

Interim Ministry Resources

Chapter 1 Interview

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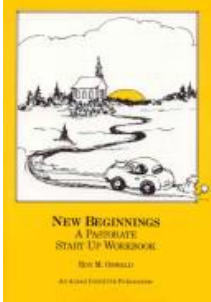
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Resources

A Pastorate Start Up Workbook [Roy M. Oswald]

Roy Oswald, who ministers to pastors with great compassion, perceptiveness, and skill, now brings eight more years of field experience to an updated edition of "New Beginnings." Important new material includes: More wisdom about how to take care of yourself in the midst of the stress of transition... how to get clear about your role in your new parish...how to get along with people you don't like (as well as people you DO like)... how to celebrate with the search committee. Getting off to a good start in your new pastorate is crucial. If you have moved or are about to move into a new parish ministry, this workbook will help you take advantage of the special opportunities and avoid the pitfalls in the first 18 months of a pastorate.



<http://www.amazon.com/New-Beginnings-Pastorate-Start-Workbook/dp/1566990327>

http://www.goodreads.com/book/show/1016939.New_Beginnings

<https://books.google.com/books?isbn=1566995892>

<http://www.lifeandleadership.com/book-summaries/oswald-beginning-ministry-together.html>

<https://www.youtube.com/watch?v=joFIHrUljik> New Beginnings: A Pastorate Start Up Workbook by Roy M. Oswald Ebook PDF

<https://www.facebook.com/roy.oswald>

<https://static1.squarespace.com/static/54c7d7ede4b03a45e09cd270/t/5aa00b43652dea8c73c46299/1520438089615/HowToMinisterEffectivelyInFamilyPastoralProgramandCorporate-SizedChurches.pdf>

<https://ntnl.org/wp-content/uploads/2016/09/Roy-M-Oswald-bio.pdf>

<https://www.amazon.com/Roy-M.-Oswald/e/B00SJNREVI>

https://www.goodreads.com/author/list/152452.Roy_M_Oswald

Images for Roy M. Oswald. author

Images for A Pastorate Start Up Workbook [Roy M. Oswald]

9 Questions to Determine If You're a Christian Leader – ThomRainer.com

Many of us find ourselves in leadership positions, but we wonder sometimes if we're really leading. And, frankly, sometimes there are folks around us who also wonder if we're leading. Here are a few questions to ask yourself to see if you're *really* leading as a Christian should.

<http://thomrainer.com/2015/10/9-questions-to-determine-if-youre-a-christian-leader/>

Images for 9 Questions to Determine If You're a Christian Leader – ThomRainer.com

<http://thomrainer.com/2015/11/are-you-leadership-material/>

https://twitter.com/ThomRainer?ref_src=twsrc%5Egoogle%7Ctwcamp%5Eserp%7Ctwgr%5Eauthor

https://en.wikipedia.org/wiki/Thom_S._Rainer

<http://www.lifeway.com/n/Popular-Authors/Thom-Rainer>

Images for thom rainer (author)

Temporary Leader | CT Pastors | Christianity Today

How do you maintain morale and momentum when you're filling the gap between ministry leaders?

<https://www.christianitytoday.com/pastors/2008/january-online-only/temporaryleader.html>

Images for Temporary Leader | CT Pastors | Christianity Today

<http://www.christianitytoday.com/le/2005/winter/16.73.html>

<https://www.christianitytoday.com/pastors/leadership-journal-archives/>

1) Call Process

Call Process Guide for the Congregational Council

Each pastoral transition is unique. The church council is to lead in a non-anxious way, focusing on the ministry and mission of the congregation. Synodical staff will be partners in this process as the various teams are assembled for the future ministry. In this process, there are several steps. It is paramount the congregation remember the Bishop, as pastor to the synod, is still their pastor.

Resources - Northern Texas-Northern Louisiana Synod

<https://www.ntnl.org/resources/> Call Process Guide for the Congregational Council

<https://www.ntnl.org/resources/call-process-guide-for-the-congregational-council/>

Images for Call Process Guide for the Congregational Council

[DOC]The Call Process - Northern Texas – Northern Louisiana Synod, ELCA

<https://www.ntnl.org/wp-content/uploads/2017/.../Interim-Min-Handbook-Part-II.doc>

Docs, Forms & Policies - Northwest Washington Synod

Call Policy Statement
The **Call Process**: Nomination for Call
Definition of Compensation Form
Definition of Compensation Form Instructions
Compensation Guidelines
Congregational Handbook for Pastoral Transitions
Letter of Agreement for Interim Pastoral Ministry
Interim Ministry Profile Information Form
Interim Pastor's Report to the Bishop and Staff
On leave from call
Call Process
Call Process for Associates in Ministry
Call Process for Specialized Ministry

<http://www.lutheransnw.org/forms-documents>

Images for Pastoral Call Process: Nomination for Call

[PDF] On Calling a Pastor - Presbyterian Church (USA)

"On Calling a Pastor" is a resource for pastor nominating committees and mid councils. Each section of the manual builds upon the next to walk users through the call **process** highlighting the partners in the call process, polity, using the CLC system, and emphasizing the need for spiritual discernment. The resource is in PDF format. It may be read online or downloaded and printed.

"On Calling a Pastor" includes videos, links to online resources, case studies, and "teach the teacher" PowerPoints for those training pastor nominating committees. Download the full handbook or individual chapters below. You may also watch supplemental videos. To access the video links from within the PDFs, click on the icons found in the various chapters.

<http://oga.pcusa.org/section/mid-council-ministries/clc/revise-calling-pastor/>

Images for On Calling a Pastor - Presbyterian Church (USA) call process

<http://www.pcusa.org/resource/calling-pastor/>

http://oga.pcusa.org/media/uploads/oga/pdf/mid_council_ministries/2015_clc_booklet_cvr-index.pdf

http://oga.pcusa.org/media/uploads/oga/pdf/mid_council_ministries/2015_clc_booklet_part_1.pdf

http://oga.pcusa.org/media/uploads/oga/pdf/mid_council_ministries/2015_clc_booklet_part_2.pdf

http://oga.pcusa.org/media/uploads/oga/pdf/mid_council_ministries/2015_clc_booklet_part_3.pdf

http://oga.pcusa.org/media/uploads/oga/pdf/mid_council_ministries/2015_clc_booklet_part_4.pdf

http://oga.pcusa.org/media/uploads/oga/pdf/mid_council_ministries/2015_clc_booklet_part_5.pdf

http://oga.pcusa.org/media/uploads/oga/pdf/mid_council_ministries/2015_clc_booklet_part_6.pdf

http://oga.pcusa.org/media/uploads/oga/pdf/mid_council_ministries/2015_clc_booklet_bk_cvr.pdf

http://www.pcusa.org/site_media/media/uploads/clc/pdfs/introduction_to_clc_powerpoint_-_teach_the_teacher_resource.pdf

<http://www.pcusa.org/resource/appropriate-questions-interviews/>

<https://www.youtube.com/watch?v=6NcmFFrifEo&feature=youtu.be> On Calling a Pastor Video Introduction – YouTube

<https://www.youtube.com/watch?v=kEX6vkAJQYQ> Call Process - YouTube

<https://www.youtube.com/watch?v=cKaxIX2is8&feature=youtu.be> Mission Studies – YouTube

<https://www.youtube.com/watch?v=5qorUJXa2v44&feature=youtu.be> Call and Fit – YouTube

<https://www.youtube.com/watch?v=nSwlamy7afk&feature=youtu.be> Calling First Call Pastors – YouTube

https://www.youtube.com/watch?v=SQct_hVLcfc&feature=youtu.be Appropriate Questions for Interviews - YouTube

<https://www.youtube.com/watch?v=Pe4dogEzKPI&feature=youtu.be> Reference Checks – YouTube

<https://www.youtube.com/watch?v=erU82mk1Z-w&feature=youtu.be> Presbyterian Polity and Call – YouTube

<https://www.youtube.com/watch?v=erU82mk1Z-w> Presbyterian Polity and Call – YouTube

Images for Presbyterian Polity and Call - YouTube

Search and Call - United Church of Christ

The **process** by which authorized ministers and congregations come together for shared ministry in the name of Jesus Christ and on behalf of the United Church of Christ is entitled "Search and Call." Search and Call takes considerable time and thoughtfulness, with prayerful attention to both logistical detail and the movement of God's Spirit. It is expected that authorized ministers and local congregations work closely with Conferences and Associations while engaged in Search and Call.

http://www.ucc.org/ministers_search-and-call

Images for Search and Call - United Church of Christ The process

http://www.ucc.org/ministers_pilgrimage

http://d3n8a8pro7vhmx.cloudfront.net/unitedchurchofchrist/legacy_url/11302/section-1-a-pastoral-vacancy.pdf?1418437260

http://d3n8a8pro7vhmx.cloudfront.net/unitedchurchofchrist/legacy_url/11305/section-2-transition-time.pdf?1418437263

http://d3n8a8pro7vhmx.cloudfront.net/unitedchurchofchrist/legacy_url/11308/section-3-the-search-and-call-process-in-the-ucc.pdf?1418437267

http://d3n8a8pro7vhmx.cloudfront.net/unitedchurchofchrist/legacy_url/11311/section-4-the-ucc-local-church-profile.pdf?1418437270

http://d3n8a8pro7vhmx.cloudfront.net/unitedchurchofchrist/legacy_url/11310/section-5-assessing-finances.pdf?1418437269

http://d3n8a8pro7vhmx.cloudfront.net/unitedchurchofchrist/legacy_url/11309/brsc.pdf?1418437273

http://d3n8a8pro7vhmx.cloudfront.net/unitedchurchofchrist/legacy_url/11312/Clergy-Compensation-Resource-final.pdf?1418437274

<http://uccfiles.com/pdf/Discernment-Travelogue.pdf>

http://www.ucc.org/ministers_profile

http://www.ucc.org/ministers_search-and-call_survey

What's Next? – The Call Process of the Northern Illinois Synod

Here is what you can expect in this transition time for your congregation:

<https://nisynod.org/call-process/>

[Images for Call Process of the Northern Illinois Synod](#)

2) Characteristics

9 Characteristics Of An Effective Interim Pastor - Vanderbloemen

Hiring an interim pastor can be just as tricky as hiring a full time pastor on staff if you don't know what to look for. Here are nine characteristics of an effective interim pastor:

<https://www.vanderbloemen.com/blog/9-characteristics-of-an-effective-interim-pastor>

[Images for 9 Characteristics Of An Effective Interim Pastor - Vanderbloemen](#)

What Makes a Great Interim Pastor for Churches in Transition?

VitalChurch Ministry talks about four of the most important **characteristics** that an interim pastor should possess.

<https://vitalchurchministry.org/466/news-and-updates/traits-of-great-interim-pastor>

[Images for What Makes a Great Interim Pastor for Churches in Transition?](#)

3) Denominational Organizations

Christian Vocation: Intentional Interim Ministry - Disciples Home Missions

Within the Christian Church (Disciples of Christ), some clergy have sensed God's call to the more specific vocation of Intentional Interim and Transitional Ministry. They have gained specific training and skills to empower such work, and are available to meet the needs of local congregations and regions who are moving through times of transition and may be currently without Settled Pastoral Leadership.

<https://www.discipleshomemissions.org/clergy/christian-vocation-intentional-interim-ministry/>

[Images for Intentional Interim Ministry – Disciples Home Missions](#)

Interim Ministries in the Episcopal Church (IMEC)

We serve as a resource to support clergy, parishes, and dioceses during these times of transition. We seek to ensure that there are experienced transition ministers to provide the resources and guidance needed to lead our parishes and related organizations through a time of change to its next chapter of history.

<http://www.imec-online.org/>

[Images for Interim Ministries in the Episcopal Church \(IMEC\)](#)

Interim Ministry Association of the ELCA

The Interim Ministry Association of the ELCA is a voluntary association of ELCA interim pastors and other rostered leaders who are committed to fostering the practice of Intentional Interim Ministry. As an organization, IMA-ELCA seeks to improve all types of Interim Ministry within the ELCA, by promoting the best practices of Interim Ministry and encouraging education and training for Intentional Interim Pastors.

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

[Images for Interim Ministry Association of the ELCA](#)

National Association of Lutheran Interim Pastors (NALIP)

On behalf of its Member Associations, NALIP supports and renews Lutheran congregations in transition.

The National Association of Lutheran Interim Pastors is an agency of Lutheran denominational groups dedicated to a unique ministry of the Gospel during times of significant transition, resulting in healthier congregations that are empowered in hope, engaged in mission and ministry, and energized for the future.

<http://www.nalip.net/>

[Images for National Association of Lutheran Interim Pastors \(NALIP\)](#)

Search and Call - United Church of Christ

The process by which authorized ministers and congregations come together for shared ministry in the name of Jesus Christ and on behalf of the United Church of Christ is entitled "Search and Call." Search and Call takes considerable time and thoughtfulness, with prayerful attention to both logistical detail and the movement of God's Spirit. It is expected that authorized ministers and local congregations work closely with Conferences and Associations while engaged in Search and Call.

https://www.ucc.org/ministers_search-and-call

[Images for Search and Call - United Church of Christ](#)

Transition Ministries – ABCUSA - American Baptist Churches USA

Our intentional interim ministers are trained and experienced in leading churches through transitions. These interim pastors guide the vital tasks that can transform faltering churches into healthy ones. You may know us as the Ministers-at-Large or MAL program.

You are welcomed to learn more about us. Interested in information for your church? See [Local Church](#)

Interested in being an intentional interim minister? See [Enroll with Us](#)

Already an intentional interim minister?

Visit [Members Resources](#) and [Training Opportunities](#)

<https://www.abc-usa.org/transitionministries/>

[Images for Transition Ministries American Baptist Churches USA](#)

4) Gifts

Pastor - The Spiritual Gift of Pastor Report by AssessME.org

The spiritual gift of Pastor guides, instructs, encourages, exhorts and disciplines members of the assembly of Christ Followers.

<https://www.assessme.org/spiritual-gifts/pastor/>

[Images for spiritual gift of Pastor guides, instructs, encourages, exhorts and disciplines members](#)

Varieties of Gifts: Multiplicity and the Well-Lived Pastoral Life [Cynthia G. Lindner]

If there's one thing upon which contemporary pastors and their congregations can agree, it's that the practice of ministry in our rapidly changing, increasingly diverse context is a complicated business. *Varieties of Gifts* highlights the stories of ministers who thrive in this environment, offering inspiration to readers—ministers, seminary students, and people who care for them—on engaging their own multiplicity to build healthy, sustainable ministry.

Varieties of Gifts illuminates the inner lives of clergy who lead with courage and creativity, stamina, and soulfulness. The author mines in-depth interviews with twenty pastors in order to demonstrate that the human experience of multiple-mindedness is an essential ingredient for healthy, innovative ministry. Cynthia Lindner, herself an ordained minister, pastoral psychotherapist, and professor, illustrates how the Christian tradition bears witness to creation's complexity, and how our own multiplicity mirrors God's abundance. Through the accounts of the pastors themselves, the book illustrates how well-tended ministerial multiplicity can cultivate a rich pastoral identity, navigate congregational conflict, and embrace change in rich, life-giving ways.

Rather than an unattainable "quick fix," *Varieties of Gifts* profiles relatable pastors and congregations whose lives highlight the rich potential for multiple identities to enhance pastoral life, even in challenging times.



<https://www.amazon.com/Varieties-Gifts-Multiplicity-Well-Lived-Pastoral/dp/1566997755>

<https://www.goodreads.com/book/show/28084025-varieties-of-gifts>

<https://rowman.com/ISBN/9781566997430/Varieties-of-Gifts-Multiplicity-and-the-Well-Lived-Pastoral-Life>

<http://www.barnesandnoble.com/w/varieties-of-gifts-cynthia-g-lindner/1123111139?type=eBook>

<https://www.semcoop.com/varieties-gifts-multiplicity-and-well-lived-pastoral-life>

<https://books.google.com/books?isbn=1566997437>

<https://www.questia.com/read/1G1-473361126/varieties-of-gifts-multiplicity-and-the-well-lived>

<https://divinity.uchicago.edu/cynthia-gano-lindner-0>

<https://cciwdisciples.org/members/cynthialindner/>

<https://www.christiancentury.org/contributor/cynthia-gano-lindner>

https://www.goodreads.com/author/show/14732725.Cynthia_G_Lindner

[Images for Cynthia G. Lindner, author](#)

[Images for Varieties of Gifts \[Cynthia G. Lindner\]](#)

5) Goals

Interim Ministry Goals - Bob Young Resources

Ultimately the goals of the interim process can be correlated with the transition stages or phases. However, in the initial identification of the goals, this has not been done. The reason is that some congregations, as they prioritize these goals, will find a particular goal more essential early in the process while another congregation may be able to include the goal as part of a later phase. Some goals suggested in this essay may not apply to some congregations, although it is thought that the majority of the goals identified here will apply to some extent in every congregation. That said, the goals are stated in a general order in which they usually occur, although exceptions may occur based on the specific needs of the local congregation. Many of the goals require ongoing efforts. The completion of the goals is not linear, that is, one does not necessarily finalize one goal before moving to the next.

http://www.bobyongresources.com/interim/interim-ministry_goals.htm

[Images for Interim Ministry Goals - Bob Young Resources](#)

[PDF] THE INTERIM PASTOR - PSWD

An "interim" pastor is one called for a specific purpose and period of time to lead a congregation during the in-between times of installed pastoral leadership. The interim pastor is called when, for any reason, the regular pastoral position has become vacant.

The interim does many of the same things as the regularly called pastor, but within a different framework of time, goals, and planning. The interim ministry has three primary functions: (1) maintenance of congregational life and ministry; (2) enhancement of selected aspects of congregational life and ministry; and (3) working at specific designated tasks. The **goal of interim ministry** is to

fulfill these functions in a way that will enable the congregation and the next pastor to be prepared with vision, commitment, and excitement for the future.

<http://www.pswdcob.org/wp-content/uploads/2010/11/om280interim-ministry.pdf>

[Images for goal of interim ministry](#)

Transitional Pastor Goals Purposes and Benefits to Churches - LifeWay

A better option for most churches is a transitional pastor. A transitional pastor has been trained to help the church stay focused on its mission and prepare them for more effective ministry under the leadership of a new pastor.

<https://www.lifeway.com/en/articles/transitional-pastor-ministry-purposes-goals-benefits>

[Images for Transitional Pastor Goals Purposes and Benefits to Churches - LifeWay](#)

6) Habits

Seven Distinguishing Habits of Highly Effective Pastors – ThomRainer.com

When I finished this assignment, I found seven distinguishing characteristics or habits.

<http://thomrainer.com/2015/03/seven-distinguishing-habits-highly-effective-pastors/>

[Images for Seven Distinguishing Habits of Highly Effective Pastors – ThomRainer.com](#)

<http://thomrainer.com/2014/03/seven-habits-of-highly-effective-preachers/>

<http://thomrainer.com/2017/04/seven-habits-long-tenured-pastors/>

https://twitter.com/ThomRainer?ref_src=twsrc%5Egoogle%7Ctwcamp%5Eserp%7Ctwgr%5Eauthor

https://en.wikipedia.org/wiki/Thom_S._Rainer

<https://www.amazon.com/Thom-S.-Rainer/e/B001IGLMVG>

https://www.goodreads.com/author/show/27470.Thom_S_Rainer

[Images for thom rainer \(author\)](#)

10 Habits for Effective Ministry: A Guide for Life-giving Pastors by Lowell Erdahl (Author)

Studies reveal that many pastors are stressed out, discouraged, and tempted to leave the ministry. Giving practical advice and often drawing on examples from his own experience, Lowell O. Erdahl offers support and wise counsel for new and experience clergy alike. Erdahl shows that to provide life-giving ministries, pastors must develop ten key habits, including: bonding with their people, having something to say and saying it well, becoming lifelong learners, picking their battles wisely and fighting them fairly, exercising gift-evoking leadership, and respecting boundaries.

<https://www.amazon.com/10-Habits-Effective-Ministry-Life-giving-ebook/dp/B001IV5ZOQ>

https://www.goodreads.com/book/show/1497043.10_Habits_For_Effective_Ministry

<https://www.bookdepository.com/10-Habits-for-Effective-Ministry-Lowell-Erdahl/9780806629902>

https://www.thriftbooks.com/w/10-habits-for-effective-ministry-a-guide-for-life-giving-pastors_lowell-o-erdahl/632238/#isbn=0806629908&idq=958857

<https://www.augsburgfortress.org/store/productgroup/1712/10-Habits-for-Effective-Ministry>

<https://www.christianbook.com/habits-effective-ministry-guide-giving-pastors/lowell-erdahl/9780806629902/pd/29908>

https://books.google.com/books/about/10_Habits_for_Effective_Ministry.html?id=9tIBngEACAAJ

10 Habits for Effective Ministry: A Guide for Life-Giving Pastors

https://wordandworld.luthersem.edu/content/pdfs/17-3_Stories/17-3_Reviews.pdf Page 344

<https://www.bookdepository.com/author/Lowell-Erdahl>

<https://www.thriftbooks.com/a/lowell-o-erdahl/445813/>

[https://www.amazon.com/s?i=digital-](https://www.amazon.com/s?i=digital-text&rh=p_27%3ALowell+Erdahl&s=relevancerank&text=Lowell+Erdahl&ref=dp_byline_sr_ebooks_1)

[text&rh=p_27%3ALowell+Erdahl&s=relevancerank&text=Lowell+Erdahl&ref=dp_byline_sr_ebooks_1](https://www.amazon.com/s?i=digital-text&rh=p_27%3ALowell+Erdahl&s=relevancerank&text=Lowell+Erdahl&ref=dp_byline_sr_ebooks_1)

https://www.goodreads.com/author/show/600059.Lowell_O_Erdahl

[Images for Lowell Erdahl \(Author\)](#)

[Images for 10 Habits for Effective Ministry: A Guide for Life-giving Pastors by Lowell Erdahl \(Author\)](#)

The 7 Habits of Highly Effective People: Powerful Lessons in Personal Change by Stephen R. Covey (Author)

In *The 7 Habits of Highly Effective People*, author Stephen R. Covey presents a holistic, integrated, principle-centered approach for solving personal and professional problems. With penetrating insights and pointed anecdotes, Covey reveals a step-by-step pathway for living with fairness, integrity, honesty, and human dignity -- principles that give us the security to adapt to change and the wisdom and power to take advantage of the opportunities that change creates.

<https://www.amazon.com/Habits-Highly-Effective-People/dp/0671708635>

http://www.goodreads.com/book/show/36072.The_7_Habits_of_Highly_Effective_People

<https://www.stephencovey.com/7habits/7habits.php>

<https://www.depts.ttu.edu/upwardbound/books/the-7-habits-ofhighly-effective-people.pdf>

<https://www.youtube.com/channel/UCMkY2Vt4ifgSa6HQoxrMIJQ> The 7 Habits of Highly Effective People - Topic - YouTube

<http://www.forbes.com/sites/ericjackson/2012/07/24/the-only-thing-you-need-to-remember-about-the-seven-habits-of-highly-effective-people/#137fc0ca498a>

<http://www.hubspot.com/sales/habits-of-highly-effective-people-summary>

<https://www.stephencovey.com/>

https://en.wikipedia.org/wiki/Stephen_Covey

<http://www.simonandschuster.com/authors/Stephen-R-Covey/4>

<https://www.amazon.com/Stephen-R.-Covey/e/B000AQ2VAQ>

http://www.goodreads.com/author/show/1538.Stephen_R_Covey

Images for Stephen R. Covey (Author)

Images for The 7 Habits of Highly Effective People: Powerful Lessons in Personal Change by Stephen R. Covey (Author)

<http://www.lovethepic.com/image/182171/the-7-habits-of-highly-effective-people>

<https://www.pinterest.com/arialsde/7-habits/>

<https://www.pinterest.com/Tough101/7-habits-of-highly-effective-people/>

<https://www.pinterest.com/dvanall/7-habits-of-happy-kids/>

<https://www.pinterest.com/jcarson1972/7-habits-of-highly-effective/>

Images for pinterest/habits-of-highly-effective

Three habits of highly effective pastors - The Presbyterian Outlook

The phrase “highly effective” rings a little corporate, and Stephen Covey had seven in his list of habits of highly effective people, and this is only three. But ministry is about making a meaningful difference in the lives of people and being faithful to the God we serve. What habits would you add to this list?

<https://pres-outlook.org/2015/01/three-habits-highly-effective-pastors/>

Images for Three habits of highly effective pastors - The Presbyterian Outlook

<https://www.churchfuel.com/ten-habits-of-highly-effective-pastors/>

<https://www.biblicalleadership.com/blogs/7-distinguishing-habits-of-highly-effective-pastors/>

<https://ministrytodaymag.com/sponsored-content/23141-key-habits-of-highly-effective-pastors>

<https://factsand Trends.net/2015/08/03/seven-habits-of-highly-effective-pastors/>

<https://www.christianpost.com/news/7-distinguishing-habits-of-highly-effective-pastors.html>

<https://babylonbee.com/news/infographic-9-habits-of-highly-effective-pastors>

<https://www.youtube.com/watch?v=aWqCwRpD-xq> Six Habits of Highly Effective Pastors - YouTube

7) Interim

FAQs for Congregations

What should a congregation’s leaders do when a pastor resigns?

The congregation should immediately contact the synod office to determine what to do. There is a need to provide for coverage of pastoral needs during the **interim** period, including the selection of an Interim Pastor.

<http://interiministry.org/f-a-q/faqs-for-congregations/>

Images for pastoral needs during the interim period

IMN | Interim Spectrum – by Rev. John Keydel, Jr.

As diocesan officer for congregational transitions, I usually get one of the first calls that the elected lay leader of a congregation makes when he or she learns that “their” member of the clergy is leaving. And one of the first questions that the leaders and members of congregations usually ask at the beginning of any clerical transition, for any reason, is “Do we (really) need an Interim?” or “Why do we need an Interim?” Among the many assumptions, assertions, and anxieties buried within those few words, there is usually a much more basic question, one that few congregational leaders spend much time thinking about until the need is fully upon them – “What do we actually need and Interim to do?”

While I really do think that the best short answer is “It depends,” this rarely satisfies congregational leaders, so some explanation of the broad range of situations that may characterize congregations in transition is usually necessary. Over the years, I have noted that, as one moves from the most basic to the most involved, there is a clear progression in the complexity of the work, the length of time that it takes, the skills that are necessary, and the costs involved.

<http://imnedu.org/interim-spectrum/>

<https://christstmichaels.org/clergy-staff/>

<https://books.google.com/books?isbn=0898698367>

http://www.goodreads.com/author/show/14747961.Rev_John_Keydel_Jr

Images for Rev. John Keydel, Jr.

Images for IMN | Interim Spectrum – by Rev. John Keydel

<http://local.cincinnati.com/share/story/187714> Interim priest appointed to replace retiring St. Barnabas Rector George Hill

[PDF] Passing the Mantle: The Interim Time Period in the Large Congregation

The purpose of this paper is to discuss the distinctiveness of the interim period in the large congregation, and to evaluate the effectiveness of the interim pastor role in a congregation with more than 400 in worship attendance.

<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

8) Interim Ministry

A Study of Luther and Interim Ministry

Interim Ministry Association of the Evangelical Lutheran Church in America. Summer 2008. Page 9

<http://www.elca.org/Growing-In-Faith/Ministry/Interim-Ministry-Association/Newsletter.aspx>

Images for Study of Luther and Interim Ministry

FAQ - Intentional Interim Ministry

Interim Ministry Conference – The Lutheran Church Missouri Synod

<http://interimministrylcms.org/faq.php>

[Images for Interim Ministry Conference – The Lutheran Church Missouri Synod](#)

FAQs about Intentional Interim Ministry

What is Intentional Interim Ministry?

Intentional Interim Ministry sees the interim period as a positive time for a congregation. It is a time of challenge and opportunity. An Intentional Interim Pastor uses the knowledge gained from several decades of research to guide a congregation through this difficult but very important time. Intentional Interim Pastors normally have gone through specialized training to gain this knowledge about the Interim Period.

<http://interimministry.org/f-a-q/faqs-about-intentional-interim-ministry/>

[Images for FAQs about Intentional Interim Ministry](#)

FAQs for Congregations

Guidelines for **Interim Pastoral Ministry**: Evangelical Lutheran Church in America

http://www.nwswi.org/webfiles/fnitools/documents/call_process_rev11.17.09smaller.pdf

Page 40

[Images for Guidelines for Interim Pastoral Ministry: Evangelical Lutheran Church in America](#)

Fill-in Stints a Full-time Passion for Some Pastors

As a specialist in **interim** ministry, Rev. Kent Garlinghouse knows how difficult it can be to fill the shoes of a beloved pastor – and also how much harder it is when the pastor was not well loved.

http://articles.chicagotribune.com/1999-06-20/news/9906260018_1_permanent-pastor-beloved-pastor-interim-ministry

<https://www.manta.com/c/mmqqpns/kent-donna-garlinghouse-rev>

[Images for specialist in interim ministry](#)

Finding her calling - townnews-aberdeennews

A temporary situation is a way of life for the Rev. Sue Seiffert. Seiffert is an intentional **interim minister**. “I work with congregations in transition,” she said. She arrives at churches that have lost their pastor and prepares the way for the next one. Her current assignment is at Good Shepherd Lutheran Church in Aberdeen.

http://articles.aberdeennews.com/2009-05-14/news/26385712_1_interim-minister-seiffert-interim-senior-pastor

<https://imnedu.org/imn-membership/board-of-directors/>

[Images for Rev. Sue Seiffert](#)

Helpful Terms: Interim Ministry Association

Terms Helpful in Understanding Congregations in Transition

<http://interimministry.org/resources/helpful-terms/>

<http://www.elca.org/Growing-In-Faith/Ministry/Interim-Ministry-Association/Resources/for-Congregations.aspx>

[Images for Helpful Terms: Interim Ministry Association](#)

Intentional Interim Ministry

The National Association of Lutheran Interim Pastors’ basic education curriculum is designed for clergy and lay professionals to introduce participants to the practice of intentional interim ministry. Although focusing on Lutheran theology and polity, the event is open to all lay leaders and clergy desiring and/or called to this special ministry in congregations during a pastoral transition.

This course is designed in three phases (Planting, Cultivating, and Harvesting) that cover a period of about six months.

Phase I (Planting) is a residential week focusing on the theory, theology, leadership skills, and congregational systems related to intentional interim ministry. We examine the interim journey through scenarios (propositional learning) including the dynamics of entry, pre-entry, stages and tasks of the congregation, emotional systems, conflict, grief, power structures, and leadership skills necessary to lead the congregation, and exiting/closure issues.

Phase II (Cultivating) is a six-month experience in a parish or institutional setting, ideally in a leadership transition, in which the participant in this program “puts into practice” the material learned in Phase I. During this time, you will learn contracting (covenanting), work on personal learning goals, and write two critical incident reports, all under the supervision of your chosen fieldwork supervisor.

Phase III (Harvesting) is the second residential week at Mt. Olivet Retreat Center in Farmington, MN in which through a group process you will share one of your critical incident reports, review material learned in Phase I, and learn more about the dynamics of congregations in pastoral transition, and your leadership skills and needs. You will also discuss the biblical and theological connections in this special ministry as specifically related to the Lutheran church.

Luther Seminary - Kairos Continuing Education

http://www.luthersem.edu/lifelong_learning/kairos/courses.aspx

[Images for National Association of Lutheran Interim Pastors’ basic education curriculum](#)

Intentional Interim Ministry – a purposeful approach for transitions and crises – LCMS

There are several ways Intentional Interim Ministry can help congregations:

- Healing. Without healing, existing divisions within the church, it is difficult to have a unified mission and ministry. There are also circumstances where congregations feel manipulated or misled by their pastor and need guidance to become whole again. They need assistance in developing an attitude of trust toward pastoral leadership.

- Thorough resolution. There are situations that simply take time to untangle. It is important to do what is necessary to reach understanding and closure.
- New perspectives. When a long-term pastor leaves a congregation, the norms and expectations set up by the long tenure may be difficult for the pastor that follows. Intentional Interim Ministry allows a congregation to experience different approaches to ministry and opens eyes to different kinds of pastoral leadership.
- Setting a fresh course. When a church feels it's at a difficult crossroad, quick decisions may be made without fully exploring options and potential outcomes. Intentional Interim Ministry slows down the call process, allowing the congregation time to make well-informed and deliberate decisions regarding the future course of the church.

<http://interimministrylcms.org/>

[Images for Intentional Interim Ministry – a purposeful approach for transitions and crises – LCMS](#)

[Images for Intentional Interim Ministry can help congregations](#)

Intentional Interim Ministry: What it is and What it is Not

Intentional Interim Ministry is a focused approach for guiding congregations during the time between regularly called pastors. It is not just crisis ministry, nor is it simply maintenance ministry. It is not the same as “synodical administration,” which was reserved for crisis situations. It is ministry with specific “intentions” and tasks to be accomplished – goals defined by the process of intentional interim ministry and the specific needs of the congregation.

<http://www.uss-elca.org/for-rostered-leaders/resources/intentional-interim-ministry-what-it-is-and-what-it-is-not>

[Images for Intentional Interim Ministry: What it is and What it is Not](#)

[Images for time between regularly called pastors](#)

Interim Ministries – ABC Code of Ethics

Each interim pastor serving an Interim Ministries-ABC Program is required to affirm the Codes of Ethics as presented on each side of this page: (1) “The Covenant and Codes of Ethics for Professional Church Leaders of the American Baptist Churches in the U.S.A.” developed by the ABC Ministers Council and (2) the interim ministry addition to the Code of Ethics adopted by the Interim Ministries-ABC Board.

ABC Ministers Council and (2) Interim Ministries-ABC

<http://www.interimministries-abc.org/Local/documents/codeofethics.pdf>

[Images for Interim Ministries – ABC Code of Ethics](#)

Interim Ministry Association of the ELCA » Intentional Interim Ministry and its Application for the Whole Church

These are just a few of the ways an Interim Pastor might assess and review the health of a congregation and its membership. Discussing issues of this sort while interviewing the leadership and general membership of the congregation helps to assess the congregation and therefore what tools the Interim Pastor will use to help the congregation. Not all unhealthy matters can be dealt with in the short time an Interim pastor works in a congregation. One of the most frustrating feelings I have when I leave a congregation is that I never accomplish all the things I hoped to accomplish, and even though I have not done all that I suppose would be helpful the congregations continue and will work with the Grace of God.

<http://blogs.elca.org/interimministry/intentional-interim-ministry-and-its-application-for-the-whole-church>

[Images for Interim Ministry Association of the ELCA » Intentional Interim Ministry and its Application for the Whole Church](#)

Interim Ministry - Center for Congregational Health

The center assists congregations in determining the type of interim ministry that will be most helpful for them, including: **Traditional Interim Ministry** - involves calling an interim pastor who provides limited services in worship leadership and pastoral care. A search committee works to locate a new pastor, and the Center helps congregations locate specialists who can lead that process. E-mail Les Robinson (congreq@wfubmc.edu) for more information.

Intentional Interim Ministry - a process that guides a congregation to explore its heritage, mission, leadership, and connection to the wider church before beginning the formal search for a new pastor. For detailed information on this aspect of our work, read [Intentional Interim Ministry—In Perspective](#).

The center also trains interim pastors to serve as traditional interim pastors and intentional interim ministry specialists. To get started with this training, enroll in [Interim Ministry for Today's Church](#). Training for intentional interim ministry requires that one enroll in this course first.

<http://www.healthychurch.org/ministries/interim-ministry>

[Images for Interim Ministry - Center for Congregational Health](#)

<https://www.youtube.com/watch?v=Ne3C64R65Q> Intentional Interim Ministry at the Center for Congregational Health (CCH)

INTERIM MINISTRY GUIDELINES - Presbytery of Cincinnati

The Presbytery of Cincinnati Committee on Ministry (COM) has compiled the following guidelines for use by congregations seeking an Interim Pastor. These guidelines are intended to help congregations have a better understanding of what an Interim Pastor is, what an Interim Pastor does and doesn't do, and the process for obtaining an Interim Pastor.

<http://www.presbyteryofcincinnati.org/InterimMinistryGuidelines2011.pdf>

[Images for INTERIM MINISTRY GUIDELINES - Presbytery of Cincinnati](#)

Interim Ministry Handbook for Congregations - Northern Texas

The interim period provides a magnificent learning opportunity as the congregation lives in between the “already” and the “not yet.” That the interim period is a time of change is a given. With change can come a crisis, and crisis can bring chaos, but chaos is always an opportunity. Interim Ministry can be of great help in the learning process during this period. Interim Ministry pays

attention to two arenas of development: parish development and clergy transition. Parish development provides context for clergy transition. Although connected and correlated, parish development precedes clergy transition in the interim period.

<http://ntnl.org/wp-content/uploads/2014/01/Intrim-Ministry-Handbook-Congregatio.pdf>

[Images for Interim Ministry Handbook for Congregations - Northern Texas](#)

<https://ntnl.org/wp-content/uploads/2017/01/Interim-Min-Handbook-Part-I.doc>

<https://www.ntnl.org/wp-content/uploads/2017/Interim-Ministry-Handbook-Interim-Pastor.pdf>

Interim Ministry Partners

Interview & Assessment. Contact us to set up an initial video conference with your leadership team to learn more about interim ministry.

<http://interimministrypartners.com/interim-ministry>

[Images for Interim Ministry Partners](#)

Interim ministry – PC (USA) OGA - Presbyterian Church (USA)

Tips for Preparing a Personal Information Form for an Interim Pastor

Tips for Preparing a Ministry Information Form for an Interim Pastor

A Study of Effectiveness of Interim Pastors

What can a Congregation Expect from an Interim Pastor?

Interim Pastor Education Sites and Transitional Ministry

<http://www.presbyterianmission.org/ministries/ministers/interim-pastors/>

[Images for Interim ministry - Presbyterian Church \(USA\)](#)

[Images for Study of Effectiveness of Interim Pastors](#)

[Images for What can a Congregation Expect from an Interim Pastor?](#)

Interim Ministry Resume — Minneapolis Area Synod

Please fill out the following form to help us know you and your gifts better so we can do the best for both you and the congregation to make the interim time period effective and productive.

This resume will go into a file in the synod office with others in interim ministry to use as a tool. Please take time to update this form when you have completed an assignment. Thank you.

This form is somewhat long, and you cannot save your work part of the way through, you must complete and submit the whole thing at one time. If you would like a copy of this form, you can right click and print before you submit it.

<http://www.mpls-synod.org/interim-ministry-resume/>

[Images for Interim Ministry Resume — Minneapolis Area Synod](#)

Interim Ministry - Services - LifeandLeadership.com

Describing Interim Ministry

When a preacher leaves, either by his or the church's initiation, it begins a period that is full of opportunity for a church (see [Ministry Transitions](#)). The level of energy increases, often with both positive and negative possibilities. There may be enough positive charge to launch the church into an exciting new era of ministry. There may also be enough negative anxiety to catapult the church into a spiral of destructive [conflict](#). These transitions also present the church with one of the greatest opportunities to learn from their past, define their strengths, and identify and remedy lingering patterns that have hindered their ministry effectiveness. Questions fill the minds of church leaders:

<http://www.lifeandleadership.com/interimministry/#Describing>

[Images for Interim Ministry – Services - LifeandLeadership.com](#)

<http://www.lifeandleadership.com/ministry-resource-guide-index>

Interim Ministry | Southwest Minnesota Synod ELCA

Interim ministry is primarily one of Word and Sacrament during the transition following a resignation or retirement of a congregation's pastor. Learn more.

<https://swmnelca.org/interim-ministry/>

[Images for Interim Ministry | Southwest Minnesota Synod ELCA](#)

Interim Ministry - Southwestern Pennsylvania Synod

Pastors who provide continuing Word and Sacrament ministries and leadership to congregations in the "between times" fall into one of five types of interim ministries as discussed below. Compensation guidelines for the various types of interims are included in this document:

www.swpasynod.org/resources/interim-ministry

[Images for Interim Ministry - Southwestern Pennsylvania Synod](#)

Interim Ministry - United Church of Christ

In the United Church of Christ, interim ministry is the ministry provided to a local church or other ministry setting during a pastoral vacancy.

<http://www.ucc.org/ministers/leaders-box/a6-Interim-Ministry.pdf>

[Images for Interim Ministry - United Church of Christ](#)

Introduction: Interim Ministry Association

Introduction. The understanding of Interim Ministry has changed greatly over the past few decades.

<http://www.imaelca.org/introduction/>

[Images for Introduction: Interim Ministry Association](#)

Knowing When - Intentional Interim Ministry

If you are wondering whether Intentional Interim Ministry would be a good solution for a specific congregation, ask yourself these questions:

- Are there circumstances that need to be sorted out prior to asking a new pastor to serve?
- Are there deeper issues that need resolving before extending a call?

Intentional Interim Ministry gives a congregation the time and the tools necessary to begin moving forward in a healthy and united way. By helping to strengthen the congregation's own identity and a sense of their own purpose, it enables the congregation to articulate their needs in the process of calling a pastor. This process, in turn, helps to define a desirable pastoral profile as the congregation moves to call a new pastor.

<http://interimministrylcms.org/knowing.php>

[Images for Knowing When - Intentional Interim Ministry](#)

[Images for congregation's identity and sense of purpose](#)

Ministry during the Interim Time - United Church of Christ

Working Guidelines for United Church of Christ Committees on the 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.

Ministry During the Interim Time (Working Guidelines for United Church of Christ Committees on the Ministry) is intended to clarify the authorization issues that arise out of the unique and distinctive nature of interim ministry in the United Church of Christ. These Guidelines are intended as a companion to Manual on Ministry. The commentary addresses the following:

Interim Ministry and Standing in the United Church of Christ

The Nature and Tasks of Ministry during the Interim Time

Three Forms of Interim Ministry

The Ecclesiastical Call to Interim Ministry

Expectations of Interim Ministers

The Normative Practice of Interim Ministry

Calling Bodies in Relation to Interim Ministers

Support and Accountability of Interim Ministers

<https://auccim.org/AUCCIIM%20Downloads/Interim%20Ministry%20Guidelines.pdf>

[Images for Ministry during the Interim Time - United Church of Christ](#)

Report of the ELCA Secretary to Conference of Bishops October 2-6, 2003, on Interim Pastoral Ministry

INTERIM PASTORAL. MINISTRY—SOME DEFINITIONS. AND DESCRIPTIONS.

[\[PDF\]conference of bishops - Interim Ministry Association of the ELCA](#)

<https://imaelca.org/wp-content/uploads/2013/10/Oct2003ReptSecretary.pdf>

[Images for conference of bishops - Interim Ministry Association of the ELCA](#)

[Images for INTERIM PASTORAL. MINISTRY—SOME DEFINITIONS. AND DESCRIPTIONS.](#)

Six Characteristics of Intentional Interim Ministry

The six characteristics of intentional interim ministry are: (1) intentionally facing conflict, (2) using a problem-identification process (3) using a "contract" to name the specific interim issues to be addressed mutually by interim pastor and congregation, (4) recognizing the presence and value of the unique personality and leadership style of the interim pastor, (5) viewing the interim pastor, in part, as a consultant, and, (6) recognizing the need for planned termination and closure with the congregation.

[Temporary Shepherds: A Congregational Handbook for Interim Ministry edited by Roger S. Nicholson](#)

<https://books.google.com/books?isbn=1566996465>

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

WELCOME TO THE REVEREND DR. MOLLY DALE SMITH

It is with great joy and pleasure that I announce that the Reverend Molly Dale Smith will be joining us at St. David's as a part-time, non-stipendiary Priest Associate, beginning May 3. Molly, as she is affectionately known, has some Nashville roots, having graduated from Harpeth Hall...in former Senior Warden G'anne Harmon's class, as a matter of fact...and went on to attend Hollins University in Roanoke, Virginia. Later on, she took her Master of Sacred Theology degree magna cum laude from Emory University in Atlanta, her Master of Divinity degree from Seabury-Western Theological Seminary in Evanston, Illinois, and her Doctor of Ministry from St. Paul School of Theology in Kansas City, Missouri. The primary focus of Molly's ordained ministry has been "interim ministry" in any number of dioceses across the country, and she is currently canonically resident in the Diocese of New Jersey. She will be taking on liturgical, teaching, and training roles here in our parish.

http://www.stdavidsnashville.org/our-church/wild-onion/2009/wo_2009_05.pdf

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

[Images for REVEREND DR. MOLLY DALE SMITH](#)

9) Interim Pastor

Congregational Leadership and Pastoral Transitions - Alban Institute

All church bodies try to be sure that congregations have a variety of resources and resource people for when the change-of-pastor time comes. For several months or even a year or two, you will need these resources on a regular basis; then, when you no longer need them, they'll be put in storage (as it were) until the next time you need help. In the meantime, these resources will be assisting other congregations and being continuously updated to provide the best help possible.

Five of the actors from the church system that you may use, or at least meet, in the next few months are:

1. Your bishop or executive
2. Interim (or Search) consultants
3. **Interim pastors**
4. Board members (or vestry, council, or session members, depending on the denomination)
5. Search committee members

The first three of these are outside your congregation, but the last two are in it. I deal with those two here because in a real way their operation during the time between pastors is a new part of their life for which they may need new training or orientation.

Keeping clear about the different functions these persons have will make everyone a better participant in the process.

<https://alban.org/archive/congregational-leadership-and-pastoral-transitions/>

[Images for Congregational Leadership and Pastoral Transitions - Alban Institute](#)

<https://alban.org/archive/pastoral-transitions-in-the-age-of-social-media/>

<https://alban.org/archive/preaching-the-transition/>

<https://www.amazon.com/Beginning-Ministry-Together-Handbook-Transitions/dp/1566992850>

English Lutheran's latest interim job for pastor | Pierce County Herald

Moving from church to church isn't new for Interim Pastor Mark Hendrickson.

Hendrickson, who succeeded Pastors Brad and Dawn Lindberg at Ellsworth's English Lutheran Church last month, is an intentional interim for the American Lutheran Church, he said Wednesday. That's not the same as supply interims, he explained.

"It usually comes with challenges," he said.



<http://www.piercecountyherald.com/content/english-lutherans-latest-interim-job-pastor>

[Images for Interim Pastor Mark Hendrickson](#)

<http://www.salemluth.org/about/history/>

<http://www.myfaithlutheran.org/detailed-history.html>

<http://metrolutheran.org/2013/09/local-synod-approves-first-deaf-associate-in-ministry/>

<http://slcwsp.org/history.shtml>

FAQs for Pastors

How do Intentional **Interim** Pastors differ from other Interim Pastors?

Intentional Interim Pastors have received specialized training (described below) in assisting congregations during the interim period.

<http://interiministry.org/f-a-q/faqs-for-pastors/>

[Images for Intentional Interim Pastors specialized training](#)

FAQs for Synod Staff

What support should a synod provide for intentional **interim** pastors?

If a synod wishes to have intentional interim pastors available for its needs, it should consider two specific problems faced by such pastors.

First, there is the problem of roster status. If an ELCA pastor does not have a "call" for three years, the pastor normally is removed from the ELCA roster. The usual solution to this problem is for the synod to issue a synod call to the interim pastor for the duration of their time in a particular congregation.

Second, intentional interim pastors face the recurrent threat of "down time," i.e., time without a call. When an intentional interim pastor completes one interim assignment and does not have another interim assignment, that pastor has no income. While it is not normally the synod's obligation to find an assignment for an intentional interim pastor, it is important for the synod to understand this fact of interim life and be sensitive to it.

<http://interiministry.org/f-a-q/faqs-for-synod-staff/>

[Images for synod support for intentional interim pastors](#)

Interim Pastor's Guide: 4 steps to good church assessment

Interim pastors who have been charged with the responsibility of introducing healthful change to a client church must be master diagnosticians.

<https://www.turnaroundpastor.com/interim-pastors-guide-4-steps-to-good-assessment/>
Images for Interim Pastor's Guide: 4 steps to good church assessment
<http://www.transitionministriesgroup.com/interim-pastors-guide-4-steps-to-good-assessment/>
<http://healthychurchnow.com/2013/04/interim-pastors-guide-4-steps-to-good-church-assessment/>
<http://theoriginalbudman.wordpress.com/2013/04/05/interim-pastors-guide-4-steps-to-good/>

9 Signs Your Church Needs an Intentional Interim Pastor

Calling an intentional interim pastor should be the first thing a church does when the pastor resigns, *especially if the church meets any of these criteria:*

<http://pastors.com/intentional-interim/>
Images for 9 Signs Your Church Needs an Intentional Interim Pastor
<https://thecrg.org/resources/9-signs-your-church-needs-an-intentional-interim-pastor>
<https://www.theaquilareport.com/12-signs-you-need-an-intentional-interim-pastor/>

Our Story of Hope - Resurrection in the City

In December 2010, Mount Calvary called Pastor Roger Schlechte as our **Intentional Interim Pastor**. After listening to our stories, our hopes and our fears, Pastor Schlechte outlined four options for our consideration

- Close immediately
- Continue as is... until there was no more life
- Ask another congregation to partner with Mount Calvary
- Rebirth Mount Calvary and restore hope and ministry at this location

As the congregation prepared to make a decision regarding our future, we spent time in Bible study exploring our relationship with God, our relationship to each other, the role of pastor and laity, and the relationship of pastor and laity.

By May 2011, we determined that we wanted to rebirth ourselves.



<http://resurrectioninthecity.com/our-story-of-hope/>
<https://www.linkedin.com/pub/roger-schlechte/20/282/105>
http://locator.lcms.org/nworkers_frm/w_detail.asp?W3601
<https://www.facebook.com/roger.schlechte>
<http://interimministrylcms.org/contact.php>
Images for Pastor Roger Schlechte Intentional Interim Pastor

Seven Ways an Interim Pastor Can Help Your Church Become Healthier

1. The time between pastors can be one of the most effective periods in the life of a church.

How an IPM Interim Can Help - Interim Pastor Ministries

<http://www.interimpastors.com/how-an-ipm-interim-can-help.html>
Images for Seven Ways an Interim Pastor Can Help Your Church Become Healthier

[PDF]the interim pastor - Church of the Brethren

An "interim" pastor is one called for a specific purpose and period of time to lead a congregation during the in-between times of installed pastoral leadership. The interim pastor is called when, for any reason, the regular pastoral position has become vacant. The interim does many of the same things as the regularly called pastor, but within a different framework of time, goals, and planning. The interim ministry has three primary functions: (1) maintenance of congregational life and ministry; (2) enhancement of selected aspects of congregational life and ministry; and (3) working at specific designated tasks. The goal of interim ministry is to fulfill these functions in a way that will enable the congregation and the next pastor to be prepared with vision, commitment, and excitement for the future.

<http://www.brethren.org/ministryoffice/documents/interim-ministry-resource.pdf>
Images for interim pastor - Church of the Brethren

The Interim Pastor - FAQ

What is the mission of an "Intentional Interim" pastor in a church?

The mission of the Intentional Interim Pastor is to promote congregational health by offering a safe bridge between challenging times and the selection of the next permanent pastor.

<http://theinterimpastor.com/faq.html>
Images for mission of an "Intentional Interim" pastor in a church

12 signs you need an intentional interim pastor

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 12 signs you need an intentional interim pastor

10) Needs Assessment

CONGREGATIONAL TRANSITION NEEDS ASSESSMENT

An example of questions a congregation's leadership may need to answer.

Contact Raymond Hittinger, Interim Ministry Coordinator, Northeastern Pennsylvania Synod, ELCA rchittinger@gmail.com

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

[Images for Raymond Hittinger, Interim Ministry Coordinator](#)

[DOC] CONGREGATIONAL TRANSITION NEEDS ASSESSMENT

If you have answered "yes" to 4 or more of these statements, it would be beneficial for you to take some time to address these issues before focusing on finding a new pastor. The problems will not go away and will more than likely adversely affect the next pastor-congregation relationship or determine the direction and content of your ministry together. Transitional times (wilderness times), when we entrust ourselves to God, are times of spiritual growth and renewal.

www.mnys.org/assets/1/7/CongregationalTransitionNeedsAssessment.doc

[Images for CONGREGATIONAL TRANSITION NEEDS ASSESSMENT](#)

What is a Needs Assessment? - YouTube

Overview of a needs assessment, including a description and an explanation of the key components of a needs assessment.

<https://www.youtube.com/watch?v=UbZHQIPObd4>

[Images for What is a Needs Assessment? - YouTube](#)

[Images for overview of a needs assessment](#)

11) Outcomes

In the Interim: Strategies for Interim Ministers and Congregations

Interim ministers and denominational staff can strive to eradicate the concept of a "failed search." Perhaps after two years of interim ministry, the Search Committee did not find a suitable candidate; or the Search Committee offered candidacy to a minister who didn't accept; or candidating week ended with an 82 percent vote to call, which the minister and many others felt was insufficient. These **outcomes** are likely to be disappointing. However, they are not failures. They are signs that the process is unfolding as it was intended. There are many ways a health, conscientious search can unfold.

<https://books.google.com/books?isbn=1558967028>

Page 135

[Images for In the Interim: Strategies for Interim Ministers and Congregations](#)

[PDF] Interim Ministry Guidelines

Expectations and **Outcomes** for the Intentional Interim Pastor

The following are some outcomes that are desired:

1. Work through the grief caused by the former pastor's leaving.
2. Listen to the hurts and ideas of the members, especially those who feel they have been neglected in the past or who feel they have ideas that have not been heard.
3. Rebuild the trust level among the members of the congregation. (This is especially important when the congregation has been divided over issues or personalities.)
4. Help the congregation define its basis for unity.
5. Help the congregation rebuild its foundational base on God's Word and its application to congregational life.
6. Help the congregation to begin to set its future direction under guidance through God's Word.
7. Help the congregation defines and recognize the leadership qualities desired in the next permanent pastor.
8. Help the congregation establish expectations for itself in the future and some priorities for the next permanent pastor.

<http://psd-lcms.fhcaleb.com/images/File/District/Ministry%20Areas/Interim%20Ministry/Guidelines%2011232010.pdf>

[Images for Expectations and Outcomes for the Intentional Interim Pastor](#)

Rethinking Transitional Ministry » Alban at Duke Divinity School

Transitional ministry needs to transition even if the **outcomes** aren't yet fully certain.

[Alban at Duke Divinity School » Rethinking Interim Ministry](#)

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

[Images for transitional ministry outcomes](#)

Transitional Ministry Today: Successful Strategies for Churches and Pastors

Chapter Four Focus Points and the Work of the Congregation John Keydel

Third, as has been stressed repeatedly, the engagement of the focus points is ultimately the work of the congregation. This fact has two primary implications. First, the intentional interim minister must be ready, willing, and able to facilitate this process with a sense of responsibility for the scope and integrity of the process, but not for the specific **outcome**.

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

Page 60

[Images for Transitional Ministry Today: Successful Strategies for Churches and Pastors](#)

12) Process

Questions Concerning the Process Tasks of the Interim Leader

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

[Images for Process Tasks of the Interim Ministry Leader](#)

Step One – FTM: The Work of the Leader (FTML) - Interim Ministry Network

The Work of the Transitional Leader. Examine the process that a leader goes through from beginning to end in an interim situation.

This **Process** Task include *Joining the System, Analyzing the System, Discerning Responsibility and Establishing Priorities, Connecting the Congregation and the Denomination, and Evaluating and Adjusting to a New Future.*

https://imnedu.org/interim_transitional-education/fundamentals-of-transitional-ministry/

[Images for The Work of the Leader \(FTML\) - Interim Ministry Network](#)

[Images for Interim Ministry Joining the System](#)

[Images for Interim Ministry Analyzing the System](#)

[Images for Interim Ministry Discerning Responsibility and Establishing Priorities](#)

[Images for Interim Ministry Connecting the Congregation and the Denomination](#)

[Images for Interim Ministry Adjusting to a New Future](#)

https://imnedu.org/interim_transitional-education/the-fundamentals-of-transitional-ministry-the-work-of-the-congregation/

[Images for fundamentals-of-transitional-ministry-the-work-of-the-congregation](#)

The Interim Pastor's Five Process Tasks

In a two-part article "The Process Tasks of the Interim Leader," published in 1994 in the *In Between Times* (the newsletter of the Interim Ministry Network) Sawyer listed these tasks as: (1) joining the system, (2) analyzing the organization as a system, (3) connecting with the denomination, (4) focusing and assuming responsibility, and (5) exiting and evaluating.

The Interim Pastor's Manual - Page 51 - Google Books Result

<https://books.google.com/books?isbn=0664500021>

[Images for Interim Pastor's Five Process Tasks](#)

13) Pulpit Supply

Pulpit Supply

Pastors are available for short-term preaching when a regularly called pastor is absent from worship.

[Pulpit Supply Guidelines](#)

[Pulpit Supply List](#)

Northwest Synod of Wisconsin | Congregations

<http://nswsi.org/leadership/congregations>

https://s3.amazonaws.com/media.cloversites.com/0a/0a854394-3a19-4d9f-b1ae-f93021508921/documents/pulpit_supply_guidelines_july_2011_rev.pdf

https://s3.amazonaws.com/media.cloversites.com/0a/0a854394-3a19-4d9f-b1ae-f93021508921/documents/SUPPLY_PASTORS.pdf

[Images for Pulpit Supply](#)

[Images for Pulpit Supply Guidelines](#)

Pulpit Supply Handbook: Answering 12 Frequently Asked Questions about Supply Preaching Kindle Edition by Douglas Smith (Author)

This book addresses some common theological and practical questions faced by supply preachers and pastors. Chapters include a discussion of the call to preach, training options, how to study and prepare sermons, finding opportunities, pulpit plagiarism, questions to ask a church, reporting income, and staying close to God through the biblical spiritual disciplines. Readers will also walk through the sermon preparation process with a sample text. The book includes several detailed lists and charts to help the supply preacher think through and plan for preaching opportunities, as well as recommended resources for further study.

<https://www.amazon.com/Pulpit-Supply-Handbook-Answering-Frequently-ebook/dp/B00L4FN4A8>

[Images for Pulpit Supply Handbook: Answering 12 Frequently Asked Questions about Supply Preaching Kindle Edition by Douglas Smith \(Author\)](#)

14) Qualities

8 Essential Qualities That Define Great Leadership - Forbes

Every one of these qualities is absolutely essential to great leadership. Without them, leaders cannot live up to their full potential.

<https://www.forbes.com/sites/kimberlyfries/2018/02/08/8-essential-qualities-that-define-great-leadership/#7eae9e33b63>

[Images for 8 Essential Qualities That Define Great Leadership - Forbes](#)

<https://www.forbes.com/sites/forbescoachescouncil/2017/07/26/five-qualities-to-improve-to-be-an-effective-leader/#693021747aa0>

<https://www.forbes.com/sites/forbescoachescouncil/2017/11/29/leadership-weaknesses-how-to-spot-the-qualities-of-a-bad-leader/#760082597a56>

<https://www.forbes.com/sites/yec/2016/01/26/seven-qualities-the-best-managers-share-and-why-they-matter/#2f4128673d74>

Key Qualities for Today's Interim Pastor - Interim Pastor Ministries

<http://www.interimpastors.com/key-qualities-for-todays-interim-pastor.html>

Images for Key Qualities for Today's Interim Pastor - Interim Pastor Ministries

Qualities and Gifts for Public Ministry

What do you believe is essential for a public pastoral leader?

Spend some time talking about what are the essential qualities for the pastoral leader at your congregation.

Faithfulness: Biblical, Personal Depth, Committed to Church, Abiding in Jesus, Witnessing, Spiritually Disciplined, Genuine, Believer, Integrated, Living Jesus' Grace

Leadership: Giftedness, Spiritual, Creative, Empowering, Courageous, Equipping Others, Responsible, Visionary, Awareness of One's Style, Practiced, People Skills, Willingness, Servanthood, Humility, Sense of Privilege in Serving, Selflessness

Love: For the Lord, For the Church, Churchpersonship, Devotion, Passionate for God and God's Kingdom, For the Gospel, Relationally Oriented to People and World, Collegiality, Compassion, Caring for People, Fresh and Passionate, A Pastor's Heart, Hospitality, Empathy, Vulnerability

Sense of Call: Flexibility, Understanding, Clear, Inner and Outer Senses of Call, Desire to Learn, As a Way of Life, Sense of Mission, Curiosity, Life-long Learner, Sense of Transformation, Sense of Re-formation, Teachability, Open to Change and Self-discovery, Listener

Integrity: Genuine, Authentic, Transparent, Self-differentiated, Self-aware, Character - can grow up, Honesty, Trustworthiness, Spiritually and Emotionally Healthy, Sense of Humor, Self-care, Mentally Healthy

Competence: Biblically Literate, Academic Ability, Biblical and Theological, Sense of Context, Vision, Balance of Law and Gospel, Both Therapeutic and Prophetic, Articulate Grace, Intelligent, Common Sense, Wisdom

Grounded: Spirituality, ELCA/Lutheran Identity, Balanced Life, Integrated Theology and Practice, Ability to Live in Dialectical Tension/Paradox/Ambiguity, Spiritual Depth, Graced and Know It (This list of essential qualities was compiled from characteristics identified in 11 candidacy consultations held throughout the ELCA with synod and seminary candidacy leaders.)

[PDF]Call Process Manual - North/West Lower Michigan Synod

<http://mittensynod.server303.com/docs/CallProcessManual.pdf>

Addendum J

Page 28

Images for Qualities for Public Ministry

7 Essential Qualities That Make You a Leader Worth Following – Carey Nieuwhof

I've met thousands of Christian leaders in my two decades of leadership, and when I think about the leaders I believe are worth following, seven qualities keep rising to the top.

<https://careynieuwhof.com/7-essential-qualities-that-make-you-a-leader-worth-following/>

Images for 7 Essential Qualities That Make You a Leader Worth Following – Carey Nieuwhof

<https://careynieuwhof.com/12-often-overlooked-practices-great-leaders-develop-that-poor-leaders-dont/>

<https://careynieuwhof.com/25-things-all-the-great-leaders-do/>

<https://www.sermoncentral.com/pastors-preaching-articles/carey-nieuwhof-the-ultimate-character-test-any-great-leader-passes-2965>

<http://visionroom.com/follow-7-steps-effective-leader-church/>

<https://ericgeiger.com/2017/06/links-for-leaders-6917/>

<https://www.linkedin.com/pulse/you-leader-worth-following-demetrius-colbert>

<http://www.michaelbayne.net/10-ways-to-wreck-your-influence-without-even-trying/>

Images for Carey Nieuwhof (author)

Tony Sparano happy with his Vikings OL after injury-plagued 2016 | ProFootballTalk

"Looking at it right now, and after watching this group in the spring, I'm excited about where we are," Sparano said. "I love this group of guys. They put their heads down, they work hard, they're smart, they're strong, and they're tough. Those are the qualities you look for."

<http://profootballtalk.nbcsports.com/2017/07/24/tony-sparano-happy-with-his-vikings-ol-after-injury-plagued-2016/>

Images for They put their heads down, they work hard, they're smart, they're strong, and they're tough. Those are the qualities you look for.

15) Rationale

Rationale for the Intentional Interim Pastor Program

The following are some reasons for the intentional interim ministry program that are not stated elsewhere in this document. Some of these reasons were gleaned from Lyle Schaller's book, *Survival Tactics in the Church*.

1. The intentional interim pastor program gives the members the time to evaluate their mission and ministry, set direction for the future, and, in so doing, clarify expectations for ministry with the next permanent pastor.
2. It increases the chances that the next pastorate will be long (at least five to eight years) and effective.
3. It reinforces the concept of the ministry of the laity.
4. It helps the congregation work on those areas that have traditionally been traps of ministry so that the new pastor can devote his energies to the present and future rather than reliving and being asked to reconstruct the past.
5. It gives the congregation time to respond to grief aroused because of the departure of the previous pastor and his family.
6. It increases the freedom of choice open to the call committee in searching for a new minister. (Frequently, congregations seek a new minister who is strong in those areas where the previous pastor was viewed as weak. The intentional interim pastorate allows sufficient time to pass to reduce this tendency.)
7. It allows the intentional interim pastor to do what needs to be done in the congregation to prepare for the arrival of the next full-time pastor.
8. It promotes healing in the congregation. This is especially true of severely conflicted congregations.

[PDF] Interim Ministry Guidelines

<http://psd-icms.fhcaleb.com/images/File/District/Ministry%20Areas/Interim%20Ministry/Guidelines%2011232010.pdf>
[Images for Rationale for the Intentional Interim Pastor Program](#)

[PDF] RATIONALE FOR USE OF INTERIM PASTORS

The following represents many of the ways a trained interim pastor can be of benefit to a congregation in the interim period:
http://www.peia.org/wp-content/uploads/rationale_for_use_of_interim_pastors_tab_18.pdf
[Images for RATIONALE FOR USE OF INTERIM PASTORS](#)

16) Skills

Church Administration: Programs, Process, Purpose [Robert Bacher, Michael Cooper-White]

- Appendices
- A. Conflict of Interest Certification
- B. Sample General Fund Revenue and Expense Statement
- C. Sample Statement of Revenue and Expense
- D. Sample Congregational Balance Sheet
- E. Sample Statement of Cash Flows
- F. Sample Position Description
- G. Performance Evaluation and Development Report
- H. Sample Timed Meeting Agenda
- I. Sample Background Check Chart for Lay Church Workers
- J. Sample Screening Interview and Background Check Procedure
- K. Roles Identification Exercise
- L. Competencies Survey Instrument
- M. The IRS Model (Identity, Roles, and Skills)

<http://www.augsburgfortress.org/education/academic/churchadministration/thebook.jsp>

[Images for Church Administration: Programs, Process, Purpose \[Robert Bacher, Michael Cooper-White\]](#)

<http://store.fortresspress.com/store/product/2687/Church-Administration>

For discussion questions on this book go to www.augsburgfortress.org/education/academic/churchadministration/

<http://www.amazon.com/Church-Administration-Programs-Process-Purpose/dp/0800637429>

<http://www.lifeandleadership.com/book-summaries/bacher-and-cooper-white-church-administration.html>

[Images for IRS Model \(Identity, Roles, and Skills\)](#)

[DOC] COMPETENCY BASED INTERVIEWING

The competency based interviewing process allows an interviewer to gather information about the various job competences or skills of the applicants based upon a review of their past behavior in similar situations. A job competence is a behavior, or a cluster of behaviors necessary to accomplish a specific work task or goal – the most basic level of skill required for successful job performance. The following chart describes the range of personal behaviors, which you may find useful in determining the basic competency required for a specific position; and, questions that will elicit an answer from an applicant which can be rated.

www.documents.dgs.ca.gov/.../COMPETENCY%20BASED%20INTERVIEWING

[Images for COMPETENCY BASED INTERVIEWING](#)

5 skills transition pastors must acquire - Transition Ministries Group

Transition pastors increase productivity by gaining proficiency in five skills. These five skills prepare church leaders to sustain beneficial, effective change while the new pastor settles in.

<http://www.transitionministriesgroup.com/5-skills-transition-pastors-must-acquire/http://www.transitionministriesgroup.com/5-skills-transition-pastors-must-acquire/>

[Images for 5 skills transition pastors must acquire - Transition Ministries Group](#)

[PDF] Guidelines for the - Transformation Ministries

4. Special Skills: Interim Ministry is a highly specialized task, demanding skills and abilities often not required of the permanent pastor. In addition to possessing the skills of preaching, counseling and general administration, the Interim Pastor must be able to quickly size-up both people and situations. The interim period can be a time to analyze the church and its needs, diagnose its problems and prescribe the required action where appropriate. Rapport can be quickly established because the Interim Pastor usually has the unqualified acceptance, love and prayer support of the lay leadership and congregation.

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

[Images for Special Skills Interim Ministry](#)

Harvard Business Review Manager's Handbook: The 17 Skills Leaders Need to Stand Out MP3 CD – Audiobook, MP3 Audio, Unabridged by Harvard Business Review (Author), Eric Martin (Reader)

The one primer you need to develop your managerial and leadership skills.

Whether you're a new manager or looking to have more influence in your current management role, the challenges you face come in all shapes and sizes—a direct report's anxious questions, your boss's last-minute assignment of an important presentation, or a blank business case staring you in the face. To reach your full potential in these situations, you need to master a new set of business and personal skills.

Packed with step-by-step advice and wisdom from *Harvard Business Review's* management archive, the *HBR Manager's*

Handbook provides best practices on topics from understanding key financial statements and the fundamentals of strategy to emotional intelligence and building your employees' trust. The book's brief sections allow you to home in quickly on the solutions you need right away—or take a deeper dive if you need more context.

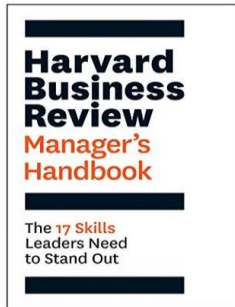
Keep this comprehensive guide with you throughout your career and be a more impactful leader in your organization.

In the *HBR Manager's Handbook* you'll find:

- Step-by-step guidance through common managerial tasks
- Short sections and chapters that you can turn to quickly as a need arises
- Self-assessments throughout
- Exercises and templates to help you practice and apply the concepts in the book
- Concise explanations of the latest research and thinking on important management skills from *Harvard Business Review* experts such as Dan Goleman, Clayton Christensen, John Kotter, and Michael Porter
- Real-life stories from working managers
- Recaps and action items at the end of each chapter that allow you to reinforce or review the ideas quickly

The skills covered in the book include:

- Transitioning into a leadership role
- Building trust and credibility
- Developing emotional intelligence
- Becoming a person of influence
- Developing yourself as a leader
- Giving effective feedback
- Leading teams
- Fostering creativity
- Mastering the basics of strategy
- Learning to use financial tools
- Developing a business case



<https://www.amazon.com/Harvard-Business-Review-Managers-Handbook-ebook/dp/B0118S1LV2>

<https://www.goodreads.com/book/show/33362135-the-harvard-business-review-manager-s-handbook>

[https://www.barnesandnoble.com/w/the-harvard-business-review-managers-handbook-harvard-business-review/1123517707#/#/](https://www.barnesandnoble.com/w/the-harvard-business-review-managers-handbook-harvard-business-review/1123517707#/)

<https://hbr.org/2014/07/the-skills-leaders-need-at-every-level>

[Images for skills-leaders-need-at-every-level](#)

<https://hbr.org/2016/12/the-5-skills-that-innovative-leaders-have-in-common>

[Images for skills-that-innovative-leaders-have-in-common](#)

<https://hbr.org/2011/10/the-must-have-leadership-skill>

<https://www.hbs.edu/news/Pages/item.aspx?num=2117> Leadership skills start with self-awareness - News - Harvard Business Review

<https://www.amazon.com/Harvard-Business-Review-Leadership-Paperback/dp/0875848834>

[Images for Harvard Business Review Manager's Handbook: The 17 Skills Leaders Need to Stand Out](#)

Key Qualities for Today's Interim Pastor - Interim Pastor Ministries

7. Possessing basic ministry **skills** in assessing the health of a church, problem solving, leadership development, conflict resolution, strategic planning and implementation.

<http://www.interimpastors.com/key-qualities-for-todays-interim-pastor.html>

[Images for basic ministry skills](#)

Leadership Skills - YouTube

What does leadership mean to you? What is the latest thinking around leadership globally? This session explores leadership styles, the relevance of context, what it means to be a leader on a day-to-day basis and what to watch out for in your early leadership career.

<https://www.youtube.com/watch?v=3YMqTiWIF8s>

[Images for leader skills youtube](#)

<https://www.youtube.com/watch?v=Z3B54gssJWA> How to Develop Leadership Skills - YouTube

<https://www.youtube.com/watch?v=wOd8NNSo27A> 3 Ways to Develop Your Leadership Skills - YouTube

<https://www.youtube.com/watch?v=N5CvMoMat8A> Developing Leadership Skills - YouTube

<https://www.youtube.com/watch?v=O7Sr6Nkg744> Develop Effective Leadership Skills - YouTube

[Images for Develop Effective Leadership Skills](#)

<https://www.youtube.com/watch?v=VaolytQFDP> Leadership Skills : Qualities of a Great Leader - YouTube

<https://www.youtube.com/watch?v=kb2PI0LaxGE> The Crucial Skill for Tomorrow's Leaders - YouTube
<https://www.youtube.com/watch?v=H96oSjmQLnE> Leadership Skills: How to Become a Better Leader - YouTube
<https://www.youtube.com/watch?v=mb9Zwz0RAuY> Discover & Leverage Your 3 Best Skills, by Dick Bolles, author of What Color Is Your Parachute - YouTube

16 Essential Leadership Skills For The Workplace Of Tomorrow - Forbes

Here are 16 leadership skills that will be imperative to the future of work.

<https://www.forbes.com/sites/forbescoachescouncil/2017/12/27/16-essential-leadership-skills-for-the-workplace-of-tomorrow/#71c48d1954ce>

Images for 16 Essential Leadership Skills For The Workplace Of Tomorrow - Forbes

<https://www.forbes.com/sites/forbescoachescouncil/2017/12/27/16-essential-leadership-skills-for-the-workplace-of-tomorrow/2/#6ce3e161364e>

Images for leader skills - forbes

<https://www.forbes.com/sites/forbescoachescouncil/2017/03/30/seven-of-the-top-leadership-skills-for-2020/#35f72f7d6cc9>

<https://www.forbes.com/sites/forbescoachescouncil/2016/06/17/10-ways-new-leaders-can-pursue-an-education-in-leadership/#5ac8abbb7ad0>

<https://www.forbes.com/sites/davidprosser/2018/04/27/seven-leadership-skills-every-entrepreneur-must-learn/#38b65cd524eb>

Images for leadership-skills-every-entrepreneur-must-learn

<https://www.forbes.com/sites/forbescoachescouncil/2016/12/13/13-leadership-skills-you-didnt-need-a-decade-ago-that-are-now-essential/#6225fe0d4c1f>

<https://www.ciab.com/leadership-resources/10-ways-new-leaders-develop-leadership-skills-forbes/>

Images for leaders-develop-leadership-skills

<https://www.forbes.com/sites/lizryan/2018/02/11/ten-skills-every-manager-needs-but-90-of-them-lack/#76156e281614>

<https://www.forbes.com/sites/yec/2018/01/11/four-leadership-skills-that-drive-startup-growth/#1496bdd739b9>

<https://www.forbes.com/sites/forbescoachescouncil/2017/03/13/learning-leadership-eight-key-skills-that-make-an-effective-manager/#4bc809421354>

Images for learning-leadership-eight-key-skills

<https://www.forbes.com/sites/lizryan/2016/05/26/seven-leadership-skills-most-managers-lack/#32c85ae87ebb>

Skills You Bring to Interim Ministry

(List special training (give date/location) and experience related to each skill checked in space provided)

- Parish self-appraisal
- Professional Boundary Training
- Fiscal Management
- Church Revitalization
- Small group process
- Church Closing
- Transition issues
- Dynamics of long-term pastorate
- Conflict mediation
- United Church of Christ Polity
- Strategic planning
- Multi-Staff Issues
- Federated, union, yoked/united parishes
- Following Pastoral Misconduct
- Experience with racial/ethnic churches
- Experience with the ONA Process
- Church size transitions
- Death/illness of a previous pastor
- Presence of previous pastor – retired/member
- Connection with the United Church of Christ
- Worship Changes, inclusive language
- Organizational restructuring
- Lay leadership empowerment
- Stewardship Development
- Other (specify)

[PDF] interim ministry profile - Florida UCC Conference

<http://www.uccfla.org/files/docs/interim-ministry-profile.pdf>

Images for Skills Bring to Interim Ministry

Specialized Skills

- Pastoral skills in such areas as helping people deal with grief, anger, and despair; healing hurts and divisions; moving person from a sense of helplessness to a vision of hope;
- A personality that can move into new situations and adapt quickly; relate to the congregation on an interim basis; be able to let go and move on when the work is finished;

- Administrative skills in such areas as day-to-day operation of the institutional church; planning and implementation of plans; corporate decision-making; the ability to negotiate, compromise, and mediate differences;
- Experience in at least two different congregations in a responsible leadership role; and
- Ability to work effectively with volunteers in a church system.
- Those interested in serving in interim ministry are strongly encouraged to take the special training available.

[\[PDF\] Interim Ministry Guidelines](#)

<http://psd-icms.fhcaleb.com/images/File/District/Ministry%20Areas/Interim%20Ministry/Guidelines%2011232010.pdf>
[Images for Specialized Pastoral Skills Interim Ministry Guidelines](#)

[Ten essential skills the next generation of religious leaders will need | Insights into Religion](#)

Some skills are time-tested, such as listening and collaborating, but tomorrow's religious leaders will also need to be entrepreneurial and communicate in new ways.

The U.S. religious landscape is changing and so too the old ways of *doing church*. Today's seminary students will likely need to be far more creative and imaginative than older generations in connecting with members and creating community. Four experts weigh in on the 10 most essential skills the next generation of religious leaders will need. (Surprise: technological skills didn't make the list!)

<http://religioninsights.org/articles/ten-essential-skills-next-generation-religious-leaders-will-need>

[Images for Ten essential skills the next generation of religious leaders will need | Insights into Religion](#)

<https://www.pinterest.co.uk/pin/398920479464180291/> Ten essential skills the next generation of religious leaders will need

[The Art of Transitional Ministry - Montreat Conference Center](#)

This specialized ministry often requires **skills** which include reorganizing a session or congregation, problem-solving, program maintenance, and conflict management, as well as providing trained leadership through a transitional period.

<http://www.montreat.org/event/2015-art-transitional-ministry/>

[Images for Art of Transitional Ministry specialized ministry skills](#)

[The Competent Pastor: Skills and Self-Knowledge for Serving Well \[Ronald D. Sisk\]](#)

What does it mean to say that a pastor is competent? And how does a competent pastor function? This book is intended to help pastors, seminarians, and lay people who work with pastors understand and answer these two questions. Competence in ministry is a moving target. A ministry technique that works in one parish may not work in another. What works today may not work five years from now. But a competent pastor will be able to adapt to changing locations and changing times. A competent pastor will be happy in her job—or able to figure out why she's not happy and how to move forward. A competent pastor won't get stuck—or when he does get stuck, he'll know what steps to take to get unstuck. Competence, defined by author Ronald Sisk as "the ability to do what needs to be done," requires ministers to understand themselves and others and to keep a realistic perspective on their lives. Competent pastors function by moving toward this kind of understanding and perspective.

<http://www.amazon.com/The-Competent-Pastor-Self-Knowledge-Serving/dp/1566993040>

<http://www.goodreads.com/book/show/3054948-the-competent-pastor>

<https://rowman.com/ISBN/9781566996518/The-Competent-Pastor-Skills-and-Self-Knowledge-for-Serving-Well>

<https://books.google.com/books?isbn=1566996511>

<https://alban.org/archive/assessing-spiritual-development/>

<http://www.homileticonline.com/subscriber/interviews/sisk.asp>

<http://resources.mennonitechurch.ca/ResourceView/2/7584>

<https://www.amazon.com/Ronald-D.-Sisk/e/B001JS0YSA>

http://www.goodreads.com/author/show/1309568.Ronald_D_Sisk

[Images for Ronald D. Sisk, author](#)

[Images for The Competent Pastor: Skills and Self-Knowledge for Serving Well \[Ronald D. Sisk\]](#)

[The enduring skills of change leaders. Rosabeth Moss Kanter. Ivey Business Journal. London: May/June 2000. Vol. 64, Iss. 5; pg. 31., 6 pgs. Abstract \(Summary\).](#)

The thing that sustains leadership and organizational change are not bold strokes but long marches - the independent, discretionary and ongoing efforts of people throughout the organization. The most important things a leader can bring to a changing organization are passion, conviction and confidence in others. Several techniques that leaders can use to take charge of change rather than simply reacting to it are presented, including: 1. Tuning in to the environment. 2. Challenging the prevailing organizational wisdom. 3. Building coalitions. 4. Transferring ownership to a working team.

<http://sites.mjis.edu/humanrights/files/2011/05/The-Enduring-Skills-of-Change-Leaders.pdf>

[Images for The enduring skills of change leaders. Rosabeth Moss Kanter.](#)

<https://www.hbs.edu/faculty/Pages/profile.aspx?facId=6486&facInfo=pub>

<https://journals.sagepub.com/doi/abs/10.1177/0974173920070511S> Editorial

<https://onlinelibrary.wiley.com/doi/abs/10.1002/Itl.40619991305>

[\[PDF\]The Interim Minister - Ohio Conference UCC](#)

Characteristics and **Skills** of Interim Ministers

<http://www.ohioucc.org/wp-content/uploads/2015/11/Interim-Ministry-Rezash-Policy.pdf>

[Images for Skills of Interim Ministers](#)

The Thin Book of Smart People Skills: 8 Tools for the Savvy Leader by Katina Cremona (Author), Sue Annis Hammond (Editor), Alisann Marshall (Illustrator), Keith Bendis (Illustrator)

Written by a coach with over 23 years of experience The Thin Book of Smart People Skills is a 'coach in a book.' Katina has culled her thousands of hours of coaching into 8 tools to address the most common areas that savvy leaders excel in. The tools are:

- Understand How You Think
- Build Relationships
- Focus on Process
- Recognize and Acknowledge Emotions
- Prepare for Conversations
- Ask Don't Tell
- Explore Before Problem Solving
- Foster a Performance Feedback Culture

Each chapter includes simple and practical tips that can be applied immediately including up-to-date tips on managing upward, working in both virtual teams and cross-cultural teams. By consolidating these tools in one place, with real-life scenarios, and examples of 'how to say it', the book is a valuable reference for knowledge workers, project managers and newer managers.

<http://www.amazon.com/Thin-Book-Smart-People-Skills/dp/0966537386>

<https://www.goodreads.com/book/show/11298729-the-thin-book-of-smart-people-skills-8-tools-for-the-savvy-leader>

<https://books.google.com/books?isbn=0982206879>

<https://www.peoplesavvyconsulting.com/book-publications/>

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

<https://www.amazon.com/Sue-Annis-Hammond/e/B002LFP3ZE>

http://www.goodreads.com/author/show/129000.Sue_Annis_Hammond

[Images for Sue Annis Hammond \(Editor\)](#)

[Images for The Thin Book of Smart People Skills: 8 Tools for the Savvy Leader by Katina Cremona \(Author\)](#)

21st Century Skills: Learning for Life in Our Times [Bernie Trilling, Charles Fadel]

The new building blocks for learning in a complex world

This important resource introduces a framework for 21st Century learning that maps out the skills needed to survive and thrive in a complex and connected world. 21st Century content includes the basic core subjects of reading, writing, and arithmetic-but also emphasizes global awareness, financial/economic literacy, and health issues. The skills fall into three categories: learning and innovations skills; digital literacy skills; and life and career skills. This book is filled with vignettes, international examples, and classroom samples that help illustrate the framework and provide an exciting view of what twenty-first century teaching and learning can achieve.

A vital resource that outlines the skills needed for students to excel in the twenty-first century

- Explores the three main categories of 21st Century Skills: learning and innovations skills; digital literacy skills; and life and career skills
- Addresses timely issues such as the rapid advance of technology and increased economic competition
- Based on a framework developed by the Partnership for 21st Century Skills (P21)
- Includes a DVD with video clips of classroom teaching <http://www.amazon.com/21st-Century-Skills-Learning-Times/dp/1118157060>

<http://www.goodreads.com/book/show/6519788-21st-century-skills>

<https://www.amazon.com/21st-Century-Skills-Learning-Times/dp/0470475382>

https://www.wiley.com/WileyCDA/WileyTitle/productCd-1118157060_descCd-buy.html

<http://perspectivesig.blogspot.com/2013/11/got-skills-essential-skills-for.html>

<http://21stcenturyskillsbook.com/>

<https://epdf.pub/21st-century-skills-learning-for-life-in-our-times.html>

https://books.google.com/books/about/21st_Century_Skills.html?id=a52GCT5msx4C

<https://www.amazon.com/Bernie-Trilling/e/B002C1KH26>

http://www.goodreads.com/author/show/2950854.Bernie_Trilling

<https://www.amazon.com/Charles-Fadel/e/B002QV7220>

http://www.goodreads.com/author/show/2950855.Charles_Fadel

[Images for Bernie Trilling, Charles Fadel](#)

[Images for 21st Century Skills: Learning for Life in Our Times \[Bernie Trilling, Charles Fadel\]](#)

[PDF] What Should a Minister Be Good At?

If you're a minister, think of this as a checklist of tasks and **skills** you may not have realized were part of the job. None of us knows how to do all of them perfectly, but if you'd like to do some of them better, look around your community or contact one of us to start learning.

<http://files.ctctcdn.com/fbaed027be/71cb64ff-d8dd-46f6-b163-1b11a1533a99.pdf>

[Images for minister checklist of tasks and skills](#)

17) Traits

8 Traits of Effective Church Leaders – ThomRainer.com

I am a bit reluctant to articulate the characteristics of effective church leaders for fear that some may take the information and reduce it to a neat, quick-fix formula, and that others may see this approach as human-centered, denying the reality of a sovereign God. Nevertheless, in our studies of churches that are reaching people and retaining them through biblical discipleship we have seen a very clear pattern develop, especially in contrast to leaders in other churches that did not meet our criteria.

http://thomrainer.com/2009/06/8_traits_of_effective_church_leaders/

Images for 8 Traits of Effective Church Leaders – ThomRainer.com

http://thomrainer.com/2011/12/ten_traits_of_great_leaders_who_work_with_me/

<http://thomrainer.com/2016/04/seven-personality-traits-quests-like-in-a-pastor/>

http://thomrainer.com/2011/12/four_traits_of_wise_leaders/

<http://www.christianitytoday.com/pastors/2009/december-online-only/sevenpersonalitytraitsofeffectiveleaders.html>

Images for thom rainer (author)

5 Traits I Look for in Potential Pastors - Church Hiring Articles, Tips

As we assess potential pastors, we look for talent and good work ethic and a winsome personality. We hope for a balance between confidence and humility; a blending of charisma and teachability. Credibility and authenticity are crucial, and I always check references. Obviously, spiritual maturity and knowledge of the Word of God are non-negotiables.

www.churchstaffing.com/articles/employer/5-traits-look-potential-pastors/

Images for 5 Traits I Look for in Potential Pastors - Church Hiring Articles, Tips

Leadership Traits | New Members Round Table (NMRT)

The following is an outline of traits that are characteristic of good leaders, divided into seven categories: physical, emotional, social, intellectual/intelligence, communication, experience, and trustworthy. A list of the [sources](#) used to compile these traits is also included.

<http://www.ala.org/nmrt/initiatives/ladders/traits/traits>

Images for Leadership Traits | New Members Round Table (NMRT)

Mistakes Churches Make During an Interim Ministry - The Parish Paper

Traits of an Effective Interim Pastor

Interim pastors share the same characteristics as other effective pastors. However, many interim pastors have special training and experience serving as an interim in other churches.

The Parish Paper » Mistakes Churches Make During an Interim Ministry

<https://kocucc.org/resources/the-parish-paper/mistakes-churches-make-during-an-interim-ministry/>

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

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

<http://www.wcucc.org/resource-center/church-management/parish-paper/> Mistakes Churches Make During an Interim Ministry

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

Images for Mistakes Churches Make During an Interim Ministry - The Parish Paper

Images for Traits of an Effective Interim Pastor

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

<http://www.wisconsinumc.org/connections/conference-news/the-parish-paper>

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

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

6 Traits of Effective Interim Pastors - Pastors.com

Do you have what it takes to be an effective change leader, a skilled interim pastor? For that matter, how do you know if you've been called to serve as an interim pastor?

<http://pastors.com/6-traits-of-effective-interim-pastors/>

Images for 6 Traits of Effective Interim Pastors - Pastors.com

<http://www.transitionministriesgroup.com/5-keys-to-successful-transition-ministry/> 5 key traits of effective Transition Pastors

<https://www.turnaroundpastor.com/5-keys-to-successful-transition-ministry/> The Transition Pastor skilled leading change has 5 key personal traits

The Alphabet Of A Leader | Inc.com

The 26 Most Common **Traits** Of All Great Leaders

While there may be no single formula for great leadership, the ingredients are always the same.

<https://www.inc.com/thomas-koulopoulos/the-alphabet-of-a-leader.html>

<https://www.inc.com/author/thomas-koulopoulos>

Images for Common Traits Of All Great Leaders

Three Indisputable Traits Of A True Leader - Forbes

In my humble opinion, you simply cannot be a great or even a good leader unless you embody these three traits.

<https://www.forbes.com/sites/mikemaddock/2017/03/21/three-indisputable-traits-of-a-true-leader/#34ec3ae3891a>

Images for Three Indisputable Traits Of A True Leader - Forbes

<https://www.forbes.com/sites/kathycapriano/2018/02/03/transformational-leaders-the-top-trait-that-separates-them-from-the-rest/#6348def652cc>
<https://www.forbes.com/sites/quora/2017/10/09/five-traits-all-successful-leaders-have-in-common/#3306473a4ac3>
<https://www.forbes.com/sites/deeptatel/2017/03/22/11-powerful-traits-of-successful-leaders/#26e874c4469f>
<https://www.forbes.com/sites/forbescoachescouncil/2018/02/23/the-traits-that-make-great-leaders-and-how-you-can-develop-them-too/#699442e4ee26>
<https://www.forbes.com/video/5728142978001/> 11 Powerful Traits Of Successful Leaders - Forbes
Images for Powerful Traits Of Successful Leaders
<https://www.forbes.com/sites/marissaperetz/2017/12/14/4-traits-of-great-leaders-that-you-can-adopt/#7dd9f12f6ff0>
<https://www.forbes.com/sites/prudygourquechon/2018/04/03/a-neglected-but-essential-leadership-trait-why-self-control-really-matters/#380a3d6f787a>
<https://www.forbes.com/sites/lizeltzing/2018/02/28/five-traits-every-woman-leader-needs-to-embrace/#277b7567467f>
<https://www.forbesmiddleeast.com/en/five-traits-of-a-successful-ceo/>
<https://www.forbes.com/sites/forbescoachescouncil/2017/11/17/what-a-leader-really-looks-like/#2acada065a9b>
<https://www.forbes.com/sites/tendayiviki/2017/10/08/the-five-traits-of-entrepreneurial-leadership/#6dbca6b35137>
Images for traits-of-entrepreneurial-leadership
<https://www.linkedin.com/pulse/12-crucial-leadership-traits-growth-mindset-forbes-magazine-mcevoy>
<https://www.facebook.com/forbes/posts/10152247518943950>

Three Leadership Traits that Never Go Out of Style – Vineet Nayar – Harvard Business Review

None of the leadership lessons that I have learned, unlearned, or relearned ever since have left as indelible an impact as the ones I learnt as a child. Three, in particular, stand out:

<https://hbr.org/2012/08/three-leadership-traits-that-n.html>
https://en.wikipedia.org/wiki/Vineet_Nayar
<http://www.vineetnayar.com/>
https://twitter.com/vineetnayar?ref_src=twsrc%5Egoogle%7Ctwcamp%5Eserp%7Ctwgr%5Eauthor
https://www.washingtonpost.com/blogs/leadership-books/post/vineet-nayars-employee-first-customer-second/2011/03/07/gJQARyynaV_blog.html?utm_term=.ec4560cc7105
<https://www.forbes.com/forbes/welcome/?toURL=https://www.forbes.com/2010/06/18/employees-first-vineet-nayar-leadership-managing-hcl.html&refURL=https://www.google.com/&referrer=https://www.google.com/>
<https://hbr.org/2016/11/the-traits-of-leaders-who-do-things-fast-and-well>
<https://www.amazon.com/Vineet-Nayar/e/B0030IG58A>
https://www.goodreads.com/author/list/3483683.Vineet_Nayar
Images for Vineet Nayar, author
Images for Three Leadership Traits that Never Go Out of Style – Vineet Nayar – Harvard Business Review

18) Transition

A Time to Transition - Northern Texas

Things to Know and Do

When a Pastor or Other Rostered Leader Resigns

This Information Bulletin is being sent to you because word has reached the mission area office about the resignation of your pastor or your lay rostered minister (associate in ministry, diaconal minister, or deaconess). This is the first of several bulletins that will help you during the next few months as you experience the farewells, the vacancy, the search, and the excitement of a new beginning.

<http://ntnl.org/wp-content/uploads/2014/01/A-Time-to-Transition.pdf>

Images for A Time to Transition - Northern Texas Things to Know and Do When a Pastor or Other Rostered Leader Resigns

Ask Seek Knock Ministry Resources

The pastoral **transition** is one of the most critical seasons in the life of a church, and mistakes are costly. Yet many people who end up on search teams have never done it before. We're here to help you navigate this season in such a way that God is glorified and your church is blessed for years to come. Help – We Just Lost Our Pastor was written for church leadership teams and pastoral search teams. We recommend that the church purchase enough copies of the book that church leadership team members can read it together in order to understand the process well enough to oversee it, and then pass the books along to the search team when it is formed. Another 150 pages of downloadable materials is accessible through this website. For a complete table of contents of those materials, see "Tools."

<http://askmr.org/>

Images for Ask Seek Knock Ministry Resources

<http://askmr.org/tools/ask-tools/>

http://www.interimpastors.com/uploads/1/5/3/4/15345354/ask_seek_knock_webpage_preview1.pdf

Bishop Graham's Visit to CTS (5/2/2010) - Internet Archive

Bishop Richard Graham visited Christ the Servant Lutheran Church in Montgomery Village, Maryland, to discuss the upcoming **transition** as Pastor Peter Bastien prepares to retire.

<http://archive.org/details/BishopGrahamsVisitToCts522010>

Images for transition pastor prepares to retire

Consistency in the Midst of Transition - Interim Ministry Partners

When Interim Minister Partners uses the word “consistency” in relationship to the interim season, we are actually advocating “strategic consistency.” Strategic consistency involves purposeful planning and thoughtful processes as a means to a God-ordained end. It is not just about making sure that weekly preaching duties are handled. Rather, strategic consistency provides an opportunity for a qualified interim minister to enter the life of the congregation and prayerfully coach the church and its leadership through healthy transition.

<http://interimministrypartners.com/interim-ministry/consistent-pulpit-presence>
[Images for Consistency in the Midst of Transition - Interim Ministry Partners](#)

Healthy Transitions Part 1 - Episcopal Church Foundation Vital Practices for leading congregations

Change in ordained leadership in a congregation creates a time of both challenge and opportunity. As a vestry member, you play a critical role in making the transition a healthy one.

<http://www.ecfvp.org/vestrypapers/healthy-practices/healthy-transitions-part-1/>
[Images for Healthy Transitions Part 1 - Episcopal Church Foundation Vital Practices for leading congregations](#)
<http://www.ecfvp.org/vestrypapers/healthy-practices/healthy-transitions-part-2-the-role-of-leaders/>
[Images for healthy-practices/healthy-transitions-part-2-the-role-of-leaders](#)

Interim Ministry Partners - From Transition to Transformation

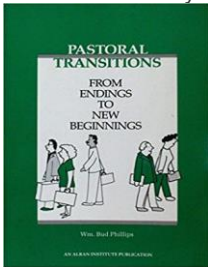
Welcome to Interim Ministry Partners

Transitioning to a new minister represents one of the most important seasons in a congregation's life. Experienced, qualified leadership can bless your church.

<http://interimministrypartners.com/>
[Images for Interim Ministry Partners - From Transition to Transformation](#)

Pastoral Transitions: From Endings to New Beginnings by William Bud Phillips (Author) Alban Institute, 1987

Bud Phillips draws on 25 years' experience as a pastor, trainer and consultant to offer a practical account of what it is like to be in transition and ways of building a solid relationship with a new pastor.



<http://www.amazon.com/Pastoral-Transitions-From-Endings-Beginnings/dp/1566990297>
<https://www.uua.org/careers/administrators/reading>
https://books.google.com/books/about/Pastoral_Transitions.html?id=rW00AAAACAAJ
https://baptist-atlantic.ca/wp-content/uploads/2012/02/leading_while_leaving_lohnes.pdf
[Images for Pastoral Transitions: From Endings to New Beginnings by William Bud Phillips \(Author\)](#)

Pastoral Transitions - Great Plains Conference

We've compiled a list of some of the best resources that we've found on pastoral transitions, for both clergy and for congregations, for saying goodbye and saying hello.

<https://www.greatplainsumc.org/pastoraltransitions>
[Images for Pastoral Transitions - Great Plains Conference](#)

Procedure and Practice for Congregations in Pastoral Transition

When a pastoral transition occurs in a congregation, the resources of the bishop, staff, and mission district dean are available for the important task of securing new pastoral leadership.

Some procedures are provided in the synod's constitution. Others have been developed from experience with many congregations. Congregation leaders will want to follow these procedures carefully, so synod resources can be used efficiently, and the best possible match of pastor and congregation can be made.

In union church or shared ministry settings, some special procedures must be followed. These will be explained as necessary.

[\[PDF\] It03 professional leadership transition - The Northeastern Pennsylvania Synod - ELCA](#)
<http://nepasynod.org/wp-content/uploads/2014/05/lt03.pdf>
[Images for professional leadership transition - The Northeastern Pennsylvania Synod - ELCA](#)
[Images for Procedure and Practice for Congregations in Pastoral Transition](#)

[PDF] Resources for Congregations in Transition - The Presbyterian Church

This annotated bibliography is designed to refer congregations and church leaders to the most up-to-date and practical resources available today to assist in times of transition in different contexts and circumstances.

<http://presbyterian.ca/wp-content/uploads/2011/07/CMV-Congregations-in-Transition.pdf>
[Images for Resources for Congregations in Transition - The Presbyterian Church](#)

Transition Process: Begin a new pastoral ministry in your congregation

The Metropolitan Chicago Synod is a partner to your congregation in transitioning from one rostered ministry to another. In this section, you'll find support, resources and service to help you in the process every step of the way. No matter where your congregation is on this journey, we can help.

[Congregational Support » Transition Process](#)

<http://www.mcselca.org/congregation/transition/>

[Images for Transition Process: Begin a new pastoral ministry in your congregation](#)

[PDF] [Transition Process Handbook - Gulf Coast Synod](#)

The goal of this Transition Process Handbook (TPH) is to provide Congregation Councils, Transition Teams, and Call Committees with a step by step outline for bridging the span between what once was and the future that God has in store.

<http://gulfcoastsynod.myworshiptimes22.com/wp-content/uploads/sites/49/2013/01/TransitionHandbook.pdf>

[Images for Transition Process Handbook - Gulf Coast Synod](#)

[Transitions: Leading Churches through Change by David N. Mosser \(Editor\), Robert Schnase \(Foreword\)](#)

Preacher and teacher David Mosser offers practical and spiritual guidance for pastors struggling to manage and respond to changes in the economy, changes in their neighborhoods, changes in their denominations, changes in the congregation, changes in culture, and the life changes present in every parishioner's life. Wise words from authors such as Alyce McKenzie, David Buttrick, Joanna Adams, and Thomas Long all contribute to this most timely and helpful book.

<http://www.amazon.com/Transitions-Leading-Churches-Through-Change/dp/0664235433>

<https://www.goodreads.com/book/show/11773624-transitions>

<https://www.scribd.com/book/413382824/Transitions-Leading-Churches-through-Change>

<https://books.google.com/books?isbn=0664235433>

<http://books.google.com/books/about/Transitions.html?id=9OyuvGIMGNQC>

<http://www.bobcornwall.com/2011/09/transitions-leading-churches-through.html>

<http://www.preaching.com/book-reviews/11654478/>

<http://goba.org/church-revitalization-bibliography>

http://www.ministrymatters.com/all/author/david_n_mosser

<https://www.amazon.com/David-Mosser/e/B001HCXYG2>

http://www.goodreads.com/author/show/463502.David_N_Mosser

[Images for David N. Mosser \(Editor\)](#)

http://www.ministrymatters.com/all/author/robert_schnase

<http://robertschnase.com/>

http://www.abingdonpress.com/robert_schnase

<http://www.umc.org/bishops/robert-c-schnase>

<https://www.amazon.com/Robert-Schnase/e/B001H6PXGC>

https://www.goodreads.com/author/list/6759139.Robert_Schnase

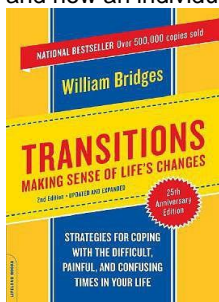
[Images for robert schnase, author](#)

[Images for Transitions: Leading Churches through Change by David N. Mosser \(Editor\), Robert Schnase \(Foreword\)](#)

[Transitions: Making Sense of Life's Changes by William Bridges \(Author\)](#)

Whether it is chosen or thrust upon you, change brings both opportunities and turmoil. Since first published 25 years ago, *Transitions* has helped hundreds of thousands of readers cope with these issues by providing an elegantly simple yet profoundly insightful roadmap of the transition process. With the understanding born of both personal and professional experience, William Bridges takes readers step by step through the three stages of any transition: The Ending, The Neutral Zone, and, in time, The New Beginning. Bridges explains how each stage can be understood and embraced, leading to meaningful and productive movement into a hopeful future. With a new introduction highlighting how the advice in the book continues to apply and is perhaps even more relevant today, and a new chapter devoted to change in the workplace, *Transitions* will remain the essential guide for coping with the one constant in life: change.

This book deals with the transitions in an individual's life—marriages and divorces, family births and deaths, relocations and career changes, retirement and all the other personal changes that disrupt our lives today. This book—which first identified the three-phase transition process—has now sold more than half-a-million copies. It explains how one can make transition less disruptive and how an individual can launch a new life after it is finished.



<http://www.amazon.com/Transitions-Changes-Revised-Anniversary-Edition/dp/073820904X>

<http://www.goodreads.com/book/show/159615.Transitions>

<http://wmbridges.com/books/books.html>

<https://www.barnesandnoble.com/w/transitions-william-bridges/1102260377#/>

<https://www.questia.com/library/777472/transitions-making-sense-of-life-s-changes>

<http://citywire.co.uk/new-model-adviser/news/book-review-transitions-making-sense-of-lifes-changes-by-william-bridges/a488917>

<https://dianescholten.wordpress.com/2014/01/30/transitions-making-sense-of-lifes-changes-by-william-bridges/>

<https://www.youtube.com/watch?v=UxxVdUHnAZ0> Loy Machado's Book Review - Transitions: Making Sense of Life's Changes by William Bridges – YouTube

[Images for Transitions: Making Sense of Life's Changes by William Bridges \(Author\)](#)

Managing Transitions: Making the Most of Change [William Bridges, Susan Bridges]

Every day the newspapers report more corporate mergers and restructuring. Every day thousands of lives are altered by these changes. Most managers and employees, however, do not have the experience to effectively work through such transitions. In *Managing Transitions*, William Bridges provides a clear understanding of what change does to employees and what employees in transition can do to an organization, and he shows how to minimize the distress and disruptions caused by change. Directed at managers and employees in today's corporations, where change is necessary to revitalize and improve corporate performance, *Managing Transitions* addresses the fact that it is people who have to carry out the change. It not only talks about what should be done, but also shows how to do it, giving managers practical ways to bring the people "on board." Armed with this new information, managers will look at future changes in a new way, no longer feeling anxious and hopeless, but rather looking at opportunities. Everybody talks about "managing change" and "resistance to change," but Bridges is the first to talk about what is going on inside the people who have to make the change work. He is the first to provide any real sense of the emotional impact of change and what can be done to keep it from disrupting the entire organization. Bridges' years of experience helping organizations and individuals successfully take control of change has proven the need for specific, concrete guidelines for dealing with change. *Managing Transitions* provides these guidelines.



<http://www.amazon.com/Managing-Transitions-Making-Most-Change/dp/0201550733>

<http://wmbridges.com/books/books.html>

https://www.goodreads.com/author/quotes/5111924.William_Bridges

<https://www.goodreads.com/work/quotes/154056-transitions-making-sense-of-life-s-changes>

http://www.moravian.org/wp-content/uploads/2013/06/Bridges_Transition_Model.pdf

http://teachingcommons.cdl.edu/ccssm/resources/documents/Divided_Bridges_Excerpt.pdf

<https://wmbridges.com/books/>

<http://www.legacy.com/obituaries/nytimes/obituary.aspx?pid=163419601>

[https://en.wikipedia.org/wiki/William_Bridges_\(author\)](https://en.wikipedia.org/wiki/William_Bridges_(author))

<https://www.amazon.com/William-Bridges/e/B000AQ4MUS>

http://www.goodreads.com/author/show/5111924.William_Bridges

<https://www.amazon.com/Susan-Bridges/e/B06VW827W8>

http://www.goodreads.com/author/show/3090547.Susan_Bridges

[Images for William Bridges, Susan Bridges](#)

[Images for Managing Transitions: Making the Most of Change \[William Bridges, Susan Bridges\]](#)

<http://wmbridges.com/books/books.html>

[Images for William Bridges and Associates Books](#)

19) Transitional Pastor

Being Intentional about the Interim

An emerging ministry, however, is that of the intentional interim pastor, sometimes referred to as a **transition pastor**. The chief difference between the transition pastor and a pulpit supply pastor who serves on weekends or a traditional interim pastor who often serves on a part-time basis or for a few months at a time is the full-time nature of intentional interim ministry. The intentional interim serves a congregation on a full-time basis, with compensation that is identical to that of a settled pastor. Housing, either an apartment or a rental home, is provided, and the same benefits that went to the previous pastor go to the intentional interim.

[PDF] [What churches need to know when the pastor leaves](#)

<http://www.covchurch.org/wp-content/uploads/sites/2/2010/05/Being-Intentional.pdf>

[Images for Being Intentional about the Interim Ministry](#)

Certified Transitional Pastors - ECO

ECO is equipping pastoral leaders to help churches navigate change through a pastoral transition, so that a church is healthy and ready for its flourishing next step.

<https://eco-pres.org/static/media/uploads/ctp.pdf>

[Images for Certified Transitional Pastors - ECO](#)

I am a transitional pastor - Baptist Message

With Transitional Pastoral Ministry, the congregation and the transitional pastor enter into a covenant relationship whereby the transitional pastor agrees to provide spiritual leadership to the church and lead the church throughout the transitional period.

<https://baptistmessage.com/i-am-a-transitional-pastor/>
[Images for I am a transitional pastor - Baptist Message](#)

IMN Curriculum Preview of Fundamentals of Transitional Ministry: The Work of the Congregation

Rev. Molly Dale Smith

In the second phase of updating its core curriculum, the Interim Ministry Network has updated its five-day course to specifically focus on the work of the congregation during times of transition. In order to successfully navigate the transition period, a congregation pays attention to these Five Focus Points: Heritage, Leadership, Connections, Mission, and Future. Knowing that each situation is unique, the Interim strives to discern tools that are most appropriate for the specific situation. Reflecting upon these five Focus Points helps a congregation to answer the questions of “Who are we?”, “Who are our neighbors?”, and “What is God calling us to do?” This session provides an overview of the updated curriculum and the new areas of focus.

[PDF] 2013 IMN Conference program.pub - Interim Ministry Network

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

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[Images for Fundamentals of Transitional Ministry](#)

<https://www.amazon.com/Transitional-Ministry-Molly-Dale-Smith/dp/0898696224>

<https://www.linkedin.com/in/molly-dale-smith-07388ba>

Preparing the soil: Congregations need transition pastors - The Lutheran Magazine

The October “My View” (page 53) raised questions about the ELCA call process-and, to me, about how intentional interim ministry is viewed. An interim period is a rich time for the developmental work that needs to be accomplished in a congregation if the next called long-term pastor is to avoid membership in the all-too-frequently crowded arena of “unintentional interim pastors.”

http://www.thelutheran.org/article.cfm?article_id=8681

[Images for Preparing the soil: Congregations need transition pastors - The Lutheran Magazine](#)

<http://www.blc-denver2.org/wp-content/uploads/2014/07/2014-Svingen-Lutheran-Magazine.pdf>

[Images for congregations need transition pastors](#)

Large numbers of pastors are now at retirement age or older and are likely to leave their congregations soon. Many congregations also know they need to make changes to cope with the future. Given this, there may be a need for more interims in the coming years.

Pastors of transition - Living Lutheran

<https://www.livinglutheran.org/2018/10/pastors-of-transition/>

[Images for Pastors of transition - Living Lutheran](#)

Transitional Pastor Goals Purposes and Benefits to Churches

What Is a Transitional Pastor, and Why Use One?

The qualifications of a transitional pastor

Can't just any interim pastor serve as a transitional pastor? Transitional pastors have been trained in this process and for the purpose of preparing the church for the ministry of the new pastor. Transitional pastors are to be experienced pastors who are capable in the pulpit and have effective relationship skills. They have the leadership skills to lead the church staff and lay leaders in the direction they should go in order to be ready for the arrival of the new pastor.

In many cases, they are able to deal with problems in the church body, so that when the newly called pastor arrives, he doesn't have to deal with them. Those problems might include confronting church conflict, making a difficult change, organizing a ministry structure, strengthening the church's stewardship, and more.

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

[Images for Transitional Pastor Goals Purposes and Benefits – Lifeway.com](#)

<http://alsbom.org/wp-content/uploads/2019/05/Transitional-Pastor-Manual.pdf>

Transitional Pastor Position Description - Presbytery of the Twin Cities Area

Purpose: To give spiritual, pastoral, educational, and administrative leadership to the congregation during the interim between installed Pastors by assisting the congregation with the following tasks:

<https://ptcaweb.org/images/CommitteeFiles/COM/Transitional-Pastor-Position-Description-Sample.pdf>

[Images for Transitional Pastor Position Description - Presbytery of the Twin Cities Area](#)

Transitional Pastors - Missouri Baptist Convention

A transitional pastor serves a church during the time period that occurs between permanent pastors.

<https://mobaptist.org/pastoral-ministry/transitional-pastors/>

[Images for Transitional Pastors - Missouri Baptist Convention](#)

What is a Transitional Pastor? - Higher Purpose Ministries

A Transitional Pastor is a very intentional way of helping the church family navigate between a former Pastor and a new Pastor.

<https://www.higherpurposeministries.com/what-is-a-transitional-pastor/>

[Images for What is a Transitional Pastor? - Higher Purpose Ministries](#)