation, research, and trial and error. We just received a generous multi-year Lilly grant that will help us begin to lean into this work.

It's a worthy cause for which we all labor, called by the Holy Spirit. We can do this. We must.

Financial progress and generosity

We ended our last fiscal year in a strong position. Since my [September letter](#), the final tallies are in.

- Our audit was unqualified, or clean, an important reflection of the care with which we steward your gifts and this mission.
- Our endowment was valued just shy of \$96 million on June 30, our annual valuation date. The markets were favorable in the last fiscal year, which means that our draw can also be generous. That means more resources for scholarships and programs. We all know the market is cyclical, however, so we continue to manage our endowment to keep the corpus healthy in perpetuity. This means a conservative draw of less than 5% and a balanced, well-diversified asset allocation.
- As I mentioned in the September letter, we ended our last fiscal year with a deficit that was a good deal less than we had budgeted, including depreciation "above the line," an important characteristic of the board's definition of financial sustainability. Our cash picture is quite good, but we do have substantial deferred maintenance that makes itself known in the depreciation figures
- We have just initiated a voluntary retirement program for qualifying faculty to help respond to both faculty members' financial well-being and Luther's. Faculty weighed in on the plan before it was finalized by the board, and those who are eligible are now discerning whether this is the right path for them. We will have more information about the outcome of this program and our future plans for faculty renewal in the months ahead.

Your support continues to be vital to this mission. We are humbled by the generosity of alums and people in the pews who care so deeply about the church and choose to financially support the development of its leaders. So many of you are among them.

I am grateful for your prayers and your financial generosity. Thank you. I also remember the many ministries you steward within your own callings, whether you do so as a rostered leader or as a salt-of-the-earth member who commits precious time and energy to make the church a better, more grace-filled place. My prayers are with you.

Sincerely,

The Rev. Dr. Robin J. Steinke

President

This email was sent to [pstrbolstad@gmail.com](mailto:pstrbolstad@gmail.com) from:

Luther Seminary | 2481 Como Ave. | St. Paul, MN 55108

<https://www.luthersem.edu/president/>

### Luther Seminary Receives \$21.4 Million for Master of Divinity Program

The gift — the largest single donation in the seminary's nearly hundred-and-fifty-year history — will enable seminary students to [complete their degrees more quickly](#) without taking on new debt.

[https://www.luthersem.edu/news/press\\_room.aspx?news\\_item\\_id=383](https://www.luthersem.edu/news/press_room.aspx?news_item_id=383)

[Images for Luther Seminary Receives \\$21.4 Million for Master of Divinity Program](#)

<http://philanthropynewsdigest.org/news/luther-seminary-receives-21.4-million-for-master-of-divinity-program>

<https://www.parkbugle.org/luther-seminary-receives-21-4-million-grant/>

## Resources

### KAIROS Classes (for Ministry Professionals) - Luther Seminary

Luther Seminary's KAIROS continuing education courses offer a wealth of learning opportunities designed for clergy and church leaders of all denominations.

[https://www.luthersem.edu/lifelong\\_learning/kairos/](https://www.luthersem.edu/lifelong_learning/kairos/)

[Images for KAIROS Classes \(for Ministry Professionals\) – Luther Seminary](#)

### Seven Keys for the Life-Long Learning Pastor - LifeWay

4. Never quit learning

[One of the basic purposes of formal education is to teach you how to study.](#) Always keep your mind sharp. Take advantage and seminars and short-term training events.

<http://www.lifeway.com/Article/Pastor-Keys-for-the-life-long-learner>

[Images for Seven Keys for the Life-Long Learning Pastor - LifeWay 4. Never quit learning](#)

## 11) There is no way I could have anticipated...

While attending the Mid-Winter Convocation 2015 Religious but Not Spiritual? Jan. 28-30 at Luther Seminary in St. Paul, MN, I admired a replica of a stave church from Hallingdal, Norway in a glass case in Northwestern Hall.

### Gol Stave Church - Wikipedia

Gol Stave Church (Norwegian: *Gol stavkirke*) is a stave church originally from Gol, Hallingdal, Norway. It is now located in the Norwegian Museum of Cultural History at Bygdøy in Oslo, Norway.<sup>[1]</sup>



[http://en.wikipedia.org/wiki/Gol\\_Stave\\_Church](http://en.wikipedia.org/wiki/Gol_Stave_Church)  
[Images for Gol Stave Church](#)

### Gol stave church (Norway) - YouTube

Steinar Aga talks about 13th-century stave church, which is located in Norwegian Folk Museum. Although being a part of the museum complex, the church is still used as a temple.

<https://www.youtube.com/watch?v=NaaiOEvyMzM>  
[Images for Gol stave church \(Norway\)](#)

It took me back in time almost 40 years to the fall of 1975 when I admired the same replica at the start of my seminary education. My advisor, Marc Kolden - Faculty - Luther Seminary, came up behind me and playfully stated, "Play your cards right, Bolstad, and that could be your first call."

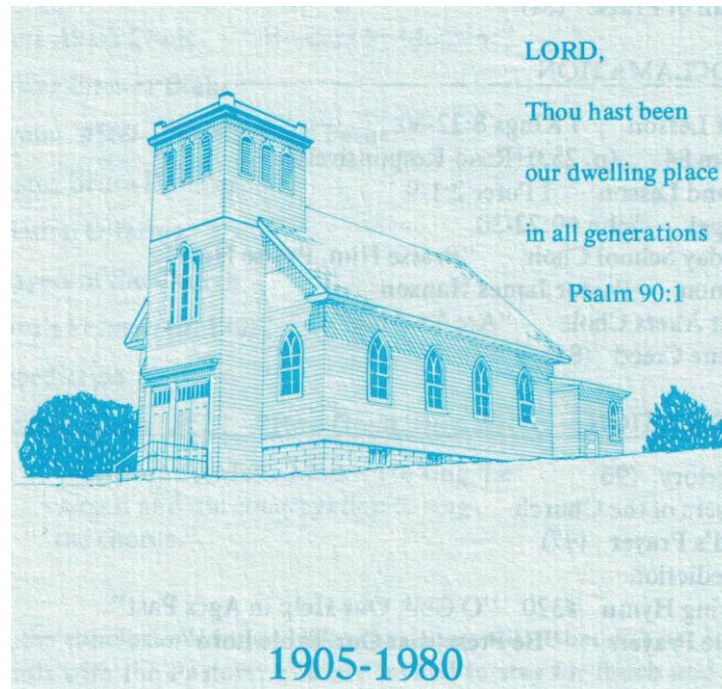


### Dr. Marc Kolden Memory Book - Luther Seminary

[https://www.luthersem.edu/memorybook/default.aspx?memory\\_person\\_id=16](https://www.luthersem.edu/memorybook/default.aspx?memory_person_id=16)  
[Images for Dr. Marc Kolden - Luther Seminary](#)  
<https://www.startribune.com/obituaries/detail/208129/>

I visited a stave church when traveling with my father Harold L. Bolstad to Norway around the time of the summer solstice in 1998, but, of course, never served such a church nor did I ever reach a destination church. The closest I came is that one of the two congregations I served as part of an open country two-point parish out of seminary was named West Akers Lutheran Church after "Vestre Aker (Western Aker) a district of the city of Oslo, Norway."





I grew up in a congregation of long-term pastorates at Immanuel Lutheran Church, Story City, IA, and I thought a pastor normally served a handful of congregations as an installed pastor, then perhaps an interim pastorate or two, followed by supply preaching, and then died. There is no way I could have anticipated I would serve an installed pastorate at an open country two-point parish for 10 2/3 years starting in 1980 and then the rest of the time in intentional interim ministry. In all, as of 4/1/2019 (DOB 9/9/1953), I have served in 54 congregations. Three of them I served for a second time. As best as I can figure, I am the longest tenured actively serving pre-retirement pastor serving in the synod to which I was initially assigned. Based on this experience, I seek to share reflections and resources for interim pastors, which may also be of help to installed pastors.

## 12) What keeps you going?

For me, there are three responses:

1. Sense of call from the words of Jesus

<sup>16</sup>You did not choose me but I chose you. And I appointed you to go and bear fruit, fruit that will last, so that the Father will give you whatever you ask him in my name. You did not choose me but I chose you. And I appointed you to go and bear fruit, fruit that will last, so that the Father will give you whatever you ask in my name.

oremus Bible Browser: John 15:16

<http://bible.oremus.org/?version=nrv&passage=John+15:16>

[Images for 16You did not choose me but I chose you.](#)

2. Model for leadership and service in the person of John the Baptist

<sup>30</sup>He must increase, but I must decrease."

oremus Bible Browser: John 3:30

<http://bible.oremus.org/?passage=John+3%3A30&vnum=yes&version=nrv>

[Images for 30He must increase, but I must decrease."](#)

3. Strength for the day as experienced by Elijah under the broom tree

<sup>7</sup>The angel of the LORD came a second time, touched him, and said, 'Get up and eat, otherwise the journey will be too much for you.' <sup>8</sup>He got up, and ate and drank; then he went in the strength of that food for forty days and forty nights to Horeb the mount of God.

oremus Bible Browser: 1 Kings 19:7-8

<http://bible.oremus.org/?passage=1+Kings+19:7-8>

[Images for 'Get up and eat, otherwise the journey will be too much for you.'](#)

## Pastor - Wikipedia

The word "pastor" derives from the [Latin](#) noun *pastor* which means "[shepherd](#)" and relates to the Latin verb *pascere* – "to lead to pasture, set to grazing, cause to eat".<sup>[1]</sup> The term "pastor" also relates to the role of [elder](#) within the [New Testament](#), but is not synonymous with the biblical understanding of [minister](#). Many Protestant churches call their ministers "pastors".

Present-day usage of the word is rooted in the [Biblical](#) image of shepherding. The [Hebrew Bible](#) (or Old Testament) uses the [Hebrew](#) word [רעה](#) (*ro'eh*). It occurs 173 times and relates to the feeding of sheep, as in [Genesis](#) 29:7, or to the spiritual

feeding of human beings, as in [Jeremiah](#) 3:15, "Then I will give you shepherds after My own heart, who will feed you on knowledge and understanding" ([NASB](#)).

English-language translations of the [New Testament](#) usually render the [Greek](#) noun ποιμήν (*poimēn*) as "shepherd" and the Greek verb ποιμαίνω (*poimaino*) as "to shepherd". The two words occur a total of 29 times in the New Testament, most frequently referring to Jesus. For example, [Jesus](#) called himself the "Good Shepherd" in [John](#) 10:11. The same words in the familiar [Christmas](#) story ([Luke](#) 2) refer to literal shepherds.

In five New Testament passages though, the words relate to church workers:

1. [John](#) 21:16 - [Jesus](#) told [Peter](#): "Shepherd My sheep" ([NASB](#))
2. [Acts](#) 20:17 - the [Apostle Paul](#) summons the [elders](#) or [presbyters](#) of the church in [Ephesus](#) to give a last discourse to them; in the process, in [Acts](#) 20:28, he tells them that the [Holy Spirit](#) has made them *bishops*, and that their job is to *shepherd* the flock of God among them.
3. [Corinthians](#) 9:7 - Paul says, of himself and the apostles: "who tends a flock and does not use the milk of the flock?" ([NASB](#))
4. [Ephesians](#) 4:11 - Paul wrote "And He gave some as apostles, and some as prophets, and some as evangelists, and some as pastors and teachers" ([NASB](#))
5. [1 Peter](#) 5:1-2 - Peter tells the *elders* among his readers that they are to, "shepherd the flock of God among you" ([NASB](#))

[Bishops](#) in Western Christianity often bear a formal [crosier](#) in the form of a stylized [shepherd's](#) crook as a symbol of their pastoral/shepherding functions.



*Christ's Charge to Peter* by Raphael, 1515. In telling Peter to shepherd his sheep, Christ appointed him as a "pastor."

<https://en.wikipedia.org/wiki/Pastor>

[Images for Christ's Charge to Peter](#)

#### Tending the Flock of God

Now as an elder myself and a witness of the sufferings of Christ, as well as one who shares in the glory to be revealed, I exhort the elders among you <sup>2</sup>to tend the flock of God that is in your charge, exercising the oversight,<sup>\*</sup> not under compulsion but willingly, as God would have you do it<sup>\*</sup>—not for sordid gain but eagerly. <sup>3</sup>Do not lord it over those in your charge but be examples to the flock. <sup>4</sup>And when the chief shepherd appears, you will win the crown of glory that never fades away.

oremus Bible Browser: [1 Peter 5:1-4](#)

<http://bible.oremus.org/?passage=1+Peter+5:1-4>

[Images for Tending the Flock of God](#)

### 13) Three types of interims: sustaining, energizing, intervening

#### Sustaining

Many congregations are relatively stable and could use a sustaining interim ministry between installed pastors.

#### Resources

##### APPROPRIATE GOALS FOR THE INTERIM PERIOD

1. **Maintain** the Viability of the Church

The ongoing vital program expected of a lively congregation consists of pastoral duties plus the Christian activities of the laity. Continuing the essential program already underway and making an effort to help make them more meaningful are the responsibility of an interim leader.

[www.rca.org/document.doc?id=73](http://www.rca.org/document.doc?id=73)

[Images for APPROPRIATE GOALS FOR THE INTERIM PERIOD 1. Maintain the Viability of the Church](#)

#### Interim Ministry Brochure - The Northeastern Pennsylvania Synod

Maintenance interim pastors who **sustain** congregational ministries during the transition period.

<http://nepsynod.org/wp-content/uploads/2014/05/2013interimministrybrochure.pdf>

[Images for sustain congregational ministries during the transition period](#)

### Interim Ministry - United Church of Christ Rethinking Transitional Ministry

In the United Church of Christ, interim ministry is the ministry provided to a local church or other ministry setting during a pastoral vacancy. A **sustaining** (interim) minister, like a transition minister, provides for the worship life of the congregation and works with the committees and board. By providing full ministerial service, he or she frees up the lay leadership to focus on the congregational profile and other search-related activities. The sustaining minister may or may not see this form of specialized ministry as his/her vocation. While the sustaining minister may or may not have benefit of specialized training, such persons often make excellent use of vast life experience as well as inherent skills and abilities, seeking to keep the congregation focused on the unique opportunities and challenges of the time of transition.

<http://www.ucc.org/ministers/leaders-box/a6-Interim-Ministry.pdf>  
[Images for sustaining \(interim\) minister](#)

### Rethinking Transitional Ministry by Norman Bendroth » Alban at Duke Divinity School

#### New Questions

These are questions that need answers. In addition, I think we need to grapple with the following questions:

Are there congregations of different sizes that benefit more from interim ministry than others? Or are there situations in which an interim minister is unnecessary?

What issues of transition respond best to interim leadership?

Should there be interim ministers who just serve as “**place holders**,” if churches do not want to do the work?

### Alban at Duke Divinity School » Rethinking Transitional Ministry

<https://alban.org/archive/rethinking-transitional-ministry/>

[Images for Rethinking Transitional Ministry by Norman Bendroth](#)

[http://macucc.s3.amazonaws.com/71BBE2C7B9B049B0883D51809D9A1E82\\_Rethinking%20Transitional%20Ministry.pdf](http://macucc.s3.amazonaws.com/71BBE2C7B9B049B0883D51809D9A1E82_Rethinking%20Transitional%20Ministry.pdf)

<https://alban.org/2015/03/06/norman-bendroth-transitional-ministry-today/>

<https://alban.org/archive/whither-interim-ministry/>

<https://www.amazon.com/Transitional-Ministry-Today-Successful-Strategies/dp/156699750X>

<http://www.goodreads.com/book/show/23811442-transitional-ministry-today>

<https://books.google.com/books?isbn=1566997518>

<https://louisville-institute.org/interviews/norman-bendroth/>

[http://www.pts.edu/Transitional\\_Ministry1](http://www.pts.edu/Transitional_Ministry1)

<https://www.linkedin.com/in/norman-bendroth-19575434>

### Sustain definition and meaning | Collins English Dictionary

Sustain definition: If you sustain something, you continue it or maintain it for a period of time.

<https://www.collinsdictionary.com/us/dictionary/english/sustain>

[Images for Sustain definition and meaning](#)

### [PDF] Transition Time - United Church of Christ

**Sustaining** Interim Minister (also Called Simply “Interim Minister”)

A Sustaining Interim Minister also provides full ministerial leadership for the congregation. While a Sustaining Interim may have the benefit of specialized training, such persons often make excellent use of extensive parish experience as well as their own inherent skills and abilities, seeking to keep the congregation focused on the unique opportunities and challenges of the time of transition. Sustaining Interims often choose these shorter-term pastoral positions because of their own life transitions or family circumstances; some will continue in interim service; others may return to a called pastoral position or may choose to retire.

[http://d3n8a8pro7vhmx.cloudfront.net/unitedchurchofchrist/legacy\\_url/11305/section-2-transition-time.pdf?1418437263](http://d3n8a8pro7vhmx.cloudfront.net/unitedchurchofchrist/legacy_url/11305/section-2-transition-time.pdf?1418437263)

[Images for Sustaining Interim Minister](#)

### Transitional Ministry Today: Successful Strategies for Churches and Pastors edited by Norman B. Bendroth

**Sustaining** Interim

This is a full-time position focused on maintaining continuity of key ministries while the church undergoes an abbreviated search process.

<https://books.google.com/books?isbn=1566997518>

Page 189

[Images for Sustaining Interim Minister maintaining continuity of key ministries](#)

### Energizing

Other congregations lack focus and direction and could use an energizing interim ministry for renewed mission zeal.

### Resources

Characteristics of Church Leaders - Luther Seminary

7. Leaders **energize** others.

[http://www.luthersem.edu/stewardship/resource\\_detail.aspx?resource\\_id=1058](http://www.luthersem.edu/stewardship/resource_detail.aspx?resource_id=1058)

[Images for Leaders energize others.](#)

### Energize definition and meaning | Collins English Dictionary

Energize definition: To energize someone means to give them the enthusiasm and determination to do something.

<https://www.collinsdictionary.com/us/dictionary/english/energize>  
[Images for energize give them the enthusiasm and determination to do something](#)

#### GUIDELINES for the CALLING AND ROLE OF THE INTERIM PASTOR

Interim Period Ministry Objectives: Assess the church's ministries, placing everything the church does in one or more of these categories.

CLEAN UP: Messes that need to be cleaned up; things broken that need fixing.

SHORE UP: Things in decline that need to be stabilized and re-energized.

KEEP UP: Things now okay needing to be maintained at the same level.

RAMP UP: Things going okay that can be improved and make even more impact.

START UP: Things that don't exist [at the present time] needing to be started.

<http://www.transmin.org/files/TM%20Documents/Calling%20and%20Role%20of%20Interim%20Pastors%202012.pdf>

[Images for Images for GUIDELINES for the CALLING AND ROLE OF THE INTERIM PASTOR Things in decline that need to be stabilized and re-energized.](#)

#### Interim Pastor Covenant – Presbytery of Eastern Virginia

During the period between pastors, there is a need for leadership, for maintenance of a healthy congregational life, and for the development of short-range goals. The period between pastors is also a prime time for renewal and for re-energizing the congregation for mission. A congregation in search of a pastor must prepare itself during the interim in order to elect and work with a new pastor by articulating its vision for the future, by helping in changes of leadership and assisting leaders in knowing their roles better, and by reflecting upon its relationship with the larger church and the commitment it will make to a new pastor. It is upon these convictions that this Covenant between an Interim Pastor and Session are established.

#### Intentional Interim Pastor Covenant

<http://images.acswebnetworks.com/1/2067/InterimPastorCovenant.pdf>

[Images for re-energizing the congregation for mission](#)

#### Rethinking Interim Ministry by Anthony B. Robinson » Alban

There are such conflicted or traumatized congregations that need a special kind of interim. For most, however, the work as I've suggested is not just to change the pastor but to change, or at least help congregations, prepare for faithful change in the culture of the congregation itself.

#### Alban at Duke Divinity School » Rethinking Interim Ministry

<https://alban.org/archive/rethinking-interim-ministry/>

[Images for Rethinking Interim Ministry by Anthony B. Robinson » Alban prepare for faithful change in the culture of the congregation](#)

<http://www.anthonyb-robinson.com/>

<https://www.faithandleadership.com/anthony-b-robinson>

<https://www.christiancentury.org/contributor/anthony-b-robinson>

<https://www.amazon.com/Anthony-B.-Robinson/e/B001JRTNII>

#### [PDF] Rethinking Transitional Ministry by Norman B. Bendroth - Amazon Web Services

Michael Piazza of the Center for Progressive Renewal suggests that we need two kinds of interim ministers: a healer for congregations recovering from the trauma of a natural disaster, clergy betrayal or serious conflict, and an entrepreneur who can lead a congregation to renewal stressing that not only a change of pastors needs to take place but a change in church culture.

[http://macucc.s3.amazonaws.com/71BBE2C7B9B049B0883D51809D9A1E82\\_Rethinking%20Transitional%20Ministry.pdf](http://macucc.s3.amazonaws.com/71BBE2C7B9B049B0883D51809D9A1E82_Rethinking%20Transitional%20Ministry.pdf) Page 4

[Images for Rethinking Transitional Ministry by Norman B. Bendroth entrepreneur who can lead a congregation to renewal](#)

<https://alban.org/archive/rethinking-transitional-ministry/>

#### The Call Process - Rocky Mountain Synod, ELCA

□ **Renewal Pastor:** A renewal pastor is a pastor who is specifically trained to guide a congregation through a process of renewal that will bring new life, new growth, and a new mission focus to the congregation.

□ **Redevelopment Pastor:** A Redevelopment Pastor is a pastor specially trained to work with a congregation whose direction in mission and focus has changed due to a changing neighborhood or declining membership.

#### Congregations in Transition: Moving to the Future

[http://rmselca.org/synod/assembly14/PreAssembly%20Packet/DRAFT\\_1\\_RMS\\_Congregational\\_Transitions\\_Booklet.pdf](http://rmselca.org/synod/assembly14/PreAssembly%20Packet/DRAFT_1_RMS_Congregational_Transitions_Booklet.pdf) Page 7

[Images for Renewal Pastor](#)

[Images for Redevelopment Pastor](#)

#### Transitional Ministry Today: Successful Strategies for Churches and Pastors edited by Norman B. Bendroth

7 **Revitalization, Renewal, or Redevelopment** during the Interim Period 99

Michael Piazza

<https://books.google.com/books?isbn=1566997518>

[Images for Transitional Ministry Today: Successful Strategies for Churches and Pastors edited by Norman B. Bendroth 7](#)

[Revitalization, Renewal, or Redevelopment during the Interim Period](#)



### Wish List: A New Kind of Transitional Pastors

We need **transitional pastors who can also offer redevelopment consultation** – not to do the redevelopment necessarily, but to help a church discern if they really want to make the shifts to keep their ministry going and thriving.

<http://achurchforstarvingartists.wordpress.com/2013/05/29/wish-list-a-new-kind-of-transitional-pastors/>  
[Images for transitional pastors redevelopment consultation](#)

### Intervening

Some congregations present special circumstances and could use an intentional interim leader for addressing various issues. Transition consultants - who have special background training such as psychologists, sociologists, pastoral counselors, social workers, and others for assisting congregations working through traumatic circumstances – may also be employed in such settings.

### Resources

#### Appreciative Strategies to Resolve Trauma

Rev. Dr. Rob Voyle

Participants will learn the nature of trauma and distressing memories and learn simple and effective ways to set individuals and congregations free from past distress so that they can **effectively engage in co-creating their preferred future**.

[PDF] 2013 IMN Conference program.pub

<http://imnedu.org/wp-content/uploads/2012/05/2013-IMN-Conference-program.pdf>

Page 5

[Images for Appreciative Strategies to Resolve Trauma](#)

### How Interim Ministry Works in The United Methodist Church

A few so love this **interventionist** work that they hone the valuable skills of a specialist in Interim Ministry and are available to serve many consecutive such critically wounded congregations. What a gift their unique work is to the Church!

<http://www.qbhem.org/clergy/district-superintendents/interim-ministry/how-interim-ministry-works-united-methodist-church>

[Images for Images for interventionist work skills of a specialist in Interim Ministry](#)

### Interim Ministry: Positive Change in Times of Transition by Justin W. Tull (Author)

*Interim Ministry: Positive Change in a Time of Transition* contains in-depth case studies of two short-term interim appointments. This work goes well beyond simply offering theories and methodologies on how to do interim ministry. Instead it details concrete examples of how the initial goals of the interim pastor may be implemented through programs, group interaction, pastoral care, sermons, and written communication. The first interim appointment followed the death of a beloved pastor after a two-year battle with cancer. The second interim began in the midst of a church meltdown following an appointment change of senior pastor. Both interim appointments began in a time of crisis—the first marked by deep grief and the second saturated with disillusionment and even some despair. In spite of the initial environments of high anxiety and discouragement, both churches were able to regain a sense of hope and redefine or reclaim their church identity. **Indeed, both churches experienced real positive change in the midst of very difficult circumstances.** This book was written to be a catalyst for professional reflection and to serve as a model for being a transformational agent for churches in need of a more hopeful and fruitful future.

<http://www.amazon.com/Interim-Ministry-Positive-Change-Transition/dp/1479335959>

<http://www.transitionministriesgroup.com/17-keys-to-effective-interim-ministry/>

<http://jtull.ipage.com/interimministry.html>

<http://www.turnaroundpastor.com/author/justintull/>

<https://www.youtube.com/watch?v=EHQipcFwzG4> NTC Intentional Interim Ministry - YouTube

[Images for Interim Ministry: Positive Change in Times of Transition by Justin W. Tull \(Author\)](#)

### Interim Pastor - My Pastor

The longer you will go without a pastor, the greater your need will be for an interim pastor.

How did the previous pastor leave your church? Was he forced to resign? Did he retire? Were there problems in the church?

Was there a split?

**The more problems your church encountered during the previous pastor's administration, the greater your need will be for an interim.**

<http://www.my-pastor.com/interim-pastor.html>

[Images for Interim Pastor - My Pastor](#)

### Interim Pastors Prepare Congregations for Change – Specialized Ministry Helps Churchgoers Plan for New Spiritual Leaders and Prepare for the Future

Interim ministers can have varying degrees of expertise -- from a six-month program of basic training to advanced professional development, including accreditation from the Interim Ministry Network, based in Baltimore.

To be accredited, a pastor must serve at least two interim appointments and undergo evaluations, a process that can take up to three years to complete.

Interim Ministry Network training encompasses conflict management to enabling new leadership to take place. The network is an international association of 1,500 interim ministry specialists representing 25 denominations.

Interim assignments can be delicate. More and more of them are following situations where the former pastor was involved in fraud or sexual misconduct, says the Rev. Paul Svingen, interim program director with the network.

As a result of such conflicts, training becomes even more crucial as does the need for more experienced, mobile and competent interim pastors, says Svingen.

Svingen, a Lutheran minister, commuted 750 miles from his home in Minneapolis to serve a transitional congregation in Ann Arbor, Mich. No matter where he travels, Svingen knows he will encounter the emotions of transition.

[http://articles.mcall.com/1997-12-14/news/3168225\\_1\\_hitting-new-pastor-interim](http://articles.mcall.com/1997-12-14/news/3168225_1_hitting-new-pastor-interim)

[Images for Interim Pastors Prepare Congregations for Change – Specialized Ministry Helps Churchgoers Plan for New Spiritual Leaders and Prepare for the Future](#)

<https://www.mcall.com/news/mc-xpm-1997-12-14-3168225-story.html>

[Images for Rev. Paul Svingen interim pastor](#)

#### Intervention in Dysfunctional Organizations

Insights from Cohen and Cohn, *The Paranoid Corporation*

Basic Intervention Strategies

1. Organizational
2. Spiritual

#### Diagnosis and Intervention in the Neurotic Organization

[http://www.ministryhealth.net/mh\\_articles/316\\_cong\\_psychoses\\_neuroses\\_intervention.html](http://www.ministryhealth.net/mh_articles/316_cong_psychoses_neuroses_intervention.html)

[Images for Intervention in Dysfunctional Organizations](#)

<http://www.amazon.com/Paranoid-Corporation-Other-Company-Crazy/dp/0814451292>

[Images for Paranoid-Corporation-Other-Company-Crazy](#)

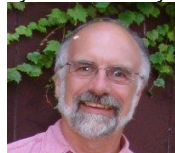
#### Michael Rehak | Professional Profile - LinkedIn

Intentional Interim

South Central Synod of WI - ELCA

May 1999 – Present (16 years 9 months)

As an Intentional Interim with congregations, I tend to work with those that have experienced severe conflict and wounding. My understanding of congregational personalities and their spiritual orientation, coupled with my training in conflict mitigation and systems theory enhance my abilities to work with congregations to help facilitate healing.



<https://www.linkedin.com/in/michael-rehak-aa596821>

[Images for Michael Rehak Intentional Interim](#)

#### Pastor Search Committee Workbook - Neches River Baptist Association Just Say No

There are several conditions that often indicate the need for an Intentional Interim Ministry:

- The pastor had been there over ten years;
- There are undercurrents in the church that have not been settled;
- The pastor left because of a moral failure;
- The pastor was forced to resign;
- There is significant conflict in the church.

[www.nechesriverbaptist.org/.../nechesriverbaptistassociation.doc](http://www.nechesriverbaptist.org/.../nechesriverbaptistassociation.doc)

[Images for Intentional Interim Ministry](#)

#### Rethinking the Role of the Interim Pastor by Larry Hoop | byFaith

"A church in pastoral transition is a church in crisis," says Dr. Charles McGowan, long-time PCA pastor now president of McGowan Search, which helps churches in their pastoral search process. He notes that the church in transition often faces a financial crisis, a moral crisis, and a leadership crisis. Some in these churches are grieving, some are anxious, and some may be working behind the scenes to advocate a personal agenda. Many such churches are turning to intentional interim pastors to shepherd them through this difficult time.

<http://byfaithonline.com/rethinking-the-role-of-the-interim-pastor/>

[Images for church in transition often faces a financial crisis, a moral crisis, and a leadership crisis](#)

#### [PDF] Rethinking Transitional Ministry by Norman B. Bendroth - Amazon Web Services

Michael Piazza of the Center for Progressive Renewal suggests that we need two kinds of interim ministers: a healer for congregations recovering from the trauma of a natural disaster, clergy betrayal or serious conflict, and an entrepreneur who can lead a congregation to renewal stressing that not only a change of pastors needs to take place but a change in church culture.

[http://macucc.s3.amazonaws.com/71BBE2C7B9B049B0883D51809D9A1E82\\_Rethinking%20Transitional%20Ministry.pdf](http://macucc.s3.amazonaws.com/71BBE2C7B9B049B0883D51809D9A1E82_Rethinking%20Transitional%20Ministry.pdf) Page 4

[Images for a healer for congregations recovering from the trauma of a natural disaster, clergy betrayal or serious conflict](#)

<https://alban.org/archive/rethinking-transitional-ministry/>

[Images for Rethinking Transitional Ministry by Norman B. Bendroth](#)



## 7 Signs Your Church Will Never Change – Carey Nieuwhof

How do you know when your church is simply so resistant to change that it isn't going to budge? How do you know the problem is so deep that radical **intervention** is required?

<http://careynieuwhof.com/7-signs-your-church-will-never-change/>

[Images for 7 Signs Your Church Will Never Change – Carey Nieuwhof problem is so deep that radical intervention is required](#)

## 6 Ways an Interim Pastor Can Help a Church in Crisis

Upon reflection on that interim pastorate, God's grace brought to light six important dimensions of leadership engagement that converted this congregation's shock into opportunities for strategic advancement in ministry. These six dimensions provide an evaluative template for a church leader or pastor in an interim period.

<https://www.thegospelcoalition.org/article/6-considerations-for-interim-pastoring-amid-a-crisis>

[Images for 6 Ways an Interim Pastor Can Help a Church in Crisis](#)

**The Interventionist: a conceptual framework and questions for parish consultants, intentional interim ministers, church champions, pastors considering a new call, denominational executives, the recently arrived pastor, counselors, and other intentional interventionists in congregational life by Lyle E. Schaller (Author)**

The most effective way to influence both individual and institutional behavior is to ask questions. This text provides a conceptual framework for asking questions about congregations and it classifies various syndromes that prevent a church from making the changes that are needed for new life. It will become the first choice of church champions who choose to intervene in the life of the church.

<http://www.amazon.com/The-Interventionist-Lyle-E-Schaller/dp/0687054494>

[https://www.thriftbooks.com/w/the-interventionist\\_lyle-e-schaller/475406/#isbn=0687054494&idq=4484412](https://www.thriftbooks.com/w/the-interventionist_lyle-e-schaller/475406/#isbn=0687054494&idq=4484412)

[http://books.google.com/books/about/The\\_interventionist.html?id=eWVCJU1-goMC](http://books.google.com/books/about/The_interventionist.html?id=eWVCJU1-goMC)

[https://play.google.com/store/books/details/Lyle\\_E\\_Schaller\\_The\\_interventionist?id=eWVCJU1-goMC](https://play.google.com/store/books/details/Lyle_E_Schaller_The_interventionist?id=eWVCJU1-goMC)

<http://www.ministrymatters.com/all/entry/5884/remember-lyle-e-schaller-the-interventionist>

[https://en.wikipedia.org/wiki/Lyle\\_E.\\_Schaller](https://en.wikipedia.org/wiki/Lyle_E._Schaller)

[http://www.abingdonpress.com/lyle\\_e\\_schaller](http://www.abingdonpress.com/lyle_e_schaller)

<https://www.amazon.com/Lyle-E.-Schaller/e/B0011R1J9K>

[https://www.goodreads.com/author/list/179868.Lyle\\_E\\_Schaller](https://www.goodreads.com/author/list/179868.Lyle_E_Schaller)

[Images for Lyle E. Schaller \(Author\)](#)

[Images for The Interventionist by Lyle E. Schaller \(Author\)](#)

[Images for church champions who choose to intervene in the life of the church](#)

**Wisdom from Lyle E. Schaller: The Elder Statesman of Church Leadership**

Schaller says his favorite book is *The Interventionist* (1997)...

<https://books.google.com/books?isbn=1426761627>

[Images for Wisdom from Lyle E. Schaller: The Elder Statesman of Church Leadership](#)

Page 26

## The Toxic Congregation: How to Heal the Soul of Your Church by G. Lloyd Rediger (Author)

This book offers lifelines for pastors serving toxic and dysfunctional congregations.

A culture of triage engulfs mainstream religion in America. More and more churches are either toxic or dysfunctional. These churches contribute to the chronic decline of membership and burnout of clergy. Such churches cannot be "fixed" by even sincere or competent pastors without listening to God's guidance, insightful diagnosis, healing and conversion, revision, and supportive attention. Pastors did not sign on for this kind of ministry, but growing numbers find themselves in the throes of a life and death struggle for the soul of their church. This book will offer the vision, dynamics, and programming necessary for regenerating impaired congregations.

<http://www.amazon.com/Toxic-Congregation-Heal-Soul-Church/dp/0687332249>

[https://www.goodreads.com/book/show/1472710.The\\_Toxic\\_Congregation](https://www.goodreads.com/book/show/1472710.The_Toxic_Congregation)

[http://home.comcast.net/~glrediger/books/toxic\\_congregation.html](http://home.comcast.net/~glrediger/books/toxic_congregation.html)

[https://books.google.com/books/about/The\\_Toxic\\_Congregation.html?id=Gb2kAAAACAAJ](https://books.google.com/books/about/The_Toxic_Congregation.html?id=Gb2kAAAACAAJ)

<https://www.amazon.com/G.-Lloyd-Rediger/e/B0011OFCSW>

[http://www.goodreads.com/author/show/257002.G\\_Lloyd\\_Rediger](http://www.goodreads.com/author/show/257002.G_Lloyd_Rediger)

[Images for G. Lloyd Rediger \(Author\)](#)

[Images for The Toxic Congregation: How to Heal the Soul of Your Church by G. Lloyd Rediger \(Author\)](#)

## Transitional Ministry: A Time of Opportunity by Molly Dale Smith (Editor), Loren Mead (Foreword)

Chapter 11: Being an "after pastor: 113 Barry Miller

Transition is the word we use to describe the time following significant change. In congregations, that change might be the departure of the pastor, a catastrophe such as Hurricane Katrina or 9/11, or simply the changes caused by growth. Transition calls for clergy with special training to respond to the needs generated by the special time. "Task, training, and time limit" are the hallmarks of transitional ministry. Trained intentional interim clergy must have the skill and experience to lead congregations during transition. However, transitional or interim ministry has a bad reputation in some places. As one diocesan leader said, "We have never had a church in this diocese that was so bad off that an interim was needed." Indeed, there are some "sick" churches, but most congregations have some good things happening and some things that need

attention. Intentional interim ministry can be medicine for the sick, but in most cases it is better compared to vitamins that are taken to promote health. This book seeks to clear up misconceptions about transitional ministry and present an accurate and up-to-date picture of transitional ministry and to describe the various settings in which this specialized ministry can be helpful. Chapter authors, all expert in transitional ministry in mainline Protestant denominations, include: Robert Friedrich, John Keydel, George Martin, Loren Mead, Barry Miller, Nancy Miller, Ineke Mitchell, Ken Ornell, Molly Dale Smith, and Rob Voyle

<http://www.goodreads.com/book/show/6516076-transitional-ministry>

<https://www.amazon.com/Transitional-Ministry-Molly-Dale-Smith-ebook/dp/B005BCQBG0>

<http://pres-outlook.org/2010/08/transitional-ministry-a-time-for-opportunity/>

[http://www.goodreads.com/author/show/2949403.Loren\\_Mead](http://www.goodreads.com/author/show/2949403.Loren_Mead)

<http://www.pres-outlook.com/reviews/book-reviews/10326-transitional-ministry-a-time-for-opportunity.html>

<https://www.linkedin.com/pub/molly-dale-smith/a/88b/73>

<http://www.goodshepherdsf.org/about-gsslf/our-board/molly-dale-smith/>

<http://imnedu.org/wp-content/uploads/2014/10/2014-IMN-Conference-program.pdf> Page 3

<https://appreciativevay.com/tm-resources/tm-resources.cfm>

Images for Molly Dale Smith (Editor)

Images for Loren Mead

Images for Transitional Ministry: A Time of Opportunity by Molly Dale Smith (Editor), Loren Mead (Foreword) Chapter 11: Being an "after pastor":

### [PDF] Transitional Ministry Manual

The Intentional Interim Pastor

1. Long-term: 12 to 24 months
2. Needed especially in some circumstances
  - When a strong, long-term pastorate has ended
  - When there is an unexpected end to a pastorate
  - When pastorate has ended in conflict
  - When a pastorate has ended by death
  - When a pastorate has ended in scandal
3. Interim pastor is an **interventionist**, not a caretaker
4. Interim pastor is highly experienced with particular skills
5. Interim Pastor is trained through the Interim Ministry Network (UCC)
6. The Transition Team approach to an intentional interim pastorate
  - A transition process and timeline
  - An Interim Pastor contract

<http://ofd.mcccchurch.org/download/interimministry/Interim-Ministry-Manual.pdf>

Page 6

Images for Interim pastor is an interventionist, not a caretaker

### Transitional Ministry Today: Successful Strategies for Churches and Pastors edited by Norman B. Bendroth

- 10 **A Trauma Treatment Model for Interim Work with Chronically Dysfunctional Congregations** Page 147

Deborah J. Pope-Lance

<https://books.google.com/books?isbn=1566997518>

Images for Trauma Treatment Model for Interim Work with Chronically Dysfunctional Congregations

<https://www.amazon.com/Transitional-Ministry-Today-Successful-Strategies/dp/156699750X>

[http://macucc.s3.amazonaws.com/71BBE2C7B9B049B0883D51809D9A1E82\\_Rethinking%20Transitional%20Ministry.pdf](http://macucc.s3.amazonaws.com/71BBE2C7B9B049B0883D51809D9A1E82_Rethinking%20Transitional%20Ministry.pdf)

<https://rowman.com/ISBN/9781566997515/Transitional-Ministry-Today-Successful-Strategies-for-Churches-and-Pastors>

<http://www.goodreads.com/book/show/23811442-transitional-ministry-today>

<http://www.barnesandnoble.com/w/transitional-ministry-today-norman-b-bendroth/1120409955>

<https://books.google.com/books?isbn=1566997518>

<https://alban.org/2015/03/06/norman-bendroth-transitional-ministry-today/>

[http://www.pts.edu/www.pts.edu/Transitional\\_Ministry1](http://www.pts.edu/www.pts.edu/Transitional_Ministry1)

<https://louisville-institute.org/interviews/norman-bendroth/>

<http://www.church-consultants.org/about-us/>

<http://www.macucc.org/files/files/documentsleadershipdevelopment/fundamentals+april+2017.pdf>

[http://www.upsem.edu/wp-content/uploads/2016/07/Interim\\_Ministry\\_Education\\_2016.pdf](http://www.upsem.edu/wp-content/uploads/2016/07/Interim_Ministry_Education_2016.pdf)

Images for Deborah J. Pope-Lance

Images for Transitional Ministry Today: Successful Strategies for Churches and Pastors edited by Norman B. Bendroth 10 A Trauma Treatment Model for Interim Work with Chronically Dysfunctional Congregations

### 12 signs you need an intentional interim pastor — Transitional Ministries Group

The first thing a church must do when its pastor resigns is retain an intentional interim pastor, *especially if the church meets any of these criteria:*

<http://www.transitionministriesgroup.com/12-signs-you-need-an-intentional-interim-pastor/>

Images for signs you need an intentional interim pastor

## What Is a Transitional Pastor, and Why Use One?

Some churches have crisis transitions because of the circumstances surrounding the previous pastor's departure. A variety of circumstances can render church leaders spiritually unprepared to guide the church through emotional healing and preparation for a new pastor.

### Transitional Pastor Goals Purposes and Benefits - Lifeway

<http://www.lifeway.com/Article/transitional-pastor-ministry-purposes-goals-benefits>

[Images for Transitional Pastor Goals Purposes and Benefits](#)

## 14) Variations in models of interim ministry

To begin with, I accept the basic terminology of the Interim Ministry Association of the ELCA.

### Interim Ministry Association

- The **Interim Period**, for a congregation, is the time between two regularly-called pastors.
- An **Interim Pastor** serves the congregation during the Interim Period.
- An **Intentional Interim Pastor** is an Interim Pastor who has received specialized training in the best use of the Interim Period for the benefit of the congregation.

<https://www.imaelca.org/>

[Images for Interim Ministry Association](#)

[Images for Intentional Interim Pastor](#)

To go beyond that, I realize there are many designations given to rostered ministers who serve between installed pastors. The contextual demands for interim ministry resist cookie cutter models. For instance, a pastor may serve as a **bridge pastor**, while the congregation employs a **transition consultant** to more specifically address the transition dynamics and call process. A bridge pastor also may provide regular pastoral ministry at the beginning of the interim period until a pastor equipped to address the transition dynamics and assist with the call process is available or at the end of the interim period when the interim pastor is asked to take another assignment. Some judicatories use the term **transition pastor** in place of interim pastor. Also, some judicatories may suggest a pastor serve a **term call** following an installed pastor. In addition, a **stated supply pastor** may serve for an extended period in a setting where the congregation cannot afford a full-time pastor or where the congregation is unlikely to find an installed pastor any time soon. For instance, two retired pastors served for seven years each in congregations in the Northwest Synod of Wisconsin between installed pastorates. Some judicatories use the term **vacancy pastors** for pastors who meet certain needs of congregations, but are not trained to provide ministry, insight, and guidance during the time of transition and crisis. Some judicatories appoint **vice pastors** to oversee and assist a neighboring congregation during a transition period. **Transitional Ministry Today: Successful Strategies for Churches and Pastors** by Norman B. Bendroth (Pages 188-190) identifies various models – **Pulpit Supply, Classic Interim, Sustaining Interim, Two-Tiered Interim Ministry, Designated Short-Term Pastor, Crossroads Pastor, Repositioning Pastor.**

Also, an intentional interim minister may serve for an extended period in a setting with special circumstances.

Some pastors are geographically bound and commute, while others are home based and spend some nights away, and still others move from site to site and may or may not have a home base. Some are appointed with the concurrence of the Congregation Council, while others interview for the position as a part of a slate of candidates. Some serve on loan to another synod, while some synods place pre-retirement pastors on the synod roster when serving an interim assignment. A judicatory may place a pastor in a transitional setting as a supply pastor, waive the clause about not being available for call, and provide the possibility for a call as an installed pastor. There are probably other variations that I have not heard about or am aware of. The important point is that interim ministry is adaptive. Amid all the variations, I suggest that the period of time between installed pastorates is an interim period and that rostered ministers serving during this time are providing interim ministry.

## Resources

[\[PDF\] Call Process Guide Booklet 1 - North Carolina Synod](#)

### III. INTERIM AND SUPPLY MINISTRY

The bishop of the synod, in consultation with the Congregation Council, is responsible for the pastoral care and leadership of the congregation in a pastoral vacancy. In order to fulfill this responsibility, the bishop, in consultation with the Congregation Council, appoints an interim pastor during the pastoral vacancy. Normally, the appointment of the interim pastor is made prior to the resigning pastor's departure or shortly thereafter. It may be necessary for some ministry to continue with the assistance of volunteer or temporary staff.

### A. TYPES OF INTERIM PASTORAL MINISTRIES

1. A **TRADITIONAL INTERIM PASTOR** may be appointed to serve pastoral needs while a congregation is in the call process seeking a regularly called pastor. Normally, a traditional interim ministry involves part-time services of the pastor. Duties include basic pastoral support and worship leadership.
  2. AN **INTENTIONAL INTERIM PASTOR** may be appointed to serve the congregation in a specific ministry of transition to help the congregation move toward the process of seeking a regularly called pastor. This intentional interim ministry may involve full-time or part-time services of the pastor to lead the congregation through self-examination, attending to conflict and/or orienting toward the future.
- Intentional interim pastors generally bring specific training to this ministry. An interim pastor appointed to serve a multiple-staff congregation would normally be from outside the congregation. If an associate/assistant pastor is appointed as the interim, then that person shall not be eligible for a call as senior pastor.

3. AN EXTENDED SUPPLY PASTOR may be appointed when the congregation does not anticipate entering a call process in the near future. Page 4

#### D. AUTHORITY OF THE INTERIM PASTOR

The interim pastor may be a pastor of a neighboring congregation, a pastor under call to special service, a pastor on leave from call, or a retired pastor. During service to the congregation, the interim pastor shall have the rights and duties of a regularly called pastor. However, the synodical constitution (S14.17) prohibits any involvement of the interim in the call process. It should be understood by all parties that the interim pastor shall not be a candidate for pastor of the congregation according to Synod Council action Sept. 13, 1991 (Rationale for Interim Pastor not Being Candidate). Once appointed the interim pastor should be installed. (Installation Rite for Interim Pastor) Page 5

#### Pastoral Coverage Prior to the Interim Pastor

There is likely to be a short time of a few weeks between the leaving of your pastor and the coming of the interim pastor. It is the responsibility of the Congregation Council to work together with the synod office to arrange supply pastors to cover worship during this time. The council is also responsible for arranging with a neighboring pastor or a retired pastor to cover pastoral emergencies during this period. (hospital calls, funerals etc.) Page 22

<http://www.nclutheran.org/forms/documents/congregations/Booklet1-PASTOR-TRANSITION-CLOSURE.pdf>

[Images for TYPES OF INTERIM PASTOR MINISTRIES](#)

#### [PDF] Call Process Manual - Saint Paul Area Synod

##### Interim Pastors

When a pastoral vacancy occurs, the congregational leadership, with guidance from the Synod staff, will need to determine how best to arrange for continuing pastoral leadership during the transition period. The intentional interim pastor is used in the Saint Paul Area Synod. This approach gives full pastoral presence and support during the transition period. Interim pastors are particularly effective when a congregation experiences significant emotions due to the pastor's departure (anger, grief, sadness, hard feelings, etc.). Interim pastors are trained to work through the emotions so that the congregation is able to continue to minister, engage in a meaningful Call Process and, ultimately, to warmly receive a new pastor. Chapter 12, Appendix C, contains helpful information about interim ministry, including a liturgy for the Blessing of the Interim that is appropriate for use in worship whenever an interim pastor begins serving.

##### Model One – Intentional Interim Pastors

(See Guidelines for Interim Pastoral Ministry in Chapter 12, Appendix C) Those who serve as Intentional Interim Pastors work under an agreement called an Interim Covenant (in Chapter 12, Appendix C). They are not under Call to the congregation and they will not be available as a candidate for a regular Call to the congregation. They may serve on a part time or full time covenant. Salary is based on the salary package of the former pastor.

1. Interim Part time: Depending on local circumstances and their personal availability these pastors would serve congregations in a limited way in the role of interim pastor.
2. Interim Full time: These pastors would serve congregations full time during the transitional period with all of the usual pastoral duties of a full-time pastor.

##### Model Two - Pastors under Term Call

Under some circumstances, particularly after a long pastorate or in a conflicted congregation or other unusual circumstances, a Call may be extended for a specific term. These are pastors who are called by the congregation for a specific term. Their availability as a candidate for regular Call following the ending of the term Call must be negotiated prior to the issuance of the Term Call. A congregational meeting is required with a 2/3 vote in favor of extending a Letter of Call. In most cases, a term call is suggested by the synod because of the particular needs of congregations and the availability of a particularly well-suited pastor. When a term call is issued, the process as identified in this manual may be modified; it is usually put in place more quickly. Availability of pastors is a significant matter at any given time. The Synod Staff will assist in the search for Intentional Interim pastors and those available for Term Call.

##### Supply Pastors

Supply pastors may preside at worship, preach, teach on Sunday morning and/or may provide a minimum of pastoral care for the seriously ill or those in crisis. (A list of pastors who have indicated their willingness to serve congregations for this type of ministry during pastoral vacancies is available from the Synod office.) These pastors work either for specific, one-time duties, or for very limited work defined in a carefully designed contract that outlines the scope of their work and range of authority.

Sunday supply and part time pastors may be pastors who are retired, On leave From Call, or lay persons with special training who have been authorized by the Synod to engage in this ministry.

<http://www.spas-elca.org/sites/default/files/SPAS%20Call%20Process%20Manual.pdf>

Page 19

[Images for Call Process Manual - Saint Paul Area Synod](#)

#### DISCUSSION OF PASTORAL MINISTRY OPTIONS DURING THE TIME OF PASTORAL TRANSITION

3. DISCUSSION OF PASTORAL MINISTRY OPTIONS DURING THE TIME OF PASTORAL TRANSITION - The bishop of the synod is responsible, along with the congregation council, for the maintenance of pastoral care and leadership of the congregation in the time of transition. In order to fulfill this responsibility, the bishop, in consultation with the congregation council, will appoint a Vice-Pastor or an interim pastor during the congregation's pastoral vacancy. Normally, appointment of the Vice-pastor will be made by the bishop prior to the resigning pastor's departure or shortly thereafter.

## OPTIONS FOR PASTORAL MINISTRY DURING THE TIME OF PASTORAL TRANSITION

- a) **VICE-PASTOR** – Normally, duties of a vice-pastor include: ♣ Attendance at congregation council meetings ♣ Emergency services in crisis situations ♣ Arrangement for weddings, baptisms and funerals ♣ Certification that parish records are in order during the time of the pastoral vacancy ♣ Pastoral oversight of the congregation For the performance of these duties, the synod recommends a minimum honorarium of \$ 500.00 per month plus reimbursement for travel (at prevailing IRS rate) and other expenses. If a congregation averages less than 50 on a Sunday, the suggested honorarium is \$250.00.
- b) **SUPPLY PASTORS** - The responsibility for securing pastors to conduct worship services lies with THE CONGREGATION COUNCIL in consultation with the bishop's office. The synod may assist the council in arranging for supply pastors. All supply pastors should be compensated for their services according to the current synodical guidelines shown in Appendix 4. To use supply pastors is to allow the congregation to experience a variety of worship leaders and preaching styles during the time of transition. The downside can be that visitors new to the congregation and community will not experience continuity of the same Sunday morning pastor.
- c) **STATED SUPPLY** - A pastor may agree to conduct Sunday morning worship services for an extended, contracted time. This allows continuity in worship from one Sunday to the next. Visitors may develop a relationship during this transition time with the pastor as well. The downside is that the congregation does not see and hear a variety of leadership styles of worship and preaching.
- d) **INTERIM PASTORS** - An interim pastor appointed for a specific time to serve the congregation in a specific ministry of transition to help the congregation move toward the process of Handbook for the Call Process Page 6 seeking a regularly called pastor. This type of interim ministry may involve the full-time or part-time services of the pastor who is appointed by the bishop after approval of the congregational council. Duties and compensation shall be detailed in a "Contract for Services" between pastor and council. An interim pastor appointed to serve a congregation will not be seeking a regular call from the congregation. An interim pastor appointed to serve in a multiple-staff congregation may be an associate/assistant pastor already serving in the congregation or may be a pastor from outside the congregation. If the associate/assistant pastor is appointed to be the interim, then that person would not be eligible for a call as senior pastor. Availability of the interim pastor for many duties may be limited, indicating the need for congregational committees to be active. It is the duty of THE CONGREGATION COUNCIL to inform parishioners of the interim pastor's duties to avoid unrealistic expectations of a person who likely will not be a full-time pastor. The council also needs to designate persons or committees to oversee certain aspects of the congregation's interim life - such as the newsletter, care of the church property, and other administrative tasks. Consultation with the church secretary and other staff will aid in such designations. Such arrangements need to be communicated to members of the congregation.

**AUTHORITY OF THE VICE PASTOR OR INTERIM PASTOR** During service to the congregation, the Vice-pastor or Interim pastor shall have the rights and duties of a regularly called pastor. The pastor is to represent the presence of the bishop during the time of transition.

**CLOSURE OF THE INTERIM RELATIONSHIP** Upon completion of service, THE VICE-PASTOR OR INTERIM PASTOR shall certify to the bishop of synod that the parochial records for the period for which he or she was responsible are in order. It is appropriate for some recognition of services to be arranged by THE CONGREGATION COUNCIL at the conclusion of the pastor's appointment.

### OTHER PASTORS' RELATIONSHIPS WITH THE CONGEGATION

The Vice-pastor or interim pastor should normally be requested to perform all ministerial acts within the congregation.

Members of the congregation shall not call on any other pastor for ministerial acts without the express invitation of the vice-pastor or interim pastor. The bishop will instruct the departing pastor not to return to the congregation to conduct services, including weddings and funerals, after termination of ministry there.

[PDF] Virginia Synod Call Process Handbook

<http://www.vasynod.org/wp-content/uploads/2013/01/Printable-Handbook-Current.pdf>

Page 5

[Images for PASTORAL MINISTRY OPTIONS DURING THE TIME OF PASTORAL TRANSITION](#)

[https://docs.google.com/file/d/0B0\\_YHGMqW0QCQVFNUGI5X1VoLVk/edit](https://docs.google.com/file/d/0B0_YHGMqW0QCQVFNUGI5X1VoLVk/edit)

Equipping Churches and Ministers for Change

Adaptive for the Church

Presenting four categories opens up the foundational notion of purpose, with the idea that not every congregation is in the same place when a pastoral vacancy occurs, but that every church can be faithful to the Spirit's calling.

April 9, 2015 E-Letter from IMN

[Images for Equipping Churches and Ministers for Change Adaptive for the Church](#)

### FAQ - Intentional Interim Ministry

Can I get the same benefits from a **vacancy pastor** as from an intentional interim minister?

A vacancy pastor (also occasionally called an interim pastor) does meet certain needs of congregations, but is not trained to provide ministry, insight and guidance during the time of transition and crisis.

<http://interimministry/lcms.org/faq.php>

[Images for vacancy pastor](#)

Holy Cross installs "new" pastor Jonathan Zielske – The Tribune Press

**Term Pastor**



Originally Pastor Jonathan had no intentions of staying at Holy Cross. He was here to help the congregation transition from one pastor to the next. However, when the call process started at Holy Cross, he realized that things were going really well and that perhaps he would like to extend his time here, thus the term call. "The people in the community won me over." In explaining a term call, Pastor Jonathan said that it just means it is for a specified term, in this case 18 months. Term calls aren't common, but he didn't want to over commit. Keeping this going for a while gives both parties an out and they can evaluate how things are going after 18 months. He said it's kind of like a lease with an option to buy.

<https://www.dewittmedia.com/2018/03/13/holy-cross-installs-new-pastor-jonathan-zielske/>  
[Images for Term Pastor](#)

#### In the Interim: Four Interim Pastor Models for Churches - LifeWay

Today, I want to share four interim pastor models for your leadership to consider. This list is not exhaustive, nor will any guarantee a successful outcome, so choose prayerfully and contextually.

<http://www.lifeway.com/pastors/2015/05/14/in-the-interim-four-interim-pastor-models-for-churches/>  
[Images for Interim Pastor Models for Churches](#)

#### [PDF] Information for Churches without a Called Pastor

(References are to the Book of Order)

G-14.0513 Temporary Pastoral Relationships

**Stated Supply** Appointed by the Presbytery (through the Committee on Ministry), after consultation with the session, when a church is not seeking a pastor. Approved a year at a time. Generally, congregations with Stated Supplies are too small to call a pastor and the Stated Supply fills the pulpit, moderates the Session, and conducts funerals and other services as needed.

**Interim Pastor** Is invited by the Session to serve a congregation, with the approval of the Presbytery (through the Committee on Ministry), while a church is seeking a pastor. An Interim may be full or part-time, and the conditions of employment are negotiated through a contract between pastor and Session, with the terms of call approved by the Presbytery (through the Committee on Ministry). An Interim may not be called as the pastor.

**Temporary Supply** Similar to an Interim, but this position does not require ordination as a Minister of the Word and Sacrament, so could be filled by a seminary student or a commissioned lay pastor. Again, is invited by the Session, with the approval of the Presbytery (through the Committee on Ministry). A person serving as Temporary Supply may not be called as a pastor unless six months have elapsed since the time of the relationship, or unless this requirement is waived by a 2/3 vote of Presbytery.

G-14.0502g **Designated Pastor** Is called by the congregation, through its Pastor Nominating Committee (as advised through the Presbytery's Committee on Ministry) for a specified period of time not less than two years, and not more than four years. The Pastor Nominating Committee receives specific names to choose from through the Committee on Ministry. The congregation must vote to be considered for a designated term relationship. At the end of the designated time period, a designated pastor may be considered to be called as the pastor. (Note: This Presbytery has struggled in recent years to find someone willing to be a designated pastor.)

<http://www.presbyteryofarkansas.org/documents/COMDocuments/info%20for%20churches%20without%20a%20called%20pastor.pdf>

Page 1

[Images for Temporary Pastoral Relationships in Presbyterian Church](#)

#### [PDF] Intentional Interim Ministry Brochure - Northern Texas–Northern Louisiana Synod

The Benefits of Intentional Interim Ministry

Every congregation in transition can benefit from the leadership of a trained and experienced **intentional interim** minister. Situations in which this is particularly appropriate include: the transition following a long pastorate, the transition created by new mission opportunities and/or changed context for ministry, a transition following the resignation of a pastor related to discipline action, or a transition marked by significant discord or upheaval within a congregation.

Characteristics of the relationship between the congregation and the intentional interim include:

- A contract is agreed to describing compensation and specific interim issues to be addressed.

- The intentional interim is viewed, in part, as a consultant.

- When conflict is present, both value the intentional focus on conflict.

- The intentional interim brings a "process" for engagement.

- A recognition of the unique personality and leadership style of the interim.

- Movement toward a planned closure and termination of this transition ministry as the congregation prepares to receive its new pastoral leaders.

<http://worshiptimesmedia.s3.amazonaws.com/gulfcoast/files/2013/01/IMCongregationInfoBrochure.pdf>

[Images for Benefits of Intentional Interim Ministry](#)

#### Interim Ministry Brochure - The Northeastern Pennsylvania Synod

Who Are Our Guides in the Process?

**Intentional interim pastors** who have advanced training. Intentional interim pastors are prepared to lead the congregation in historical and contextual analysis, in discovering vision and mission, in identifying new leadership, in improving relationships with the denomination, and in preparing for the arrival of a new pastor. Intentional interim pastors also sustain the on-going ministry of the congregation throughout the transition period.

**Maintenance interim pastors** who sustain congregational ministries during the transition period.



**Consultants** who have special background training as psychologists, sociologists, pastoral counselors, social workers, etc. for assisting congregations working through traumatic circumstances.

**Combinations** of the above where special circumstances of availability, time, training, and contextual difficulty may require teamwork and special approaches.

<http://nepsynod.org/wp-content/uploads/2014/05/2013interimministrybrochure.pdf>

[Images for maintenance interim pastors](#)

### Mistakes Churches Make During an Interim Ministry - CTUCC

**Traditional approach.** In the traditional approach, the church searches for someone to keep the doors open and help the congregation tread water. The interim minister's role is seen as providing stability and keeping all programs and ministries running. The goal in this approach is not to move the church in any particular direction. A local retired pastor may be asked to provide this type of leadership to prevent the church from losing momentum. Certainly, an experienced pastor, serving as an interim, can maintain and enhance the church's ministry.

**Intentional approach.** Congregations making this strategic decision see this in-between time as a transitional window. They ask for someone with an adaptive leadership style who will serve for a designated period to resolve conflict, create space for grief or anger some members may feel from losing their previous pastor, and assist with efforts to identify future goals and priorities. This approach emphasizes transformation and renewal rather than continuity. The biblical role model for this approach is John the Baptist, who God called to prepare the way for the one who would follow him.<sup>2</sup>

<https://www.ctucc.org/blogdetail/mistakes-churches-make-during-an-interim-ministry-9639138>

<http://www.macucc.org/blogdetail/9639138>

<https://bgav.org/the-parish-paper/pp-11-2017-mistakes-churches-make-during-an-interim-ministry/>

<https://www.commonword.ca/ResourceView/43/19601>

[Images for mistakes churches make during an interim ministry – parish paper](#)

<https://www.theparishpaper.com/free-resources>

<http://www.wisconsinumc.org/connections/conference-news/the-parish-paper> November 2017 - "Mistakes Churches Make During an Interim Ministry"

<http://www.wcucc.org/resource-center/church-management/parish-paper/>

<http://www.hcucc.org/the-parish-paper>

<https://www.theparishpaper.com/back-issue-index> Back Issue Index | The Parish Paper

### Norman Bendroth: Transitional Ministry Today - Alban Institute

One size does not fit all. Each congregation has its own unique DNA that must be analyzed and appreciated. **Transitional ministers** are detectives and archeologists unearthing patterns and norms, core values and behaviors. A wise transitional leader will pick the most urgent and needful of presenting issues to work on with the congregation in the time they are together.

<https://alban.org/2015/03/06/norman-bendroth-transitional-ministry-today/>

[Images for Norman Bendroth: Transitional Ministry Today - Alban Institute](#)

### Northwest Synod of Wisconsin - ELCA - Facebook

Rev. Jeanne Warner was "reinstalled" today as the **redeveloper pastor** at Christ Lutheran, Menomonie. All of the congregations of the Northwest Synod of WI support you in your intentional work of asking what is God calling us to be and do!

<https://www.facebook.com/nwswi/>

<http://www.welcome2clc.com/>

... to extend a 12-month term call to Pastor Jeanne Warner to serve as our **redevelopment pastor**.

<https://www.facebook.com/Welcome2CLC/>

[Images for redevelopment pastor](#)

### One Size Doesn't Fit All: Inventing a Parish Specific Transitional Ministry Rev. Robert J. Voyle, Psy.D. 2009 - Clergy Leadership Institute

What Type of Ministry Does this Congregation Need?

Rather than using a one-size-fits-all approach or asking a limiting "yes or no" question about whether the congregation needs an intentional transitional minister, the incarnational approach begins by asking the following question: "Given this congregation's current state, what type of ministry do they need to take them successfully into their future?"

<http://www.clergyleadership.com/tm-resources/one-size.pdf>

[Images for One Size Doesn't Fit All](#)

### Our Pastor Is Leaving - Ohio Conference United Church of Christ

Varieties of Leadership

#### **Intentional Interim Minister**

An Intentional Interim Minister is an ordained minister with special training for churches which are in-between ministers. He/she will not be a candidate for the position of installed minister in the church being served as interim. The rest of this booklet is specifically about Intentional Interim Ministers.

(An Intentional Interim Ministry Specialist is a trained interim minister granted special certification by the Ohio Conference.)

### Interim Minister

An Interim Minister is an ordained minister who has not taken special training for churches between ministers. He/she will not be a candidate for the position of installed minister in the church being served as interim.

### Supply Minister

A Supply Minister may be an ordained or lay person, who is available for part time service including worship leadership and emergency pastoral care.

### Licensed Ministers

#### a. Student Licensed Minister

Sometimes a seminary student is available for pastoral leadership. A Student Minister works part time in a congregation and attends seminary part time. He/she is licensed by the Association, which grants authority to give communion, baptize, and officiate at weddings and funerals.

#### b. Lay Licensed Minister

A Licensed Minister, like a Student Minister, is a lay person but does not attend seminary. Licensed Ministers are lay persons who may have had seminary or other special training. As with Student Ministers, they are licensed by the Association to serve one specific church.

<http://www.ocucc.org/Interim%20Ministry/OurPastorIsLeaving.pdf>

[Images for Our Pastor Is Leaving](#)

### Passing the Mantle: The Interim Time Period in the Large Congregation

The right **consultant(s)** can augment and shape the adaptive work of the congregation in a manner that fully engages leadership and allows the present senior minister to remain at arm's length from the developmental tasks. An interim consultant can offer the following support services:

<http://www.susanbeaumont.com/wp-content/uploads/2013/03/Passing-the-Mantle-The-Interim-Time-Period-in-the-Large-Congregation.pdf>

[Images for Passing the Mantle: The Interim Time Period in the Large Congregation](#)

### Pastor Pederson - St. John's Lutheran Church

The Rev. Dr. Duane C. Pederson began as the **interim** pastor at St. John's Lutheran Church in April of 2014, and he became the **settled** pastor of the congregation in November of 2015.



<http://www.stjohnelca.org/index.php/about/staff/pederson>

[https://en.wikipedia.org/wiki/Duane\\_C.\\_Pederson](https://en.wikipedia.org/wiki/Duane_C._Pederson)

[http://wikivisually.com/wiki/Duane\\_C.\\_Pederson](http://wikivisually.com/wiki/Duane_C._Pederson)

<https://www.linkedin.com/in/duane-pederson-436b199>

<http://www.elca.org/News-and-Events/5938> Duane Pederson Elected Bishop of ELCA Northwest Synod of Wisconsin

[Images for Duane Pederson Elected Bishop of ELCA Northwest Synod of Wisconsin](#)

<http://myemail.constantcontact.com/News-from-NW-Synod-of-WI.html?soid=1101126434512&aid=6IO0map7eS4>

### [PDF] Pastor Search Manual - Clover Sites

#### Intentional vs. Accidental Interim

An intentional interim recognizes the transitional nature of this time frame in the congregation and provides for proactive steps to be taken both by the interim pastor and the congregational leaders to take full advantage of the situation. Thus, an effective, intentional interim period will likely result in a stronger, more focused congregation. The accidental interim, on the other hand, will likely only focus on short term results and will often extend only to filling the pulpit from week to week.

<http://storage.cloversites.com/generalbaptistministries/documents/Pastor%20Search%20Manual%20rev%202015.pdf> Page 22

[Images for Pastor Search Manual](#)

[Images for Intentional vs. Accidental Interim Pastor](#)

### [PDF] Pastoral Transitions A Guide for Congregation Councils – Upper Susquehanna Synod Evangelical Lutheran Church in America

#### D. AUTHORITY OF THE INTERIM PASTOR.

The interim pastor may be a pastor of a neighboring congregation, a pastor under call to special service such as an intentional interim pastor, a pastor on leave from call, or a retired pastor.

<http://www.uss-elca.org/wp-content/uploads/2016/10/Pastoral-Transitions-Councils-Guideline.pdf>

Page 4

[Images for AUTHORITY OF THE INTERIM PASTOR](#)

## Pastor's Corner

Grace and peace from our Risen Lord and Savior Jesus Christ. Christ Lutheran Church is in the midst of pastoral transition. You are presently being served by two **bridge** pastors. Pastoral duties are being shared by myself and Pastor Kurt Larson. As you know, a bridge is a means to get from one point to another. The two of us are the connection between the retirement of Pastor Geoff Scott and the arrival of a full-time interim pastor (hopefully by June 1). Our synod at this time does not have a full-time interim pastor available due to the high number of pastoral vacancies. The interim pastor will serve during the call process for a new pastor. Our intent as bridge pastors is to give CLC high quality pastoral service and continue to work in harmony with staff and members to fulfill CLC's mission, "Christ is for all." Romans 15:5-6 says: "May the God of steadfastness and encouragement grant us to live in harmony with one another in accordance with Christ Jesus, so that together we may with one voice glorify the God and Father of our Lord Jesus Christ." May God bless each one of us in our effort to live for and proclaim Jesus Christ as Risen Lord and Savior.

Pastor Ron Burke

[PDF] The Friendly Visitor - Christ Lutheran Church

<http://www.welcome2clc.org/FV/FV.pdf>

[Images for bridge pastors](#)

## Presbyterian Polity for Church Leaders, Fourth Edition

If the church is not seeking a pastor, then the church may be served by a **stated supply**. This temporary relationship is described in G-14.0513a:

A stated supply is a minister appointed by the presbytery, after a consultation with the session, to perform the functions of a pastor in a church which is not seeking an installed pastor. The relation shall be established only by the presbytery and shall extend for a period not to exceed twelve months at a time. A stated supply shall not be reappointed until the presbytery, through its committee on ministry, has reviewed her or his effectiveness. A stated supply who is a member of the presbytery may, with presbytery's approval, serve as moderator of the session.

<http://www.amazon.com/Presbyterian-Polity-Church-Leaders-Edition-ebook/dp/B009NF5LNY>

[Images for Presbyterian-Polity-Church-Leaders-Edition](#)

<https://books.google.com/books?isbn=0664503152>

Page 82

[https://books.google.com/books/about/Presbyterian\\_Polity\\_for\\_Church\\_Leaders\\_F.html?id=qTW8pSCRzhkC](https://books.google.com/books/about/Presbyterian_Polity_for_Church_Leaders_F.html?id=qTW8pSCRzhkC)

[Images for stated supply pastor](#)

## Redevelopment During The Interim Ministry: It Takes Three to Tango By Rev. Patricia Hanen

"We want our church to redevelop, but we can't afford to change." How many times have those words—or euphemisms for them—been said to judicatory executives, interim ministers, and congregational leaders during an interim season? Judicatories know that congregations will have to change if they are going to redevelop successfully. With congregations that want to redevelop, intentional interims know that their primary work is as change agents. Congregational leaders know that the interim time holds out a priceless opportunity for experimenting with change. And yet, if we are realistic, why does so little change seem to happen? In the pre-conference mini-seminar we'll look at how judicatories can better assess congregational readiness for redevelopment, at how interim ministers can better help congregations try out some of the directions they might take once a new rector comes, and at how congregational leaders can better encourage experimentation while maintaining a stable community. As we consider those, we'll be looking at real-life situations and tools that can be used by each of the three partners in redevelopment, and attendees will be encouraged to share their own experience and expertise.

Annual Conference | IMN - Interim Ministry Network

<https://imnedu.org/annual-conference/> 2010 Program

<http://imnedu.org/wp-content/uploads/2012/05/2010Program.pdf>

Page 3

[Images for Redevelopment During The Interim Ministry](#)

<https://www.linkedin.com/in/the-rev-patricia-hanen-407801a>

<https://es-es.facebook.com/ComeToNewLife/posts/the-rev-patricia-hanen-announces-summer-retirement-in-a-message-to-the-parish-the/10151453441383195/>

<https://www.youtube.com/watch?v=sh92JUYPMi8> Marriage of Elaine McCoy and Patricia Hanen, June 26 2015 - YouTube

## Renewal Pastor

- Renewal Call from Synod: The **Renewal Pastor** is called by the synod. The pastor will be introduced to the council for a concurrence vote on January 15th. If the Council concurs, the synod will issue a 1-year renewable term call. The council will sign a contract with the pastor. At the end of the year, the congregation will be able to decide: a) if we want to continue the relationship as another one-year term call, b) if we want to convert it to a regular congregational call or c) if we want to move to call a different pastor as your next regular pastor.

- Pastoral Transition Timeline: From the time of concurrence, the Renewal Pastor will give 30 days notice to his/her current congregation. Before the Renewal Pastor begins in mid-February, Pastor Barb Koch and Pastor Roger Skatrud will conduct Sunday services.

Hope Lutheran Church - Eau Claire

Pending Council Minutes Hope Lutheran Church Council – January 8, 2018

<https://www.hopechurchec.com/news--events>

[Images for Renewal Pastor](#)

Hope Lutheran Church

#### Pastoral Transition Update

On Monday, January 15<sup>th</sup>, Hope Church Council and Executive Team interviewed a candidate called by the synod to be our Renewal Pastor for one year. The Council and Executive Team unanimously voted to hire this **Renewal Pastor**.

Gratefully, we announce that Pastor Mary Erickson will begin her year-long ministry at Hope Lutheran Church on Monday, February 12<sup>th</sup>! You will hear more about Pastor Erickson in the coming weeks. Thank you for your prayers and support.

<https://www.hopechurchec.com/news--events>

<https://www.facebook.com/hopechurchelca>

[Images for hope lutheran church eau claire wi](#)

<https://www.linkedin.com/in/mary-erickson-b2570611>

[Images for Pastor Mary Erickson](#)

#### Responsibilities of Transitional Pastors - the Metropolitan New York

In the ELCA, a pastor who serves a congregation after the resignation, retirement, removal, or death of a previous pastor is called an Interim Pastor. In the Metropolitan New York Synod, we use the term **Transitional Pastor**. These pastors serve in (1) Coverage, (2) Intentional Interim, (3) Discernment, or (4) Term-Call capacities. Responsibilities for each are shown in this section, as well as two sample letters of agreement—one for Intentional Interim pastors, and another for Term-Call pastors

<http://www.mnys.org/assets/1/7/CMtransitionsforweb.pdf>

[Images for Transitional Pastor](#)

#### [PDF] Rethinking Transitional Ministry by Norman B. Bendroth - Amazon Web Services

Interim ministry also faces the financial reality that smaller congregations cannot afford a full-time trained interim minister. The Episcopal Diocese of Minnesota, for instance, now places a **transitional priest and a transitional consultant** to work together in a single church. "The priest is to love the people, preach, celebrate the sacraments, and provide pastoral care," says Karen Olson, Missioner of Ministry for the diocese. "The consultant does the works of discovery and mission and helps the congregation to discern what they need to carry that out. The consultant also coaches chairs of boards and committees. This approach allows for a quicker transition—a year instead of the usual transition 18 to 24 months—and is therefore more feasible in cash-strapped parishes. "In today's world, there is no patience for longer interims," Olsen wryly observes. Page 7

#### New Questions

These are questions that need answers. In addition, I think we need to grapple with the following questions: Page 12

[http://macucc.s3.amazonaws.com/71BBE2C7B9B049B0883D51809D9A1E82\\_Rethinking%20Transitional%20Ministry.pdf](http://macucc.s3.amazonaws.com/71BBE2C7B9B049B0883D51809D9A1E82_Rethinking%20Transitional%20Ministry.pdf)

[Images for Rethinking Transitional Ministry by Norman B. Bendroth](#)

<https://www.amazon.com/Transitional-Ministry-Today-Successful-Strategies/dp/156699750X>

<https://rowman.com/ISBN/9781566997515/Transitional-Ministry-Today-Successful-Strategies-for-Churches-and-Pastors>

<https://www.christiancentury.org/contributor/norman-b-bendroth>

<https://louisville-institute.org/interviews/norman-bendroth/>

<https://alban.org/2015/03/06/norman-bendroth-transitional-ministry-today/>

#### Spirit Lutheran - Newsletter

Grace and Peace to you friends of Spirit Lutheran,

It is with great thankfulness that I am having my first Sunday as your **Bridge Pastor**. Oftentimes Bridge Pastor means a very short few months to serve as your pastor in a time of transition. It is great to be here at Spirit Lutheran and I have enjoyed meeting people as I have visited and begun my ministry time with you. I look forward to sharing ministry here at Spirit.

Reformation Sunday is always the Sunday on, or closest to, and before October 31. It is a day where we give thanks for our tradition of the past and see what church reformation is before us. You here at Spirit are living out that reformation. You bring your faith journey (some long and some not as long) and I hope you and I can trust God to guide us into the world we live in. Together we ask God to guide us into a world that God is reforming and creating each day. 500 years ago, Luther prayed for God's Holy Spirit to lead him. It is amazing to see how that has impacted the world. Now we pray for God's Spirit to guide us in the world today. If we use the broad, sweeping use of the word Protestant--we see how God works in our world.

How will God use Spirit Lutheran to work in our world and in this community and region? We move ahead with thanksgiving as we receive God's reforming love in Christ Jesus our Lord.

Peace to you for the journey,

Paste Dave Wall

<http://spiritlutheran.org/documents/Spirit-Lutheran-Newsletter-10302016.pdf>

[Images for Bridge Pastor](#)

#### The default interim - The Presbyterian Outlook

We need interim ministry in some situations and should give thanks to the ministers who engage in it. But we don't need interim ministry every time a congregation changes pastors.

<http://pres-outlook.org/2015/03/the-default-interim/>

[Images for congregation changes pastors](#)

#### The Interim Period - Alban Institute

A congregation approaching an interval without a pastor has several options for pastoral support. Understanding these will help the board and the search committee determine their preference for ministry support.

- First, denominational or regional offices can help determine whether a **trained interim pastor** is available to serve your church.
- Second, **retired pastors** can be engaged to serve for a specific time period, perhaps until a new pastor is called.
- Third, the board can decide to use local pastors, or perhaps retired pastors, as **weekly guest pastors**.

Alban at Duke Divinity School » The Interim Period - Alban Institute

<https://alban.org/archive/the-interim-period/>

Images for Interim Period - Alban Institute

<https://alban.org/uploadedFiles/Alban/Bookstore/pdf/Interim%20Period%20chart.pdf>

<https://rowman.com/ISBN/9781566994026/The-Pastoral-Search-Journey-A-Guide-to-Finding-Your-Next-Pastor>

Images for The-Pastoral-Search-Journey-A-Guide-to-Finding-Your-Next-Pastor

#### TRANSITION TEAM 2012-14 SUPPORT DOCUMENT

**Intentional Interim Ministry** is a specialized ministry that brings specific skills and experience to help a congregation deal with situations such as conflict, breach of ethics, or the special circumstances occasioned by a long pastorate, or boundary issues related to the presence of a former minister in the congregation or community.

<http://conchurchexeter.org/wp-content/uploads/2013/01/Transition-Team-Support-Document.pdf>

Images for Intentional Interim Ministry specialized ministry

#### Transitional Pastoral Leadership

- **Bridge Pastor**: A pastor who is contracted on a short-term basis to provide Word and Sacrament ministry (i.e. preaching and worship leadership) and provide pastoral care prior to/or after the work of an interim pastor.
- **Interim Pastor**: A pastor who is called through the Northwest Synod of Wisconsin and has specific training to guide congregations through the transition process due to a pastoral vacancy.
- **Redevelopment Pastor**: A pastor who is specially trained with a specific set of skills to work with a specific congregation whose direction in mission and focus have changed due to a changing neighborhood or declining membership.
- **Term Call Pastor**: A pastor who is called by the congregation for a specific period of time renewable if the congregation, pastor and synod agree. This call can be changed to a regular call at completion of the term.

[PDF] The Call Process - Amazon S3 Congregations in Transition: Moving into the Future – Northwest Synod of Wisconsin, ELCA

[https://s3.amazonaws.com/media.cloversites.com/0a/0a854394-3a19-4d9f-b1ae-f93021508921/documents/Call\\_Process\\_Booklet\\_2016.pdf](https://s3.amazonaws.com/media.cloversites.com/0a/0a854394-3a19-4d9f-b1ae-f93021508921/documents/Call_Process_Booklet_2016.pdf)

Images for Transitional Pastoral Leadership

Page 5

#### Transitions - Trinity Lutheran Church

Meet Pastor Dave Whelan

Pastor Dave Whelan was born and raised in Mondovi and currently lives in Menomonie with his wife, Amy. Dave and Amy have been married for fifty years and have two sons, Sean and Mark, and eight grandchildren.

Dave served as an Associate and then as Senior Pastor at Peace Lutheran Church in Menomonie for seventeen years. Since retiring from pastoral work, Dave has worked as a **Bridge Pastor** at Central Lutheran in Chippewa Falls, at Immanuel Lutheran in Eau Claire, at Dovre Lutheran in New Auburn, and at English Lutheran in Ellsworth.

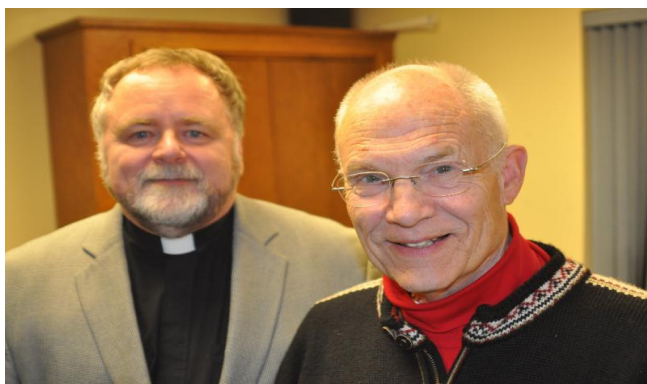
Prior to earning a Master of Divinity degree from Luther Seminary, Dave practiced general law with Whelan, Morey and Ricci. He was Family Court Commissioner in Buffalo County and City Attorney in Mondovi. Dave piloted a US Navy helicopter from 1965–1970. Dave was Vice President of the Northwest Synod of WI from 1987–1992 and currently serves as chaplain for the Menomonie Police Department. Pastor Dave is excited to work with the congregation and staff at Trinity. We look forward to welcoming him!

Transition Update: April 13, 2016

<http://www.trinity-ec.org/transitions.phtml>

Images for Bridge Pastor at Central Lutheran in Chippewa Falls

<http://central-lutheran.org/meet-the-staff> Dave Whelan Pastor of Visitation and Care



#### Pastor David Anderson Retires

Immanuel Lutheran Church, Eau Claire, will have a new interim pastor in the pulpit next Sunday, but they won't have any trouble remembering his name – it's David. Pastor Dave Wheland will serve as the interim pastor during the call process. Blessings to the Rev. David Anderson and Joyce, his wife, as they explore the next chapter of life.

This week in the Northwest Synod of Wisconsin – ELCA Week of December 29, 2013

<http://archive.constantcontact.com/fs191/1101126434512/archive/1116120614271.html>

Pastor David Anderson (left) and Pastor David Whelan (right)



## Types of Interim Pastors: An Overview | The Exchange | A Blog by Ed Stetzer

Some ways churches engage interim pastors | ED STETZER

<https://www.christianitytoday.com/edstetzer/2017/august/evangelism-travelers-perspective.html>

[Images for Types of Interim Pastors: An Overview](https://www.christianitytoday.com/ct/archives/)

<https://www.christianitytoday.com/ct/archives/>

## What is Intentional Interim Ministry? || Texas Baptists

### Intentional Interim Consultant

Some churches are not able to find an intentional interim pastor who is able to fill the pastoral office of the church. Therefore, these churches choose two people to help the church through the intentional interim process: One to serve as the interim pastor, and the other to serve as a consultant to the Transition Team.

The consultant would be a person who is trained both in consultation skills and in the intentional interim ministry process. Consultants' names are available through BGCT consultants and the associational director of missions. Consultants work on a daily basis with the congregation. Past experience indicates that a consultant is not as effective as a full-time intentional interim pastor. However, a consultant is less expensive and may be more available than intentional interim pastors. The consulting option is given to churches as a way of making sure that they can find the appropriate leadership for their church.

<http://texasbaptists.org/education-discipleship/pastorless-churches/what-is-intentional-interim-ministry/>

[Images for Intentional Interim Ministry Consultant](http://texasbaptists.org/education-discipleship/pastorless-churches/what-is-intentional-interim-ministry/)

## WND SYNOD VICE PASTOR, INTERIM PASTOR and/or CONTRACTED Ministries

When a pastoral vacancy occurs in a parish, a synod representative (bishop or bishop's staff) confers with the church council regarding the appointment of a vice-pastor or interviewing an interim pastor (not a call).

During this period of service, the **vice-pastor** has the rights and duties of a regularly called pastor,

In consultation with the bishop and with approval of the church council, the vice pastor may arrange for certain pastoral duties (like pulpit supply, confirmation, visitation) to be done by a supply pastor

Must be present at council and parish meetings, including meetings at which pastoral candidates are interviewed and recommendations made to the parish, except: Council meetings where the vice-pastor requests or consents to be absent and has given prior approval to an agenda of routine matters which shall be the only business of the meeting, Parish meetings if the bishop appoints someone else as his/her representative.

Shall work with the church council in providing for worship leadership, response to emergency calls, hospital visitation, maintenance of official parish records,

Shall refrain from exerting influence in the selection of the next pastor and shall normally not be under consideration as the next pastor.

Assist synod staff in working with the council and parish through the call process and encourage preparation for the arrival of a pastor.

Offer care, encouragement and support to the new pastor after the call process is complete to facilitate integration in the parish, community and Western North Dakota Synod.

[http://www.wndsynod.org/resources/assets/VPr\\_Intrm\\_PulpitSupply\\_Guidelines.pdf](http://www.wndsynod.org/resources/assets/VPr_Intrm_PulpitSupply_Guidelines.pdf)

[Images for pastoral vacancy in a parish](http://www.wndsynod.org/resources/assets/VPr_Intrm_PulpitSupply_Guidelines.pdf)

## 15) Preparation for interview

The practice of the Northwest Synod of Wisconsin of the ELCA is for the bishop to appoint an interim pastor with the concurrence of the Congregation Council. The synod staff supplies a capsule summary of the setting. In addition, I study the congregation website and/or Facebook site and look at the congregation trend report on **Research and Evaluation - Evangelical Lutheran Church in America**.

Sometimes, I talk with colleagues to ask what they know about the setting. Through the years, I keep my ears open to what is happening at various congregations because I never know when I may be asked to serve as an interim or bridge pastor there.

For a concurrent interview on 3/7/2019, I contacted the synod office to request the figures for the previous pastor. I received these figures (salary + social security + pension/benefits + housing = \$\_\_\_\_), and plugged them into the calculator and handed out the allocation. Another time, I asked the outgoing pastor for a copy of the annual report to get the figures. I wish I would have figured out this more proactive approach earlier in my interim ministry, but better later than never.

### Calculators - EmployerLink - Portico Benefit Services

#### Calculate Compensation & Benefit Location

Have a total dollar amount available to allocate between your plan member's compensation and ELCA benefits?

Use this calculator to divide a total dollar amount into: Annual cash compensation. Health, retirement, disability, survivor and retiree support contributions.

<https://employerlink.porticobenefits.org/Home/Resources/Calculators.aspx>

[Images for Calculators - EmployerLink - Portico Benefit Services](https://employerlink.porticobenefits.org/Home/Resources/Calculators.aspx)

Calculate Compensation & Benefit Location is bottom up rather than the top down..

### Calculators - EmployerLink - Portico Benefit Services

#### Calculate Benefit Costs

Need to know how much it will cost to provide a sponsored plan member with ELCA benefits?

Use this calculator to determine employer costs to sponsor a plan member in the ELCA benefits program – a comprehensive package of benefits to help pastors, deacons, and lay employees live full, whole, healthy lives.  
<https://employerlink.portcobenefits.org/Home/Resources/Calculators.aspx>  
[Images for sponsored plan member with ELCA benefits](#)

A concurrent interview for interim ministry is different than an interview as a candidate as part of a slate of candidates for an installed pastorate. At the same time, it is helpful to take nothing for granted and to prepare for anything. At one concurrent interview, a member of the parish council lightheartedly asked me to sing for them. I took a copy of their Sunday bulletin and sang the first line of the Kyrie and asked them to respond. I did, and they did. I then said, “I think we’ll be able to work together.”

### [PDF]Moving into the Future - Amazon S3

Appendix 13: Potential Interview Questions

Page 58

[https://s3.amazonaws.com/media.cloversites.com/0a/0a854394-3a19-4d9f-b1ae-f93021508921/documents/Call\\_Process\\_Booklet\\_2016.pdf](https://s3.amazonaws.com/media.cloversites.com/0a/0a854394-3a19-4d9f-b1ae-f93021508921/documents/Call_Process_Booklet_2016.pdf)  
[Images for Potential Pastoral Interview Questions](#)

Candidates for the position of bishop of the Northwest Synod of Wisconsin were asked the following questions at the **Northwest Synod of Wisconsin | Synod Assembly 2018**.

Sunday Morning Questions: 4 minutes per question plus one word

1. Emotional intelligence is a key attribute for anyone in leadership. When you’ve been blamed for something you haven’t done or have had no control over, how do you respond.
2. What three qualities do you see in pastors whom you consider to be highly effective leaders? How as bishop would you advance the development of these qualities in more pastors?
3. Bishops often find themselves dealing with conflicted and anxious congregations. Tell about a time when you had to manage conflict and work toward resolution.
4. Is there anything you would like to speak about to the assembly that hasn’t already been asked?
5. In one word, describe yourself.

Final two nominees: 1 question and 5 minute response

What in your life journey has helped shape who you are today?

### Resources

#### Interviewing a Candidate for an Interim Pastor Position

The clearer the interviewing committee can be about their needs, issues, and expectations for the interim pastor, the more effective the interviewing process can be both for the committee and the candidate.

<http://www.sandburconsulting.com/interiminterview.html>

[Images for Interviewing a Candidate for an Interim Pastor Position](#)

<https://bible.org/article/questionnaire-pastoral-candidate>

[Images for Questionnaire for Pastoral Candidate](#)

<http://www.ligonier.org/blog/10-important-things-ask-potential-pastor/>

[Images for Important Things to Ask a Potential Pastor](#)

<http://www.pastoralized.com/2011/03/21/10-questions-you-better-be-ready-to-answer-at-a-pastoral-interview/>

[Images for pastoral interview](#)

<http://www.slideshare.net/anielrodd8/top-10-church-interview-questions-with-answers>

[Images for church interview questions](#)

<http://www.lifeway.com/leadership/2015/05/21/top-10-ministry-interview-questions-and-how-to-answer-them/>

[Images for Ministry Interview Questions](#)

[http://www.episcopalchurch.org/files/CDO\\_clergy\\_side\\_interviewing\(1\).pdf](http://www.episcopalchurch.org/files/CDO_clergy_side_interviewing(1).pdf)

[Images for Clergy Side of Interviewing in the Calling Process](#)

<http://www.pastorsearchresources.com/2012/02/13-questions-that-every-pastor-search-committee-should-be-prepared-to-ask/>

<https://9marks.org/answer/what-kind-questions-should-church-ask-pastoral-candidate/>

[Images for questions to ask a pastoral candidate](#)

#### Job Interview Tips - How to Prepare for a Job Interview - YouTube

[https://www.youtube.com/watch?v=0p\\_A2P\\_uvzc](https://www.youtube.com/watch?v=0p_A2P_uvzc)

[Images for job interview - youtube](#)

<https://www.youtube.com/watch?v=epcc9X1aS7o> Job Interview Tips - Job Interview Questions and Answers - YouTube

<https://www.youtube.com/watch?v=Bt1fOqJqNk8> 9 Essential Job Interview Tips - Job Interview Questions and Answers - YouTube

<https://www.youtube.com/watch?v=S1ucmfPOBV8> Interview Dos and Don'ts - YouTube

<https://www.youtube.com/watch?v=kayOhGRcNt4> Tell Me About Yourself - A Good Answer to This Interview Question - YouTube

<https://www.youtube.com/watch?v=OW-yxxPMtro> Tell me about yourself - The perfect answer. - YouTube

[https://www.youtube.com/watch?v=DHDri0\\_bMQO](https://www.youtube.com/watch?v=DHDri0_bMQO) How to Ace an Interview: 5 Tips from a Harvard Career Advisor - YouTube

<https://www.youtube.com/watch?v=PZdjogQrhbU> Job Interviews - YouTube

<https://www.youtube.com/watch?v=TGqVRMOd3OI> 20 Tips to Ace Any Job Interview! - YouTube

[https://www.youtube.com/watch?v=Sd\\_dGhHAAFc](https://www.youtube.com/watch?v=Sd_dGhHAAFc) Body Language in a Job Interview - YouTube

#### Potential Interview Questions

This list of possible questions is not comprehensive but suggestive for the Call Committee. On the other hand, some questions may seem repetitive. Choose what seems best and add others to get at issues you feel important.

**Call Process Booklet EDITED - Northwest Synod of Wisconsin**

[http://www.nwswi.org/webfiles/fnitools/documents/call\\_process\\_rev11.17.09smaller.pdf](http://www.nwswi.org/webfiles/fnitools/documents/call_process_rev11.17.09smaller.pdf)

Page 65

**Images for Call Process Booklet EDITED - Northwest Synod of Wisconsin**

**Call Process Booklet - Yumpu**

<https://www.yumpu.com/en/document/view/53432941/call-process-booklet>

[https://s3.amazonaws.com/media.cloversites.com/0a/0a854394-3a19-4d9f-b1ae-f93021508921/documents/Call\\_Process\\_Booklet\\_2016.pdf](https://s3.amazonaws.com/media.cloversites.com/0a/0a854394-3a19-4d9f-b1ae-f93021508921/documents/Call_Process_Booklet_2016.pdf)

Appendix 13 Potential Interview Questions Page 58

**Images for Potential Interview Questions for Pastors**

#### Top Job Interview Questions | Monster.com

100 top job interview questions—be prepared for the interview

Will you be well-served by being ready even if you're not asked these exact questions? Absolutely. To learn how to be prepared for job interview questions, start here.

<http://www.monster.com/career-advice/article/100-potential-interview-questions>

**Images for Job Interview Questions**

<https://www.monster.com/career-advice/job-interview/questions>

<https://www.businessnewsdaily.com/5796-job-interview-questions.html>

<http://money.usnews.com/money/blogs/outside-voices-careers/2011/01/24/the-10-most-common-job-interview-questions>

<https://www.themuse.com/advice/how-to-answer-the-31-most-common-interview-questions>

<https://www.forbes.com/sites/lizryan/2017/12/09/how-to-answer-ten-common-interview-questions-with-confidence/#64c0c1a43ef1>

<https://www.betterteam.com/common-interview-questions>

<https://www.inc.com/jeff-haden/27-most-common-job-interview-questions-and-answers.html>

[www.careercontessa.com/advice/10-common-interview-questions/](http://www.careercontessa.com/advice/10-common-interview-questions/)

<https://www.careeronestop.org/JobSearch/Interview/common-interview-questions.aspx>

<https://www.monster.com/career-advice/article/common-interview-questions-1>

**Images for common-interview-questions**

<https://www.monster.com/career-advice/article/top-10-interview-questions-prep>

<https://hiring.monster.com/hr/hr-best-practices/small-business/conducting-an-interview/toughest-interview-questions.aspx>

<https://www.monster.com/career-advice/article/perfect-answers-to-tough-interview-questions>

<https://www.monster.com/career-advice/article/interview-cheat-sheet>

<https://www.monster.com/career-advice/article/nine-questions-to-ask-interview>

<https://www.monster.com/career-advice/article/Difficult-Interview-Questions>

<https://www.cnbc.com/2018/01/31/7-interview-questions-that-are-difficult-to-answer-and-how-to-respond.html>

**Images for Difficult-Interview-Questions**

## 16) Interview

1. Many times, a synod staff will lead in devotions, but if a synod staff is not present, I may be asked to do so.

"In Calling a Pastor, We Consider Our Own Calling" from the Call Process Booklet is a possibility.

**[PDF] Call Process Booklet EDITED - Northwest Synod of Wisconsin**

[http://www.nwswi.org/webfiles/fnitools/documents/call\\_process\\_rev11.17.09smaller.pdf](http://www.nwswi.org/webfiles/fnitools/documents/call_process_rev11.17.09smaller.pdf)

Page 88

**Call Process Booklet - Yumpu**

<https://www.yumpu.com/en/document/view/53432941/call-process-booklet>

2. I invite the members of the congregation leadership to identify themselves and their positions.

3. I introduce myself, share about my faith, and tell about a sense of call to interim ministry.

4. I share my resume to demonstrate my qualifications and experience.

5. I explain the three areas of interim work: pastoral ministry, transitional dynamics, call process.

6. I walk through the parts of the Letter of Agreement:

Together the congregation and the Interim Pastor will:

The Interim Pastor will:

The congregation will:

7. I explain full-time basis and part-time basis and go over the compensation package. The agreement for the compensation

package in the Northwest Synod of Wisconsin is that the interim pastor receives the same total amount as the installed pastor for full-time basis. There is flexibility in dividing the individual figures. Part-time basis is pro-rated.

8. The synod staff invites conversation and questions.

9. Congregation leadership often excuses me at this point to deliberate.

10. I am invited to return to either hear their decision or to engage in further conversation.

Early in my interim ministry, I served part time. I considered half-time to be Sundays and Wednesdays on site + weddings, funerals, special circumstances, and preparation time. Two-thirds time increased the weekdays on site to Wednesday and Thursday; three-

fourths time increased the weekdays on site to Tuesday, Wednesday, and Thursday; and full-time increased to Monday, Tuesday, Wednesday, Thursday. The following resource gives more current, nuanced, and official guidelines for part-time ministry.

**[PDF]Part-Time Ministry Guidelines for Northwest Synod of Wisconsin**

The Evangelical Lutheran Church in America understands shared-time ministry to exist when an ordained minister is called to serve in one or more settings of this church while earning income from other employment or while devoting substantial time to other activities. The ELCA defines ministry that is less than full-time to be "shared-time." However, we will use "part-time" throughout this document, because it provides more clarity as to the type of work we are describing, which is primarily that of a solo pastor in a ministry setting which is not large enough to support them in full-time ministry. The expectations for pastors have changed in terms of the types of work they are now expected to do beyond worship leadership, visitation and teaching. It is a challenge to both pastors and congregations to strike a balance in terms of what they expect and what the pastor can realistically do in an average work week. It is a challenge for those who work in full-time ministry. It is even more of a challenge for those who have part-time calls. But it can also provide opportunities for more flexibility on the part of Pastor and parish, and more growth in the lay leadership of the congregation. Congregational mission and ministry needs do not change when a pastor is called less than full-time. The shift must happen in who takes responsibility for various tasks and aspects of mission and ministry. This is a conversation that is essential to happen in an open and honest way during the negotiating of the call process and revised along the way during the tenure of the pastor serving the congregation. This is particularly important if the pastor has been under full-time call and is shifting to part-time; which missional areas will be fulfilled by the laity rather than the pastor?

[https://s3.amazonaws.com/media.cloversites.com/0a/0a854394-3a19-4d9f-b1ae-f93021508921/documents/part-time\\_ministry\\_salary\\_guidelines-feb\\_14\\_2014.pdf](https://s3.amazonaws.com/media.cloversites.com/0a/0a854394-3a19-4d9f-b1ae-f93021508921/documents/part-time_ministry_salary_guidelines-feb_14_2014.pdf)

[Images for Part-Time Ministry Guidelines for Northwest Synod of Wisconsin](#)

**17) Manage expectations**

I am careful to promise only my best effort and not to assure results. I can tell of my trust in God, my track record, and my determination, but I cannot guarantee specific outcomes.

**You can lead a horse to water - Idioms by The Free Dictionary**

To can give someone an advantage or provide them with an opportunity, but you can't force them to do something if they don't want to.

<https://idioms.thefreedictionary.com/You+can+lead+a+horse+to+water>

[Images for you can lead a horse to water](#)

**18) To consent or not**

**[DOC]Model Constitution for Congregations 2019 - ELCA Resource Repository**

**Chapter 9.**

**ROSTERED MINISTER**

**\*9.06.** At a time of pastoral vacancy, an interim pastor shall be appointed by the bishop of the synod with the consent of this congregation or the Congregation Council.

**\*9.07.** During the period of service, an interim pastor shall have the rights and duties in this congregation of a regularly called pastor and may delegate the same in part to a supply pastor with the consent of the bishop of the synod and this congregation or Congregation Council. The interim pastor and any rostered minister providing assistance shall refrain from exerting influence in the selection of a pastor. Unless previously agreed upon by the Synod Council, an interim pastor is not available for a regular call to the congregation served.

<https://www.elca.org/constitution> 2019 Model Constitution for Congregations

<https://download.elca.org> > ELCA Resource Repository > Model Constitution

<http://www.elca.org/Resources/Office-of-the-Secretary>

I was asked to interview for an assignment following the retirement of a 20+ years beloved pastor who planned to continue to reside in the community following retirement. This pastor minimized the liturgy for the 1<sup>st</sup> service on Sunday morning and held center stage from the welcome, prayer, hymn, two lessons, and a teaching message with PPT for 45 minutes. This pastor led camp songs on his acoustic guitar for the 2<sup>nd</sup> service on Sunday morning, which proved to be popular with the young families. At the end of the interview, the president stated, "Nothing personal, but we took a vote that turned out to be unanimous that we do not think you are the right fit for our congregation at this time." Most of the times through the years I took part in a concurrent interview the Congregation Council consented with the appointment by the bishop of the synod but not this time.

**19) Following the consent of the appointment**

I realize the interim pastor has the most at stake in expediting the process after the concurrent interview and before the start date. This is especially true in the **Change of Call - MyPortico - Portico Benefit Services**. Portico Benefit Services: A Ministry of the ELCA can back charge for health insurance if the report is not submitted in a timely manner but not the retirement contributions.

I pass on the instructions from Portico for the current congregation/parish, which states, "As soon as your end date is known, your current congregation is responsible for reporting it on EmployerLink." Failure to file **[PDF] End of Call Notification - MyPortico - Portico Benefit Services** in a timely manner can hold up the process.

A Customer Care Advocate from Portico Benefit Services provided instructions in the following memo:

Dear Pastor H. Lowell Bolstad,

Thank you for contacting us with your question, and for notifying us in advance of your anticipated on leave from call status. I have included some instructions below as to the best way to report all of this, so that we can ensure your coverage continues without any interruption or inconvenience to you.

1. Please have your current employer, (name) Lutheran Church, submit the information for your end of call via our *EmployerLink* webpage. I can see that you are a registered user, so you are able to report this information on yourself if you wish. You can report this information by signing in, clicking on the *Administration* tab, then clicking on the link *Manage Employees & Benefits*.

2. Please call our office to report your on leave from call information; during this conversation, we can get you set up for coverage continuation and give the rates for continuing the cost of your health and basic group life insurance policy while you are on leave from call. I advise calling our office at least two weeks prior to your end of call date, if at all possible.

3. When you receive confirmation of the date of your next assignment, you can inform the registered *EmployerLink* user at your new employer that he or she may report your new call information via our webpage. He or she will report this information in the same place on the site where you would report an end of call (see my first instruction).

You can also let the treasurer at (name) Lutheran Church know that we will prorate the cost of your benefits for them, based on the end date they report. If we are able to get this information from them in advance of the June 15th billing date, we will be able to create an invoice for them in June that reflects the prorated amount. If we receive the end of call notification after the fact, the correct prorated amount will not be calculated until the following billing cycle, in July.

I hope my instructions prove helpful to you. If you need additional information, please contact Portico Benefit Services at [800.352.2876](tel:800.352.2876) or [myPortico@PorticoBenefits.org](mailto:myPortico@PorticoBenefits.org) or sign in to [myPortico](http://myPortico.org).

Blessings,

(name)

Customer Care Advocate

Portico Benefit Services | A Ministry of the ELCA

800 Marquette Ave., Ste. 1050 / Minneapolis, MN 55402-2892

[612.333.7651](tel:612.333.7651) / [800.352.2876](tel:800.352.2876) / F [612.334.5399](tel:612.334.5399)

[PorticoBenefits.org](http://PorticoBenefits.org) / [facebook.com/livewellelca](https://facebook.com/livewellelca)

The Interim Ministry Association in its 1/27/2017 [imanewsletter@msn.com](mailto:imanewsletter@msn.com) recommended a specific contact at Portico for intentional interim pastors.

ELCA Intentional Interim Pastors now have a direct contact at Portico Benefits for all transition matters. The contact is Andy Feller, Portico Customer Care Advocate, whose email address is [afeller@PorticoBenefits.org](mailto:afeller@PorticoBenefits.org). Andy can also be reached by phone at [800-352-2876](tel:800-352-2876) ext. 4060, but the email contact usually works best. (Read More) <https://www.imaelca.org/portico-benefits-contact/>

IN BRIEF January 2017

For Intentional Interim Ministers and the Congregations They Serve

Intentional Interim Ministry Maintaining ELCA Benefits During Times of Transition

Dear Intentional Interim Minister,

Portico understands that your unique ministry creates unique benefit needs. Intentional Interim Ministers often experience more frequent transitions between calls or assignments. Your ELCA health benefits are designed to follow you through these transitions, and I'm here to help make the process as smooth as possible for you. Please contact me with any questions you have. I am Portico's primary point person for Intentional Interim Ministers, and I look forward to serving you.

Andrew Feller

Portico Customer Care Advocate 800.352.2876

ext. 4060

[afeller@PorticoBenefits.org](mailto:afeller@PorticoBenefits.org)

What to Do When Your Assignment Changes

You

As soon as you know you'll be facing a change, call Portico at 800.352.2876. The sooner we hear from you, the more options you may have to keep your ELCA health benefits active.

- It's important to let us know of an upcoming change as early as possible so we can get to work on your behalf. You don't need to know exact dates or details when you call.
- If you're uncertain of your next call or assignment, we'll explain your next steps, which may include looking at the monthly cost to continue coverage at your own expense or contacting Securian Life if you purchased life insurance.



### Your Current Congregation

As soon as your end date is known, your current congregation is responsible for reporting it on EmployerLink.

- Your end date is your last day working plus accrued vacation.
- Portico will email you with next steps after we hear from your current congregation.
- If your new congregation notifies us of your start date before we've received an end date from your current congregation, we may reach out to your current congregation.
- Portico cannot administer severance packages.

### Your New Congregation

Your new congregation is responsible for reporting your start date on EmployerLink. It can report your start date up to 60 days in advance. This notification is critical to avoid a gap in your health coverage and a potential situation where a claim is denied.

- If there are fewer than 31 days between your end date (at your current congregation) and start date (at your new congregation), Portico will pay for the cost of your health coverage during this time. However, this is only possible once we've received your official start date as reported on EmployerLink.
- If your end date has passed and your start date has not been reported, your ELCA health benefits will end. You and any eligible family members will not have active health coverage until your new congregation reports your start date. Once we receive your start date, we will retroactively reinstate benefits.

I appreciate that Portico Customer Care acts in a proactive manner to make contact with parish treasurers in transitioning the benefits.

I'm reaching out to you today because Pastor Lowell Bolstad let us know he will have a new call with name Lutheran Parish soon. We need your help in transitioning their benefits. Please confirm this right away by submitting their employment with you online.

Here's how:

- Sign in to [EmployerLink](#)
- Under Administration, select *Manage Employees & Benefits*
- Click *Enroll an employee in ELCA benefits in the yellow box on the right-hand side of the page*

I've attached the *Enrollment Checklist*, or you can find it on EmployerLink by following the above steps, then choose Download your enrollment checklist under Things You Need to Know. This shows you the information you need to enter online. Please report their new employment today! I'm happy to walk you through submitting the online enrollment if needed.

## **20) Bulletin and newsletter announcements**

I supply the congregation/parish office with bulletin and newsletter announcements after the congregation/parish council concurs with the appointment.

### **Meet our New Interim Pastor**

The Parish Council met with Interim Pastor Lowell Bolstad and Assistant to the Bishop Greg Kaufman on March 7. The council concurred with the appointment by the bishop of Pastor Bolstad. He will start April 1.

He was born in Plentywood, Montana where his parents owned a small farm and where his father worked in carpentry. When he was five, his family moved to Story City, Iowa where he grew up and graduated from high school. Post-secondary education took him to Waldorf Junior College in Forest City, Iowa; Concordia College in Moorhead, Minnesota; and Luther Seminary in St. Paul, MN.

He served an open country two-point parish near Prairie Farm 1980-90. He took training from the Interim Ministry Network in 1990-91. From 1990 to the present he has served in a total of 51 congregations. His most recent assignment has been at congregations. He served as convener of the Interim Ministry Gathering 1993-2013 and has served as synod reviewer for congregation constitutions since 2009. He lives alone and has no dependents. He owns a house in Rice Lake.



### **Litany for welcoming an interim pastor on April 7**

Pastor Lowell Bolstad will be received as the new interim pastor in an opening litany as part of the services of worship on April 7. The Evangelical Lutheran Church in America holds the congregation and the office of ordained ministry in high regard. Consequently, the ELCA invests resources in support of congregations during times of changes in pastoral leadership. The interim between installed pastors provides opportunity for evaluation, renewal, and transition from the extended service

of previous pastors, and can help congregations to remain faithful, creative, and vital in mission and ministry. Plan to be in the service of worship that day to receive Pastor Bolstad as the new interim pastor!

### Meet and Greet

Pastor Bolstad looks forward to getting to know the members of the parish. He is open to visits in the church offices, homes, cafes, or other places. Contact him at 715.226.0163 or [interimpastor1953@gmail.com](mailto:interimpastor1953@gmail.com)

### 21) Continuous employment

I have been fortunate to be given fairly continuous employment in interim ministry. From 9/1/1990 to 4/15/2020, I have had approximately 14 months of down time. Starting 4/16/2020 an assignment I thought I was going to start fell through and, of this post on 5/6/2020, I do not know how long I will be on leave from call. If I was retired, and money and time were no object, I could afford to start at the beginning of an interim period and stay to the end, but because I desire to keep continuously employed and the synod seeks to keep me continuously employed, there may be a bridge pastor at the beginning of the interim period and/or at the end. I suggested one creative way to keep continuously employed at one assignment. The pastor in a neighboring congregation took a new call. That pastor and the predecessor pastor in my interim assignment at the time covered for each other and even preached for each other as the times for services of worship made that possible. I offered to the synod staff to do shared time with the neighboring congregation until the congregation I was serving on an interim basis received their new installed pastor. Then I would move to the other congregation. With the synod staff's approval, I proposed it to the Congregation Council. They approved the proposal, and it went to a meeting of the presidents and treasurers of the two congregations. An addendum was composed to show the modifications to the original letter of agreement. As it turned out, a clergy couple was called to each serve one of the two congregations, so the assignment at both congregations ended at the same time. In another setting, I served two congregations in a shared ministry agreement. The smaller congregation realigned with a neighboring congregation in a letter of agreement. I stayed on with the remaining congregation as it responded affirmatively to another congregation to enter into a shared ministry agreement and a seminary graduate was called to serve the two congregations.

### 22) Proposed Letter of Agreement for Interim Pastoral Ministry

In the name of the Father, and of the Son, and of the Holy Spirit. Amen.

Our ministry comes from Christ through the Church and belongs to the whole people of God. The Gospel calls all Christians to be ministers in word and deed. So, it is the privilege of every Christian to be a steward of the gospel of God's reconciling love. The whole church ministers as it celebrates God's presence, shares the good news, cares for those in need, and witnesses to the power of God's love.

The Evangelical Lutheran Church in America (ELCA) holds the congregation and the office of ordained ministry in high regard. Consequently, this church body invests substantial resources in support of the congregations during times of change in pastoral leadership. The congregation's ministry is ongoing: a pastor serving such a congregation is doing interim ministry, a temporary but necessary pastoral ministry. Interim pastoral service conditions are stated in the Guidelines for Interim Pastoral Ministry. In keeping with the policies and practices of the Evangelical Lutheran Church in America and the Northwest Synod of Wisconsin, and in order to set forth clearly the agreement for interim service between the congregation and pastor,

---

Congregation

---

Location

agrees that

---

Pastor

will serve as interim pastor on a

☐ part-time ☐ full-time basis

☐ term of office

☐ open ended time frame

Part Time Ministry Guidelines for Northwest Synod of Wisconsin

The Evangelical Lutheran Church in America understands shared-time ministry to exist when an ordained minister is called to serve in one or more settings of this church while earning income from other employment or while devoting substantial time to other activities.

**Rostered Leaders - Northwest Synod of Wisconsin**

<http://nswwi.org/leadership/rostered-leaders> Part Time Ministry Compensation Standards

[https://s3.amazonaws.com/media.cloversites.com/0a/0a854394-3a19-4d9f-b1ae-f93021508921/documents/part-time\\_ministry\\_salary\\_guidelines-feb\\_14\\_2014.pdf](https://s3.amazonaws.com/media.cloversites.com/0a/0a854394-3a19-4d9f-b1ae-f93021508921/documents/part-time_ministry_salary_guidelines-feb_14_2014.pdf)

IV. WEEKLY, ANNUAL AND SABBATICAL TIME COMPENSATION

A. SABBATH DAY (Recommended: 40 to 45 hours per week; at least one full day off)

Page 12

**Rostered Leaders - Northwest Synod of Wisconsin**

<http://nswsi.org/leadership/rostered-leaders> 2020 Compensation Standards

[https://s3.amazonaws.com/media.cloversites.com/0a/0a854394-3a19-4d9f-b1ae-f93021508921/documents/2020\\_Salary\\_Standards.pdf](https://s3.amazonaws.com/media.cloversites.com/0a/0a854394-3a19-4d9f-b1ae-f93021508921/documents/2020_Salary_Standards.pdf)

or

☐ from \_\_\_\_\_ to \_\_\_\_\_

in accord with the following conditions and mutual promises:

Together the congregation and interim pastor will:

- A. Attend to the transition dynamics
  - Heritage appreciate how the past of the congregation informs the present
  - Identity discover who the congregation is in the current context
  - Vision discern what it is this congregation understands God is calling this congregation to be
  - Mission define purpose and direction for the congregation in God's mission
  - Leadership engage people of the congregation in God's mission
  - Connections explore all the relationships a congregation shares beyond itself

- B. Identify current issues facing the congregation and develop ways of dealing with them.

- 
- C. Align the congregation in accordance with the constitution and bylaws of the ELCA, the Northwest Synod of Wisconsin, and update the congregation's constitution as needed.
  - D. Facilitate the call process with the understanding that the interim pastor shall refrain from exercising influence over the selection of a candidate.
  - E. In the case of part-time ministry, agree to the following schedule of service:
- 

The interim pastor will:

- A. Preach and teach the Word of God.
  - B. Preside at worship and administer the sacraments according the practice of the ELCA.
  - C. Provide pastoral care to all members of the parish according to their needs, visit as necessary, officiate at weddings, baptisms, confirmation, funerals, and uphold the members in prayer.
  - D. Give pastoral leadership for the meetings, activities, and organizations of the congregation.
  - E. Encourage support of the total ministry of the ELCA.
  - F. Be responsible for the recording of baptisms, confirmations, marriages, funerals, attendance at Holy Communion, and the maintenance of the membership rosters; and report the statistics of the parish promptly and fully, as requested by the ELCA.
  - G. Agree under no circumstances to be available for call to be the installed pastor of this congregation.
  - H. Agree not to become a member of this congregation after this agreement terminates.
  - I. Participate in the synod structure for the support and training of interim pastors.
  - J. During this transition, give special attention to:
- 
- 

The congregation will:

- A. Commit to the Gospel by faithful participation in worship, learning, and fellowship activities.
- B. Support the ministry of the congregation through service and gifts.
- C. Accept the interim pastor, uphold in prayer, and accord love, respect, and good will.
- D. Expect the interim pastor to preside at baptisms, celebrations of Holy Communion, and other rites of the church.
- E. Agree that the interim pastor will not be considered for call to be the installed pastor of this congregation.
- F. Compensate the interim pastor in the following ways:

[Consult following form to complete the letter of agreement.]

**Office of the Secretary - Evangelical Lutheran Church in America**

Definition of Compensation, Benefits, and Responsibilities of the Pastor

[http://download.elca.org/ELCA%20Resource%20Repository/Compensation\\_and\\_Benefits\\_for\\_a\\_Pastor\\_Form.pdf?\\_ga=1.72113111.537152160.1467910353](http://download.elca.org/ELCA%20Resource%20Repository/Compensation_and_Benefits_for_a_Pastor_Form.pdf?_ga=1.72113111.537152160.1467910353)  
[http://download.elca.org/ELCA%20Resource%20Repository/Compensation\\_and\\_Benefits\\_for\\_a\\_Pastor\\_Guide.pdf?\\_ga=1.75709649.537152160.1467910353](http://download.elca.org/ELCA%20Resource%20Repository/Compensation_and_Benefits_for_a_Pastor_Guide.pdf?_ga=1.75709649.537152160.1467910353)

Compensation and Benefits for Rostered Leaders

I. COMPENSATION 4	
A. BASE SALARY	4
B. HOUSING FOR ORDAINED CLERGY	6
C. SOCIAL SECURITY, IRS REPORTING, AND WORKER’S COMPENSATION	7
II. BENEFITS	7
A. PENSION AND MAJOR MEDICAL/DENTAL BENEFITS	7
B. MEDICAL FLEXIBLE SPENDING PLAN	8
C. PAID LEAVES	8
D. OTHER INSURANCE, OPTIONAL PENSION PLAN PAYMENTS	8
III. REIMBURSED PROFESSIONAL EXPENSES	9
A. AUTOMOBILE ALLOWANCE (Recommended: lease/purchase or IRS mileage rate)	9
B. CONTINUING EDUCATION (Recommended: \$900)	9
C. PROFESSIONAL MINISTRY EXPENSES (Recommended: \$300)	10
D. OFFICIAL MEETINGS (Recommended: \$600)	10
E. MOVING EXPENSES	10
IV. WEEKLY, ANNUAL AND SABBATICAL TIME COMPENSATION	11
A. SABBATH DAY (Recommended: 40 to 45 hours per week; at least one full day off)	11
B. VACATION TIME (Recommended: 4 weeks; 11+ years of experience: 5 weeks)	11
C. CONTINUING EDUCATION TIME (Recommended: two weeks)	12

Rostered Leaders - Northwest Synod of Wisconsin  
<http://nwswi.org/leadership/rostered-leaders> 2020 Compensation Standards  
[https://s3.amazonaws.com/media.cloversites.com/0a/0a854394-3a19-4d9f-b1ae-f93021508921/documents/2020\\_Salary\\_Standards.pdf](https://s3.amazonaws.com/media.cloversites.com/0a/0a854394-3a19-4d9f-b1ae-f93021508921/documents/2020_Salary_Standards.pdf)

Additional Agreements  
 This agreement terminates on the date specified on page one of this agreement or thirty days after a new pastor has declared acceptance of the call to this congregation, whichever comes first; or upon thirty (30) days written notice from the congregation, the interim pastor, or the bishop of the synod. All financial obligations between the interim pastor and the congregation shall be fulfilled by or on the date of termination.  
 This agreement may be amended or extended upon the mutual agreement of the Congregation Council and the interim pastor, after consultation with the bishop of the synod, by written addendum attached hereto.

We, the undersigned, accept the terms of this agreement:

_____	_____
Congregation Council President or Secretary	Date
_____	_____
Interim Pastor	Date
Reviewed by	
_____	_____
Bishop	Date

- Upon signature, copies will be distributed as follows:
1. Original to the Interim Pastor
  2. Copy to the Congregation Council President
  3. Copy to the Bishop’s Office

Addendum to Letter of Agreement for Interim Pastoral Ministry

\_\_\_\_\_  
*Congregation*  
 \_\_\_\_\_,  
*Location*  
 and  
 \_\_\_\_\_

Pastor

agree that:  
the original agreement dated \_\_\_\_\_,

\_\_\_\_\_ is hereby extended by this addendum to: \_\_\_\_\_  
Date

\_\_\_\_\_ is amended by this addendum as follows:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

We, the undersigned, accept the terms of this addendum:

Congregation Council President or Secretary \_\_\_\_\_ Date

Interim Pastor \_\_\_\_\_ Date

Reviewed by \_\_\_\_\_  
Bishop \_\_\_\_\_ Date

**Transitional Ministry: A Time of Opportunity by Molly Dale Smith (Editor), Loren Mead (Foreword)**

Chapter 4: Why have a letter of agreement? 39 Ken Ornell and Molly Dale Smith

<http://www.goodreads.com/book/show/6516076-transitional-ministry>

<https://www.amazon.com/Transitional-Ministry-Molly-Dale-Smith-ebook/dp/B005BCQBGO>

### **Guidelines Related to Interim Ministry**

Congregations periodically experience transitions in pastoral leadership. Synods of the Evangelical Lutheran Church in America provide for the care of congregations during a time of pastoral vacancy through the appointment by the bishop of the synod of an ordained minister to provide pastoral care on an interim basis. An interim pastor is appointed by the synodical bishop with the consent of the congregation or the Congregation Council (see provision \*C9.06. in the Model Constitution for Congregations). Pastoral care is then provided on a contract basis, either through appointment or a term letter of call.

The following policy statement describes the guidelines by which interim ministry is provided to congregations.

#### **I. CONGREGATIONS IN TRANSITION**

- A. Because of the importance of the ministry of Word and sacrament, the Evangelical Lutheran Church in America seeks to ensure appropriate pastoral leadership for congregations during a time of pastoral vacancy. Interim ministry is provided by synods during the time of transition following the completion of service by the congregation's former pastor and prior to the calling of a new pastor. This also is provided for in a congregation served by a multiple staff when a congregation's senior pastor leaves, or when an associate pastor or other pastoral staff leaves. The interim period is thus a time in which pastoral care is provided a congregation by the synod as the congregation moves through a process of self-study and change toward new pastoral leadership.
- B. A congregation facing the normal range of congregational concerns related to a pastoral transition may be served by an interim pastor without formal training. The synodical bishop arranges for the congregation to receive Word and Sacrament leadership during the period prior to the regular calling of a pastor through the appointment of an interim pastor.
1. An appointed interim pastor assumes the rights and duties in the congregation of a regularly called pastor and may delegate the same in part to an "interim supply pastor" with the consent of the synodical bishop (§14.17. in the Constitution for Synods).
  2. The interim pastor normally serves the congregation in a contracted and compensated arrangement.
- C. A congregation in a situation of significant concerns and stress related to a pastoral transition may benefit from the leadership of an experienced and trained interim pastor. Situations in which this is particularly appropriate include the transition following a long pastorate, a congregation facing new mission opportunities and/or a changed context for ministry, a transition following the resignation of a pastor related to disciplinary action by the synod, or a transition marked by significant discord or upheaval within a congregation.

#### **II. APPOINTED OR CALLED INTERIM MINISTRY**

- A. An interim pastor may either be appointed by the synod bishop or may serve under a term call extended by the Synod Council (bylaw 7.41.11.b. in the Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America).
1. Calls to interim ministry may not be extended by a congregation.
  2. A pastor serving either under appointment by the bishop or under a term letter of call normally serves the congregation in a contracted and compensated arrangement. B. Unless previously agreed to by the Synod Council, an interim pastor is not available for a regular call to the congregation served during this time of transition and shall refrain from exerting influence in the selection of a pastor (\*C9.07. in the Model Constitution for Congregations).



### III. GUIDELINES FOR CALLED INTERIM PASTORAL MINISTRY

- A. A called interim pastor shall provide a minimum of a halftime ministry (at least twenty hours per week) to the congregation with commensurate compensation in accordance with synod guidelines, and consistent with the ELCA guidelines for shared-time calls.
1. A call to interim ministry shall be primarily for the benefit of the congregation served, not for the status of the ordained minister.
  2. Such a call may either be a term call to a specific congregation, or a term call to interim ministry in the synod. The determination of this will be with the concurrence of the congregation being served.
- B. Prior to being eligible for a call to interim ministry, the pastor shall normally receive appropriate training for interim ministry. The appropriate churchwide unit will review interim ministry training programs and serve as consultant to synods in evaluating such programs.
- C. Only pastors who have served in a regular called congregational ministry for a minimum of three years are eligible to serve in a called interim ministry.
- D. The interim ministry agreement between the congregation and the called interim pastor will specify compensation, benefits, and the specific goals and expectations related to the period of interim ministry. The letter of call issued by the Synod Council may include salary and benefit matters. Normally, however, matters of compensation and benefits are stipulated in the interim ministry agreement with the congregation.
- E. In issuing a call to interim ministry, the synod assumes no responsibility for guaranteeing continuous employment, compensation, or benefits for the pastor under call (ELCA churchwide constitutional provision 7.43.).
1. Compensation and benefits are normally provided entirely by the congregation or ministry setting being served. Where possible, continuity of Board of Pensions health benefits will be advocated by the synod.
  2. It is explicitly understood that the synod is the calling body and not the employer of record at any time during the service of an interim pastor under call from the Synod Council.
- F. Calls to interim service within a synod may be issued for a one to three-year term of service, with an annual review by the Synod Council or its designated committee.
1. If a pastor under a term call to interim ministry has not served in a congregation during the preceding twelve months, however, the call may be terminated by the Synod Council.
  2. A term letter of call issued by the Synod Council may also be coterminous with the duration of service within the congregation served (ELCA churchwide constitutional provision 7.43.).
  3. The term call may be terminated by action of the Synod Council.
  4. A pastor may resign a call to interim ministry at any time.
- G. Initial issuance of a call to interim ministry by the Synod Council shall be upon the recommendation of the synodical bishop. The initial interim ministry agreement with a congregation may be reviewed by the bishop or synod staff prior to the acceptance of the contractual arrangement by the interim pastor.

### IV. GUIDELINES FOR APPOINTED INTERIM MINISTRY

- A. An appointed interim pastor is authorized to provide Word and sacrament ministry to a congregation by the synodical bishop with the concurrence of the Congregation Council.
1. The interim pastor assumes the rights and duties in the congregation of a regularly called pastor.
  2. The appointed interim pastor may delegate the same in part to an interim supply pastor with the consent of the synod bishop (†S14.17. in the Constitution for Synods).
- B. A retired pastor or pastor on leave from call who serves an interim ministry is recommended by the bishop and signs an interim ministry agreement with the congregation which provides for the compensation, benefits, and the specific goals and expectations related to the period of interim ministry.
- C. Normally, only pastors who have previously served in a regular called congregational ministry for a minimum of three years will be eligible to serve in an appointed interim ministry.

*Adopted by the Church Council as policy of the Evangelical Lutheran Church in America, November 1996 [CC96.11.63]*

[PDF] [Manual of Policies and Procedures for Management of the Rosters of the Evangelical Lutheran Church in America](http://download.elca.org/ELCA%20Resource%20Repository/Policies_Procedures_Roster_Mgmt.pdf)

[http://download.elca.org/ELCA%20Resource%20Repository/Policies\\_Procedures\\_Roster\\_Mgmt.pdf](http://download.elca.org/ELCA%20Resource%20Repository/Policies_Procedures_Roster_Mgmt.pdf)

Page 36

#### 23) Addendum to Letter of Agreement for Interim Pastoral Ministry

A neighboring pastor took another call, and I volunteered to serve that congregation in an interim capacity along with the congregation I was already serving. The two congregations had a history of cooperating in that the two pastors covered for each other and conducted services of worship because the service of worship times of 8:30am at one church and 10am at the other church made the arrangement possible. The following is the document spelling out the relationship:

#### Addendum to Letter of Agreement for Interim Pastoral Ministry

(name) Lutheran Church, (town), and Pastor Lowell Bolstad along with (name) Lutheran Church, (town), Wisconsin agree that: the original agreement dated (date) is amended by this addendum as follows:

This is an agreement between (name) Lutheran Church and (name) Lutheran Church for the sharing of pastoral services provided by Interim Pastor Bolstad. Pastor Bolstad currently has a Letter of Agreement for Interim Pastoral Ministry with (name) Lutheran Church. (name) Lutheran Church agrees to allow Pastor Bolstad to provide pastoral services to (name) Lutheran Church with each congregation receiving 50% of Pastor Bolstad's pastoral time. The official start date of this sharing agreement is (date). During the tenure of this agreement (date) Lutheran Church agrees to reimburse (name) Lutheran Church for 50% of the pastor's salary, benefits, professional

expenses, and mileage. *(name)* Lutheran Church will also reimburse *(name)* Lutheran Church for 40% of the utility expenses for the *(name)* Lutheran Church parsonage during the tenure of this agreement.

This agreement terminates thirty days after a new pastor has declared acceptance of the call to either congregation or upon thirty (30) days written notice from either congregation, the interim pastor, or the bishop of the synod. All financial obligations between the congregations will be fulfilled by or on the date of termination.

This agreement may be amended or extended upon the mutual agreement of the two Congregation Councils and the interim pastor by written addendum attached hereto.

We, the undersigned, accept the terms of this agreement:

#### 24) Conversations with synod staff about possible assignments

I have been fortunate through the years to work with synod staff who valued my service and conversed with me about possible future assignments. For the most part, I have accepted the invitation to interview for assignments that have been proposed.

##### Mistakes Churches Make During an Interim Ministry - MACUCC

The transition time between a departing pastor and a regularly called and installed permanent pastor presents an extraordinary opening for possible transformation. Too many churches miss this infrequent opportunity because of confusion or haste.

<https://www.macucc.org/blogdetail/mistakes-churches-make-during-an-interim-ministry-9639138>

[Images for Mistakes Churches Make During an Interim Ministry](#)

Sometimes, there is more than one possibility, and I can state my preference. I vividly recall one assignment where I was told after 4 months that I was "not the right fit." A highly regarded interim pastor from outside the state took the assignment and quit after one month. I determined in retrospect that, if another similar situation came up, I would pass rather than accept.

##### 10 Churches I Won't Serve as Interim Pastor - Pastors.com

In my years of vocation as an interim pastor I've developed my own disqualifying list. From personal experience and that of my colleagues I've learned that there are certain churches that don't make the cut.

<http://pastors.com/10-churches-i-wont-serve-as-interim-pastor/>

[Images for 10 Churches I Won't Serve as Interim Pastor - Pastors.com](#)

#### 25) An assignment, not a gig

In my judicatory, I am appointed by the office of the bishop with the concurrence of the Congregation/Parish Council. I view such an appointment as a position and not as performance.

##### Resources

##### Assignment | Definition of Assignment by Merriam-Webster

*Definition of ASSIGNMENT*

2a : a **position**, post, or office to which one is assigned

- Her *assignment* was to the embassy in India.

<https://www.merriam-webster.com/dictionary/assignment>

[Images for assignment](#)

##### Gig (music) - Wikipedia

Gig is slang for a live musical **performance**. Originally coined in the 1920s by jazz musicians, the term, short for the word "engagement", now refers to any aspect of performing such as assisting with performance and attending musical performance.

[https://en.wikipedia.org/wiki/Gig\\_\(music\)](https://en.wikipedia.org/wiki/Gig_(music))

[Images for Gig \(music\)](#)

<https://en.wiktionary.org/wiki/gig>

#### 26) No Guitar, Not Right Fit

The beloved, long-term pastor had changed the 2<sup>nd</sup> Sunday service of worship from a liturgical service of worship to a camp style service of worship 4 years previously. He led the songs on his acoustic guitar in the brief, high energy, faith to learn and share service targeted for families with children and youth. By all accounts the move was well received. He was scheduled to retire and planned to continue to live in the village with a population of 1,344. When I interviewed with the Congregation Council, it seemed like most of the members were just glad for an interim pastor to step in, while one member who worked with music and media asked specific questions regarding the camp service. I admitted I did not play a guitar but would be willing to work with leadership to build on the current services of worship offerings. I stepped out after the interview to allow them to deliberate, and the longer I waited the more apprehensive I became. Sure enough, when I came back in, the president said, "Nothing personal, but we do not think you are the right fit." I asked to have the resumes back and walked out.

#### 27) Moving for me is a process and not an event

Even before I interview with a congregation(s) and receive concurrence, I start pulling things together and preparing to move. In other words, I don't leave moving to the last (few) day(s). Everything flows better and makes for less stress that way. Also, I prefer to pack and move when other people are gone. Maybe it's just me, but packing and moving feel like undressing, and I prefer not to do that in public. When people ask me about moving so frequently, I quip, "I keep looking over my shoulder to see if my shadow is keeping up."

## Resources

### How to Move (with Pictures) - wikiHow

The trick to a painless move is to prepare your bullet-proof moving plan well ahead of schedule and to execute your plan when the time comes. Organization, efficiency, and forethought will help relieve you of any moving woes that may come your way.

<http://www.wikihow.com/Move>

Images for moving from one place to another

<https://experiencelife.com/article/how-to-handle-a-move/>

Images for How to Handle a Move

<http://www.realsimple.com/home-organizing/organizing/moving/moving-checklist>

Images for Moving Checklist

<http://organizedhome.com/get-organized/moving-on-tips-organized-move>

Images for Tips for an Organized Move

[www.huffingtonpost.com/news/moving-tips/](http://www.huffingtonpost.com/news/moving-tips/)

[www.huffingtonpost.com/news/moving-stress/](http://www.huffingtonpost.com/news/moving-stress/)

[www.lifehack.org/articles/productivity/7-steps-stress-before-moving.html](http://www.lifehack.org/articles/productivity/7-steps-stress-before-moving.html)

Images for De-Stress Before Moving

<https://www.forbes.com/sites/trulia/2014/04/02/7-ways-to-reduce-stress-during-a-move/#77d886b92c7f>

Images for Reduce Stress during a Move

<https://www.psychologytoday.com/blog/triggered/201307/chaos-under-control-dealing-anxiety-about-moving>

Images for Dealing with Anxiety about Moving

Not Being a Lone Ranger - The Transitional Practitioner's Family Issues By Rev. Harris and Mrs. Jan Schultz

Interim practitioners face significant challenges as persons with familial relationships to preserve and nurture. The challenges include managing long distance relationships when serving congregations or synagogues at some distance from the hearth.

Or they may **move** family, with household possessions "lock, stock, and barrel" from place to place. This workshop will focus on issues related to sustaining the family bond, attending especially to **moving/not moving**, spouse role in the "in between time" and ways practitioners have addressed these issues. It is planned for both practitioners and spouses.

Annual Conference | IMN - Interim Ministry Network

<https://imnedu.org/annual-conference/> 2010 Program

<http://imnedu.org/wp-content/uploads/2012/05/2010Program.pdf>

Images for Transitional Practitioner's Family Issues

Page 4

## 28) Re-upping at age 65

Consecration and Service of the Levites

23 The LORD spoke to Moses, saying: <sup>24</sup>This applies to the Levites: from twenty-five years old and upwards they shall begin to do duty in the service of the tent of meeting; <sup>25</sup>and from the age of fifty years they shall retire from the duty of the service and serve no more. <sup>26</sup>They may assist their brothers in the tent of meeting in carrying out their duties, but they shall perform no service. Thus, you shall deal with the Levites in assigning their duties.

Numbers 8 - oremus Bible Browser

<http://bible.oremus.org/?passage=Numbers+8>

Many pastors retire at age 65 from the installed pastorate, and some move into interim ministry. When I turned 65 on 9/09/2018, I looked back on my installed pastorate 1980-1990 and my interim ministry since 9/01/1990 and decided to keep going. I invested in infrastructure for continuing to do interim ministry. I bought a **Lenovo - IdeaCentre 310S-08ASR Desktop - AMD A9-Series - 4GB Memory - 1TB Hard Drive - Black/Silver** to replace the previous Lenovo. Previously I had gotten along without a laptop computer. I purchased a **HP® ENVY x360 PCs | A Convertible-Hybrid Laptop | HP.com** for backup. I used a flip phone for many years and dragged my feet on getting an Android phone. I purchased a **Samsung Galaxy J3 mobile phone** to check my emails away from the office. I ordered a new **Home Communion Set** to replace the worn set I had been using for many years. Previously I had resisted getting a SUV in favor of cars with good gas mileage, but when I accepted an open-country assignment in hill country, I purchased a **2010 Ford Escape** with 4WD as a winter runner. I recalled getting stuck 2X in one day the previous April when the area received between 28" and 43" in one week and figured that, if the upcoming winter was going to be anything like the previous winter, I could use a sturdier vehicle for snowy conditions. I also traded a Ford Fiesta for a front-wheel drive **2013 Ford Focus**. I kept the **2006 Ford Super Duty F-250** that I inherited from my father. No man really needs 3 vehicles, but I hated to part with the pick-up I used for hauling, and the other 2 vehicles ended up being rotated between the mechanics garage and the road. After going to all this work in putting together the website, I figured I might as well put the learning to use. Like a long-distance runner, I feel like I am now hitting my stride.

As for retirement savings, on a lighter note, I quip that I inherited (2) one-gallon jars – one filled with copper coins and the other silver from my father, which I contribute to as able. On a more strategic note, I continue to contribute to social security, retirement benefits through ELCA **Portico Benefit Services**, individual retirement accounts through **Thrivent | Be Wise with Money | Financial Guidance** Helping Christians Be Wise with Money, as well as personal savings. The house, which I bought 03/05/2010 as a bank foreclosure and which I rehabbed over the course of 6 years, is paid for.

Image capture: Oct 2016 © 2018 Google. Go to: google maps 916 lakeshore drive, rice lake, wi Street View – Oct 2016

<https://www.google.com/maps/place/916+Lakeshore+Dr,+Rice+Lake,+WI+54868/@45.5114848,-91.7323547,3a,75y,251.19h,88.22t/data=!3m6!1e1!3m4!1seoWDk98Q7ZLjbnKDhgxkuw!2e0!7i13312!8i6656!4m5!3m4!1s0x52acfa2744c7d72d:0xe165b63e4f3ff5b!8m2!3d45.511474!4d-91.732588>

I inherited a duplex at 108 Park Avenue, Story City, Iowa from my father that I helped construct in 1975, and I now receive rental income. This house is located next to the one at 114 Park Avenue that my father constructed in 1961 and in which I grew up.

Image capture: Sep 2013 © 2019 Google. Go to google maps 108 Park Ave, Story City, IA 50248.

<https://www.google.com/maps/place/108+Park+Ave,+Story+City,+IA+50248/@42.1805874,-93.5977977,3a,75y,88.38h,90t/data=!3m6!1e1!3m4!1sT9-VnUuHR08Qf7XMUz4eoQ!2e0!7i13312!8i6656!4m5!3m4!1s0x87ee0d4b48a2643d:0xbe20948a0a585c04!8m2!3d42.180594!4d-93.597482>

I attended pre-retirement seminars offered by Portico Benefit Services going back to 2004. I quipped that, if I went to enough of them, something was bound to eventually sink in. I attended my last seminar on 7/23/2019 at Roseville Lutheran Church in Roseville, Minnesota. I received a follow-up letter after the seminar.

Dear Lowell Bolstad,

Thank you for attending Portico's recent Pre-Retirement Seminar. As your financial partner, we want you to feel well prepared to make the most of your remaining working years and transition into retirement with confidence.

Here are a few things to keep in mind as you put the lessons you learned into practice:

- **Personal Action Plan:** You know best what steps you need to take. Review the list you made at the seminar. While you still have momentum, now is a great time to begin checking some of those items off your list before other tasks become more pressing.
- **Follow-Up Call from a [Portico Financial Planner](#):** If you haven't already, in the next few weeks, you'll receive a follow-up call from one of our Portico Financial Planners. I encourage you to take advantage of this time to address any follow-up questions and begin forming an ongoing relationship. Already work with a planner outside of Portico? That's OK — this call is a great opportunity to get any benefit-specific questions answered.
- **Portico's [Retirement Planning Tool](#):** Use this tool to see if you're saving enough for retirement and find out how you might make the most of your remaining working years. You may have access to an expanded experience within the tool where you can see how changes you make today and in retirement can affect your retirement income. Want access to this broadened experience? Call a Portico Financial Planner at **800.922.4896** to discuss how it might be of benefit to you and see if you are eligible to get access to it.
- **Retirement Checklist:** Within five years of your retirement date? Take a look at the [Retirement Checklist](#) in the back of your workbook in Appendix B. It will guide you through the steps you'll need to take as you approach your retirement date.
- **Estate Planning Assistance:** Estate planning is an important part of any financial plan. Looking for an estate planning attorney? If you're covered under ELCA-Primary health benefits, the [Employee Assistance Program \(EAP\)](#) can help you find one. You'll receive a no-cost, 30-minute telephone consultation. If you retain the attorney after the initial consultation, you may receive a discounted rate. Interested in leaving a legacy gift to your congregation and/or any other ELCA-related ministry? Contact me at [gpomroy@porticobenefits.org](mailto:gpomroy@porticobenefits.org) and I will connect you with the ELCA Foundation so you can receive more information about leaving a legacy and a folder where you can keep your key estate planning documents.

Thank you again for attending the seminar and for sharing this important journey with us.

Your partner in wellness,

**Grace Pomroy, CFEI**

Senior Financial Educator & Content Developer

**Have any questions?** Contact the Portico Customer Care Center 800.352.2876 [mail@PorticoBenefits.org](mailto:mail@PorticoBenefits.org)

In the course of the presentation, the presenter talked about the accumulation phase – personal financial statements, investment planning for retirement and beyond, and the ELCA retirement plan - and explained that the investment planning all depends on how much risk a benefit plan member wants to take and how the member views the future of the economy. I turned to my cousin's husband sitting next to me, and we both pointed our thumbs down. I had determined before to get out of stocks and bonds and go to cash. There is no way I could have anticipated, though, the **President's Coronavirus Guidelines for America: 15 Days to Slow the Spread**, the lockdown of the economy, and the lockout of congregants from their churches.

As I add to this post on 5/18/2020, I do so on the 40<sup>th</sup> anniversary of my ordination on May 18, 1980 at Immanuel Lutheran in Story City, Iowa. I am on leave from call as one assignment ended on 4/15, and the assignment I was scheduled to start 4/16 fell through.

The Wisconsin State Supreme Court on 5/13 ruled one way, **Wisconsin stay home order ended by Supreme Court ruling** - Are in-person religious services allowed? **Worship services can now be held in person as long as there are no local restrictions on holding them**. It will be up to individual churches, synagogues and mosques to decide whether to allow them [end quote]

but the letter from the bishop on 5/14 on Returning to Worship stated a directive for congregations and pastors another way

**we will not be having normal in person face-to-face worship for a long while.**

I intend to remain available for call as a rostered minister in the ELCA.

I gardened 1980-2000. [See Rural Ministry 3 Family Farm or Factor Farm? A Time to Choose. Part III Contending for the Family Farm in the Hay River Valley. Chapter 5 Gardening for the Food and Fun of It. Page 27.] I did not garden 2000-2019. On leave from call and facing an uncertain future, I planted a garden and preserved produce. The last 20 years, I bought groceries as needed, but now am stocking the shelves and filling the freezer.