

Interim Ministry Resources

Chapter 1 Interview

Discernment for Entering Specialized Interim Ministry (3)

Discernment for Entering Specialized Interim Ministry

Most interim pastors are pastors retired from installed pastorates,

2. Guidelines for retired ministers of Word and Sacrament

d. Interim ministry

One area of potential service for the retired minister is interim ministry. Many retired pastors provide valuable and needed ministry to congregations in time of transition following the resignation of a pastor. The ELCA invites retired pastors to consider this important arena of ministry. A retired pastor may serve under contract as an interim pastor during a time of pastoral vacancy only upon appointment by and authorization of the synod bishop. Retired pastors who serve under call in an interim ministry return to the active roster of Ministers of Word and Sacrament.

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

http://download.elca.org/ELCA%20Resource%20Repository/Policies_Procedures_Roster_Mgmt.pdf Page 37

[Images for area of potential service for the retired minister is interim ministry](#)

and there will be an even greater need for interim pastors with the number of pastors entering retirement,

Pastors of transition - Living Lutheran

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.

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

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

<https://www.livinglutheran.org/issues/>

<https://www.livinglutheran.org/contact-us/>

but more pre-retirement pastors are entering interim ministry for a variety of reasons: 1) periods of time between installed pastorates (temporary), 2) geographical restrictions (long term), 3) a sense of call to this specialized ministry. Occasionally pre-retirement pastors ask me about whether to enter into interim ministry. My most complete response to this question now is as follows:

As an interim pastor in the Evangelical Lutheran Church in America (ELCA), I invite you to check out the website for the Interim Ministry Association of the ELCA.

Interim Ministry Association of the ELCA

Welcome to Interim Ministry!

Welcome to the website of the Interim Ministry Association of the ELCA.

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

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

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

<https://www.imaelca.org/interim-videos/>

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

<https://www.imaelca.org/resources/resources-for-congregations/>

<https://www.imaelca.org/resources/resources-for-pastors/>

<https://www.imaelca.org/resources/resources-for-synod-staff/>

As an interim pastor who took my training with the Interim Ministry Network (IMN) and who belongs to the network, I invite you to check out the website for the IMN.

Interim Ministry Network: IMN

Mission

The Interim Ministry Network strengthens the spiritual and organizational health of the congregation by equipping and supporting those who lead during times of transition.

Vision

As a result of work of the Interim Ministry Network, church bodies are stronger because they have effectively managed transition and are better able to share with their members and society God's love that brings hope and joy in times of change.

Core Values

- Providing praxis-oriented education and training for clergy and lay leaders
- Providing learning experiences that reflect professionalism, excellence, and innovation
- Seeking and affirming inclusivity in living out the mission
- Strengthening faith communities
- Building healthy relationships among colleagues and within faith communities

<https://imnedu.org/>

Images for Interim Ministry Network: IMN

<http://files.constantcontact.com/fbaed027be/c09a5a02-8509-4100-b359-832a226937a7.pdf> The Birth of a Solution by Alan Mead

Watch the following video presentations on interim ministry.

Resources

Intentional Interim Ministry at the Center for Congregational Health - YouTube

Intentional interim ministry is a powerful, positive process that helps congregations clarify identity and the way forward when a pastor leaves. It supports a faith community by serving as a roadmap, guiding them as they prepare to call their new senior clergy.

<https://www.youtube.com/watch?v=Ne3C64R65Q>

Images for Intentional Interim Ministry at the Center for Congregational Health - YouTube

<https://www.youtube.com/watch?v=WzwCuXl5dJQ> Intentional Interim Ministry at the Center for Congregational Health CCH

<https://healthychurch.org/interim-ministry/video-introduction-interim-ministry/>

<https://www.youtube.com/watch?v=PI7AH66L6vQ> Consulting - Center for Congregational Health - YouTube

<https://www.youtube.com/watch?v=Drx6tmmzFbM> Coaching - Center for Congregational Health - YouTube

https://www.youtube.com/channel/UCVnzj_Yczhh9KGFQYhc0Q Center for Congregational Health - YouTube

<https://cntr4conghhealth.wordpress.com/about/>

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

Introduction to Intentional Interim Ministry - YouTube

Pastor Rick Whitesel introducing intentional interim ministry.



https://www.youtube.com/watch?v=8jPno_ILhJE

Images for Introduction to Intentional Interim Ministry - YouTube

<https://www.youtube.com/watch?v=vVvO1qARenA> IPM - Training and Coaching Interim Pastors for Optimal Effectiveness

https://www.youtube.com/watch?v=MIDmv4B_DyU Partnering with Churches – YouTube

<https://www.youtube.com/watch?v=bHsiTNPxD0o> A Rich Heritage – YouTube

<https://www.youtube.com/watch?v=NuZC2MT6wDk> Intentional Interim Ministry-How It Can Help – YouTube

<https://www.youtube.com/watch?v=rW3klf3Luc> Intentional Interim Presentation Web – YouTube

<https://www.youtube.com/watch?v=6-YQPGPUBuk> What is an Intentional Interim Pastor? - YouTube

<https://www.youtube.com/watch?v=ObjjiWpBJgc> Bob Wall on Intentional Interim Ministry – YouTube

<https://www.youtube.com/watch?v=KJ6AoMYF7U4> Pastor Joe Reggin explains Interim Ministry - YouTube

<https://www.youtube.com/watch?v=rpcywCzQkG4> Transitional Pastor - YouTube

<http://www.slideshare.net/fbcbryan/intentional-interim-presentation-slides> Intentional Interim Presentation Slides - SlideShare

Leaders During Transition - YouTube

Interim Ministry Network

Published on May 9, 2017

https://www.youtube.com/watch?v=yZbFgtl_IXA&feature=youtu.be

Images for Interim Ministry Network Leaders During Transition - YouTube

Intentional interim ministry is a powerful, positive process that helps congregations clarify identity and the way forward when a pastor leaves. It supports a faith community by serving as a roadmap, guiding them as they prepare to call their new senior

clergy. Is your congregation calling a new pastor and ready for an exciting and empowering journey of discovery? Contact the Center for Congregational Health (CCH) at: <http://healthychurch.org>
<https://www.youtube.com/watch?v=Ne3C64R65Q> Intentional Interim Ministry at the Center for Congregational Health (CCH)
[Images for Intentional Interim Ministry at the Center for Congregational Health \(CCH\)](#)

"Lutherans Alive!" Pastor Dave Wasemann, Intentional Interim Ministry - YouTube

Southwestern Pennsylvania Synod, Evangelical Lutheran Church in America. Grove Chapel & Harmony Grove Lutheran Churches from the Northwestern PA Synod.



<https://www.youtube.com/watch?v=d0Bw7aKJNdc>

[Images for "Lutherans Alive!" Pastor Dave Wasemann, Intentional Interim Ministry - YouTube](#)

<https://www.linkedin.com/in/david-wasemann-687825b>

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

Video Introduction to Interim Ministry - Center for Congregational Health

<https://healthychurch.org/interim-ministry/video-introduction-interim-ministry/>

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

To openly and candidly address these questions, faith community leaders find that they are best served by outside assistance.

Such help can be secured in one of three ways: traditional interim minister, intentional interim minister, or transition facilitator.

Some important factors to keep in mind as your congregation discerns their approach to the interim time are:

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

[Images for traditional interim minister, intentional interim minister, or transition facilitator](#)

Why choose an trained interim - YouTube

Interim Ministry Network

What do you tell a congregation about why they should choose a trained intentional interim?

<https://www.youtube.com/watch?v=D97-c2wMDc0&feature=youtu.be>

[Images for Why choose an trained interim pastor - YouTube](#)

Pray for discernment of call in considering this specialized ministry.

Resources

[PDF]Are You Called to Intentional Interim Ministry? - Northern Texas-Northern Louisiana Synods

Are You Called Into Intentional Interim Ministry?

Whenever a congregation finds itself in pastoral transition with related significant concerns and stress, that congregation is a candidate for the leadership of a trained and experienced Intentional Interim Minister. Situations in which this is particularly appropriate include: the transition following a long pastorate, the transition created by new mission opportunities and/or changed context for ministry, a transition following the resignation of a pastor related to disciplinary action, or a transition marked by significant discord or upheaval within a congregation.

The calling of Intentional Interim Ministers is to bring a calm, thoughtful, objective, spiritual, caring, and mature leadership to congregations in these situations. It is important for these ministers to possess some or all of these gifts and skills:

To love the Lord God. To love all people. To remain non-anxious in an extremely anxious ministry environment. To be adept serving in the role of consultant. To value the intentional focus on conflict. To have been formally trained in Intentional Interim Ministry. To be able to move toward a planned closure and termination of your ministry.

<https://www.ntnl.org/wp-content/uploads/2014/07/IIMBrochure.pdf>

[Images for Are You Called Into Intentional Interim Ministry?](#)

Discernment and the Art of Discerning - Spirithome.com

Spiritual discernment is *calling on the Holy Spirit to lead or give direction on a matter*. It is how the Spirit shows the church or its people what God wants them to do and be.

<http://www.spirithome.com/discernment.html>

[Images for Discernment and the Art of Discerning](#)

6 Traits of Effective Interim Pastors - Pastors.com

Are you **called** to interim ministry?

The Holy Spirit will make that apparent to you in time. But the six road markers may tell you if you're on the right path. If you don't line up with any of them, then my advice is to keep looking and listening until the Spirit makes it clear. My guess is that he's leading you, but he's not leading you into interim ministry.

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

[Images for 6 Traits of Effective Interim Pastors - Pastors.com Are you called to interim ministry?](#)

The Art of Transitional Ministry

Week I is designed to:

Provide the theological and Biblical background, and introduction to basic skills for ministers who transitional ministry and who have not completed a Week I event (or equivalent).

Introduce interim ministry to clergy and candidates for ministry considering this specialized field.

Provide a space for **discernment** of call to interim ministry or other transitional ministry.

<http://zephyrpoint.org/programs-home/training-events/transitional-ministry>

[Images for Art of Transitional Ministry](#)

[Images for discernment of call to interim ministry](#)

Talk with a coach, mentor, spiritual guide or some such other person able to provide perspective.

Every Pastor Needs a Mentor - Pastors.com

A mentor brings out the best in you in three areas: your roles, your goals, and your soul. Mentors give us perspective.

<http://pastors.com/you-need-a-mentor-by-rick-warren/>

[Images for Every Pastor Needs a Mentor - Pastors.com](#)

Read up on interim ministry.

Resources

A Change of Pastors ... and How It Affects Change in the Congregation [Loren B. Mead]

Twenty years after *Critical Moment of Ministry* was first published, Loren Mead returns to his groundbreaking work on one of the most important times in a congregation's life—the time between one pastor's leaving and another's arrival. In this revised edition, *A Change of Pastors*, Mead shares the wisdom he gained from 35 years of studying congregations, wisdom that he hopes will allow congregations to take full advantage of this "extraordinarily pregnant moment" during which incredible congregational change can happen.

With the voice of an old friend and trusted counselor, Mead leads his readers through the challenges of forming committees, negotiating denominational relations, and managing the search process. He describes in detail the seven sequential steps congregations ought to take to ensure a smooth transition: termination, direction finding, self-study, search, decision/negotiation, installation, and start-up. Additionally, Mead devotes a chapter to non-sequential developmental tasks, tasks that should take place throughout the transition and into the congregation's future: coming to terms with the past, discovering a new identity, allowing for needed leadership changes, rediscovering the denomination, and commitment to new directions in ministry. Performing these developmental tasks in concert with the seven sequential steps allows congregations to take full advantage of this fertile time for change in the congregation, this "critical moment of ministry."

A revised text and introduction, an updated bibliography, and a new preface and afterword make *A Change of Pastors* crucial for any congregation undergoing or about to undergo a change of pastors. In the midst of this transition, there is no doubt that your congregation will find a new pastor. But this book will help you to do more than merely find a hired hand to manage the preaching and the worship. You will discover what God wants you to be and do. You will find a new commitment to ministry. And you will find the pastor who will help make that ministry happen.

Loren B. Mead is president emeritus of the Alban Institute, which he founded in 1974. Since his retirement in 1993, he has continued to consult with congregations, lecture, and write. He has written many books, including *The Once and Future Church: Reinventing the Church for a New Mission Frontier* (Alban, 1991).

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<http://www.amazon.com/Change-Pastors-Affects-Congregation/dp/1566993091>

http://www.goodreads.com/book/show/2282134.A_Change_of_Pastors_and_How_It_Affects_Change_in_the_Congregation

<https://rowman.com/ISBN/9781566993098/A-Change-of-Pastors-...-and-How-it-Affects-Change-in-the-Congregation>

<https://www.barnesandnoble.com/w/a-change-of-pastors-and-how-it-affects-change-in-the-congregation-loren-b-mead/1108527318>

<https://books.google.com/books?isbn=1566994543>

[A Change of Pastors ... and How it Affects Change in the Congregation](#)

<http://www.lifeandleadership.com/book-summaries/mead-a-change-of-pastors.html>

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

<https://alban.org/archive/a-time-for-lasts/>

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

<https://alban.org/archive/rethinking-transitional-ministry/>
<https://alban.org/2014/09/25/loren-mead-still-stuck-on-the-importance-of-the-local-church/>
<https://alban.org/archive/wisdom-from-loren-mead/>
<http://www.livingchurch.org/loren-b-mead>
http://hrr.hartsem.edu/leadership/consultants_mead.html
<https://www.amazon.com/Loren-B.-Mead/e/B001JRXERO>
https://www.goodreads.com/author/list/179866.Loren_B_Mead
[Images for Loren B. Mead, author](#)
[Images for A Change of Pastors ... and How It Affects Change in the Congregation \[Loren B. Mead\]](#)
[Images for developmental tasks for congregation discovering a new identity](#)

The Parish Is the Issue: What I Learned and How I Learned It by Loren B. Mead (Author)

Navigating the treacherous waters of congregational and cultural change can be daunting but knowing that others have come safely through those waters before can make the journey less unsettling. As founder and president of The Alban Institute, Loren Mead helped hundreds of churches steer around the shoals and whirlpools. In this new book, he reflects on what he learned over five decades of ministry and leadership and offers inspiration for a new generation of leaders seeking to create change.

- Memoir of respected and nationally known founder of The Alban Institute
- Reflections on changes in congregational development theory over 40 years

About the Author

LOREN MEAD served as a rector in South Carolina and North Carolina before agreeing to direct Project Test Pattern, a national initiative of The Episcopal Church in 1969. The Alban Institute, which he founded in 1974, grew out of this work. He was president of the Institute until 1994. After leaving he wrote a series of books on The Once and Future Church and was a popular speaker and consultant. He still consults with parishes. He is an associate at St. Alban's Episcopal Church in Washington, DC.



<http://www.amazon.com/The-Parish-Is-Issue-Learned-ebook/dp/B010MVXLES>
<https://www.goodreads.com/book/show/26267137-the-parish-is-the-issue>
<https://www.christianbook.com/parish-issue-what-learned-and-how/loren-mead/9780819232328/pd/232325>
<https://www.episcopalbookstore.com/product.aspx?productid=9244>
<https://www.churchpublishing.org/parishistheissue>
<https://books.google.com/books?isbn=0819232327>
https://books.google.com/books/about/The_Parish_Is_the_Issue.html?id=j3gJCgAAQBAJ
http://www.snow.com/living/faith_and_values/article_65c6dda8-e800-11e5-9e7b-43a8ce691d63.html
<http://stalbansdc.org/people-of-st-albans/clergy/>
[Images for The Parish Is the Issue: What I Learned and How I Learned It by Loren B. Mead \(Author\)](#)

Appreciative Interim Ministry Articles - The Appreciative Way

- [A Future for Interim Ministry](#)
- [Should Interims be Candidates for the Permanent Position?](#)
- [Where Have all the Priests Gone?](#)
- [Biblical Models of Interim Ministry](#)
- [How Can We Sing the Lord's Song in a Strange Land?](#)
- [What in God's Name is Going on Here?](#)

<http://appreciativeway.com/tm-resources/aim-articles.cfm>
[Images for Appreciative Interim Ministry Articles - The Appreciative Way](#)
[Images for Should Interim be Candidates for the Permanent Position?](#)
[Images for Biblical Models of Interim Ministry](#)
<https://appreciativeway.com/tm-resources/tm-resources.cfm>

Beginning Ministry Together: The Alban Handbook for Clergy Transitions by Roy M. Oswald (Author), James Heath (Author), Ann Heath (Author)

Beginning Ministry Together is about the transition period between the announcement that one pastor is leaving and the time when another pastor is well settled. The message brought by Roy Oswald and colleagues Jim and Ann Heath is that this is not an impossible time to be survived only with a lot of expert help. Rather, even though the task is complex, committed congregational leaders can handle it—with the help of people who have been on this journey before. Oswald describes how clergy and congregations can better end and begin pastorates. He shows them how to say good-bye and discern their needs for the future—how to use the open space between pastorates for evaluation and preparation for a new day.

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

https://www.goodreads.com/book/show/260799.Beginning_Ministry_Together
<https://www.barnesandnoble.com/w/beginning-ministry-together-roy-m-oswald/1007606251>
<https://books.google.com/books?isbn=1566994748>
https://books.google.com/books/about/Beginning_Ministry_Together.html?id=JuNhAwAAQBAJ
https://www.episcopalchurch.org/files/CDO_Living_Into_Our_Ministries%281%29.pdf
<https://unitedfreshstart.ca/wp-content/uploads/2018/05/UFS-for-Your-Congregation-180430.pdf>
<http://www.lifeandleadership.com/book-summaries/oswald-beginning-ministry-together.html>
<https://rowman.com/Page/RowmanLittlefield>
https://www.goodreads.com/author/show/152452.Roy_M_Oswald
https://www.goodreads.com/author/show/152453.James_M_Heath
https://www.goodreads.com/author/show/152454.Ann_W_Heath
[Images for Beginning Ministry Together: The Alban Handbook for Clergy Transitions by Roy M. Oswald \(Author\), James Heath \(Author\), Ann Heath \(Author\)](#)

[PDF]congregational handbook for pastoral transitions – Northwest Washington Synod Evangelical Lutheran Church in America
 Transition and Call Process Handbook
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handbook - Northwest Washington Synod

<http://www.lutheransnw.org/files/leadership/TransitionHandbook.pdf>

Call Transition, Process & Interim Items

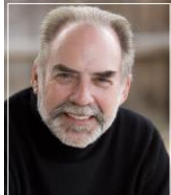
- [Congregational Handbook for Pastoral Transitions](#)
- [Letter of Agreement for Interim Pastoral Ministry](#)
- [Interim Ministry Profile Information Form](#)
- [Interim Pastor's Report to the Bishop & Staff](#)
- [Call Policy Statement](#)
- [Call Process: Nomination for Call](#)
- [Pastor Compensation & Benefits FORM](#) and [INSTRUCTION GUIDE](#)
- [Lay Roster Compensation & Benefits FORM](#) and [INSTRUCTION GUIDE](#)
- [ELCA Advantage](#) - Preferred partner providers including moving, storage, etc.

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

[Images for Congregational Handbook for Pastoral Transitions](#)

Don't Wait Until the Pastor Leaves: Planning for Ministerial Transition Helps Ensure that One Successful Minister Follows Another by Michael Durall (Author)

With the typical length of pastoral tenure now between four and eight years, transitional ministry is a serious concern for churches of all faith traditions. Transition planning should be the norm, not just for lay leaders but also for ministers who are likely to experience numerous transitions in their careers.



<https://www.amazon.com/Dont-Wait-Until-Pastor-Leaves/dp/1495172570>

<https://www.goodreads.com/book/show/28110075-don-t-wait-until-the-pastor-leaves>

<https://www.uuabookstore.org/Dont-Wait-until-the-Pastor-Leaves-P17741.aspx>

<https://www.uua.org/offices/people/michael-durall>

<https://www.thriftbooks.com/a/michael-durall/313447/>

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

<http://www.vitalcongregations.com/books/>

https://www.goodreads.com/author/list/488383.Michael_Durall

[Images for michael durall \(author\)](#)

[Images for Don't Wait Until the Pastor Leaves: Planning for Ministerial Transition Helps Ensure that One Successful Minister Follows Another by Michael Durall \(Author\)](#)

Like Dating, Only Worse: Rethinking the Ministerial Search Process by Michael Durall (Author)

This is not a book about the mechanics of the ministerial search process. Rather, it's a book about how congregations can envision a new future and find adventurous clergy who will help lead them there.

<https://www.amazon.com/Like-Dating-Only-Worse-Ministerial-ebook/dp/B00GG3OLNC>

<https://www.goodreads.com/book/show/22521292-like-dating-only-worse>

<https://www.thriftbooks.com/w/like-dating-only-worse-rethinking-the-ministerial-search-process/8982416/#isbn=1467585092>

<http://rmsimpson.blogspot.com/2013/11/like-dating-only-worse.html>

Effective Transitional Ministry Plan: Pastoral Leadership in the Twenty-First Century Church

The short term nature of the role of transitional pastors allows them to address spiritual deficiencies, provide spiritual corrections and prepare a congregation for change within a shorter time frame than normally required. Having served as a transitional pastor this writer believes the real calling of transitional ministry is to strengthen the church and place it on an effective path for the cause of Christ. Writing on this topic will provide an outline for what a successful transitional ministry plan should look like. This project will include pastoral surveys and interviews that identify spiritual deficiencies and provide biblical solutions for congregational problems. The result will be a step-by-step action plan to guide transitional pastors in effective short-term ministry. The desired outcome is to spiritually reposition the Twenty-first century church so it embraces the future ministry and impacts the world for Christ.

<https://digitalcommons.liberty.edu/cgi/viewcontent.cgi?article=1666&context=doctoral>

[Images for Effective Transitional Ministry Plan: Pastoral Leadership in the Twenty-First Century Church](#)

Freedom and Interim Ministry: 12 Freedoms of the Interim by John Helgeson (Author)

I have been both an interim minister and what is called a regular, installed minister. Without a doubt in my mind, I say that the interim minister has much more freedom than the regular, installed minister. In *Freedom and Interim Ministry: 12 Freedoms of the Interim*, I show how the interim minister has more freedom than the regular minister.

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<https://www.amazon.com/Freedom-Interim-Ministry-12-Freedoms/dp/1683527763>

<https://imnedu.org/imn-library/freedom-and-interim-ministry-12-freedoms-of-the-interim/>

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In the Interim: Strategies for Interim Ministers and Congregations [Barbara Child, Keith Kron]

A period of interim ministry poses unique challenges and opportunities for both congregations and ministers. Much more than a “caretaker” ministry, an interim ministry can help a congregation navigate and get the most out of a time of transition. In this practical and insightful volume, interim ministers and other congregational leaders provide a road map for a transformative and fulfilling interim period.

Part I – The Idea

Chapter 1 The History, Philosophy, and Impact of Interim Ministry, Margaret Keip

Chapter 2 A Different Country, Judith Walker-Riggs

Chapter 3 Why Have an Interim Minister

Following the Interim, Nathan Deterin

Two Years with Two Different Interim Ministers, Alison Miller

Serving as a Lay Leader during Interim Ministry, Ed Rockman

Mining, Minding, and Making Stories, by Pam Blevins Hinkle

Part II – The Work

Chapter 4 Coming to Terms with History, David Keyes

- Chapter 5 The Interim Minister as Systems Analyst, Richard Nugent
- Chapter 6 Working with Staff, Heather Lynn Hanson
- Chapter 7 Changes in Leadership, Andrea La Sonde Anastos
- Chapter 8 Strengthening Connections beyond the Congregation, Roberta Finkelstein
- Chapter 9 The Interim Minister's Role in Ministerial Search, Evan Keely and Lisa Presley
- Chapter 10 Bringing an Interim Ministry to a Successful Conclusion, Fran Dew and Martha L. Munson
- Part III – Challenges and Special Cases
 - Chapter 11 Predictable Roadblocks, John Nichols
 - Chapter 12 The Temptation to Rush the Search, Robert Latham
 - Chapter 13 Large Congregations, Maureen Killoran
 - Chapter 14 Small Congregations, Karen Brammer
 - Chapter 15 Size Transition, Suzanne Redfern-Campbell
 - Chapter 16 Congregations with a History of Misconduct, Deborah J. Pope-Lance
 - Chapter 17 The Interim Assistant Minister, Carlton Elliott Smith
- Afterword Making Space for Something New, Barbara Child

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[Images for In the Interim: Strategies for Interim Ministers and Congregations \[Barbara Child, Keith Kron\]](#)

Interim Ministries, Book 1: An Overview for Church Leaders | CRG

The Episcopal Church offers this brief document to help congregations understand the benefits of choosing an interim minister when they experience changes in clergy leadership. The article explains interim ministry from several perspectives. The first is theological and addresses questions related to call, vocation, and ecclesiology. The second provides several examples of how different dioceses manage clergy transitions and affirms that a “high degree of teamwork and collaboration” amongst clergy and laity, as well as local and regional leaders, benefits everyone. The third perspective provides an interim ministry model that identifies the major tasks of interim ministry and explains the stages in the process. The last chapter gives a brief history of interim ministry. Two appendices and a bibliography are also included. This short resource is a primer on interim ministry that is user-friendly and appropriate for any number of religious traditions.

<https://thecrg.org/resources/interim-ministries-book-i-an-overview-for-church-leaders>

[Images for Interim Ministries: An Overview for Church Leaders](#)

Interim Ministries, Book II: Second Edition Practical Helps in Interim Ministry Management

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[PDF]Interim Ministry Handbook - Northern Texas – Northern Louisiana Mission Area

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[PDF]The Call Process - Northern Texas - Northern Louisiana Synod

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Interim Ministry in Action: A Handbook for Churches in Transition by Norman B. Bendroth (Author)

Many churches today find themselves in frequent transition, whether due to the changing culture, the struggles of mainline churches, or the changing nature of mission. *Interim Ministry in Action* helps guide churches and their leadership through these times of change. The book will guide readers step-by-step through the process of how and why to decide to call an interim minister, the process for deciding what’s next, and more. Each chapter concludes with exercises for readers, search committees, or boards to illustrate key themes and help them determine the best path forward.

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Interim Ministry: Positive Change in Times of Transition [Justin W. Tull]

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



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Interim Pastor Ministries

Serving, Supporting and Strengthening Churches in Pastoral Transition.

www.interimpastors.com/

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[PDF]Missional Interim Ministry Processes a Case Study

A case study of conducting an interim missionally. Presents theological and theoretical bases for missional interim processes and description of an actual interim period in which the interim was approached missionally. Units of analyses are environment/context, power/leadership, conflict, organizational restructuring, trust, and conventional interim tasks.

Interpretation of data is by time-sequence analysis and explanation building.

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GUIDE **Download Now** Ministry Link the online home of the Southeastern Pennsylvania Synod. ELCA

[Images for Pastoral Leadership Transition Process](#)

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

Pastoral transitions occur whenever a pastor ends her/his call, whether through resignation, retirement or other circumstance. For both the pastor and the congregation, these transitions bring opportunities and challenges. These guidelines are meant to assist congregations navigating the transition time until they have called a new pastor.

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

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[Images for Pastoral Transitions: A Guide for Congregation Councils](#)

Preparing the soil - The Lutheran Magazine

Congregations need transition pastors

My view:

STORY BY **PAUL N. SVINGEN**

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."

Research by the Alban Institute, a resource for congregations, and its president emeritus, Loren B. Mead, reveals the high cost of filling the departing pastor's chair before it has cooled. In fact, congregational leaders may even realize the need for a new kind of pastor's chair.

Far too many sad stories exist of pastors arriving in a congregation, expecting the warm welcome and hospitality of prepared soil. Instead they find they were cast upon hard, uneven chunks of "emotional plowing" that rejected the spiritual seed they had come to plant and nurture.

Many of these deceived and wounded pastors, sadly, then look outside the ordained ministry for a safer vocational terrain.

Those pastors, their families, the congregations involved and the larger church all paid a heavy price to try to keep up momentum. And the uneven soils of corporate grief and normal transitional emotions remained sadly uncultivated.



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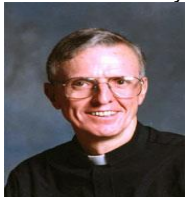
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Revitalizing Congregations: Refocusing and Healing Through Pastoral Transitions [William Avery]

Are congregations inevitably stuck during a change of pastoral leadership? Or are there ways they can take advantage of this interim to grow and set new directions? Researcher and seminary professor William Avery tells us the stories of six congregations (from different denominations, regions of the country, settings, sizes, and ethnic and racial makeup) that attempted to revitalize their mission during this critical time of change and transition.

As Loren Mead explains in the foreword, however, Avery does not tell congregational leaders "the way" to transformation through an interim. Rather, he offers detailed snapshots of congregations and their leaders trying to work their way through this potentially difficult time. He also shows how a trained interim pastor can make a difference in the ensuing effectiveness of the congregation. "These are stories about how faithful congregations have attempted to build toward and discover a leadership model that works for them," Mead says, "These are stories from which your congregation can learn much."

Foreword by Loren B. Mead.



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Images for william avery, author revitalizing congregations

Images for Revitalizing Congregations: Refocusing and Healing Through Pastoral Transitions [William Avery]

Temporary Shepherds: A Congregational Handbook for Interim Ministry [Roger S. Nicholson]

Effective interim ministry depends on strong partnership between the interim minister and congregation. Lay leaders of congregations preparing for such a transition will value the expert guidance provided by over a dozen experienced interim pastors. What is interim ministry all about? What needs to happen during the interim? What should leaders and members expect from the interim pastor and themselves during this transition? What other resources are available for congregations?

Foreword

Peter L. Steinke

Preface

Roger S. Nicholson

Introduction

Roger S. Nicholson

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Roger S. Nicholson

Chapter 2. Characteristics of the Interim Congregation
Roger S. Nicholson

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David R. Sawyer

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Terry E. Foland

Chapter 5. The Interim Minister: A Special Calling
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Part 2: The Interim Journey

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Chapter 8. Leadership Changes during an Interim
Andrew E. Carlsson

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Nancy Miller

Chapter 10. Commitment to New Directions in Ministry
Philip G. Porcher

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Chapter 11. The Biblical and Theological Basis for Interim Ministry
Warren Schulz

Chapter 12. Ethical Dimensions of the Interim Time
Thomas A. Hughart

Part 4: Tools for the Journey

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Robert W. Johnson

Tool 2 Bible Studies for the Journey
Janet Parsons Mackey and Barbara W. Miner

Tool 3 Engaging the Developmental Tasks
R. Neil Chafin

Tool 4 Resources for Congregational Self-Study and Planning

Tool 5 What Is the Interim Ministry Network?

Tool 6 Developing an Interim Ministry Covenant or Contract

Tool 7 Why Should the Interim Pastor Not Be a Candidate for the Permanent Call?
(Adapted from the Interim Ministry Network)

Tool 8 Litanies of Welcome and Farewell to the Interim Pastor
(Adapted from the Interim Ministry Network)

Tool 9 Form for the Evaluation of the Interim Pastor

Tool 10 Form for the Evaluation of the Interim Process

Notes

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[Northwest Synod of Wisconsin | Congregational Vacancies](#)

<http://nswi.org/congregational-vacancies> CALL PROCESS MANUAL

[Images for Call Process - Northwest Synod of Wisconsin](#)

The Church Transition Workbook: Getting Your Church in Gear [Bill Kemp]

A guide book for congregations that are navigating times of change. Offers a step by step process for church leaders seeking to restore their congregation back to growth and health. Pastor-Parish Committees will find this book helpful in guiding the transition between pastors. Laid out in a workbook format, CTW provides group exercises and discussion starters to help people get past their anxiety related to change. Describes a step-by-step process for both lay and clergy leaders that keeps them on the same page as pastoral relationships are being redefined. Included are stories, practical tools, and activities. CTW is often used as a text book for training Intentional Interim Ministers and Transitional Consultants.

The Church Transition Workbook: Getting Your Church in Gear is especially helpful for churches that are going through a crisis precipitated by:

The loss of a pastor under difficult circumstances such as clergy misconduct or death

The moving or retirement of a long-term pastor or of a pastor who micromanaged the church or failed to empower the laity
The sudden loss of church membership or a church split
A long-term pattern of declining resources
A changed in community circumstances or the church's neighborhood

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Chapter 2: "How the Bible talks about Transition"
Chapter 3: "The Process of Transition"
Chapter 4: "Interim Ministers and Other Consultants"

SECTION II: "PARK"

Chapter 5: "An Example of a Transitional Church"
Chapter 6: "How long will we be here?"
Chapter 7: "Healing is Incremental"
Chapter 8: "Leadership during Transition"

...and twenty more chapters, each with group exercises and copy-permitted handouts, plus an appendix that provides worship suggestions for your transition period.



<http://www.amazon.com/The-Church-Transition-Workbook-Getting/dp/0881774227>
<http://www.notperfectyet.com/content/church-transition-work-book-getting-your-church-gear>
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The Interim Pastor's Manual, Revised Edition: Alan G. Gripe

This revised edition of Alan Gripe's book on the responsibilities of interim pastors is a guide through the problems and possibilities of interim ministry in the Presbyterian Church (U.S.A.). Full of biblical and theological insight as well as practical wisdom, this book is built on personal experience and grounded in the theology and polity of the Presbyterian Church.

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 6. The Interim Pastor's Five Process Tasks
 7. Basic Strategies for Interim Ministry
 8. The Interim Pastor in a Multiple Staff Church
 9. Key Relationships for the Interim Pastor
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 - E. The Process of Change

- F. Outline of the Conflict Intensity Chart
- G. Review and Evaluation Processes
- H. A Farewell to the Interim Pastor
- Annotated Bibliography

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[Images for Interim Pastor's Manual, Revised Edition by Alan G. Gripe \(Author\)](#)

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4.

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

Transition is the word we use to describe the time following significant change. In congregations, that change might be the departure of the pastor, a catastrophe such as Hurricane Katrina or 9/11, or simply the changes caused by growth. Transition calls for clergy with special training to respond to the needs generated by the special time. "Task, training, and time limit" are the hallmarks of transitional ministry. Trained intentional interim clergy must have the skill and experience to lead congregations during transition.

However, transitional or interim ministry has a bad reputation in some places. As one diocesan leader said, "We have never had a church in this diocese that was so bad of that an interim was needed." Indeed, there are some "sick" churches, but most congregations have some good things happening and some things that need attention. Intentional interim ministry can be medicine for the sick, but in most cases, it is better compared to vitamins that are taken to promote health.

This book seeks to clear up misconceptions about transitional ministry and present an accurate and up-to-date picture of transitional ministry and to describe the various settings in which this specialized ministry might be helpful.

Chapter authors, all expert in transitional ministry in mainline Protestant denominations, include: Robert Friedrich, John Keydel, George Martin, Loren Mead, Barry Miller, Nancy Miller, Ineke Mitchell, Ken Ornell, Molly Dale Smith, and Rob Voyle.

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Molly Dale Smith

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 Images for Molly Dale Smith (Editor) transitional ministry
 Images for Transitional Ministry: A Time of Opportunity by Molly Dale Smith (Editor), Loren Mead (Foreword)

Transitional Ministry Today: Successful Strategies for Churches and Pastors: by Norman B. Bendroth (Editor, Contributor), David R. Sawyer (Contributor), Cameron Trimble (Contributor), Rev. John, Jr. Keydel (Contributor), Beverly A. Thompson (Contributor), George B. Thompson Jr. (Contributor), Bianca Duemling (Contributor), Rev. Michael S. Piazza (Contributor), Anthony B. Robinson President (Contributor), Robert J. Voyle (Contributor), Deborah J. Pope-Lance (Contributor), Gretchen J. Switzer (Contributor)

Transitional ministry can be tremendously helpful for congregations in times of change, and yet, to be successful today transitional ministers and churches need to take into account the major changes in the religious landscape. From the decline of mainline churches to the rise of those who don't identify with any religious tradition, the religious scene has changed dramatically since transitional ministry began three decades ago, and to remain vital today, the practice of transitional ministry must change as well.

This book provides transitional ministers and congregations with essential information on re-thinking transitional ministry in ways that take the current religious climate into account. Ten experienced authors—including seasoned practitioners of transitional ministry and those who oversee transitional ministry denomination-wide—propose new ways to approach transitional ministry today. Chapters address practical theology, leadership, specialized interim situations, renewal during interim time, alternative models of transitional ministry, and more. Essays address a range of diverse churches in size, racial/ethnic background, and location.

Transitional Ministry Today highlights how creative and cutting-edge ministry can be done during the “in-between-time” through creative thinking and practice in the face of new realities.

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- 1 Whither Transitional Ministry?
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- 2 Rethinking Theological Reflection on Transitional Ministry
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- 4 Focus Points and the Work of the Congregation
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- 9 An Appreciative Inquiry Paradigm for Transitional Ministry
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10 A Trauma Treatment Model for Interim Work with Chronically Dysfunctional Congregations

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11 Hospice Care for Struggling Congregations

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<http://imnedu.org/wp-content/uploads/2012/05/2015-IMN-Conference-program.pdf> Page 10

Images for *Transitional Ministry Today: Successful Strategies for Churches and Pastors*: by Norman B. Bendroth (Editor, Contributor)

What you can expect from an interim pastor and an interim consultant by Philip Porcher (Author), The Alban Institute

Insightfully guides lay leaders and congregations entering an interim transition period, explaining the unique contributions from the interim specialists, how to fully utilize them, and why you should establish a clear agreement and understanding with an interim pastor.

<http://www.bmrc-online.org/ResourceView/2/540>

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<http://arc.episcopalchurch.org/cdo/ctwtap-d.pdf>

Talk with pastors actively engaged in interim ministry.

A Future for Interim Ministry

To this end, I strongly encourage all interims to be involved in some form of **consultation group**. If your diocese does not have one, start one. We need a place where we can come with confidence to talk and feel about the things that make us feel less than confident. I think such groups should be 6-8 in size where the members make a commitment to be present for one another and the conversation is not about the theory of interim ministry but the nuts and bolts of what we are doing on a daily basis. Sorry Tonto you and your buddy will have to go elsewhere, I don't believe there is any place for lone-rangers in interim ministry, the pitfalls are just too great and the opportunity for growth is just too wonderful.

Appreciative Interim Ministry Articles - Clergy Leadership Institute

<http://www.clergyleadership.com/resources/aim-articles.cfm> A Future for Interim Ministry.

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

Images for *Future for Interim Ministry*

Images for *consultation group*

Consider the advantages of Intentional Interim Ministry.

Resources

FAQs for Pastors: Interim Ministry Association

What are the advantages of Intentional Interim Ministry as a specialized ministry?

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

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

Pros and Cons of Interim Transitional Ministry | ShaneGarrison.org

Now with a few months behind me since the last completion, I wanted to reflect on the pros and cons of interim transitional ministry and try to outline a few things I've learned on this journey.

<http://shanegarrison.org/2013/07/06/pros-and-cons-of-interim-transitional-ministry/>

[Images for Pros and Cons of Interim Transitional Ministry](#)

Consider the disadvantages of Intentional Interim Ministry.

FAQs for Pastors: Interim Ministry Association

What are the disadvantages of Intentional Interim Ministry?

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

[Images for FAQs for Pastors: Interim Ministry Association](#)

Ann Suzedell, UCC caucus representative, submitted an article entitled "Blessings and Burdens of Interim Ministry" for the Interim Ministry Network September 1991 *In-Between Times* pages 5,7.

Interim Ministry Network, 5740 Executive Drive, Suite 212, Baltimore, Maryland 21228, 800-235-8414. <http://imnedu.org/>

[Crystal Wells \(IMN\)](#)

crystal@imnedu.org

Talk with judicatory officials about the suitability for this specialized ministry and about possibilities for ministry. Judicatory officials can assist such a pastor to discern whether one possesses the temperament and skills needed for this specialized ministry as well as to tell if there are opportunities for service in this specialized ministry.

Resources

[PDF] Are You Called to Intentional Interim Ministry? - Northern Texas Synod of the ELCA

If you are interested in interim training or service as an interim, you should contact your bishop in advance.

<https://www.ntnl.org/wp-content/uploads/2014/07/IIMBrochure.pdf>

[Images for Are You Called to Intentional Interim Ministry?](#)

Rethinking Interim Ministry by Anthony B. Robinson » Alban

The interim minister role and model remains, as Loren Mead, puts it "a really important, valuable resource to the churches.

Smart judicatories and smart church systems will develop a cadre of really first-class interim pastors." But the larger context has changed. The task is not just to successfully change ministers—although that is important. It is, at least often, to help congregations make shifts in the culture of the congregation itself in order to be vital in a post-Christendom time and society.

Alban at Duke Divinity School » Rethinking Interim Ministry – Alban Institute

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[Images for Anthony B. Robinson, author](#)

[Images for Rethinking Interim Ministry by Anthony B. Robinson » Alban](#)

Take a discernment course.

[The following possibilities are the ones I am most familiar with and are provided for illustrative purposes, but there are interim discernment courses throughout the country.]

Resources

"Am I Being Called to Interim Ministry?"

Interim Ministry Association Serving the ELCA. The Newsletter. Fall 2007.

Page 7

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

info@nalip.net

[Images for Am I Being Called to Interim Ministry?](#)

Education - NALIP

DISCERNMENT FOR INTERIM MINISTRY

Do I have the experience, the leadership gifts, and the calling to Interim Ministry?

This event is specifically designed to identify personal and pastoral gifts needed for this rewarding ministry, and to help you become aware of professional and lifestyle challenges. In the process, you will also work with synod staff to discern whether they can affirm and use your gifts for Intentional Interim Ministry.

For further information about this event contact us at info@nalip.net

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

[Images for DISCERNMENT FOR INTERIM MINISTRY](#)

FAQs for Pastors: Interim Ministry Association

What steps should I take if I feel called to Intentional Interim Ministry?

The first step is to take the interim training or a discernment course to find out more about interim ministry.

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

[Images for take a discernment course about interim ministry](#)

Take the interim ministry training.

[The following possibilities are training events I am most familiar with and are provided for illustrative purposes, but there are interim ministry trainings throughout the country.]

Resources

Discerning God's Mission: Trust-building and Teamwork for Collective Insight | Christopher Hagen Consulting

This 6-month course prepares congregations, church leaders and interim pastors for navigating congregations through collective discovery of God's intent for their church. Trust is fundamental for teamwork. Collaborative leadership leverages collective wisdom and skills.

<https://christopherhagenconsulting.wordpress.com/>

[Images for Discerning God's Mission: Trust-building and Teamwork for Collective Insight | Christopher Hagen Consulting](#)

<http://www.christopherhagenconsulting.com/recommendations.html>

Many will benefit from this course. Congregations in transition will connect with God's present work in the world, a more faithful approach than inventing their own purpose and direction. Churches in a rut will discover anew God's purpose for them and will identify key ministries for engaging God's mission. Church leaders seeking renewed enthusiasm for ministry will see afresh the Spirit's work in their lives, journey with colleagues in ministry, explore God's ways in the world and awaken to renewed passion for ministry. **Interim pastors** will strengthen their leadership. Trust-building and collaborative leadership for collective insight are essential tasks for guiding congregations into a new chapter in God's mission in the world.

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

[Images for Interim pastors will strengthen their leadership.](#)

Education - National Association of Lutheran Interim Pastors

BASIC EDUCATION FOR THE PRACTICE OF INTENTIONAL INTERIM MINISTRY

This is a six-month program divided into three sequential phases.

The NALIP Basic Education curriculum is designed to introduce clergy and lay professionals 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) covering a period of about six months. The first and third phases are in-residence, beginning at 1:00 p.m. on Monday and concluding at noon on Friday with a total of at least 60 contact hours.

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 pre-entry, 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 trainer and in consultation with another member of your class.

Phase III (Harvesting) is the second residential week 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.

Note: Participants are responsible for having a situation in which to complete Phase II requirements. While most participants in the program will have a ministry site, some may not. NALIP program faculty will help you define options available for your Phase II work.

All participants who satisfactorily complete the assigned work in this educational opportunity will receive a "Certificate of Completion." Participants are cautioned that completion of the program is not to be construed as "certification" or "accreditation" as an intentional interim pastor. You are advised to speak with your district president or synod bishop about placement and further recognition.

Persons interested in enrolling in a NALIP sponsored Basic Education Events are advised to visit the website of the respective institutions at which these events are scheduled to learn more about the facility. There are slight differences in course presentations and costs. Housing costs vary with each venue. Some training teams require additional preparatory work for which there is a fee. Additional costs are noted with the individual registration forms. Some classes register directly with the venue. Others register through NALIP. The links below will take you to the correct form to use or direct you to the venue to register.

<http://www.nalip.net/education.asp#Basic>

[Images for Education - National Association of Lutheran Interim Pastors](#)

<https://www.imaelca.org/training-opportunities/>

Intentional Interim Ministry

The NALIP 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 or called to this special ministry in congregations during a pastoral transition.

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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 supervisor of your chosen fieldwork supervisor.

Phase III (Harvesting) is the second residential week at Mt. Olivet Retreat Center in Farmington, MN, (April 24-28, 2017) 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.

Note: Participants are responsible for securing a situation in which to complete Phase II fieldwork requirements. While most participants in the program will have a ministry site, some may not. NALIP program faculty will help you define options available for your fieldwork.

KAIROS COURSES - Luther Seminary

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

[Images for Intentional Interim Ministry KAIROS COURSES - Luther Seminary](#)

<https://www.imaelca.org/training-opportunities/>

Interim Ministry Network: IMN

For over three decades, the Interim Ministry Network – IMN has dedicated itself to the health and wellness of church congregations. The wellness of churches is influenced by three kinds of learned leadership skills – prevention of unhealthy practices before they take root, maintenance of congregational health during times of stress or change and restorative care when it is required.

IMN has a skilled and proven faculty who are practicing ministers and rabbis with years of interfaith education experience. It offers regularly scheduled training programs, dedicated and specific news sources, an annual international conference, an advanced skills designation program (PTS and Church Consultants) and membership in a professional association. IMN provides clergy, administrators and lay leaders with contemporary education and training to help them avoid or reduce the severity of unhealthy practices, manage the effects of change and restore spiritual wellness where it has been lost.



<http://imnedu.org/>

[Images for Interim Ministry Network](#)

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

Resource 3: [Training for Transitional Ministry](#)

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

<https://www.amazon.com/Transitional-Ministry-Molly-Dale-Smith-ebook/dp/B005BCQBG0>
[Images for Transitional Ministry: A Time of Opportunity by Molly Dale Smith \(Editor\), Loren Mead \(Foreword\) Resource 3: Training for Transitional Ministry](#)

Candidates who desire to serve in interim ministry can heed the words of an assistant to the bishop who stated, “Not every congregation needs an extended period of intentional interim ministry, but we will be tracking who has had the training and giving them preference for leadership in those congregations that do require it.”

Letter from Assistant to the Bishop to Interim Pastors

Northwest Synod of Wisconsin
Evangelical Lutheran Church in America
God’s work. Our hands.

Dear Colleagues in Ministry,

A common goal in our synod is healthy pastors and healthy congregations moving forward in mission. To that end, I am studying the interim period in the life of congregations by talking with some of our experienced interim pastors, looking at the best practices of synods in our area, and learning from interim trainers. If you are interested in being an interim pastor in our synod this note is for you.

The interim period is a key moment when congregations can reflect and plan for mission and ministry moving forward. One learning for me is that most congregations would benefit from a period of *intentional* interim ministry and that this is a form of *specialized* ministry.

There is a specific program of continuing education that is very important to the work of intentional interim ministers. I strongly encourage any of you who are interested in doing interim work to consider taking this course. It is available at Luther Seminary in St. Paul, MN through the

KAIROS program, called “Basic Education for the Practice of Intentional Interim Ministry Training – Phase 1.”

http://www.luthersem.edu/lifelong_learning/kairos/course_detail.aspx?course_id=527

The next opportunity is scheduled for October 27-31. This training is available at other locations around the country.

This training is expensive, but one pastor reflected, “This was the best continuing education I have ever done!” All of our congregations are expected to be providing a certain amount for continuing education. I would be glad to advocate for this on your behalf if continuing education is not a part of your salary package.

Another group to know about and possible join is the National Association of Lutheran Interim Pastors (NALIP). There is an annual membership fee of \$50 and an annual conference that you may choose to attend if you are already a trained intentional interim pastor.

Not every congregation needs an extended period of intentional interim ministry, but we will be tracking who has had the training and giving them preference for leadership in those congregations that do require it.

More information will be available over the coming months and years. I look forward to partnering with you to empower congregations for vigorous mission in our communities.

Peace,

Rev. Todd J. Iverson
Assistant to the Bishop
Northwest Synod of Wisconsin
Evangelical Lutheran Church in America
944 24 1/4 Street, Suite 2, Chetek, WI 54728
office: [715-859-6810](tel:715-859-6810) fax: [715-859-6812](tel:715-859-6812)
www.nswi.org

Pastors are needed for interim ministry who are committed to continuous learning rather than thinking they can get by with the way they have always done things.

Resources

Interim Ministry Resume — Minneapolis Area Synod

In the space provided, describe your experience in congregations dealing with the following issues. Please be specific.

- Boundary violations
- Congregational conflict/anger management
- Difficult transition from the previous pastorates
- Worship leadership and diversity of styles
- Facilitating assessment, needs, and long-range planning
- Addressing trust/distrust issues
- Stewardship and financial issues
- Changing communities
- Structures and governance

Diversity of congregational theological perspectives
<http://www.mpls-synod.org/interim-ministry-resume/>
[Images for Interim Ministry Resume — Minneapolis Area Synod](#)

Learning Skills

These articles help you handle information better, **learn more effectively** and remember things better.

[Mind Tools Resource Page | Leadership and Life Development Coaching and Consulting](#)

<https://kengcrawford.com/resources/3774-2/>

[Images for Leadership and Life Development Coaching and Consulting](#)

Redrafting “Trustworthy Servants of the People of God” – Evangelical Lutheran Church in America

146 Pastors and deacons of our church should also be **lifelong learners**, eager for growth in knowledge and
147 insight into the Scriptures, the teachings and history of the church, and the world around them. The work
148 of ministry in a complex and changing society requires intelligence, mental agility, and curiosity, and
149 pastors and deacons are expected to take advantage both of structured opportunities for expected
150 continuing education, but also to keep themselves aware of current events and the world around them.
151 Pastors and deacons are expected to make personal study and reflection a priority in their lives, and also
152 to study when possible in the company of other pastors and deacons in collegium or other gatherings. They
153 are also encouraged to take advantage of sabbatical or other programs for extended study, and to take
154 advantage of resources made available to them for these. Congregations and ministry settings are also
155 expected to help their pastors and deacons with time and resources to do this. The ELCA expects fifty
156 contact hours of continuing education annually.

Trustworthy Servants 3.4.2019

<https://www.elca.org/rosteredlife>

[Images for “Trustworthy Servants of the People of God” - Evangelical Lutheran Church in America](#)

https://download.elca.org/ELCA%20Resource%20Repository/Trustworthy_Servants_Common_Draft_3-4-2019.pdf?_ga=2.167756730.542240428.1565090772-1300080783.1535476976

Page 7

<https://www.livinglutheran.org/2019/05/trustworthy-servants-of-the-people-of-god/>

10 Major Trends for Churches in 2017 - Rainer on Leadership - Thom Rainer

Healthy churches are being led by leaders who are in a **continuous learning mode**.

<http://thomrainer.com/2017/01/10-major-trends-churches-2017-rainer-leadership-290/>

#10

[Images for 10 Major Trends for Churches in 2017 - Rainer on Leadership - Thom Rainer Healthy churches are being led by leaders who are in a continuous learning mode](#)

<http://thomrainer.com/2017/05/eight-major-changes-in-churches-the-past-ten-years/>

#8

<http://thomrainer.com/2017/03/age-pastor-retire-ten-diagnostic-questions/>

#3

<http://thomrainer.com/2013/10/10-reasons-church-leaders-should-continue-their-education/>

<http://thomrainer.com/2016/09/tools-trade-pastors-staff-rainer-leadership-257/>

#6

<http://thomrainer.com/2016/07/eight-common-mistakes-rookie-pastors-make/>

#7

<http://thomrainer.com/2015/11/12-benefits-your-church-might-provide-your-pastors/>

#8

<http://www.lifeway.com/n/Special-Emphasis/Continuing-Education-Units>

Beyond the above, I urge interested pastors to count the cost.

Conditions of discipleship

²⁸For which of you, intending to build a tower, does not first sit down and estimate the cost, to see whether he has enough to complete it? ²⁹Otherwise, when he has laid a foundation and is not able to finish, all who see it will begin to ridicule him, ³⁰saying, ‘This fellow began to build and was not able to finish.’

[oremus Bible Browser: Luke 14:28-30](#)

<http://bible.oremus.org/?passage=Luke+14%3A28-32&vnum=yes&version=nrsv>

[Images for conditions of discipleship](#)

Inferior status: As accomplished as any interim pastor is, there are still many who regard an interim pastor as “just a fill-in” or “someone to plug the hole.” I am often asked, “Don’t you ever just want to stay in one place?”

The psychic cost of disruption and lack of continuity with a support system: I do not have dependents but can only imagine what separation from spouse and family must be. Also, I consider myself fortunate to serve assignments within the Northwest Synod of Wisconsin of the ELCA, while other intentional interim pastors make themselves available to relocate where needed. I served in 3 congregations in 1996; 4 congregations in 1991, 1992, 2012; 9 congregations in 2017; 7 congregations in 2018; and 6 congregations in 2019. At one assignment, I attempted to register to vote and was told I needed to provide proof of residence. Since I resided in a parsonage, I could not provide any copies of utility bills addressed to me and so was denied the opportunity to vote. The last allotted week of vacation often gets used for relocation rather than relaxation.

Substantial financial costs over time: I receive the compensation package of the previous installed pastor and therefore, for most assignments, cannot meet **Minimum Standards for Compensation and Benefits Northwest Synod of Wisconsin** for my

experience level. The first six years of interim ministry, I served part-time assignments. One year I even received a **Homestead Credit** when it came time to do my taxes. I have had 14 months of down time. On 4/16/2020 I went on leave from call when a possible interim assignment fell through.

I realize that other synods do this differently and that for a trained intentional interim pastor compensation is based on synod guidelines. It is thought in this synod that such an expectation would be unattainable for most congregations.

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

C. COMPENSATION OF THE INTERIM PASTOR.

An interim pastor shall be compensated for the time spent serving the needs of the congregation. If the interim is serving 10-12 hours per week, the compensation shall be ¼ of the previous pastor's salary, but not less than ¼ of the synod minimum salary. The terms of such compensation shall be detailed in the agreement between the interim pastor and the Congregation Council and approved by the bishop (Appendix 7). **A trained intentional interim pastor's salary and benefits are based on the appropriate synodical guidelines for a pastor of his/her experience.**

<http://www.uss-elca.org/wp-content/uploads/2016/10/Pastoral-Transitions-Councils-Guideline.pdf> Page 4
[Images for COMPENSATION OF THE INTERIM PASTOR](#)

At the start of every new assignment, I think this is the one setting where the transactions will move expeditiously. While my experience has been that representatives at Portico's Customer Care Center live up to their characterization:

Portico's Customer Care Center — A Certified "Center of Excellence"
Serving you with warmth, grace, and award-winning effectiveness

invariably the change of call process gets dragged out and complications occur with the old and new employers. On one occasion, I emailed the treasurer and president of the old employer 3 times politely requesting an End of Call Notification be sent to Portico Benefits Services. On another occasion, I met with the joint parish executive committee for a concurrent interview on the first of the month with the understanding I would start the 11th of the next month. I sent 4 emails providing information from Portico and politely inquired about the status of the new sponsoring employer reporting new call information to Portico, but such information was not provided to Portico by the start date. These situations are not unusual.

From mid-2016 to mid-2019, I served 18 congregations and provided my own desk top computer and printer as well as **Geek Squad Protection - Best Buy**. Fortunately, most of these settings provided internet connection. I pay for a Verizon Jetpack for an internet connection for mobile connection on my laptop and because the local internet providers usually require contracts for at least a year. I ended up in one community where a Verizon agent admitted that there was a dead spot, so, in addition to hanging on to my Verizon Jetpack, I secured an agreement at my own expense from **Marshfield, WI - Internet Service Provider | Charter Spectrum** to provide service to the church office in the village church closest to my rooming house room month to month at \$69.99 to go up to \$89.99 after 12 months. Fortunately, this internet provider does not insist on a set time contract. The parish secretary worked out of the office at the open-country church 10 miles away where the parish provided internet.

When people ask me about a projected retirement, I quip that $70 \frac{1}{2}$ is the age for **Required Minimum Distributions (RMDs)** from Social Security and Individual Retirement Accounts. According to **ELCA Retirement Plan Account >> Annuity Options Calculators** "Typically, you can annuitize until age 80, or when you retire from service, if later." MY DOB is 9/9/1953, so that, while application for retirement benefits is possible in the near future (as of this writing in 2019), most likely such an application will be put off for some time. There will be no chance for a sabbatical so that this website project was accomplished without that kind of study leave much of which meant working early in the morning and late in the evening. While installed pastors in this synod with 11+ years receive 5 weeks of vacation a year, the common understanding is that an interim pastor receives 1 week of vacation for every 13 weeks of service, not to exceed 4 weeks per year. Costs of commuting add up considerably compared to that of an installed pastor.

If I was working for the money, I would have chosen another profession. But, every once in a while, I still wince to think how much more total earnings and retirement savings would have been if I had chosen to climb the ladder in installed pastorates.

The lack of amenities of a settled household: Through the years I have packed less and less for both the household and the office. I quip that I do not know what I would do without banana boxes and totes, banker boxes and three-ring binders. I served in 4 different sites in one calendar year of 2012. The following year I quit hauling books from site to site. I do not pack anything bigger than I can carry myself and I eat standing up.

When I receive a housing allowance, the choices are limited since most landlords want a contract for a year, and I am never quite sure how long I will be there. One setting, I lived above a restaurant on main street where a woman down the hall propositioned me one day. She was later evicted for disorderly conduct. Another setting, nobody answered my telephone calls from ads in the paper, so I settled for a room in a converted hotel and bar after the concurrent interview to make sure I found housing. I contended with bed bugs during part of the time until I asked for a new room. I ended up paying for a deposit and three month's rent before receiving the first pay check. Roomers on either side of me were evicted for disorderly conduct and later ended up in prison on drug charges.

Day off: Sometimes, I mutter to myself that all I get done on my day off is commute back and forth and run errands.

Vacation: Especially because I move as often as I do, vacation becomes use or lose it. I am allotted 1 week of vacation for every 13 weeks of service or 4 weeks a year. Whereas, it would be nice to save vacation time for the warmer months, I end up taking a week of vacation more or less every 13 weeks to make sure I use it. Since I prefer to be continuously employed, often, the last week is used for relocation rather than relaxation. I remember in the installed pastorate going on a week long continuing education event. Now, it is more like workshops, seminars, or conferences lasting 1-3 days.

Continuing education: I remember taking in education events and going on travel seminars in the installed pastorate. Now, it is more like workshops, seminars, or conferences lasting 1-3 days.

Sabbatical: The closest I came to taking a sabbatical is when I ended one assignment on 4/15/2020 and an assignment I was scheduled to start on 4/16/2020 fell through, so I ended up being on leave from call during the pandemic and civil unrest. I organized things on the home front since I had been on the move so much the previous 30 years, planted a garden, and finished up this website.

Moving: From 1985 to 2000, I traveled to Canada, Mexico, El Salvador, Nicaragua, Cuba, Columbia, Peru, Bolivia, Niger, Mali, Mauritania, Senegal, Philippines, Norway, Denmark, and Germany. At this point - having been in 54 congregations 1980-2020 including 9 in 2017, 7 in 2018, 6 in 2019, and 3 in 2020 until 4/15 when an assignment I was scheduled to start fell through - traveling stateside, let alone abroad, has lost its appeal.

The closest working relationship is with the church secretary. Some seek to cooperate, while others want to control. My experience leads me to believe that the rate is about 50/50. Just when I think the expectations have been worked out with one church secretary, it is time to move on and start over.

As far as future employment opportunities, the total number of pastor positions is decreasing with disaffiliations, closings, consolidations, mergers, and joint parishes. At the September 16, 2014 Interim Ministry Gathering of the Northwest Synod of Wisconsin, the synod staff stated that the number of vacancies had dropped from 34 earlier that summer to 16. In addition, this synod has one of the highest number of clergy couples of any synod in the ELCA, and the number is growing all the time. There will be less movement because it is logistically more complicated for a clergy couple to move than a solo pastor, and clergy couples will most likely stay longer. At the 10/21/2014 Interim Ministry Gathering of the Northwest Synod of Wisconsin, synod staff stated that more congregations are requesting part-time interims even if they intend to call a full-time installed pastor. Normally, there is movement in the early summer, as pastors take new calls, but in May 2017 the only possibility for an assignment was as a bridge pastor where two congregations, which had been served by interim pastors, entered into a shared ministry agreement. The one interim pastor retired, while the other interim pastor agreed to take another small congregation.

[PDF] [Rethinking Transitional Ministry by Norman Bendroth - Amazon Web Services](#)

Interim ministry also faces the financial reality that smaller congregations cannot afford a full-time trained interim minister. The Episcopal Diocese of Minnesota, for instance, now places a transitional priest and a transitional consultant to work together in a single church. “The priest is to love the people, preach, celebrate the sacraments, and provide pastoral care,” says Karen Olson, Missioner of Ministry for the diocese. “The consultant does the works of discovery and mission and helps the congregation to discern what they need to carry that out. The consultant also coaches chairs of boards and committees. This approach allows for a quicker transition—a year instead of the usual transition 18-24 months—and is therefore more feasible in cash-strapped parishes. “In today’s world, there is not patience for longer interims,” Olson wryly observes.

http://macucc.s3.amazonaws.com/71BBE2C7B9B049B0883D51809D9A1E82_Rethinking%20Transitional%20Ministry.pdf Page 8

[Images for Interim ministry also faces the financial reality that smaller congregations cannot afford a full-time trained interim minister.](#)

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

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

<https://rowman.com/isbn/9781566997669/transitional-ministry-today-successful-strategies-for-churches-and-pastors>

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

<http://thecrg.org/resources/transitional-ministry-today-successful-strategies-for-churches-and-pastors>

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

<http://www.reformedworship.org/author/norman-bendroth>

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

Alan Mead in “Our Transitional Clergy All right” talked about his years as an intentional interim pastor and the additional stressors.

As I read the recent article in Christian Century, “Your pastor isn’t as unhealthy as you think” by Amy Frykholm, I asked myself where I would place myself in the category of those pastors who are all right. My answer, at least for today, is yes. And then I thought about my years as an intentional interim pastor and wondered if the additional stressors of moving almost annually, arriving pre-fired, needing to find a place to live, get a new driver’s license, auto registration, a new bank, a new barber, a new grocery store, new restaurants and, well the list is longer and complicated by all the new things my wife has to find also. Whew! Did I just say I am all right?

Reprint permission to be sent to IMN at Crystal@imnedu.org. Article published, June 15, 2018 in the IMN E-letter.

Your pastor isn't as unhealthy as you might think | The Christian Century

"Being a pastor is much more difficult than it used to be," said Bloom. "I think the ecosystem is not as conducive to flourishing: the demands are higher, the support systems are not as strong. As churches have seen their membership rolls drop, they have responded in ways that have sometimes been very detrimental to the well-being of clergy."

<https://www.christiancentury.org/article/features/your-pastor-isn-t-unhealthy-you-might-think>

[Images for Your pastor isn't as unhealthy as you might think | The Christian Century](#)

[Images for "Being a pastor is much more difficult than it used to be."](#)

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

The Lutheran magazine in its November 2014 edition reported that a large wave of ELCA clergy are expected to retire.

Get set for clergy retirement wave - The Lutheran Magazine

Age, perspectives will change the face of the ELCA

ELCA pastors are getting younger. It's not that our beloved, gray-haired pastors are suddenly dropping 20 years (and 50 pounds) and having play-lists of the latest rock stars banging in their ears as they write sermons. The reason is that a large number of pastors are reaching retirement age this year and in the years ahead. As these leaders depart from active ministry, the face of the ELCA pastorate will change and become younger, both in age and outlook. The numbers are clear. The ELCA ministerium is not wholly older, but a significant percentage is more likely to carry AARP membership cards in their wallets than credit cards from the Gap.

http://www.thelutheran.org/article/article.cfm?article_id=12299

[Images for Get set for clergy retirement wave - The Lutheran Magazine](#)

<https://www.livinglutheran.org/contact-us/>

<https://www.livinglutheran.org/issues/>

I can corroborate that assessment anecdotally from my home congregation in which 4 sons of the congregation and 1 daughter were ordained 1978-87.

Immanuel Lutheran Church, Story City, IA / About Us / Our History

Sons and Daughters of Congregation

Theodore Heimarck

Harry Molstre

Melvin Sucher

Russell Anderson - ordained 1978

Lowell Bolstad - ordained 1980

Daniel Sanderson - ordained 1980

Nancy Jewell - ordained 1981

Rod Larson - ordained 1987

Sandy Anenson - commissioned as ELCA Associate in Ministry 1992

Trevor Soderstrum - presently serving Mackey Church

<http://storage.cloversites.com/immanuellutheranchurch4/documents/Centennial%20History%20of%20Immanuel--1998.pdf>

[Images for Immanuel Lutheran Church, Story City, IA / About Us / Our History](#)

Blogger Thom Rainer points out that there will be an abundance of pastors looking for interim positions.

What Happens When Boomer Pastors Retire? - Thom Rainer

3. There will be an abundance of qualified pastors for interim and bi-vocational positions. These Boomer pastors will not be idle. They will be seeking other ministry opportunities, particularly positions with part-time pay to supplement their incomes.

<http://thomrainer.com/2014/09/happens-boomer-pastors-retire/>

[Images for What Happens When Boomer Pastors Retire? - Thom Rainer 3. There will be an abundance of qualified pastors for interim and bi-vocational positions.](#)

<http://thomrainer.com/2017/12/four-considerations-baby-boomer-pastors/> #4

<http://thomrainer.com/2017/03/age-pastor-retire-ten-diagnostic-questions/>

<http://thomrainer.com/2017/12/ten-critical-trends-churches-2018/> #2

I discovered a 1988 assembly report and directory at one of the congregations I was serving in October of 2016 and contrasted that to the present. As best as I could figure...

Assembly Report and Directory June 2-4, 1988 - University of Wisconsin-Stout - Menomonie, Wisconsin
211 congregations – 185 ordained pastor positions

10/7/2016

[Northwest Synod of Wisconsin | Home](#)

The Northwest Synod of Wisconsin is one of 65 synods of the Evangelical Lutheran Church in America. We are comprised of 199 congregations, over 93,000 members, and over 300 clergy and rostered leaders.

<http://nswsi.org/>

[Images for Northwest Synod of Wisconsin](#)

Find a Congregation - Evangelical Lutheran Church in America

<http://www.elca.org/tools/FindACongregation> by Synod

[Images for Congregation - Evangelical Lutheran Church in America](#)

<http://search.elca.org/Pages/WorldMap.aspx?Type=Synod&Synod=5H%20-%20Northwest%20Synod%20of%20Wisconsin,%20ELCA&Language=>

153	Ordained pastor positions
3	Synodically Authorized Positions
2	Other

After the COVID-19 pandemic, some pastors who retired what they thought comfortably may ask the judicatory for opportunities. There will be less positions now and into the future than there were in the past.

Intentional Interim Pastors are entrusted with the responsibilities of pastoral ministry, transition dynamics, and call process. The awareness of this workload should disabuse potential candidates of any notion of taking it easy in intentional interim ministry. Potential candidates for intentional interim ministry also may need to be disabused of the notion that they can ride into town, shake things up, and then shake the dust off their feet on the way to the next town.

Grace for the Journey: Practices and Possibilities for In-between Times [George B. Thompson, Beverly A. Thompson]

At a time of much hand-wringing about the future of congregations, George and Beverly Thompson offer a refreshing alternative to anxiety. Grounded in Scripture and loaded with helpful spiritual practices, the book they have written offers a perfect mix of advice, illustration, and insight. I cannot imagine a single parish that would not find something of value in this great little book. If you are looking for a fresh outpouring of energy and hope in your church, *Grace for the Journey* is just the right thing for you.

(Joanna M. Adams, Pastor, Morningside Presbyterian Church, Atlanta, GA)

I am being flooded with emails this week from lay victims of one more attempt by a pastor to 'take the kingdom by force,' to bring change in a congregation through an authoritarian blitz. If that pastor would read the Thompsons' *Grace for the Journey* he would find out why he is doomed to failure and what alternative assets of church leadership (attention, discernment, imagination, and articulation) would have served him better.

(Lewis A. Parks, Professor of Theology, Ministry, and Congregational Development, Wesley Theological Seminary, Washington, DC)

Every community of faith journeys through periods of transition. In *Grace for the Journey: Practices and Possibilities for In-Between Times*, authors Beverly and George Thompson invite congregations to open themselves to the grace-filled possibilities that accompany these in-between periods. Drawing on biblical examples and contemporary experience, the authors invite the community of faith to see transitional times as an opportunity to develop deeper spiritual awareness of God's call on its communal life--a call that opens up fresh potential even as it calls us to consider what familiar things may need to change. As pastors and teachers with experience in congregations across the country, the Thompsons serve as your travel guides, accompanying you and your congregation as you walk through the wilderness of transitional times to the hope-filled possibilities on the horizon.

About the Authors

Beverly and George Thompson serve as a ministry team as pastors, seminary teachers, authors, and as congregational consultants. George is a founding member of the Academy of Religious Leadership. Among his book titles are *How to Get Along with Your Church* and *Church on the Edge of Somewhere*. Beverly is the author of *A Spiritual Companion to How to Get Along with Your Church*. Currently the Thompsons serve as the Missional Transformation Coaches for Coastal Carolina Presbytery and co-pastors at Red Springs Presbyterian Church, N.C.



<http://www.amazon.com/Grace-Journey-Practices-Possibilities-In-between/dp/1566994209>

<https://www.goodreads.com/book/show/12669454-grace-for-the-journey>

<https://rowman.com/ISBN/9781566995375/Grace-for-the-Journey-Practices-and-Possibilities-for-In-between-Times>

<https://www.bajalibros.com/GL/Grace-for-the-Journey-George-B-Thompson-eBook-1372616>

<http://ctm.uca.edu.au/continuingeducation/review-grace-for-the-journey-practices-and-possibilities-for-in-between-times/>

<http://astore.amazon.com/interimini06-20/detail/1566994209>

<https://books.google.com/books?isbn=156699537X>

https://books.google.com/books/about/Grace_for_the_Journey.html?id=TfpYAwAAQBAJ
<http://ctm.uca.edu.au/continuingeducation/review-grace-for-the-journey-practices-and-possibilities-for-in-between-times/>
http://www.heartsandmindsbooks.com/booknotes/10_more_brand_new_books---man/
<https://albanroundtable.wordpress.com/2011/09/26/resources-and-comments-in-response-to-finding-yourself-in-the-in-between/>
<https://alban.org/archive/finding-yourself-in-the-in-between/>
<http://www.elizabethpresbytery.org/Resource%20Center%20ON%20THE%20WEB/Alban%20Institute%20Resources%202012.pdf>
<https://alban.org/archive/gone-fishing/>
<https://alban.org/graceforthejourney.aspx>
<http://www.lifeandleadership.com/book-summaries/thompson-grace-for-the-journey.html>
<http://presbycc.org/contact/>
<http://imnedu.org/wp-content/uploads/2012/05/Programs-2012.pdf>
<https://www.abebooks.com/book-search/author/beverly-a-thompson-george-b-thompson-jr/>
<https://wipfandstock.com/author/view/detail/id/186173/>
<https://www.facebook.com/george.b.thompson.3>
<http://presbycc.org/contact-us/contact/departments/Central/>
<http://www.minnesotavalleys.org/Resource%20Center.html>
<https://www.amazon.com/George-B.-Thompson/e/B001JRZMTM>
https://www.goodreads.com/author/show/1104766.George_B_Thompson_Jr
<https://www.amazon.com/Beverly-Thompson/e/B001K80FE8>
http://www.goodreads.com/author/show/1017011.Beverly_A_Thompson
 Images for George B. Thompson, Beverly A. Thompson
[Images for Grace for the Journey: Practices and Possibilities for In-between Times \[George B. Thompson, Beverly A. Thompson\]](https://www.alban.org/images-for-grace-for-the-journey-practices-and-possibilities-for-in-between-times-george-b-thompson-beverly-a-thompson)

Page 4

In addition, as one who is placed in certain circumstances where it is thought my experience, training, and insight may be helpful, my experience has been that the rate of change is increasing exponentially and that many of the presenting situations seem to be getting increasingly complicated. This rate of change increased even more so after the COVID-19 pandemic. In other words, intentional interim ministry is not for those pastors who can't make it in the installed pastorate and who are looking for a way out.

Resources

In the Interim: Strategies for Interim Ministers and Congregations [Barbara Child, Keith Kron]

A period of interim ministry poses unique challenges and opportunities for both congregations and ministers. Much more than a “caretaker” ministry, an interim ministry can help a congregation navigate and get the most out of a time of transition. In this practical and insightful volume, interim ministers and other congregational leaders provide a road map for a transformative and fulfilling interim period.

<http://www.amazon.com/In-Interim-Strategies-Ministers-Congregations-ebook/dp/B00C2EYMFQ>
<http://www.goodreads.com/book/show/21873035-in-the-interim>
<https://books.google.com/books?isbn=1558967028>
https://books.google.com/books/about/In_the_Interim.html?id=2UR6b-Hq6UC
<https://www.youtube.com/watch?v=gM4Rv2S3SfM> In the Interim: Strategies for Interim Ministers and Congregations - YouTube
<https://www.youtube.com/watch?v=LkJclFGMqCA> Ministerial Transitions with Keith Kron - The VUU #55 - YouTube
<http://www.uua.org/directory/people/barbara-child>
<http://www.uua.org/?centerpresenterlist>
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<http://esuc.org/speaker/rev-keith-kron/>
 Images for Barbara Child, Keith Kron authors

[Images for In the Interim: Strategies for Interim Ministers and Congregations \[Barbara Child, Keith Kron\]](https://www.alban.org/images-for-in-the-interim-strategies-for-interim-ministers-and-congregations-barbara-child-keith-kron)

Ranking The 9 Toughest Leadership Roles - Forbes

5. Pastor, Rabbi, Mullah or other Holy Leader

Pros: You're seen as a man or woman of God, and what you say gets taken seriously, at least momentarily.

Cons: “Being a pastor is like death by a thousand paper cuts,” says Rev. Dr. Ken Fong, senior pastor at Evergreen Baptist Church in Rosemead, California and a program director at Fuller Theological Seminary in Pasadena. “You're scrutinized and criticized from top to bottom, stem to stern. You work for an invisible, perfect Boss, and you're supposed to lead a ragtag gaggle of volunteers towards God's coming future. It's like herding cats, but harder.”

Adds Rob Jackson, interim pastor at Hilliard Presbyterian Church in Columbus, Ohio: “I've managed people in a traditional office and also in a church—and one of the major differences between is most of the workers in a church are volunteers who will *not* do something just because it's their job. Managers of volunteers must always lead by demonstrating a vision for our mission and how their work fits into it.”

<https://www.forbes.com/sites/robashghar/2014/02/25/ranking-the-9-toughest-leadership-roles/#7b5138844e2b>
 Images for Ranking The 9 Toughest Leadership Roles - Forbes 5. Pastor, Rabbi, Mullah or other Holy Leader
<https://www.christianpost.com/news/forbes-pastors-have-one-of-the-toughest-leadership-roles-but-not-as-tough-as-stay-at-home-moms.html>

7 Ways an Interim Pastor can help a Church in Transition – Healthy Growing Churches.

Effective interim pastors should be people called to that ministry and not people marking time until retirement, or retirees “just keeping their hand in”, or people who have repeatedly failed as pastors. Interim pastors may work part-time, or full-time depending on the needs and size of the church. It should be very, very rare for an interim pastor to become the next pastor of the church. If he wants to be the permanent pastor, he should apply for that job, and not accept the interim position. The interim needs to be a free agent, able to do what is best to prepare the church for its next chapter.

<https://healthygrowingchurches.com/7-ways-interim-help/>

[Images for 7 Ways an Interim Pastor can help a Church in Transition – Healthy Growing Churches.](#)

Six Reasons the Role of Interim Pastor Is Changing Dramatically - Thom Rainer

Today, the role of interim pastor is changing, becoming more complex, and carrying higher expectations. Why is this dramatic change taking place?

<https://thomrainer.com/2018/11/six-reasons-the-role-of-interim-pastor-is-changing-dramatically/>

[Images for Six Reasons the Role of Interim Pastor Is Changing Dramatically - Thom Rainer](#)

<https://www.christianpost.com/voice/6-reasons-the-role-of-interim-pastor-is-changing-dramatically.html>

<https://he-il.facebook.com/Thom.S.Rainer/posts/new-six-reasons-the-role-of-interim-pastor-is-changing-dramatically-httpbitly2sq/2071785829548069/>

<http://thomrainer.com/2017/05/ten-reasons-difficult-pastor-today/>

<http://thomrainer.com/2017/06/five-terrible-reasons-enter-vocational-ministry/>

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<http://thomrainer.com/2017/07/seven-dangers-last-years-ministry/>

<http://thomrainer.com/2017/08/why-it-takes-five-to-seven-years-to-become-the-pastor-of-a-church/>

<http://thomrainer.com/2017/10/five-difficult-pastors-follow/>

<http://www.pastorshelper.com/category/difficult-issues/>

<http://thomrainer.com/2017/09/ten-unfair-expectations-pastors-wives/>

<http://thomrainer.com/2014/03/eight-of-the-most-significant-struggles-pastors-face/>

<http://thomrainer.com/2017/08/before-you-fire-your-pastor/>

<http://thomrainer.com/2017/08/ten-tough-pieces-advice-pastors-trouble-receiving/>

<http://thomrainer.com/2017/07/top-ten-surprises-new-pastors/>

<https://churchleaders.com/pastors/pastor-articles/163027-thom-rainer-secret-pain-pastors-revealed-ministry-depression-secret-pain-pastors.html>

<https://www.sermoncentral.com/pastors-preaching-articles/sermoncentral--5-tough-challenges-for-any-pastor-1292>

Why Ministry is Harder than It Was a Decade Ago – Carey Nieuwhof

I am an eternal optimist when it comes to the church, but I agree that ministry is more challenging than it's ever been.

<http://careynieuwhof.com/2016/03/ministry-actually-difficult-decade-ago/>

[Images for Why Ministry is Harder than It Was a Decade Ago – Carey Nieuwhof](#)

<https://careynieuwhof.com/tag/which-ministry-is-harder-than-it-was-a-decade-ago/>

[Why Ministry is Harder Than It Was a Decade Ago - Pinterest](#)

<https://careynieuwhof.com/7-things-that-get-harder-as-your-church-grows/>

<https://careynieuwhof.com/9-things-worked-church-decade-ago-no-longer-work-today/>

<http://www.lifeway.com/leadership/2016/07/21/5iq-episode-112-lies-leaders-believe-with-carey-nieuwhof/>

As a tongue-in-cheek aside, it could be mentioned that there is a personality quiz for primitive survival rating. There are even experts who give ratings based on skills, experience, and mentality.

Resources

PRIMITIVE SURVIVAL RATING (PSR) TEST - Personality Quiz

Think you could do better in the wild than in the wild than Samuel or Bear Grylles from TV? Before you experiment with getting wacky in the wilderness, see how you stack up on the Primitive Survival Rating scale and if you have what it takes to survive in the wild?

<https://uquiz.com/tH3hpC>

[Images for PRIMITIVE SURVIVAL RATING \(PSR\) TEST - Personality Quiz](#)

<http://www.discovery.com/tv-shows/naked-and-afraid/psr-breakdown/>

338 best Primitive Living images on Pinterest

<https://www.pinterest.com/cjwhmaye/primitive-living/>

[Images for Primitive Living on Pinterest](#)

<https://www.pinterest.com/equip2survive/primitive-skills/>

<https://www.pinterest.com/donredfox/primitive/>

<https://www.pinterest.com/chadlauritzenjr/primitive-survival-weaponry/>

<https://www.pinterest.com/jakejdaniel/primitive-survival-bushcraft/>

[Images for primitive survival pinterest](#)

<https://www.pinterest.com/n8erboy/primitive-living/>

<https://www.pinterest.com/apocsurvivalist/primitive-shelter/>

Who knows? Perhaps, someday someone will come up with an Interim Survival Rating (ISR) Test – Personality Quiz. Maybe there will even be experts to rate candidates on ISR.

Resources

A Proposed Psychological Assessment Protocol for Applicants to Religious Life in the Roman Catholic Church

This paper proposes a psychological assessment protocol for applicants to religious life in the Roman Catholic church. While most Catholic religious orders, seminaries, and dioceses require applicants to complete some type of psychological evaluation prior to entrance into seminary, there is no established standard or protocol suggested for conducting these evaluations. The current proposed assessment protocol provides those conducting or receiving these evaluations with a comprehensive foundation from which they can add or delete components to meet their specific needs. Furthermore, the utilization of a standard clergy assessment protocol creates the opportunity for the establishment of a national database useful for conducting research concerning clergy applicants.

<https://www.scu.edu/media/college-of-arts-and-sciences/psychology/documents/Plante-clergy-paper-1998-2.pdf>

[Images for Psychological Assessment Protocol for Applicants to Religious Life](#)

Candidacy - Evangelical Lutheran Church in America

Candidacy is the process of discernment and preparation leading individuals to approval for public ministries of the ELCA.

<http://www.elca.org/candidacy/>

[Images for Candidacy - Evangelical Lutheran Church in America](#)

Clergy Candidacy Process and Assessment - The Ecumenical Center for Education, Counseling, Health.

Psychological assessment serves the two major goals of the Candidacy process. First, to facilitate increased understanding of self by the candidate in the context of capacities for, and interests in, ministerial work; and second, to enable the church to examine with more accuracy the candidates who present themselves as aspirants for professional ministry.

<http://www.echr.org/counseling/clergy/>

[Images for Clergy Candidacy Process and Assessment](#)

[PDF] conference of bishops - Interim Ministry Association

9. Could a churchwide listing be developed of interim pastors, including such information as their potential for mobility or their particular skills for situations of special need? In my opinion, "No," unless or until a churchwide system of accreditation and accountability were developed. Perhaps such a system could be similar to that which exists for certification of chaplains. Some questions:

- a. Would such a **churchwide accreditation process for trained interim pastors** be helpful for synodical bishops?
- b. If developed, what elements should be included in any churchwide accreditation process for trained interim pastors?
- c. Would synodical bishops be interested in and willing to make recommendations in regard to those who should participate in interim training and accreditation?

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

[Images for churchwide accreditation process for trained interim pastors](#)

Northwest Synod of Wisconsin | Becoming a Leader

"Your candidacy journey begins when you contact your synod office. At the synod office, you will be directed to the person/s who can talk to you about your discernment journey and the candidacy process, what forms are necessary, and how to complete them.

A list of all of the required candidate forms is available in the candidacy resource page."

[Read more here](#)

Contact Randy Olson, Assistant to the Bishop for candidacy: 715-859-6810 rolson@nswi.org

<http://nswi.org/leadership/becoming-a-leader>

[Images for Northwest Synod of Wisconsin | Becoming a Leader](#)

What should you look for in a good interim pastor?

Training through the Interim Ministry Consortium or the Interim Ministry Network (IMN).

Participation in the Association of Presbyterian Interim Ministry specialists (APIMS) and/or IMN.

Experience as a pastor.

For experienced interim pastors, evidence of a good track record with congregations in transition.

Good references from presbytery staff, COM members, and/or elders in churches the Interim Pastor has served in the past.

Participation in continuing education that is not directly connected to interim ministry.

<http://oga.pcusa.org/section/mid-council-ministries/ministers/interim-pastors/>

[Images for What should you look for in a good interim pastor?](#)

In the meantime, if an interested pastor has prayed for direction and discernment, talked with a coach or mentor, read up on interim ministry, weighed the advantages and disadvantages, talked with judicatory officials, taken the discernment course and the intentional interim ministry training, and, in addition, carefully counted the cost, taken the workload into account, and still feels called by God to this specialized ministry, then may the Spirit be with such a pastor!

As for continued employment, consideration will be given to those best suited for interim ministry. I commend the advice, “Be so good they can’t ignore you.”

Resources

Born Standing Up: A Comic's Life: Steve Martin

The riveting, mega-bestselling, beloved and highly acclaimed memoir of a man, a vocation, and an era named one of the ten best nonfiction titles of the year by *Time* and *Entertainment Weekly*.

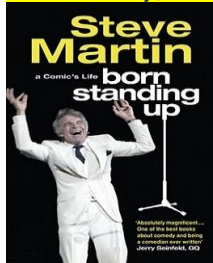
In the mid-seventies, Steve Martin exploded onto the comedy scene. By 1978 he was the biggest concert draw in the history of stand-up. In 1981, he quit forever. This book is, in his own words, the story of “why I did stand-up and why I walked away.”

Emmy and Grammy Award–winner, author of the acclaimed *New York Times* bestsellers *Shopgirl* and *The Pleasure of My Company*, and a regular contributor to *The New Yorker*, Martin has always been a writer. His memoir of his years in stand-up is candid, spectacularly amusing, and beautifully written.

At age ten Martin started his career at Disneyland, selling guidebooks in the newly opened theme park. In the decade that followed, he worked in the Disney magic shop and the Bird Cage Theatre at Knott’s Berry Farm, performing his first magic/comedy act a dozen times a week. The story of these years, during which he practiced and honed his craft, is moving and revelatory. The dedication to excellence and innovation is formed at an astonishingly early age and never wavers or wanes.

Martin illuminates the sacrifice, discipline, and originality that made him an icon and informs his work to this day. To be this good, to perform so frequently, was isolating and lonely. It took Martin decades to reconnect with his parents and sister, and he tells that story with great tenderness. Martin also paints a portrait of his times—the era of free love and protests against the war in Vietnam, the heady irreverence of *The Smothers Brothers Comedy Hour* in the late sixties, and the transformative new voice of *Saturday Night Live* in the seventies.

Throughout the text, Martin has placed photographs, many never seen before. ***Born Standing Up* is a superb testament to the sheer tenacity, focus, and daring of one of the greatest and most iconoclastic comedians of all time.**



<https://www.amazon.com/Born-Standing-Up-Comics-Life/dp/1416553657>

https://www.goodreads.com/book/show/773858.Born_Standng_Up

<https://www.barnesandnoble.com/w/born-standing-up-steve-martin/1103293231>

<http://www.simonandschuster.com/books/Born-Standing-Up/Steve-Martin/9781416553656>

<http://theschooloflaughter.com/so-good-they-cant-ignore-you/>

<http://www.robinsharma.com/blog/10/be-so-good-they-cant-ignore-you/>

<https://www.theguardian.com/books/2007/dec/02/film>

<https://lifehacker.com/5947649/steve-martins-advice-for-building-a-career-you-love>

<http://www.nytimes.com/2007/11/15/books/15masl.html>

<https://medium.com/quality-works/a-reflection-on-steve-martin-s-memoir-born-standing-up-864925198140>

<http://jamesclear.com/book-summaries/born-standing-up>

<http://www.npr.org/templates/story/story.php?storyId=16629674>

https://www.brainyquote.com/quotes/authors/s/steve_martin.html

<https://www.pinterest.com/katekkatkowski/steve-martin/>

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

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

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<https://www.amazon.com/Steve-Martin/e/B000AP7BIE>

https://www.goodreads.com/author/show/7103.Steve_Martin

[Images for comedian steve martin](#)

[Images for Born Standing Up: A Comic's Life: Steve Martin](#)

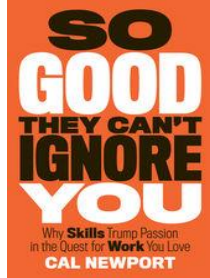
So Good They Can't Ignore You: Why Skills Trump Passion in the Quest for Work You Love by Cal Newport (Author)

In this eye-opening account, Cal Newport debunks the long-held belief that “follow your passion” is good advice. Not only is the cliché flawed—preexisting passions are rare and have little to do with how most people end up loving their work—but it can also be dangerous, leading to anxiety and chronic job hopping. After making his case against passion, Newport sets out on a quest to discover the reality of how people end up loving what they do. Spending time with organic farmers, venture capitalists, screenwriters, freelance computer programmers, and others who admitted to deriving great satisfaction from their work, Newport uncovers the strategies they used and the pitfalls they avoided in developing their compelling careers.

Matching your job to a preexisting passion does not matter, he reveals. Passion comes after you put in the hard work to become excellent at something valuable, not before.

In other words, what you do for a living is much less important than how you do it.

With a title taken from the comedian Steve Martin, who once said his advice for aspiring entertainers was to "be so good they can't ignore you," Cal Newport's clearly written manifesto is mandatory reading for anyone fretting about what to do with their life, or frustrated by their current job situation and eager to find a fresh new way to take control of their livelihood. He provides an evidence-based blueprint for creating work you love. SO GOOD THEY CAN'T IGNORE YOU will change the way we think about our careers, happiness, and the crafting of a remarkable life.



<https://www.amazon.com/Good-They-Cant-Ignore-You/dp/1455509124>

<https://www.goodreads.com/book/show/13525945-so-good-they-can-t-ignore-you>

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https://books.google.com/books/about/So_Good_They_Can_t_Ignore_You.html?id=ZW_coFi_h1QC

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<https://www.youtube.com/watch?v=qwOdU02SE0w> Cal Newport: "So Good They Can't Ignore You" | Talks at Google - YouTube

[Images for Cal Newport: "So Good They Can't Ignore You" | Talks at Google - YouTube](#)

<https://www.youtube.com/watch?v=DFjTD8v7XuU> Be Rare & Valuable: SO GOOD THEY CAN'T IGNORE YOU by Cal Newport | Core Message - YouTube

<https://www.youtube.com/watch?v=Yrgefbcqvw-E> So Good They Can't Ignore You Cal Newport Audiobook – YouTube

<https://www.youtube.com/watch?v=Hh1YWyz84T8> So Good They Can't Ignore You Why Skills Trump Passion in the Quest for Work You Love - YouTube

<https://www.youtube.com/watch?v=V4gFLCKEQvU> Cal Newport - Rules for Focused Success in a Distracted World - ManTalks Podcast #25 - YouTube

<https://www.youtube.com/watch?v=VqgVceFb6wI> Cal Newport on How to Be So Good They Can't Ignore You with Navid Moazzez

<https://www.youtube.com/watch?v=IIMu1PGbG-0> Cal Newport: "Follow Your Passion" Is Bad Advice – YouTube

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

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<http://people.cs.georgetown.edu/~cnewport/>

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https://www.goodreads.com/author/show/147891.Cal_Newport

[Images for Cal Newport \(Author\)](#)

[Images for So Good They Can't Ignore You: Why Skills Trump Passion in the Quest for Work You Love by Cal Newport \(Author\)](#)