

# Interim Ministry Resources

## Chapter 20 Prepare

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# Introduction

## An Intentional Interim Concept :: Interim Ministry Association

Commitment to New Leadership and to a New Future

When a congregation has developed a shared vision of its future and has sought to call a pastor to help lead it in moving into that future, there will probably be a new commitment both to that new leader and to that new future.

<http://interimministry.org/resources/an-intentional-interim-concept/>

[Images for Interim Ministry Commitment to New Leadership](#)

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

## APPROPRIATE GOALS FOR THE INTERIM PERIOD

### 8. Increase the Potential for a Successful Ministry by the Next Called Pastor

The interim pastor is future oriented. He/she is concerned with the coming of a new pastor and helps prepare the congregation for the new arrival. He or she also communicates any information that might be helpful to the new pastor.

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

[Images for GOALS FOR THE INTERIM PERIOD](#)

## How Firm a Foundation

How firm a foundation, ye saints of the Lord,  
Is laid for your faith in His excellent Word!  
What more can He say than to you He hath said,  
You, who unto Jesus for refuge have fled?  
Fear not, I am with thee, O be not dismayed,  
For I am thy God and will still give thee aid;  
I'll strengthen and help thee, and cause thee to stand  
Upheld by My righteous, omnipotent hand.

Text: J. Rippon, *A Selection of Hymns*, 1787, alt.

<http://www.cyberhymnal.org/htm/h/f/hfirmafo.htm>

<http://homeschoolblogger.com/hymnstudies/551473/>

[Images for How Firm a Foundation](#)

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

### Chapter 9.

#### ROSTERED MINISTER

- \*C9.06. At a time of pastoral vacancy, an interim pastor shall be appointed by the bishop of the synod with the consent of this congregation or the Congregation Council.
- \*C9.07. During the period of service, an interim pastor shall have the rights and duties in the congregation of a regularly called pastor and may delegate the same in part to a supply pastor with the consent of the bishop of the synod and this congregation or Congregation Council. The interim pastor and any rostered minister providing assistance shall refrain from exerting influence in the selection of a pastor. Unless previously agreed upon by the Synod Council, an interim pastor is not available for a regular call to the congregation served.
- \*C9.08. This congregation shall make satisfactory settlement of all financial obligations to a former pastor before calling a successor. A pastor shall make satisfactory settlement of all financial obligations to this congregation before beginning service in a call to another congregation or employment in another ministry setting related to the Evangelical Lutheran Church in America.

<https://www.elca.org/constitution> 2019 Model Constitution for Congregations

<https://download.elca.org> > ELCA Resource Repository > Model Constitution

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

[Images for Model Constitution for Congregations 2019 - ELCA Chapter 9. ROSTERED MINISTER time of pastoral vacancy](#)

## Salvation Is for All

But how are they to call on one in whom they have not believed? And how are they to believe in one of whom they have never heard? And how are they to hear without someone to proclaim him? And how are they to proclaim him unless they are sent? As it is written, "How beautiful are the feet of those who bring good news!"

oremus Bible Browser: Romans 10:14-15

<http://bible.oremus.org/?ql=74936063>

[Images for Salvation Is for All](#)

## Stages of the Interim Period

The congregation will pass through several stages during its interim period. Congregations that use these stages as intentional times of renewal and re-creation will be more prepared to greet their future confidently. The stages of the interim period are:

1. TERMINIATION At some point, every pastorate comes to an end. Terminations can be happy or sad, loving or angry, long expected or sudden. There are two sides to every termination, that of the pastor and that of the congregation. Farewells must be expressed, and the clergy exits.

2. DIRECTION FINDING There is some confusion on the part of the congregation as to what will happen when the pastor leaves – what to do and how to do it, who is in charge, where to find help, etc. What needs to be done until another resident pastor is on the scene? It is important for the congregation to work with the mission area staff to find out the answers to these questions.
3. SELF STUDY This is the work of the congregation in assessing who and what it is and what it needs to be in the future.
4. SEARCH This refers to all the activities that lead to developing a list of potential candidates, one of whom is to be selected to become the pastor. This stage involves getting the congregation's picture of itself (The Ministry Site Profile) and the pastor's picture of himself or herself into direct conversation. Finally, it comes down to face-to-face interaction – interviews.
5. NEGOTIATION The negotiations have to do with the specifications of the work, living arrangements, and compensation for the new pastor and family, as well as the relationship between the pastor and the congregation. (In reality much of this is done simultaneously with the decision.)
6. DECISION The formal decisions involve a vote by the Call Committee, a second vote for recommendation by the Congregational Council, a formal decision by the congregation, and the assent of the Bishop. On the other side is a fairly personal decision by the pastor and his or her family.
7. INSTALLATION Installation refers to all the activities concerned with getting the pastor on the scene and publicly acknowledged as the new pastor of the congregation. This is an event having to do with a congregation's entry into a new phase of its life and ministry.
8. START UP The patterns that get established in the first twelve to eighteen months are likely to rule the pastor and congregation for as long as the pastor and that congregation are related. After this process of congregational self-discovery and self-renewal, the congregation seeks a pastor whose skills will assist the congregation with its self-defined ministry/mission. **It's at this point in the interim process that we move to the second arena of development: clergy transition.**

[PDF] [Interim Ministry Handbook - Northern Texas – Northern Louisiana Mission Area](https://www.ntnl.org/wp-content/uploads/2014/01/Intrim-Ministry-Handbook-Congregatio.pdf)  
<https://www.ntnl.org/wp-content/uploads/2014/01/Intrim-Ministry-Handbook-Congregatio.pdf>  
[Images for clergy transition](#)

## John the Baptist

The Proclamation of John the Baptist

<sup>2</sup>As it is written in the prophet Isaiah,  
 "See, I am sending my messenger ahead of you,  
 who will **prepare** your way;  
<sup>3</sup>the voice of one crying out in the wilderness:  
 'Prepare the way of the Lord,  
 make his paths straight,'"

[oremus Bible Browser: Mark 1:2-3](#)

<http://bible.oremus.org/?version=nrsv&passage=Mark%201:1-8>

[Images for Proclamation of John the Baptist](#)

## Resources

### A Model of Interim Pastoral Coaches for Ohio Assemblies of God

While many powerful transitional leaders appear in the Old Testament, none are more poignantly engaged in interim ministry than the New Testament's **John the Baptist**, who, coming from the Judean desert, started his prophetic interim mission in the first century A.D.

<https://books.google.com/books?isbn=0549678808>

[Images for Model of Interim Pastoral Coaches](#)

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### A Study of the Effectiveness of Interim Pastors – Presbyterian Church (U.S.A.)

In many ways, an interim pastor is a modern day **John the Baptist**. As we know, John the Baptist had several missions. Two of these missions were: 1. to get the people of Israel to repent of their sins and be baptized and 2. to prepare the people of Israel for the coming of the Messiah. Likewise, the interim pastor has many missions. Two of them are: 1. to provide a church with the necessary day to day leadership during the period of transition and 2. to enable the Pastor or Associate Pastor Nomination to perform its important task of finding the next "shepherd" for the church. We praise God, the Commissions on Ministry, and our Presbyteries for our interim "shepherds". They fulfill a vital function within the church.

<https://www.pcusa.org/resource/study-effectiveness-interim-pastors/>

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

### Biblical Models of Interim Ministry – Clergy Leadership Institute

The other great transitional ministry in the Bible also took place in the wilderness and was that of **John the Baptist**. He stood between the Old and New. He prepared a way for the new by calling the people to repentance, to make a heartfelt change in the way they perceived themselves and God. Like Moses he did not get to see the fruits of his labor but saw that it was necessary for himself to diminish that Christ may increase.

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

[Appreciative Interim Ministry Articles - Clergy Leadership Institute](#)

<http://www.clergyleadership.com/resources/aim-articles.cfm#biblical> [Biblical Models of Interim Ministry](#)

## Images for Biblical Models of Interim Ministry

Commitment to New Leadership and to a New Future

**John the Baptist** also spoke of the joy in preparation and celebration of a wedding (John 3:28-29). The interim pastor can use this reference to help the congregation to compare welcoming a new pastor to a joyful wedding that requires much preparation. The effective interim shares the joy of the congregation and models the humility of John the Baptist. He or she will step into the background with a feeling of happiness for the congregation and for the new pastor.

**The Interim Pastor's Manual - Page 49 - Google Books Result**

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

Images for Congregation Commitment to New Leadership and to a New Future

Images for welcoming a new pastor

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.

<https://www.amazon.com/Interim-Pastors-Manual-Revised-Gripe/dp/0664500021>

<https://www.cokesbury.com/product/9780664500023/the-interim-pastors-manual-revised-edition/>

<https://www.christianbook.com/the-interim-pastors-manual/alan-gripe/9780664500023/pd/4500021>

<https://www.amazon.com/Alan-G.-Gripe/e/B001IYV8OO>

Images for Interim Pastor's Manual

Pastoral Transition

For the departing pastor, the central task is to leave well and prepare the way for a successor. **John the Baptist** often is cited as a model.

"His total life in ministry was preparing the way for another, even to the point where he tells his disciples to 'Quit following me and follow him,'" said the Rev. Kenneth Lambert, former coordinator for interim ministry training at the United Methodist-affiliated Intentional Growth Center in Lake Junaluska, N.C. "That is literally what the departing pastor has to say: 'Turn me loose and follow him.' But not many of us are humble enough to do that."

**The Western PA Conference - Pastoral Transition**

<http://www.wpaumc.org/pastoraltransition>

Images for Pastoral Transition

**[PDF]THE INTERIM PASTOR - PSWD**

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

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

Images for John the Baptist is an excellent model of an interim pastor

What Scriptural Application is there for Interim Ministry?

There is biblical precedent for the use of Interim Ministers? There was **John the Baptist** who in accordance with prophecy prepared the people for the Savior:

**Intentional Interim Ministry | Michigan District, LCMS**

<http://www.michigandistrict.org/congregations/vacancies/interim#scriptural>

Images for Scriptural Application for Interim Ministry

## **Biblical Leadership Transitions**

Moses to Joshua

**Resources**

**A Change In Leadership Sermon by Darrell Coats - SermonCentral.com**

Moses had been their leader for forty years plus. And now just as the Israelites were preparing to enter the land that God promised them, Moses was dying. Just before he died, Moses was allowed to see the Promised Land but he wasn't allowed to enter it. The change for the Israelites couldn't have been more dramatic. It was a change from **Moses to Joshua**.

<http://www.sermoncentral.com/sermons/a-change-in-leadership-darrell-coats-sermon-on-leadership-general-137784.asp>

Images for change from Moses to Joshua

**GOD ESTABLISHES JOSHUA AS MOSES' SUCCESSOR**

God establishes General Joshua as Moses' successor. Joshua confronted many daunting tasks ahead of him. As a new leader, his future was uncertain, and he might be fearful about his enemies. God gave General Joshua how to become a strong leader in the conquest of the Canaan land.

[http://www.washingtonubf.org/BibleMaterials/Misc/joshua1\\_msg.html](http://www.washingtonubf.org/BibleMaterials/Misc/joshua1_msg.html)  
[Images for GOD ESTABLISHES JOSHUA AS MOSES' SUCCESSOR](#)

### Leadership Transition - The Art of Transition - YWAM

We see here various issues of good and bad transitions, depending on level of instruction, modelling, mentorship, discernment about type of leadership needed, how gradual the transition is made, how controlling or collaborative... Looking more closely at Moses and Joshua:

The first mention of Joshua.

Sent to fight the Amalekites [Exodus 17:14](#).

Went up to the mountain of God as Moses' assistant; [Exodus 24:13](#).

When Moses left, Joshua stayed behind [Exodus 33:7-11](#).

Moses challenged Joshua [Numbers 11:29](#).

Joshua returned from spying, with faith [Numbers 13](#).

Moses developed a relationship with Joshua.

God instructed him to transition the leadership to Joshua [Numbers 27:18-23](#).

Joshua was commissioned before the entire public.

God instructed Moses to encourage and strengthen Joshua ([Deut. 1:38; 3:28; 31](#)). Joshua assumed leadership with God's encouragement and commissioning: [Joshua 1:1-9](#). Then verse 10, Joshua takes command. The people followed him (vss 16-18). God exalts Joshua in the sight of the people. Transition is complete.

[http://www.ywamkb.net/kb/Leadership\\_Transition\\_-\\_The\\_Art\\_of\\_Transition](http://www.ywamkb.net/kb/Leadership_Transition_-_The_Art_of_Transition)  
[Images for Leadership Transition - The Art of Transition](#)

### Moses offers an example of leadership transition – Baptist Standard

Change and transition are sometimes difficult matters for God's people. Moses knew that. That is why he began to prepare his people for a change in leadership. He knew how difficult it would be both for them and for Joshua, their new leader. Our text lends itself to five important principles about change and transition as suggested by the LifeWay commentator. They are spelled out in the last four chapters of Deuteronomy.

[http://assets.baptiststandard.com/archived/2002/2\\_11/pages/explore.html](http://assets.baptiststandard.com/archived/2002/2_11/pages/explore.html)  
[Images for Moses offers an example of leadership transition](#)

### [PDF] Passing the Mantle of Leadership

Passing the Mantle of Leadership: A D'var Torah on Parashat Vayeilech (Deut. 31:1–30)

Parashat Vayeilech is the shortest parashah in the Torah, consisting of only 30 verses. The narrative recounts a poignant transfer of authority from **Moses — who is well aware of his imminent demise — to Joshua**, his second in command.

[https://www.tbsec.com/downloads/torahcommentaries/Vayeilech\\_DvarTorah.pdf](https://www.tbsec.com/downloads/torahcommentaries/Vayeilech_DvarTorah.pdf)  
[Images for Passing the Mantle of Leadership](#)

### Passing the Torch (Deuteronomy 31:1-8, 34:1-12, Joshua 1:1-11)

God had forbidden **Moses** from entering Canaan. But even if God had allowed him to go in, his age made it essential to pick a successor. The time had come to pass the role of leadership to somebody else. However, the transition must have been extremely unsettling – both for the nation and for **Joshua** who was to take over. Consider:

<http://www.presbyterion.com/node/128>  
[Images for Passing the Torch](#)

### The Appointment of Joshua to be Moses' Successor

Moses, after having been the leader of his people for forty years, is at length to get his discharge. Nothing has yet been determined regarding a successor. The point is, on every account, too important to be left open till the present leader has passed away. A change of leadership, always hazardous, is especially hazardous when the army is in the field and the enemy is on the watch. If the Divine wisdom judged it necessary that Eleazar should be invested with the high priesthood before Aaron died, much more is it necessary that, before Moses lays down the scepter, a successor should be appointed and placed in command. We are now to see how this was done. The story, besides its intrinsic interest, which is not small, is interesting, moreover, on this account, that the mode of procedure prescribed and followed in this case furnished precedents which continue to be observed amongst us down to the present day. Three topics claim notice.

[http://biblehub.com/sermons/auth/binnie/the\\_appointment\\_of\\_joshua\\_to\\_be\\_moses%27\\_successor.htm](http://biblehub.com/sermons/auth/binnie/the_appointment_of_joshua_to_be_moses%27_successor.htm)  
[Images for Appointment of Joshua to be Moses' Successor](#)

### The Moses-Joshua Succession from Joshua 1:1-18

The transition from Moses' to Joshua's leadership constitutes one of the greatest examples of succession in the Bible. The biblical pages record many examples of botched succession; there are fewer examples where succession worked. The call of Joshua (1:1–18) highlights how this transition was choreographed and why it was effective. It will be insightful to begin with a careful look at this powerful passage.

[http://enrichmentjournal.ag.org/200902/200902\\_000\\_moses\\_joshua\\_succession.cfm](http://enrichmentjournal.ag.org/200902/200902_000_moses_joshua_succession.cfm)  
[Images for Moses-Joshua Succession from Joshua 1:1-18](#)  
<http://enrichmentjournal.ag.org/archive.cfm>  
<https://www.facebook.com/pages/category/Magazine/Enrichment-journal-103362513030988/>

### Transition of Leadership: Moses to Joshua - Aish.com

For a nation, there can be no greater transformation than going from nomadic dwelling in the desert, to living in one's homeland. On the other hand, the Torah is unchanging and immutable. How should the Jewish people move from one type of existence to another, while remaining true to Torah ideals?

Even more basically, how does one prepare for such change? By definition, change is something new and usually unexpected. How do you choose someone who can adapt to these new situations? And how do you train that person?

In the nascent Jewish nation, there was one person who had demonstrated the potential to achieve a successful transition of leadership from Moses: Joshua.

<http://www.aish.com/jl/b/chumash/Chumash-Themes-23-Transition-of-Leadership-Moses-to-Joshua.html>

[Images for Transition of Leadership: Moses to Joshua](#)

### Elijah to Elisha

#### Resources

**LET ME INHERIT A DOUBLE PORTION OF YOUR SPIRIT** Message: 2 Kings 2:1-25

Today

This passage is the story of a leadership transition from **Elijah to Elisha**. Elijah's departure to heaven was imminent, and Elisha becomes Elijah's successor.

<http://washingtonubf.org/BibleMaterials/2Kings/2kings2m.html>

[Images for transition from Elijah to Elisha](#)

#### The Transfer of Prophetic Leadership to Elisha (2 Kings 2:1-3)

Second Kings 2 describes the transition of prophetic leadership from Elijah to Elisha.

<http://fortloganchurchofchrist.com/transfer-of-prophetic-leadership-to-elisha.html>

[Images for Transfer of Prophetic Leadership to Elisha](#)

#### Transition from Elijah to Elisha | mefchurchblog

When successful leaders left their organizations (religious or secular, for profit or non-profit), have you ever said yourself or heard other says, "Those are going to be really 'big shoes' to fill." The transition from Elijah to Elisha was one such moment in the Bible (2 Kings 2).

<https://mefchurchblog.wordpress.com/2013/07/01/transition-from-elijah-to-elisha/>

[Images for Transition from Elijah to Elisha](#)

Transition is never easy.

Whether it's from one generation to the next, from one president to the next, or from one pastor to the next, the transfer of leadership can produce tension and anxiety in any community. This was certainly the case with **Elijah and Elisha** and their prophetic community in 2 Kings 2. Today's portion marks the conclusion of Elijah's career, the point at which he must concede his power and position to his younger apprentice, Elisha.

**2 Kings 2:1-2, 6-14** Commentary by Karla Suomala

[https://www.workingpreacher.org/preaching.aspx?commentary\\_id=1732](https://www.workingpreacher.org/preaching.aspx?commentary_id=1732)

[Images for transition from one pastor to the next](#)

[Images for transfer of leadership](#)

### Joshua to Judges

#### Resources

**"After Joshua Died" — An Introduction to Judges: Judges 1:1-3:6**

Nobody Likes Change: The Death of Joshua

We saw in Week 2 that the book of Joshua begins, "After the death of Moses" (Joshua 1:1). Now we see that the book of Judges begins, "After the death of Joshua" (Judges 1:1). Clearly, this repetition points out that in each book a new phase of life begins for Israel.

<http://blog.spu.edu/lectio/after-joshua-died-an-introduction-to-judges/>

[Images for After the death of Joshua](#)

#### Joshua, Judges, and 1 and 2 Samuel - CliffsNotes

Joshua, in accordance with the instruction that he receives, gathers representatives of all the people in one place and delivers to them the statutes and ordinances given by Moses. In a battle with the Gibeonites, Joshua commands the sun and moon to stand still, with the result that the day is lengthened, thus enabling Joshua's forces to achieve a remarkable victory over their enemies. The latter chapters of the book describe the division of the land among the various tribes. The authors of this book were evidently interested in personalities. They had a very high regard for Joshua, ranking him as second only to Moses. The farewell address that this hero delivers before all Israel praises Yahweh for the victories that he has given and counsels the people to remain faithful to the god who has already done so much in their behalf.

Judges

Really a continuation of the history in Joshua, the Book of Judges' central theme is the settlement in the land of Canaan, a period that preceded the establishment of the monarchy. Although the leaders of the people were known as judges, their chief function was not that of deciding cases of law but rather providing political and military leadership in times of crises. These crises occurred one after another in rapid succession, indicating quite clearly that after the death of Joshua, the situation that the Israelites faced was chaotic. Whenever conditions became intolerable, a leader would arise and deliver his people from the

hands of the enemy. But the victory would never bring about anything more than temporary relief. Within a short time, a new crisis would develop, and the cycle of events would be repeated.

<http://www.cliffsnotes.com/literature/o/old-testament-of-the-bible/summary-and-analysis/joshua-judges-and-1-and-2-samuel>  
[Images for Joshua, Judges, and 1 and 2 Samuel](#)

### Seasons & Transitions in Your Life and Walk with God

It's interesting to note how often major transitions in Israel's history are signaled by the transitions of leadership: Moses to Joshua, **Joshua to the judges**, the judges to the kings and so on.

<https://books.google.com/books?isbn=1600342485>  
[Images for Joshua to the judges](#)

## Samuel to Saul

### Resources

#### Bible: The Old Testament: The First Book of Samuel

God tells Samuel who should be king, and the following day, a man named **Saul appears before Samuel**, inquiring about some lost donkeys. Samuel pours oil over Saul's head to anoint him as king, and God provides a series of mystical signs to assure Saul that he should be king. Saul, who is a head taller than the average man, pleases the Israelites as king and leads them in rescuing an Israelite outpost from invasion. Stepping down as Israel's leader, Samuel encourages the people that, so long as they are obedient to God's laws, God will not punish them for requesting a king.

<http://www.sparknotes.com/lit/oldtestament/section8.rhtml>  
[Images for Saul appears before Samuel](#)

### Samuel's Speech at Saul's Coronation

<sup>6</sup> Then Samuel said to the people, "It is the LORD who appointed Moses and Aaron and brought your ancestors up out of Egypt. <sup>7</sup> Now then, stand here, because I am going to confront you with evidence before the LORD as to all the righteous acts performed by the LORD for you and your ancestors.

<sup>8</sup> "After Jacob entered Egypt, they cried to the LORD for help, and the LORD sent Moses and Aaron, who brought your ancestors out of Egypt and settled them in this place.

<sup>9</sup> "But they forgot the LORD their God; so, he sold them into the hand of Sisera, the commander of the army of Hazor, and into the hands of the Philistines and the king of Moab, who fought against them. <sup>10</sup> They cried out to the LORD and said, 'We have sinned; we have forsaken the LORD and served the Baals and the Ashtoreths. But now deliver us from the hands of our enemies, and we will serve you.' <sup>11</sup> Then the LORD sent Jerub-Baal, <sup>[a]</sup> Barak, <sup>[b]</sup> Jephthah and Samuel, <sup>[c]</sup> and he delivered you from the hands of your enemies all around you, so that you lived in safety.

<sup>12</sup> "But when you saw that Nahash king of the Ammonites was moving against you, you said to me, 'No, we want a king to rule over us'—even though the LORD your God was your king. <sup>13</sup> Now here is the king you have chosen, the one you asked for; see, the LORD has set a king over you. <sup>14</sup> If you fear the LORD and serve and obey him and do not rebel against his commands, and if both you and the king who reigns over you follow the LORD your God—good! <sup>15</sup> But if you do not obey the LORD, and if you rebel against his commands, his hand will be against you, as it was against your ancestors.

<sup>16</sup> "Now then, stand still and see this great thing the LORD is about to do before your eyes! <sup>17</sup> Is it not wheat harvest now? I will call on the LORD to send thunder and rain. And you will realize what an evil thing you did in the eyes of the LORD when you asked for a king."

<sup>18</sup> Then Samuel called on the LORD, and that same day the LORD sent thunder and rain. So, all the people stood in awe of the LORD and of Samuel.

<sup>19</sup> The people all said to Samuel, "Pray to the LORD your God for your servants so that we will not die, for we have added to all our other sins the evil of asking for a king."

<sup>20</sup> "Do not be afraid," Samuel replied. "You have done all this evil; yet do not turn away from the LORD, but serve the LORD with all your heart. <sup>21</sup> Do not turn away after useless idols. They can do you no good, nor can they rescue you, because they are useless. <sup>22</sup> For the sake of his great name the LORD will not reject his people, because the LORD was pleased to make you his own. <sup>23</sup> As for me, far be it from me that I should sin against the LORD by failing to pray for you. And I will teach you the way that is good and right. <sup>24</sup> But be sure to fear the LORD and serve him faithfully with all your heart; consider what great things he has done for you. <sup>25</sup> Yet if you persist in doing evil, both you and your king will perish."

#### 1 Samuel 12:6-25 NIV

<https://www.biblegateway.com/passage/?search=1+Samuel+12%3A6-25&version=NIV>  
[Images for Samuel's Speech at Saul's Coronation images](#)

## Saul to David

### Resources

#### The Saul David Transition - Apostolic Paradigms

The transition from Saul to David typically foreshadows a revolution occurring in the church right now.

Many across the western church, including market researchers such as George Barna, are now recognizing on empirical grounds (through measuring trends) that a revolution is occurring. Barna forecasts that over the next two decades the 70% of Christians who currently attend traditional church will reduce to 30% – and the 30% currently outside of it will increase to 70%! But what is the cause of this massive shift and where is it heading? Is it just a phenomenon of human reaction to institutional inertia, or is there something far more fundamental: something not only institutionally subversive, but something of God – something cosmically invasive, and even eschatological?

In this three part series, I will show that David typifies the new order of the kingdom, involving revolutionary transitions in six areas: *paradigm, heart, purpose, structure, leadership, and principle.*

<http://www.apostolicparadigms.com/Orton/SaulDavid/sauldavid.htm>

[Images for Saul David Transition](#)

### Three Leaders in Transition: David, Saul, and Jonathan

Jonathan is the figure of interest, because he is the young transitional leader; he is the one whose loyalty is divided. He is caught between Saul and David, between one leadership paradigm and another. To make a huge jump, he can be seen as the young leader caught between the traditional (or inherited), attractional church and the missional-emerging church. (See Stuart Murray, *Church After Christendom*).

<http://nextreformation.com/wp-admin/general/david-jon.htm>

[Images for Leaders in Transition: David, Saul, and Jonathan](#)

## David to Solomon

### Resources

#### 1 Chronicles 28:1-29:30 David Transfers the Kingdom and Charges Solomon - Enter the Bible

Thus, 1 Chronicles closes with a picture of unanimous, generous, enthusiastic support of the Jerusalem temple by all the people and their divinely designated leaders, David and Solomon. Yet, with all the energy that has been expended on the temple, we are left with the strong impression that Israel's God is the true center of the picture, since it is worship of God that is of the very essence of the temple.

[https://www.enterthebible.org/Controls/feature/tool\\_etb\\_resource\\_display/resourcebox.aspx?selected\\_rid=565&original\\_id=33](https://www.enterthebible.org/Controls/feature/tool_etb_resource_display/resourcebox.aspx?selected_rid=565&original_id=33)

[Images for David Transfers the Kingdom and Charges Solomon](#)

#### The Transition from David to Solomon

David was now 70 years of age and worn and feeble from his stressful earlier life. Unlike the kings and rulers of other nations, he did not wait till he died, but he established [Solomon](#) as king as commanded by God while he was still in his right mind and could see to a smooth transfer of power. For Solomon to have a smooth transfer of power, it was David's and the Lord's intention to remove anything that could cause dissension and disaffection as it was [done in heaven](#) when Satan sinned.

[http://www.specialtyinterests.net/the\\_transition.html](http://www.specialtyinterests.net/the_transition.html)

[Images for Transition from David to Solomon](#)

[www.pilgrimgram.com/2009/02/transition-from-david-to-solomon.html](http://www.pilgrimgram.com/2009/02/transition-from-david-to-solomon.html)

<https://prezi.com/ylbbs6nskaoc/transition-david-to-solomon/>

#### Three Seasons of Charismatic Leadership: A Literary-Critical and Theological Interpretation of the Narrative of Saul, David and Solomon (Regnum Studies in Mission) [Tamas Czovek]

The Transition in Leadership

Israel had gone through the crucial period of the founding of the state. To this end Yahweh raised up charismatic military deliverers. With the state of Israel firmly established, God's people needed a different type of leadership for a different socio-political situation – this was David's task. His successor Solomon emerged not in a national but in a court crisis, a coup. This, however, was not only a court crisis. What was going on in the royal palace revealed a national crisis, albeit different in character and degree from those in 1-2 Samuel. Then national survival was at stake, and David duly demonstrated his charisma by averting outside military threats and uniting the tribes in his kingdom. With the threats averted Israel became a regional power. What Solomon was to achieve was the social, political, and economic stability Israel and Judah, they were to become a powerful united nation.

<https://books.google.com/books?isbn=1870345487>

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This research is an investigation into the charismatic leadership of Saul, David, and Solomon. Regarding methodology the study is a synchronic reading and is keen to demonstrate the theology explicit or implicit in the text. This study assumes that charismatic leaders emerge in crisis situations and in order to resolve the crisis by the charisma granted by God. In regard to Saul, the book argues that Saul proved himself a charismatic leader as long as acting resolutely and independently from Samuel, his mentor. He failed, however, because in Samuel's shadow he could not establish himself as a charismatic leader. David was successful because of his autonomy and resolution. Also, he was a successful charismatic leader as long as he remained independent. King David, however, was gradually sidelined by Joab. Another major theme of the David narrative is the clash between the concepts of charismatic military leadership and that of oriental kingship. David's military leadership and the charisma related to it are constantly challenged by the concept of oriental kingship. Although at his emergence he had lacked charisma, Solomon wisely chose the leadership skills needed to lead Israel. Attention is, however, drawn to the tensions between Solomon's leadership benefiting Israel and the royal pretension manifest in royal projects. The relationship of the new charismatic leader with the old leader is scrutinized: how the new leader is appointed, how he emerges, how the old persists--in short, the transition and succession in leadership. An evaluation of the activity of the charismatic follows; could he resolve the crisis from which he emerged and for which he was granted God's spirit? To what extent were these leaders charismatic?

<http://www.amazon.com/Three-Seasons-Charismatic-Leadership-Literary-Critical/dp/1597529214>

<https://www.barnesandnoble.com/w/three-seasons-of-charismatic-leadership-tamas-czovek/1112053509>

<https://wipfandstock.com/three-seasons-of-charismatic-leadership.html>

[Images for Narrative of Saul, David and Solomon](#)

[Images for Regnum Studies in Mission](#)



## Solomon to Rehoboam

### **Resources**

#### **LeadershipNext: Changing Leaders in a Changing Culture**

The failure to value the past and to listen to the wisdom of the elders can have dire consequences. A classical biblical example of this is found in the story of transition between **King Solomon and his son Rehoboam**.

<https://books.google.com/books?isbn=0830876138>

[Images for transition between King Solomon and his Rehoboam](#)

#### **Transition of Leadership: Part I (A Not So Smooth Passing of the Baton)**

In Chapter 10, the transition of power from **Solomon to Rehoboam**, his son, is a clear example of how not to do leadership transition.

<http://poimenministries.com/2011/a-not-so-smooth-passing-of-the-baton-transition-of-leadership%25e2%2580%2594part-i>

[Images for Transition of Leadership Passing of the Baton](#)

[Images for transition of power from Solomon to Rehoboam](#)

#### **TRANSITIONS - Stepping into the Shoes of a Predecessor Mastering the Art of Taking over from Someone Ahead of You by Dr. Al M. Reimer**

**Rehoboam** should have learned the lessons of selfish leadership and spiritual compromise seen in his father, but he was not about to change what he had grown up with. Josephus writing in his antiquities as he analyzed this **successor to Solomon**, stated: "Rehoboam was a proud and foolish man and despised the worship of God, till the people themselves imitated his wicked actions." (Antiquities VII, x, 2).

<https://books.google.com/books?isbn=1460207114>

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*Stepping Into The Shoes of a Predecessor* is an attempt to help pastors, churches, organizations and ministries to better understand the process and aspects of ministry transition. Transfer of responsibility and authority often entails much more than is recognized on the surface, with issues and circumstances arising that can either enhance or deter the potential opportunities and/or success of such transitions.

In this book, the author has examined eighteen biblical occasions of authority transitions from which he has drawn observations, principle, and lessons that can be applied to almost any situation today.

<http://www.amazon.com/TRANSITIONS-Stepping-Predecessor-Mastering-Someone-ebook/dp/B00HUX0S48> TRANSITIONS -

Stepping Into The Shoes Of A Predecessor

[Images for TRANSITIONS - Stepping Into The Shoes Of A Predecessor](#)

[Images for Rehoboam successor to Solomon](#)

## Barnabas to Paul

### **Resources**

#### **Be a Barnabas; Pursue a Paul; Train a Timothy**

Barnabas, in keeping with his name, always seemed to be looking for someone to encourage in the ministry. The Tarsus tentmaker had seemingly been overlooked by the established church and bypassed for meaningful ministry assignments. But Barnabas remembered. Because of Barnabas' influence, the Antioch church found a place for Paul and helped him develop trusted relationships and a respected teaching ministry (Acts 11:26; 13:1,2).

[http://enrichmentjournal.ag.org/200702/200702\\_000\\_barnabas.cfm](http://enrichmentjournal.ag.org/200702/200702_000_barnabas.cfm)

<http://enrichmentjournal.ag.org/archive.cfm>

[Images for barnabas encourages](#)

[Images for paul trains timothy](#)

#### **[PDF] "mentoring as a viable process for leadership development in the local church" based on the Pastoral Epistles**

##### **Barnabus and Paul**

In the infancy of the early church the apostle Paul is converted while in the course of persecuting Christians. Regrettably the early church is suspicious of the apostle Paul, but mercifully, Barnabas takes on the role of the Apostle Paul's protector and mentor (Acts 9: 27-31). Recognizing God's calling on Paul, Barnabas makes a personal investment in the spiritual formation of the apostle Paul's. Luke records that in Antioch, Barnabus and Paul teach together for an entire year. (Acts 11:22-30, 12:25)

Their unique learning relationship advances as Barnabus visibly supports Paul and provides opportunities for him to use his gifts and abilities.

Page 2

<http://kerrychristianministriesinstitute.com/onewebmedia/Mentoring%20as%20a%20viable%20process%20for%20leadership%20development%20in%20the%20local%20church%20based%20on%20thePastoral%20Epistles.pdf>

[Images for Barnabas protector and mentor of Paul](#)

#### **[PDF] Mentoring Stages in the Relationship between Barnabas and Paul**

This chapter discusses Barnabas's mentoring relationship with Paul as a significant factor in Paul's development into an influential leader in the early Christian church and will also discuss the importance of contemporary leaders forming a mentoring relationship with their followers.

[https://www.regent.edu/acad/global/publications/bpc\\_proceedings/2007/rivera.pdf](https://www.regent.edu/acad/global/publications/bpc_proceedings/2007/rivera.pdf)

[Images for Relationship between Barnabas and Paul](#)

**Resources**

**2 Timothy - Encouragement for a Faithful Worker – Theology of Work**

The letter of 2 Timothy, like 1 Timothy, is addressed from the Apostle Paul to his younger co-worker and is perhaps the last written letter we have from Paul. Unlike 1 Timothy, however, 2 Timothy appears to be more of a personal letter in which Paul encourages Timothy and gives him a solemn charge to remain faithful even after Paul has departed.

<http://www.theologyofwork.org/new-testament/pastoral-epistles/2-timothy-encouragement-for-a-faithful-worker/>

[Images for 2 Timothy - Encouragement for a Faithful Worker](#)

**[PDF] 2 Timothy: Mentoring an Experiential Learner – Regent University**

The book of 2 Timothy was written from Paul to Timothy who was serving as an ecclesiastical leader in Ephesus. It is clear that the Apostle Paul saw himself as a mentor to Timothy as expressed in his words "to Timothy, my dear son." Paul's role with Timothy was likely a key source of strength as Timothy faced the extreme pressures from both inside and outside of the Ephesian church. Within Ephesus, Timothy was an experiential learner who needed the ongoing guidance of a mature leader who could guide both his life and leadership to significance. It is easy to wonder if Timothy could have been successful without the influence of Paul.

[https://www.regent.edu/acad/global/publications/bpc\\_proceedings/2007/Oney.pdf](https://www.regent.edu/acad/global/publications/bpc_proceedings/2007/Oney.pdf)

[Images for Apostle Paul mentors Timothy](#)

# Reflections and Resources

## 1) Disengagement

For everything there is a time: a time for engagement and a time for disengagement.

### Disengagement from the Interim Period

The last of the major tasks of interim pastors is to **prepare for the next pastor**. This includes making sure that the basics of the office of ministry are handed off cleanly (visitation lists, confirmation curriculum, other), that the lay leadership of the congregation is committed to continuing the work begun in the self-assessment, and that the congregation welcomes the new leader with open arms and a loving spirit.

After the candidate has announced that the candidate will accept the call and has signed the Letter of Call, the interim period begins to wind down. Interim pastors often conduct an exit interview with the Congregation Council or a larger segment of the congregation. This is a way to review the transition process and to see how far the congregation has come during the interim period. The Congregation Council should also review the interim period and share insights with the synod staff.

Once the Congregation Council has negotiated the starting date with the new pastor, they should coordinate the schedule of the next few weeks with the interim pastor. It is wise to allow one or two Sundays between the end of the interim pastor's work and the beginning of the new pastorate. Plan to celebrate the ministry of the interim pastor, while also preparing for the reception of the new pastor.

**The same expectations for clear boundaries regarding pastoral acts also applies to interim pastors.** They should not engage in any sacramental ministry work with members of the congregation following their last official day.

[PDF] Call Process Booklet EDITED - Northwest Synod of Wisconsin

[http://www.nswi.org/webfiles/fnitools/documents/call\\_process\\_rev11.17.09smaller.pdf](http://www.nswi.org/webfiles/fnitools/documents/call_process_rev11.17.09smaller.pdf) Page 109

[Images for Disengagement from the Interim Ministry Period](#)

[Images for prepare for the next pastor](#)

## 2) Gracefully

Starting and ending gracefully can make for a smoother transition to the new pastor. See Part 1 Starting Well and Part 5 Ending Well.

### Resources

#### How Do You Exit a Church Gracefully? - Margaret Marcuson

It's not easy to be thoughtful and neutral when you are in the process of leaving, particularly from a long-term leadership role. And in fact, you won't be able to be neutral. Ending relationships raises emotional issues for us all. We are all dependent on the roles we occupy for our sense of self. My colleague Larry Matthews, retiring after 32 years, looked around the office he had designed. He realized it wasn't "his" but was the office of the pastor of that church-which very soon would not be him. Even if you can't be totally neutral, some degree of stepping back will help you as you let go of the role you have occupied, and **help others let go of you and say good-bye.**

<http://margaretmarcuson.com/how-do-you-exit-a-church-gracefully/>

[Images for How Do You Exit a Church Gracefully? - Margaret Marcuson](#)

[http://day1.org/3305-how\\_do\\_you\\_exit\\_a\\_church\\_gracefully](http://day1.org/3305-how_do_you_exit_a_church_gracefully)

<https://www.churchcentral.com/ceditors/margaret-marcuson/?page=5>

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

<https://www.facebook.com/margaret.marcuson>

[Images for margaret marcuson](#)

<https://www.amazon.com/Leaders-Who-Last-Sustaining-Yourself/dp/1596270950>

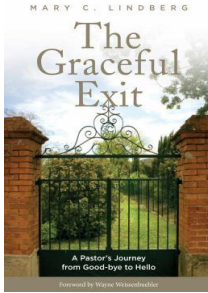
<https://www.unityleaders.org/author/mmarcuson/>

<http://resource.moravian.org/Browse/52?&&offset=0>

#### The Graceful Exit: A Pastor's Journey from Good-bye to Hello by Mary C. Lindberg (Author)

Pastors say goodbye to congregations. Sometimes their goodbyes are timely and sweet; sometimes they are jarring and painful. But as they leave, they face a unique journey of grief, one shaped by their role. They face both the outward grief of leaving people behind and the inward grief of leaving an identity behind. In *The Graceful Exit*, Lutheran pastor Mary Lindberg shares insights from her experience of ending her service to a congregation, as well as wisdom from other pastors who have changed their life work. Lindberg invites readers to pull apart the strands of self and role, individual and community; confront regrets, confusion, and dislocation; and figure out where and who God is at this juncture in their lives.

She offers the book she wishes someone had handed her about finding a new church home, about getting a life, about relating to the colleagues who stayed. She reflects on how to be a pastor in a non-pastoral role, how to find community, and how to be graceful in the midst of the awkward unknown. Lindberg acknowledges that as pastors leave congregations, they have to discern how to wrap up their ministry and get out the door without regrets. She recognizes that most pastors will struggle with the spiritual themes of fulfillment, surrender, community, legacy, and separation. But she also believes pastors can face these challenges together. *The Graceful Exit* invites them into a community of healing and shows them that God walks with them to a new place, even as God keeps on loving the place they have left.



<http://www.amazon.com/The-Graceful-Exit-Pastors-Good-bye/dp/1566994322>  
<http://www.goodreads.com/book/show/17140489-the-graceful-exit>  
<https://rowman.com/ISBN/9781566994323/The-Graceful-Exit-A-Pastor's-Journey-from-Good-bye-to-Hello>  
<https://books.google.com/books?isbn=1566996554>  
<https://alban.org/archive/i-am-still-a-pastor/>  
<https://alban.org/archive/separation-anxiety/>  
<https://www.livinglutheran.org/author/mary-c-lindberg/>  
<https://www.amazon.com/Mary-C.-Lindberg/e/B00DWVDEF2>  
[http://www.goodreads.com/author/show/6507747.Mary\\_C\\_Lindberg](http://www.goodreads.com/author/show/6507747.Mary_C_Lindberg)  
[Images for Mary C. Lindberg \(Author\)](#)  
[Images for The Graceful Exit: A Pastor's Journey from Good-bye to Hello by Mary C. Lindberg \(Author\)](#)

### 3) Interim period as a time of experimentation

The whole of the interim is a time to prepare for the new installed pastor. I encourage congregations to look at the interim period as a time of experimentation. One of those areas has been variety in worship. I ask leadership if they would be open to some of these special emphasis services of worship. For the most part, people have been receptive and thereby have been more open to what a new pastor might offer. See Chapter 3. Worship.

#### Resources

##### In the Interim - December 2015 - Unitarian Church of Montclair

In the spirit of **experimentation** during the interim period, we're going to try decorating a tree this holiday season.

<http://www.uumontclair.org/rev-ostermans-blog/2015/12/in-the-interim-december-2015/>

[Images for spirit of experimentation](#)

##### [PDF] My Mid-term Interim Ministry Report

Comments:

Interim Ministry Years 1 & 2 explored and processed the congregation's history through open discussion programs that created a detailed time-line.

Year 3:

1. has **experimented** with a "Founders Day" celebration which honored 35-year+ members and displayed archived material.
2. has incorporated a presentation of Society history into the Pathway to Membership program.
3. has inspired the Archives committee to update its collection for future presentations. The challenge remaining is for the Society to establish annual routines for claiming and honoring the past.

[http://www.revfrithudson.com/uploads/2/6/2/7/26271887/progress\\_appraisal\\_2015- midterm\\_website.pdf](http://www.revfrithudson.com/uploads/2/6/2/7/26271887/progress_appraisal_2015-_midterm_website.pdf)

[Images for Interim Ministry Report](#)

### 4) Set the stage

The goal of the interim period is to set the stage for a long and mutually satisfying partnership in the gospel of pastor and people. Graduates of the seminaries, for the most part, since approximately 1995 have been trained in a mission perspective. An interim pastor can help prepare the congregation for a new pastor with a mission perspective.

##### Set the stage for - Idioms by The Free Dictionary

set the stage for something

to prepare the way for something else to happen

<http://idioms.thefreedictionary.com/set+the+stage+for>

[Images for prepare the way for something else to happen](#)

### 5) Healthy Start

Rick Nelson of **providence-consults** and Barbara Solsaa of **Welcome | Clergy Life Coaching** made a presentation on **Healthy Start** for Congregations to the Interim Ministry Gathering of the Northwest Synod of Wisconsin – ELCA on 4/21/2015. Assistants to the Bishop Greg Kaufmann and John Sutherland in attendance stated that the synod staff is encouraging such a program as a proactive way for pastor and people to begin their partnership in the gospel. An interim pastor is in position to encourage people to be open minded to engaging in such an intentional process.

## Healthy Start for Congregations

Build and develop a spiritual partnership. All too often this partnership is only about church “business”, not about the faith relationships that are so important in a church setting.

Get better acquainted. It’s easy to settle for only “who are you and what do you do.” This part of the retreat encourages everyone to know one another much more deeply.

Clarify explicit and implicit mutual expectations. Usually there are written expectations that have been produced by lay leaders for the pastor. Sometimes there are also written expectations for the lay leaders themselves. Then there are even more powerful unwritten expectations of both pastor and lay leaders. A large amount of time is spent in the retreat to identify both levels of expectations. Even if they aren’t totally accurate at the beginning, everyone is literally “on the same page” and will modify these expectations at the quarterly check-ins.

Set initial goals for the first year. Whether goals are already in place or not, time is spent to clarify the goals for pastor and lay leaders. We encourage adopting modest goals that can be achieved instead of perfect goals that gather dust. Once again, these goals will probably be modified at the quarterly check-ins.

Establish four quarterly check-in dates for monitoring these expectations and goals, and for making the necessary “course corrections.” These check-ins can be held on a Sunday afternoon, on a Saturday, or even on a weeknight beginning with supper.

Plan for communication with a denominational representative. The best way to do this is to invite the representative to attend one of the check-ins.



[www.healthystartup.org](http://www.healthystartup.org)

[Images for Healthy Start for Congregations](#)

## 6) New to the ministry

During one three-year span, I supervised a second-career Theological Education in Emerging Ministries candidate, visited with a second-career seminary student interviewing for the two-point parish I was serving, communicated with an Princeton Seminary student who was a member of the congregation I was serving, served in a multi-point parish with a Luther Seminary intern who was being supervised by another pastor, and served in another multi-point parish where a member was attending the Lay School of Ministry and taking seminary courses online from Wartburg Seminary. I was impressed by their sincerity. The seminary intern summed up his sense of call by saying, “Meaning is more important than money.”

### Resources

#### [PDF]Beginning A Pastoral Ministry - Christian Church (Disciples of Christ)

The purpose of this booklet is to provide information to both the minister and congregation that will help make for a smooth transition. For ministers, this booklet contains some practical suggestions that may not have been addressed previously. For congregations, the booklet contains tips on ways to help the minister and family become familiar with the church and community. This booklet is provided to help both minister and congregation take advantage of this fresh opportunity for renewal and growth.

[http://disciples.org/wp-content/uploads/2015/04/Beginning\\_A\\_Pastoral\\_Ministry.pdf](http://disciples.org/wp-content/uploads/2015/04/Beginning_A_Pastoral_Ministry.pdf)

[Images for Beginning A Pastoral Ministry](#)

#### Nine Steps for a Pastor's First 90 Days - ThomRainer.com

A new pastor has a great opportunity to begin a ministry positively. Conversely, the first 90 days can also be the eventual downfall of pastor. I’ve spoken with hundreds of pastors around the country; many them have shared with me their keys to early successes. I distilled them to nine steps that should help almost any new pastor.

<http://thomrainer.com/2013/07/nine-steps-for-a-pastors-first-90-days/>

[Images for Pastor's First 90 Days - Thom Rainer](#)

<http://thomrainer.com/2013/03/ten-things-pastors-wish-they-knew-before-they-became-pastors/>

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

<http://thomrainer.com/2017/09/the-top-ten-sources-of-discouragement-for-pastors/>

<http://thomrainer.com/2017/09/10-mistakes-churches-make-evaluating-pastors-rainer-leadership-364/>

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

<http://thomrainer.com/2013/10/five-stages-of-a-pastors-ministry/>

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

<http://thomrainer.com/2017/10/four-stupid-things-pastors-ruin-ministry-rainer-leadership-375/>

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

<http://www.outreachmagazine.com/thom-rainer>

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

Seeing the sincerity of those new to the ministry is encouraging especially considering the context that America’s pastors are aging.

## Resources

### 10 under 40 - Living Lutheran

The 10 profiles on these pages represent nearly 100 people nominated by fellow church members for their real, concrete leadership in the here and now. They are artists and community activists, teachers and theologians, pastors and elected officials who are living and working in urban and rural settings throughout the country.

<https://www.livinglutheran.org/2015/05/10-under-40/>

[Images for 10 under 40 - Living Lutheran](#)

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

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

### The Aging of America's Pastors - Barna Group

Pastors are getting older, and this has important implications for the future of the church.

<https://www.barna.com/research/aging-americas-pastors/>

[Images for Aging of America's Pastors](#)

<https://www.onenewsnow.com/church/2017/03/05/barna-americas-pastors-are-aging-fast>

<https://baptistnews.com/article/american-pastors-are-older-and-getting-older-than-ever/#.XCuGrlxKiUk>

<https://www.christianpost.com/news/average-age-of-pastors-closer-to-retirement-barna-study.html>

<https://www.christianitytoday.com/news/2017/january/only-1-in-7-senior-pastors-is-under-40-barna.html>

## 7) Communicating

Keeping people updated is important in preparing the congregation for a new pastor. Following is a letter written by Interim President **Rick Foss** informing alumni and friends of **Luther Seminary** in St. Paul, MN of developments:

Dear Pastor Bolstad,

What a difference a year can make! As I write this update, I am giving thanks to God for “we know that all things work together for good for those who love God” (Romans 8:28a)

We continue to carry out our mission to educate leaders for Christian communities. As we do, we are so grateful for your prayers, your encouraging words, your financial support and your trust. While we still have some heavy lifting to do, we are focusing on the good that is coming out of this time of transition. Here’s what’s happening:

We remain committed to educating leaders for the church

Luther Seminary currently has 700 students across all degree programs. While we experience an expected drop in enrollment, we’re by the breadth of our students’ gifts for ministry. Increasing our enrollment remains an important focus for the coming years. We are preparing amazing leaders to share the love of Christ around the world. I invite you to visit

[www.luthersem.edu/admissions](http://www.luthersem.edu/admissions) to watch videos featuring three of these candidates and their stories.

In addition to preparing students for leadership, we educate current church leaders through our lifelong learning programs.

Attendance at these classes and large events increased by more than 15 percent in 2013 to 4,300 participants. These opportunities enhance leadership skills among those actively in ministry, supporting their growth and helping them stay current with the latest thinking. Your support of our mission is a powerful contribution to the vitality of the church.

We are building a curriculum to address the changing needs of the church and world

We are looking forward to launching the new curriculum in fall 2014. It will help prepare leaders to meet a wide variety of changing needs in the church and world. Our stellar faculty worked tirelessly to create the new course structure. The new curriculum will provide students with more flexibility. It will integrate all aspects of learning – intellectual, theological, personal, and spiritual – while immersing students in many different ministry settings. Students can choose from more electives, and will have the option to complete their studies by attending school year-round. The upcoming edition of Story magazine, due out this spring, will feature more details about the new curriculum.

We are working toward achieving further financial stability

A year ago, I told you about our financial challenges. Bottom line, we were spending millions beyond our means. I’m pleased to report we’ve changed our practices substantially. A year ago, we were anticipating a \$5.7 million loss. Our goal this year was to lower that amount to a \$2.5 million loss. We have far exceeded that goal and are projecting a \$1 million loss this year. This year’s loss will be attributed to our new practice of including non-cash items such as depreciation in our budget. Our cash-flow will be positive for the first time in a number of years. We can credit this amazing result to two things – we’ve managed expenses far better and you, our donors, have responded by giving generously. Thank you!

As you can imagine, we have scrutinized everything. And, given our changing needs, we decided to take a good look at the use of our property, which comprises 47.5 acres in a highly desirable neighborhood. Last spring, we formed a property task force that included board members, staff and community leaders with expertise in property development. The task force concluded that we should sell our apartments on the lower level of the campus by finding new owners skilled in property management.

On Feb. 7, the Board authorized the seminary to proceed with a purchase agreement and due diligence process. If all goes according to plan, the deal will be signed, and the sale completed by July 2014. The good news for us: students will still be able to live in the apartments at an affordable price, the potential buyer plans to significantly upgrade the apartments both inside and out and the seminary will be paid a fair market value for the buildings. Assuming the sale occurs, the seminary will be able to pay off much of its debt and focus its attention on the upper campus to ensure that our strong and vibrant learning environment continues.

We are anticipating the arrival of a new president

One of the signs that we are moving quickly into a new future is the ongoing progress of the Presidential Search Committee. The group interviewed nine candidates for the seminary president position in early February. The committee tells me they are very encouraged by the high caliber and deep commitment of the nominees as they move to the next step in the process. Although I thoroughly enjoy (most of the time) this opportunity to serve as Luther's interim president, I continue to pray for a successful search that will culminate in a new president this summer. Please join me in those prayers.

#### We thank you

This is a great time to be a part of the mission of Luther Seminary. We have an exceptional faculty, strong and promising students, a highly respected internship program and innovative ideas that are equipping students to share the love of God in compelling ways in our increasingly complex world. None of it would be possible without your generosity. We remain grateful for your support, encouragement, and ongoing commitment to our mission. Please continue that support by sending new students our way, praying for us, sharing our story, and supporting us financially.

We look forward to yet another year of God's work among us.

Sincerely in Christ,

Rick Foss

Interim President

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



Rick Foss - Faculty - Luther Seminary

[https://www.luthersem.edu/faculty/fac\\_home.aspx?contact\\_id=rfoss001](https://www.luthersem.edu/faculty/fac_home.aspx?contact_id=rfoss001)

#### **8) Is the responsibility of the pastor to put people in the pews?**

I served an assignment where the congregation average worship attendance dropped by a third during the three-year tenure of the former pastor with a corresponding drop in congregation receipts. This kind of situation indirectly gives the impression that it is the responsibility of the pastor to put people in the pews. But even the greatest missionary of all time, the Apostle Paul, spoke of the partnership of the gospel. What makes a congregation think that a new pastor can singlehandedly put people in the pews?

#### **Resources**

Paul's Prayer for the Philippians

<sup>3</sup> I thank my God every time I remember you, <sup>4</sup> constantly praying with joy in every one of my prayers for all of you, <sup>5</sup> because of your sharing in the gospel from the first day until now. <sup>6</sup> I am confident of this, that the one who began a good work among you will bring it to completion by the day of Jesus Christ. <sup>7</sup> It is right for me to think this way about all of you, because you hold me in your heart, <sup>8</sup> for all of you share in God's grace with me, both in my imprisonment and in the defense and confirmation of the gospel. <sup>9</sup> For God is my witness, how I long for all of you with the compassion of Christ Jesus. <sup>10</sup> And this is my prayer, that your love may overflow more and more with knowledge and full insight <sup>11</sup> to help you to determine what is best, so that on the day of Christ you may be pure and blameless, <sup>12</sup> having produced the harvest of righteousness that comes through Jesus Christ for the glory and praise of God.

Philippians 1:3-11 - oremus Bible Browser - Oremus.org

<http://bible.oremus.org/?passage=Philippians+1:3-11>

[Images for Paul's Prayer for the Philippians](#)

Rolf Jacobson - Rethinking Church 2017 - YouTube

"More than Butts and Bucks," Rolf Jacobson, Professor of Old Testament and The Alvin N. Rogness Chair of Scripture, Theology and Ministry, Luther Seminary; delivered Wed., July 26, at the 2017 Rethinking Church conference at Luther Seminary, Saint Paul, Minn.

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

[Images for Rolf Jacobson - Rethinking Church](#)

The History of the Church of Ephesus in Time-Lapse Photography

Modern photography is amazing. With one lens, a photographer can zoom in on an object far and make it appear near. Then he can put on a wide-angle lens and get the big picture from close-up.

What about applying time-lapse to history? Let's look at the church of Christ at Ephesus.

Picture #1: Sprouting – A.D. 52.

On Paul's second mission tour, he visited Ephesus after leaving Corinth, and evidently planted the church there (Acts 18:19). Ephesus means desirable, and, in many ways, it was a desirable place to live. It was thought to have been founded by the Amazons about 2000 B.C. and was located in west Asia Minor, near the sea. This first glimpse of sprouts just cracking open the ground.

Picture #7: Dead – A.D. 200.

We have no way of knowing whether they corrected their problem and later were poisoned by some false doctrine, but, sadly, the church died sometime during the second century. It evidently passed into apostasy as it is known in later centuries as a leading city for the councils of the early Roman church. The picture now is of a dead plant, brown and dried up.

<https://www.housetohouse.com/the-history-of-the-church-of-ephesus-in-time-lapse-photography/>  
[Images for History of the Church of Ephesus](#)

## 9) Managing expectations

An older member came into the pastor's study at noon on Thursday of my last week. I had just returned from a brunch at a restaurant with members who wanted to wish me a fond farewell. I thought maybe this woman had stopped by to wish me a farewell also, but, when she said that she had intended to bring her list of matters she wanted to go over, I knew that was not the case. She proceeded to share her complaints about the two previous installed pastors as well as a few other matters. Then she went on to say that she thought the congregation needed a new young pastor with a family to attract the young people. I responded that there are many congregations who want the proverbial young pastor with a family, but that there are not that many to go around and that such pastors often have a choice of where to go. I told her that the Lutheran understanding of baptism is that parents are the primary teachers for their children and that the pastor and congregation are parents' helpers. I reminded her that she was the one who told me that, when the new sports complex was built six blocks away, Sunday School attendance plummeted. I then asked her about her grandson who missed Confirmation classes at the end of the year because it was said that he was at baseball practice instead. I then asked about her high school granddaughter who was elected to the Call Committee because it was thought it was good to have a young person on the committee, but who only made it to one meeting. When the Assistant to the Bishop came after the Ministry Site Profile was completed to explain the interview process, the granddaughter was absent once again. She was said to be at a baseball game even though heavy rains were coming down at the time of the meeting. I then asked about the parents whom I had seen in church as a family only a handful of times the past year.

I then told her about my learning experience in youth ministry:

Congregations often raise the proverbial expectation for a pastor to be "good with the youth." One of the lessons I learned from my first ten years in the installed pastorate is that the best youth ministry comes from parental leadership working with the youth. Fresh from the seminary, I thought that I needed to work hard in setting up youth activities "because they pay me to do that." At the neighboring congregation, a long-term pastor who wore a suit and tie every day was nearing retirement. Four sets of couples got together and decided to work with the youth. They started a youth worship service ministry in which they went to area churches on a Sunday morning and put on a youth worship service. They have been doing this since the 1980s in addition to going on mission trips and other ongoing activities. I most recently invited them to a congregation I was serving in April 2016. Some of the parent guides sang in the group as youth. I tout this area youth ministry by a Lutheran congregation in a village of 500 as a model for youth ministry. I am certainly willing to work with and support youth ministry, but, for the long term, parental leadership working with the youth is the secret of effectiveness. Some congregations pine for a piper to attract the youth. When this approach is used, youth ministry often becomes personality centered.

I then asked the question of "Where have the men gone?"

When I was attending Sunday School at Immanuel Lutheran Church in Story City, Iowa during the 1960s, I recall Myron Rod teaching 7<sup>th</sup> grade Sunday School, Vernon Ullestad 8<sup>th</sup> grade, Harold L. Bolstad (my father) 9<sup>th</sup> grade, and Pastor C. A. Gisselquist 10<sup>th</sup>-12<sup>th</sup> grades. I hold these men in high regard. Now Sunday School in many congregations usually ends at 6<sup>th</sup> grade, and most of the teachers are women. Where have the men gone?

By this time, her body language told me that she was backing off her aggressive attitude. I went on to say that I hoped that this congregation would be reasonable in its expectations for a new pastor.

## 10) Urge people to come to church for the right reasons

One morning I checked the website of a professional football team who had just fired their coach and was looking for a new coach. The sports writer argued for a draft prospect who could bring excitement to the franchise and fans in the seats.

Later that morning, I went for mid-morning lunch at the local full-service gas station where the proprietor said he was worried that people would leave the church after the new young pastor left, but was relieved they had not. Then he added, "If people come to church because of the minister, they are coming for the wrong reason."

My take from the above two opinions is that, amid some people's expectations that a new pastor will excite people about church, an interim pastor can temper people's expectations in this regard and emphasize the partnership in the gospel.

### Resources

**Scout.com: Holler: Manziel makes his case**

Johnny Manziel showed why he is a Johnny Football with a big performance New Year's Eve that should get Vikings fans very interested.

<http://min.scout.com/2/1362006.html>

[Images for Johnny Manziel](#)

**Ten Good Reasons to go to Church – The Lutheran**

Why on earth would you, a busy person, want to sacrifice what little R&R time you have to attend public worship regularly? In the final analysis, those who attend public worship regularly do so because they believe they are gaining much more than they are giving up. The benefits of attending far outweigh any deficits (real or imagined). If you have never attended a Christian



congregation regularly or have fallen into a habit of not doing so, and especially if you don't feel ready or motivated to go, I invite you to read the following "Ten Good Reasons to go to Church."

<http://www.orthodox.org/html/10go.html>

[Images for Ten Good Reasons to go to Church – The Lutheran](https://www.livinglutheran.org/contact-us/)

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

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

## 11) Pastor's study

Improvements to the pastor's study in preparation for the new pastor may take the form of a fresh coat of paint, new office furniture, an upgraded computer and printer, and other measures.

### Resources

New Pastor Is Called

The Pastor's Office

**Cleaning and painting the pastor's office prior to her or his arrival is appropriate**, but any serious redecorating should probably be done in consultation with the new pastor.

[Congregational Support » Transition Process » New Pastor](#)

<http://www.mtselca.org/congregation/transition/installation/>

[Images for Cleaning and painting the pastor's office prior to her or his arrival](#)

### 7 Ways to Welcome Your New Pastor - Seedbed

2) Get out the paint brush.

**Preparing the new pastor's office** and the church parsonage, if you have one, for move-in are great disciplines that involve others in the process of preparing for a new season of ministry. A fresh coat of paint in the office, updating furniture, or fixing that long-standing plumbing problem in the parsonage communicates to the new pastoral family that you are ready to receive them. Make sure that the office has been fully cleaned out of the predecessor's stuff (check those desk drawers!) and is ready for immediate move-in on the day the pastor arrives.

<http://seedbed.com/feed/7-ways-to-welcome-your-new-pastor/>

[Images for Welcome Your New Pastor](#)

[Images for preparing the new pastor's office](#)

## 12) Parsonage

The interim period is a time to prepare the parsonage for the new pastor. Sometimes, congregation leadership will see the need and go to it, while other times it may take some prompting.

### Resources

[Arrival of new pastor spurs church cleanup | Archive northwestgeorgianews.com](#)

Members of First United Methodist Church in Rockmart have been busy as bees cleaning every nook and cranny of the historic building where they attend worship.

A fire of enthusiasm was kindled when a group of volunteers worked to **prepare the parsonage** for Rev. Jeanette Dickens, new pastor.

[http://www.northwestgeorgianews.com/archive/arrival-of-new-pastor-spurs-church-cleanup/article\\_13e3508f-4a55-52ba-9266-79f41ae8d7e8.html](http://www.northwestgeorgianews.com/archive/arrival-of-new-pastor-spurs-church-cleanup/article_13e3508f-4a55-52ba-9266-79f41ae8d7e8.html)

[http://maverick.uber.matchbin.com/printer\\_friendly/9192228](http://maverick.uber.matchbin.com/printer_friendly/9192228)

[Images for Arrival of new pastor spurs church cleanup](#)

[Images for prepare the parsonage for new pastor](#)

### 50 Ways to Welcome a New Pastor - Lewis Center for Church Leadership

Make things move-in ready

16. **Make sure the parsonage and pastor's office are clean and ready.** Offer to provide help or a cleaning service if needed.

17. Determine if the parsonage is in need of repairs or painting. Consult the outgoing and incoming pastors about timing so as not to disrupt the lives of either party. Do not ask a new pastor to move into a parsonage "under construction."

18. Consult the new pastor on any paint, design, or furnishings issues.

19. Offer to have someone cut the parsonage grass.

20. Make sure the new pastor and church officials are clear on how moving expenses are paid and all matters related to compensation, benefits, and reimbursement policies.

<https://www.churchleadership.com/50-ways/50-ways-to-welcome-a-new-pastor/>

[https://www.churchleadership.com/wp-content/uploads/2016/02/50\\_Ways\\_to\\_Welcome\\_New\\_Pastor.pdf](https://www.churchleadership.com/wp-content/uploads/2016/02/50_Ways_to_Welcome_New_Pastor.pdf)

[Images for welcome a new pastor](#)

[Images for parsonage clean and ready for new pastor](#)

New Pastor Is Called

The Pastor's Home

**If there is a parsonage, the home should be clean and presentable.** Utilities should be turned on and appliances in good working order. Redecorating should be done in consultation with the new pastor.

[Congregational Support » Transition Process » New Pastor](#)  
<http://www.mselca.org/congregation/transition/installation/>  
[Images for Congregational Support » Transition Process » New Pastor](#)  
[Images for parsonage home should be clean and presentable](#)

### 13) Cull the files

Some congregations possess materials that have long outlived their usefulness, but pastors and people have been hesitant to cull the files, clear the book shelves, or clean the closets. As for pastor's hard copy and electronic files as well as book shelves, this is a discretionary action for an interim pastor that I seek to carry out judiciously. As to church office files and closets, I sometimes bring up the subject and work with appropriate staff or congregation leadership. Oftentimes, they simply need to be given permission to do what needs to be done.

#### [Culling and Re-organizing Your Files « What we do « FILESMART](#)

Filesmart can cull your files by year, destruction date, or any specification you require. We can reorganize your files to suit your filing systems and help you to overcome any Health and Safety issues.

<http://www.filesmart.co.uk/WhatWeDo/CullingReorganising.aspx>

[Images for culling files](#)

<http://www.recordstorage.ie/culling-of-files.html>

<https://logikcull.com/white-papers/creative-culling>

<https://cdslegal.com/insights/best-practices-for-culling-your-data-to-save-time-and-money/>

[Images for best-practices-for-culling-your-data-to-save-time-and-money](#)

### 14) Removal from postal and electronic mailing lists

Names have a way of staying on mailing lists long after any useful purpose is served. As a matter of preparing for a new pastor and of exercising good stewardship, I ask to have names removed from mailing lists by the following methods: returning stamped-self-addressed envelopes or post cards, emailing to the address on the website of the organization or business, or calling the toll-free phone number. I do the same for electronic mail by replying to the electronic mail with a request to remove from the mailing list or by hitting the "safely unsubscribe" button. Between congregational, professional, and personal postal and electronic mail, some weeks I have sent messages to somewhere between 5 and 10 addresses to be removed from the mailing lists. This is especially the case early in interim assignments for postal mail.

Occasionally, I receive a personal response. An example printed below demonstrates that the business realizes the purpose of removal from bulk mailing lists.

God bless you today sir,

I have passed the information on to our corporate office.

Sadly, we purchase the list from a third party and they sell a list of operating congregations to any number of vendors like us.

Therefore we are not in control of who is on the list but we appreciate your desire to help us keep our costs down and the desire to reduce the amount of waste our activities generate.

Have a blessed day of ministry.

To God be the Glory

Another reply gives a background for marketers sending out flyers:

I will Try, I do not have much control over this as our marketing team buys new mailing lists every year, but I can try.

Sorry for the bother.... when did you receive the flyer?

### Resources

#### [Charity Mailing List Removal - give.org](#)

There's no way to stop *all* unwanted charity mail, but these tips can help:

<https://www.give.org/for-donors/about-specific-giving-guidance/charity-mailing-list-removal/>

<https://www.bbb.org/new-york-city/charities-donors/tips-advice-for-giving/charity-mailing-list-removal/>

[Images for Charity Mailing List Removal](#)

<https://www.app.com/story/money/business/consumer/press-on-your-side/2015/04/17/charity-mailing-lists/25939949/>

<https://patch.com/michigan/birmingham/how-stop-charity-junk-mail-solicitations-irs-scams-0>

<https://www.everydaycheapskate.com/home-and-family/stop-unwanted-charity-junk-mail-plus-annoying-white-lint-dark-dryer-loads/>

[Images for stop-unwanted-charity-junk-mail](#)

<http://www.military-money-matters.com/removed-from-charity-mailing-lists.html#axzz5KQ2pYXSw>

<https://www.wisebread.com/how-to-remove-yourself-from-mailing-lists-and-eliminate-junk-mail>

[Images for remove-yourself-from-mailing-lists-and-eliminate-junk-mail](#)

<http://www.asc.state.al.us/investored/removefrommaillist-dma.htm>

#### [How to Get Rid of Junk Mail: 22 Steps - wikiHow](#)

Is your mailbox running over, full of stuff you don't want? Junk mail wastes tremendous amounts of paper, piles up on your table, wastes your time, and competes for your attention. Fortunately, with a small investment of time, you can stop the flow at its source. Soon, your inbox will be free of clutter, allowing you more efficient browsing.

<http://www.wikihow.com/Get-Rid-of-Junk-Mail>

Images for rid of junk mail

<https://www.wikihow.com/Stop-Junk-Mail-by-Sending-it-Back>

<http://www.chicagotribune.com/lifestyles/home/ct-how-to-stop-junk-mail-20180213-story.html>

<https://www.msn.com/en-us/lifestyle/smart-living/this-is-how-you-can-stop-getting-so-much-junk-mail%E2%80%94for-good/ss-BBlu7Sz>

<http://abcnews.go.com/GMA/story?id=126211&page=1> Getting Rid of Junk E-Mail - ABC News

<https://www.cbsnews.com/news/how-to-stop-junk-mail-forever/>

<https://www.charitywatch.org/charitywatch-articles/seven-tips-for-reducing-unwanted-mail-and-phone-appeals/43>

Images for reducing unwanted mail

[https://www.huffingtonpost.com/entry/how-to-stop-unwanted-junk-mail-and-guard-against-mail\\_us\\_59a4159de4b0cb7715bfd730](https://www.huffingtonpost.com/entry/how-to-stop-unwanted-junk-mail-and-guard-against-mail_us_59a4159de4b0cb7715bfd730)

[www.ecocycle.org/junkmail](http://www.ecocycle.org/junkmail)

Images for stop unwanted junk mail

[https://www.washingtonpost.com/lifestyle/home/how-to-stop-junk-mail-and-save-trees--and-your-sanity/2018/02/12/6000e4c4-05d9-11e8-b48c-b07fea957bd5\\_story.html?utm\\_term=.8945b1fc2bf8](https://www.washingtonpost.com/lifestyle/home/how-to-stop-junk-mail-and-save-trees--and-your-sanity/2018/02/12/6000e4c4-05d9-11e8-b48c-b07fea957bd5_story.html?utm_term=.8945b1fc2bf8)

<http://www.volunteerguide.org/minutes/service-projects/junk-mail>

<https://consciousbychloe.com/2016/02/09/10-ways-to-stop-junk-mail/>

Images for ways-to-stop-junk-mail

<https://www.rd.com/home/cleaning-organizing/stop-getting-junk-mail/>

<https://cashmoneylife.com/how-to-stop-junk-mail-forever/>

<http://www.globalstewards.org/stop-junkmail.htm>

### How to Stop Spam (with Pictures) - wikiHow

This wikiHow teaches you how to identify, prevent, and block email spam. While blocking spam in your inbox won't always prevent future spam from arriving, it will help your email provider determine which messages constitute spam. You can block spam messages in desktop and mobile versions of Gmail, Outlook, Yahoo, and Apple Mail.

<https://www.wikihow.com/Stop-Spam>

Images for Stop Spam

<https://www.wikihow.com/Stop-Spam-Mails-in-Gmail>

<https://www.wikihow.com/Block-Junk-Mail>

## 15) Survival Kit

I assemble a survival kit for the new pastor. The church secretary can be helpful in compiling many of these documents and materials.

### Resources

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

Section V. Informational "Survival" Kit for a New Pastor

<https://www.ntnl.org/wp-content/uploads/2014/01/Interim-Ministry-Handbook-Interim-Pastor.pdf> Section IV A Toolbox for the Developmental Tasks by R. Neil Chafin Page 21

Images for Informational "Survival" Kit for a New Pastor

### Making transitions | Faith & Leadership

One aspect of leaving well is practical. Departing leaders should make sure the church is in good order, with strong and functioning lay leadership and clear, updated financial and other records. A confidential memo or briefing on issues in the congregation, assessments of lay leadership, and other matters also can be useful for the new pastor, said Bishop John Schol of the Baltimore-Washington Conference of the United Methodist Church.

The conference has a [checklist](#) for departing pastors. It calls for them to prepare lists of church personnel and volunteers, membership records, pastoral care matters such as homebound members, upcoming weddings, church schedules and more.

<https://www.faithandleadership.com/making-transitions>

Images for Making transitions | Faith & Leadership

Images for checklist for departing pastors

## 16) Time to step back

An assistant to the bishop met with congregation leadership over soup and sandwiches and then reviewed the Ministry Site Profile following the last mid-week Lenten service of the season with the gathered assembly. Afterwards, the Transition Task Force convened with him to go over the profile and make revisions. They were motivated by the fact a seminary student soon to graduate indicated an interest in interviewing for the position. I had worked with the task force up to that point on the profile and would meet with them again to help them prepare for the interview, but for now it was time to pack up my books and slip out the door.

## 17) Sense of humor

A member of one of the congregations I was serving bought a ticket on a bus trip for me to see [The Church Basement Ladies in Rise Up, O Men - Plymouth Playhouse](#). The following day, I met with a candidate at her request. I related to the candidate that I had seen the musical comedy the day before and that it reminded me that it helps to have a sense of humor.

## Resources

### 6 Simple Ways to Enhance Your Sense of Humor | Reader's Digest

Having a good sense of humor reduces stress, helps you cope with pain, creates empathy in social situations, and can even improve your odds of finding a mate. But what is a "good" sense of humor, and how can you improve yours? Read on to find out.

<http://www.rd.com/funny-stuff/sense-of-humor/>

<https://www.rd.com/family/19-ways-to-enhance-your-sense-of-humor/>

[Images for Enhance Your Sense of Humor | Reader's Digest](#)

### The Church Basement Ladies in Rise Up, O Men - Plymouth Playhouse

Sixth in the Church Basement Ladies series, *Rise Up, O Men* is a brand new musical comedy featuring the men of the church and your favorite church basement ladies who serve them. As these hard-working farmers discuss their scrap lumber piles and benefits of weld vs solder, they unintentionally disrupt the order of the kitchen. But that's what happens when you let the rooster in the hen house.



<http://plymouthplayhouse.com/theatre-tickets/rise-up-o-men/>

[Images for the church basement ladies in rise up o men of god](#)

<http://www.twincities.com/2016/08/21/review-rise-up-o-men-is-homespun-and-humorous/>

<https://www.youtube.com/watch?v=SUWkwGivseQ> WCCO 9am CBL Rise Up O Men - YouTube

<https://www.youtube.com/watch?v=6gkObOkbHx8> KMSP 7am CBL Rise Up O Men - YouTube

<https://www.youtube.com/watch?v=jJRkK-hgzQ> KMSP 6am CBL Rise Up O Men - YouTube

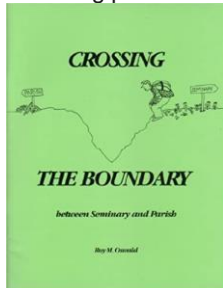
## 18) Answer questions

One seminary grad asked to meet with me early on. I met with the seminary grad and spouse on a Friday 9:40am-2:10pm. Afterwards, I quipped, "I told them just about everything I could think of." Other new pastors prior to being installed have contacted me to ask questions and get suggestions. I have communicated in person, by phone, and electronic mail.

## Resources

### Crossing the Boundary Between Seminary & Parish: Roy M. Oswald

Discover the culture shock, issues, concerns, and unpreparedness pastors can encounter one to three years into their first parish. Pastors in first parishes will discover they are not alone in their experiences; those with seminarian interns will gain insight into how to make the experience more beneficial; and judicatory and denominational executives can use this report as a starting point in training and fieldwork program evaluations.



<https://www.amazon.com/Crossing-Boundary-Between-Seminary-Parish/dp/1566990068>

<https://www.goodreads.com/book/show/14949328-crossing-the-boundary-between-seminary-and-parish>

[https://books.google.com/books/about/Crossing\\_the\\_Boundary\\_Between\\_Seminary\\_a.html?id=ilb6NwAACAAJ](https://books.google.com/books/about/Crossing_the_Boundary_Between_Seminary_a.html?id=ilb6NwAACAAJ)

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

<http://www.elizabethpresbytery.org/Resource%20Center%20ON%20THE%20WEB/Alban%20Institute%20Resources%202012.pdf>

<https://www.ucfla.org/files/docs/pastoral-relations-committee.pdf>

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<https://4b2hrderdaoklyfu2n1ah3eku-wpengine.netdna-ssl.com/wp-content/uploads/2016/09/Roy-M-Oswald-bio.pdf>

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

<https://www.waterstones.com/author/roy-m-oswald/1153247>

<https://www.bookdepository.com/author/Roy-M-Oswald>

[https://openlibrary.org/authors/OL37904A/Roy\\_M\\_Oswald](https://openlibrary.org/authors/OL37904A/Roy_M_Oswald)

<https://imnedu.org/authors/roy-m-oswald/>

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

<https://www.amazon.com/-/es/Roy-M-Oswald/e/B00LZS69MY>

[https://www.goodreads.com/author/show/152452.Roy\\_M\\_Oswald](https://www.goodreads.com/author/show/152452.Roy_M_Oswald)

[https://www.goodreads.com/book/show/1016939.New\\_Beginnings](https://www.goodreads.com/book/show/1016939.New_Beginnings)

[Images for Roy M. Oswald](#)

[Images for Crossing the Boundary Between Seminary & Parish: Roy M. Oswald](#)

### **Eight Common Mistakes Rookie Pastors Make – Rainer on Leadership #253 – ThomRainer.com**

I love pastors. I love rookie pastors. As I have worked with hundreds of rookie pastors over the years, I see a pattern of mistakes many of them make. I pray my highlighting of these common mistakes will be helpful to some of you.

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

[Images for Eight Common Mistakes Rookie Pastors Make – ThomRainer.com](#)

<http://thomrainer.com/2017/03/seven-reasons-pastors-honeymoon-ends/>

<http://thomrainer.com/2016/08/rainer-leadership-253/> 8 Mistakes to Avoid as a Young Pastor

<https://www.pinterest.com/pin/120752833738190102/>

<http://thomrainer.com/2014/11/personal-renewal-revitalization-church-leaders/>

<http://thomrainer.com/2015/04/why-pastors-often-leave-their-church-in-the-third-year-rainer-on-leadership-117/>

<http://churchanswers.com/monthly-coaching/>

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

### **From Midterms to Ministry: Practical Theologians on Pastoral Beginnings by Allan Hugh Cole Jr. (Editor)**

The distinguished contributors to this volume -- ministers, scholars, and theological educators -- share personal reflections on the sometimes-difficult transition from being a seminarian to becoming a minister. Based on their own life experiences, they address the two related but different "worlds" of theological school and ministry settings, each with its own set of expectations, values, challenges, focal points, and rewards.

<https://www.amazon.com/Midterms-Ministry-Practical-Theologians-Beginnings/dp/0802840027>

<https://www.goodreads.com/en/book/show/2838785-from-midterms-to-ministry>

<https://www.christianbook.com/midterms-ministry-practical-theologians-pastoral-beginnings/allan-cole/9780802840028/pd/840028?event=EBRN>

<https://www.barnesandnoble.com/w/from-midterms-to-ministry-allan-hugh-cole/1111391336>

<https://www.bookdepository.com/From-Midterms-Ministry-Allan-Hugh-Cole/9780802840028>

<https://www.cokesbury.com/9780802840028-From-Midterms-to-Ministry?refq=ministry>

[https://books.google.com/books/about/From\\_Midterms\\_to\\_Ministry.html?id=K3VpgoFK8MkC](https://books.google.com/books/about/From_Midterms_to_Ministry.html?id=K3VpgoFK8MkC)

[From Midterms to Ministry: Practical Theologians on Pastoral Beginnings](#)

<http://catalog.library.sebts.edu/vufind/Record/155562/TOC> Table of Contents

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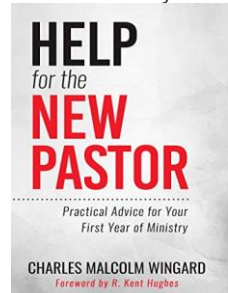
[Images for From Midterms to Ministry: Practical Theologians on Pastoral Beginnings](#)

### **Help for the New Pastor: Practical Advice for Your First Year of Ministry by Charles Malcolm Wingard (Author)**

Your first year of ministry brings brand-new challenges—often with inadequate preparation and little time to adjust. How do you moderate meetings, manage a church budget, and counsel struggling congregants, all while preparing sermons every week?

The new pastor's time is also inundated with something else—advice! Too much of it! Where do you begin? What you need during your make-or-break first year is practical, realistic preparation for ministry. Drawing from more than three decades of his own experience, Pastor Wingard gives essential help for navigating the principal duties of the minister.

Find the tools you need to get established in your ministry and lead with confidence.



<https://www.amazon.com/Help-New-Pastor-Practical-Ministry-ebook/dp/B07B52742D>

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<https://www.heritagebooks.org/products/help-for-the-new-pastor-practical-advice-for-your-first-year-of-ministry-wingard.html>

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<https://www.whitehorseinn.org/2019/08/the-mod-help-for-the-new-pastor-practical-advice-for-your-first-year-of-ministry-by-charles-malcolm-wingard/>

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#### Incoming Pastors: Building Smoother Transition Bridges | The Parish Paper

Incoming and outgoing clergy communicate sparsely for three primary reasons: • Departing pastors want to avoid giving advice—and arriving pastors want to avoid fending off suggestions. • Incoming pastors are highly self-confident—so they don't think they need information. • Outgoing pastors want to avoid prejudicing incoming pastors regarding parishioners with whom they had less-than-positive relationships—and new pastors know that they may get on quite well with those individuals. But this communication, plus five other information opportunities outlined below, can help incoming pastors build smoother transition bridges.

<https://www.theparishpaper.com/back-issue/incoming-pastors-building-smoother-transition-bridges>

[PDF] [The Parish Paper: Incoming Pastors--Building Smoother Transition Bridges](#)

<https://www.wisconsinumc.org/Resources/Documents/ParishPaper/ParishPaper-Apr11.pdf>

<http://www.wcucc.org/resource-center/church-management/parish-paper/> Incoming Pastors: Building Smoother Transition Bridges

– April 2011

[Images for Incoming Pastors: Building Smoother Transition Bridges | The Parish Paper](#)

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

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

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

<https://www.theparishpaper.com/back-issue-index>

[Back Issue Index | The Parish Paper](#)

#### [Leaves from the Notebook of a Tamed Cynic by Reinhold Niebuhr \(Author\), Martin E. Marty \(Foreword\)](#)

Renowned theologian Reinhold Niebuhr began his career as pastor of Bethel Evangelical Church in Detroit, Michigan, where he served from 1915-1928. *Leaves From the Notebook of a Tamed Cynic* is Niebuhr's account of the frustrations and joys he experienced during his years at Bethel. Addressed to young ministers, this book provides reflections and insights for those engaged in the challenging yet infinitely rewarding occupation of pastoral ministry. Niebuhr's powerful book remains as useful and relevant today as it was eighty years ago.

<https://www.amazon.com/Leaves-Notebook-Tamed-Reinhold-Niebuhr/dp/0664251641>

[https://www.goodreads.com/book/show/327431.Leads\\_from\\_the\\_Notebook\\_of\\_a\\_Tamed\\_Cynic](https://www.goodreads.com/book/show/327431.Leads_from_the_Notebook_of_a_Tamed_Cynic)

<https://www.penguinrandomhouse.com/books/529867/leaves-from-the-notebook-of-a-tamed-cynic-by-reinhold-niebuhr/>

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<https://www.britannica.com/topic/Leaves-from-the-Notebook-of-a-Tamed-Cynic>

<https://www.religion-online.org/article/reflections-on-leaves-from-the-notebook-of-a-tamed-cynic/>

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<https://www.thriftbooks.com/a/reinhold-niebuhr/226648/>

<https://www.amazon.com/-/es/Reinhold-Niebuhr/e/B001IGNZB6>

[https://www.goodreads.com/author/list/31146.Reinhold\\_Niebuhr](https://www.goodreads.com/author/list/31146.Reinhold_Niebuhr)

[Images for Reinhold Niebuhr](#)

[Images for Leaves from the Notebook of a Tamed Cynic by Reinhold Niebuhr \(Author\), Martin E. Marty \(Foreword\)](#)

#### [Letters to Lee: Mentoring the New Minister by Paul C. Clayton](#)

*5.0 out of 5 stars* Letters to Lee

By A Customer on March 2, 2000

Format: Paperback

Each year, hundreds of newly ordained pastors enter their first congregations, unsure whether seminary training has truly prepared them for the day-to-day work of parish ministry. Author and professor Paul C. Clayton, D. Min., guides new ministers through the growth processes of parish ministry in *Letters to Lee-Mentoring the New Minister*, just published by the Alban Institute.

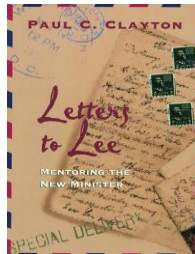
Clayton is an ordained minister in the United Church of Christ and Special Assistant to the President at Andover Newton Theological School in Newton Centre, MA, where he teaches a course on "Practicalities of Parish Ministry." In *Letters to Lee*, he draws on his years in ministry using a unique epistolary format—from an older, experienced pastor to a novice. He

addresses issues such as preparing for weddings, funerals, and baptisms; planning education, evangelism, and stewardship programs; growing spiritually; developing a leadership style; and maintaining personal and professional boundaries. Highly acclaimed in use in Clayton's Andover Newton seminary classes, students, new pastors, and mentors will find this book an excellent introduction to parish ministry. "This is a terrific book for a seminary student or a recently ordained minister. I would put Letters to Lee at the top of a must-buy list," noted Benjamin Griffin, President, Andover Newton Theological School. "I wish it had been available when I started out as a pastor 35 years ago. It is full of practical 'how-tos.' Paul Clayton has a deep love for the congregation and the pastoral ministry but doesn't pull any punches about the realities of church life. His informal, warm style engages the reader in the week-to-week work of the pastor."

"Pastoral ministry is not taught in a classroom. It is learned in the way one learns a craft-by spending time as an apprentice to someone with great skill and experience," noted Martin B. Copenhaver, Senior Pastor, Wellesley Congregational Church, Wellesley, MA. "That is what Paul Clayton, a skilled and experienced pastor, provides in this book. In these letters to a young pastor, Reverend Clayton shares the fruit of his own pastoral experience to **guide his young charge (and us!) into areas never touched upon in seminary.**"

Referring to the practicality of Letters to Lee, Rev. Carole Carlson, Conference Minister, New Hampshire Conference, United Church of Christ, Concord, NH, wrote, "Paul Clayton's suggestions enable the pastor to develop a structure in an unstructured profession, freeing pastor and people for God's work in the world."

Before teaching at Andover Newton Theological School, Paul C. Clayton was director of the City Mission Society in Boston and director of United Church Board for World Ministries. His previous publications include Mission: A Parish Perspective and Add Salt to Season: God's People in a New Time.



<https://www.amazon.com/Letters-Lee-Mentoring-New-Minister/dp/1566992125>

<https://rowman.com/ISBN/9781566992121/Letters-to-Lee-Mentoring-the-New-Minister>

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<http://www.lifeandleadership.com/book-summaries/clayton-letters-to-lee.html>

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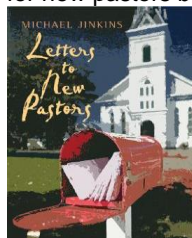
[https://www.goodreads.com/author/show/1161087.Paul\\_C.\\_Clayton](https://www.goodreads.com/author/show/1161087.Paul_C._Clayton)

[Images for Paul C. Clayton, author](#)

[Images for Letters to Lee: Mentoring the New Minister by Paul C. Clayton](#)

### Letters to New Pastors: Michael Jinkins

Presented as the letters of a mature pastor to several fictional recipients, *Letters to New Pastors* delves into the professional, emotional, and spiritual needs of those new to the ministry. In a manner reminiscent of C. S. Lewis's *Letters to Malcolm* and Reinhold Niebuhr's *Leaves from the Notebook of a Tamed Cynic*, Michael Jinkins connects readers with valuable pastoral wisdom gleaned from his years of ministry and from the riches of the Christian past. In these letters Jinkins explores such themes as developing one's own spiritual life, finding balance amid conflicting demands, and rediscovering the meaning of Christ's call for the church's future. Written in a comfortable, personal style, Jinkins's *Letters to New Pastors* is ideal not only for new pastors but also for anyone seeking to better understand the challenges facing those in ministry today.



<https://www.amazon.com/Letters-New-Pastors-Michael-Jinkins/dp/0802827519>

[http://www.goodreads.com/book/show/2101344.Letters\\_to\\_New\\_Pastors](http://www.goodreads.com/book/show/2101344.Letters_to_New_Pastors)

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<http://www.lpts.edu/about/our-faculty/full-time-faculty/michael-jinkins>

<http://www.lpts.edu/about/our-leadership/president/thinking-out-loud>

<http://pres-outlook.org/2007/05/letters-to-new-pastors/>

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<http://www.huffingtonpost.com/author/presidentlistening-887>

<https://www.faithandleadership.com/michael-jinkins>

[http://www.austinseminary.edu/cf\\_news/view.cfm?newsid=88](http://www.austinseminary.edu/cf_news/view.cfm?newsid=88)  
[http://www.abingdonpress.com/jinkins\\_michael](http://www.abingdonpress.com/jinkins_michael)  
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[http://www.goodreads.com/author/show/322307.Michael\\_Jinkins](http://www.goodreads.com/author/show/322307.Michael_Jinkins)  
[Images for Michael Jinkins, author](#)  
[Images for Letters to New Pastors: Michael Jinkins](#)

### Ministry Matters™ | How Do I Approach My First Year of Ministry?

Wisdom from Lyle Schaller, Father of Church Leadership

<https://www.ministrymatters.com/all/entry/3102/how-do-i-approach-my-first-year-of-ministry>  
[Images for Ministry Matters™ | How Do I Approach My First Year of Ministry?](#)

## 19) Unheeded advice

A pastor about to begin service in the setting where I was finishing up as the interim pastor wrote to ask my opinion about a course of action this pastor was contemplating. I wrote back warning against such a course of action and giving the reasons only to find out this pastor went ahead with the course of action anyway. My initial reaction, "Why did this pastor ask me in the first place if this pastor was intent on going ahead with the course of action?" My next measured response was to respect the decision and pray for the partnership in the gospel between pastor and people.

## 20) Interim reports

I try to find a way to get the monthly interim reports to the new pastor. Because these reports are sensitive in nature, I want them to go directly to the new pastor and not risk them falling into the hands of others. I have received positive responses as many as 10 years later saying that the reports proved to be helpful.

## 21) Troublesome behavior

For the most part, I do not want to prejudice a new pastor regarding specific members of the congregation. But, sometimes, the behavior is of such a nature that I communicate to the new pastor the troublesome behavior I experienced with certain members.

### Making transitions | Faith & Leadership

A confidential memo or briefing on issues in the congregation, assessments of lay leadership, and other matters also can be useful for the new pastor, said Bishop John Schol of the Baltimore-Washington Conference of the United Methodist Church. "Pastors are not always open and honest about issues that the new pastor is coming into," said Schol. "We want to make sure the new pastor has a heads-up about what is going on in the church."

<https://www.faihandleadership.com/making-transitions>

[Images for Making transitions | Faith & Leadership](#)

[Images for confidential memo](#)

[Images for briefing on issues in the congregation](#)

[Images for assessments of congregation lay leadership](#)

## 22) Pass the baton to the new installed pastor

In running the race, I realize I am one of the runners, and my responsibility at the end of my stint is to pass the baton to the next runner.

### Resources

#### Are You Tired of the Church Rat Race? - Margaret Marcuson

But just like a relay race, the leadership **handoff** is important. Transitions from one leader to another are key times for any church. We can never control how a new pastor or other leader functions, but we can pay attention to ourselves so we don't trip, or trip up someone else. We can be aware of our own vulnerability to loss and transition (wanting to hang on too long, or wanting to get out as quickly as possible) and do our best to set boundaries where appropriate, and stay connected where we need to.

<http://margaretmarcuson.com/are-you-tired-of-the-church-rat-race/>

[Images for leadership handoff](#)

#### Baton Quotes - BrainyQuote

<https://www.brainyquote.com/topics/baton>

[Images for pass the baton quotes](#)

<http://www.azquotes.com/quotes/topics/baton.html>

<http://www.picturequotes.com/baton-quotes>

#### Keys to Effective Interim Ministry

- **Pass the baton** smoothly and decisively when your leg of the race is complete.

#### Justin W. Tull: Interim Ministry

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

[Images for Effective Interim Ministry pass the baton](#)

*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.

<https://www.amazon.com/Interim-Ministry-Positive-Change-Transition/dp/1479335959>  
[Images for Justin W. Tull: Interim Ministry](#)

### Passing the Leadership Baton: A Winning Transition Plan for Your Ministry by Tom Dale Mullins (Author)

“A transition will be one of the greatest tests of your leadership, but it will also serve as one of the greatest rewards and testimonies of your legacy.” —Tom Mullins

Successfully handing off the leadership baton to the next leader is essential to give our organization the best opportunity to thrive after our time of service. A smooth handoff requires meticulous planning and forethought. Yet most leaders put off even thinking about leadership transition until they are faced with a situation where they have no choice but to make a change. The results of not planning ahead can be devastating for both you and your beloved organization. *Passing the Leadership Baton* will help you manage the emotional transition yourself while fully supporting the next leader. Creating a seamless succession can be a challenge, but done successfully, it may very well be one of the greatest rewards you'll experience as a leader.

<https://www.amazon.com/Passing-Leadership-Baton-Transition-Ministry-ebook/dp/B00PWOH3AE>  
<https://www.goodreads.com/book/show/23048096-passing-the-leadership-baton>  
<https://www.thomasnelson.com/passing-the-leadership-baton>  
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[https://www.goodreads.com/author/show/1248754.Tom\\_Mullins](https://www.goodreads.com/author/show/1248754.Tom_Mullins)  
[Images for Tom Dale Mullins \(Author\)](#)  
[Images for Passing the Leadership Baton: A Winning Transition Plan for Your Ministry by Tom Dale Mullins \(Author\)](#)

### Why I Am Retiring from LifeWay - ThomRainer.com

It is time to **pass the baton** of leadership to a new generation.



<https://thomrainer.com/2018/08/why-i-am-retiring-from-lifeway/>  
[Images for pass the baton of leadership to a new generation](#)

## 23) Speak well of the new pastor

Once the candidate has accepted the call to serve a congregation, I seek to speak well of the new pastor to make the best possible start. Even if an interim pastor is familiar with the candidate and possesses reservations, an interim pastor is advised that not saying anything is better than speaking ill of a new pastor.

### Resources

#### A New Beginning for Pastors and Congregations: Building an Excellent Match upon Your Shared Strengths [Kennon L. Callahan]

This wise and practical guide provides clear insight for both pastors and congregations on how to begin a healthy, productive new pastorate or make a fresh start in an ongoing ministry. Author Kennon L. Callahan, today's most sought-after church consultant, has conferred with thousands of pastors and congregations, helping them discover their strengths and gifts and showing them how to work together in service to their community and mission. Here he offers fresh suggestions on how pastors and congregations can ensure a solid future together, whether they are newly beginning or beginning again.

<http://www.amazon.com/New-Beginning-Pastors-Congregations-Excellent/dp/0787942898>  
[http://www.goodreads.com/book/show/1532590.A\\_New\\_Beginning\\_for\\_Pastors\\_and\\_Congregations](http://www.goodreads.com/book/show/1532590.A_New_Beginning_for_Pastors_and_Congregations)  
<http://www.wiley.com/WileyCDA/WileyTitle/productCd-0787942898.html>  
<https://www.amazon.com/Kennon-L.-Callahan/e/B001HCZUYG>  
[http://www.goodreads.com/author/show/156195.Kennon\\_L\\_Callahan](http://www.goodreads.com/author/show/156195.Kennon_L_Callahan)  
[Images for kennon l. callahan, author](#)  
[Images for A New Beginning for Pastors and Congregations: Building an Excellent Match upon Your Shared Strengths \[Kennon L. Callahan\]](#)

## Making transitions | Faith & Leadership

"If they know the new pastor, we ask the departing pastor to lift up one or two of their strengths and why they respect them," Schol said. "Just **saying things in a positive light about the new pastor** reassures the congregation that the transition will go smoothly."

<https://www.faihandleadership.com/making-transitions>

[Images for Making transitions | Faith & Leadership](#)

[Images for saying things in a positive light about new pastor](#)

## Sermon: How to Care for Your New Pastor

As I wrap up my preaching and pastoral responsibilities, I thought about what would be helpful to share for the future in terms of the relationship that Central would begin and develop with its next pastor, which we believe and hope will be not too long a time. Parenthetically, it is interesting to note in this text that it says, "Respect those who labor among you." That's in the plural. In the New Testament Church, there necessarily wasn't just one pastor, there was a plurality of elders, yet today in many congregations and many situations, right or wrong, we do have certain expectations of a person who is designated the pastor. And I simply want to walk you through the handout that you will find in today's bulletin and encourage you to fill in the blanks as I give them to you, as you take notes and then later maybe discuss these with others, maybe in a small group or in your family. These are not an exposition of the text as it were. These are reflections from experience. And, so, I would like to share with you ten brief points on how to care for your next pastor, or for your new pastor.

<http://www.centralpc.org/sermons/2002/s020721.htm>

[Images for How to Care for Your New Pastor](#)

<https://www.thegospelcoalition.org/article/7-ways-to-care-for-your-pastor/>

[https://www.openbible.info/topics/taking\\_care\\_of\\_the\\_pastor](https://www.openbible.info/topics/taking_care_of_the_pastor)

<https://www.pecometh.org/blog/bid/342693/7-Ways-to-Care-for-Your-Pastor>

<https://sccucc.org/taking-care-of-your-pastor/>

<https://voice.dts.edu/tablepodcast/caring-your-pastor/>

<http://www.parkingspace23.com/how-to-care-for-your-pastor-3/#.XCufZFxKiUk>

<https://www.harvestprayer.com/resources/church-prayer/prayer-and-care-for-pastors/>

<https://covchurch.org/wp-content/uploads/sites/2/2012/01/10.12.Art-of-Caring.pdf>

## What Does the Bible Say About Taking Care Of The Pastor?

[https://www.openbible.info/topics/taking\\_care\\_of\\_the\\_pastor](https://www.openbible.info/topics/taking_care_of_the_pastor)

[Images for bible and taking care of pastor](#)

<https://www.kingjamesbibleonline.org/Bible-Verses-About-Taking-Care-Of-The-Pastor/>

<https://hubpages.com/religion-philosophy/Taking-care-of-our-Pastors>

<https://www.neverthirsty.org/bible-qa/qa-archives/question/what-is-the-churchs-responsibility-in-caring-for-a-pastor-2/>

[Images for bible/churches-responsibility-in-caring-for-a-pastor](#)

### From the Pastor

Now faith is the assurance of things hoped for, the conviction of things not seen. Indeed, by faith our ancestors received approval. By faith we understand that the worlds were prepared by the word of God, so that what is seen was made from things that are not visible. (Hebrews 11:1-3)

The writer of Hebrews gives a meaning for faith. Believers trust in a God who created the world and gave the gift of God's Son. Followers of Jesus are given boldness to be disciples. Faith leads into the future.

Our mission statement is: "This congregation is a *vibrant faith* church in that we seek to grow in our faith and to share that faith with others." Our Congregation Council decided on this mission statement in the middle of 2011. With the start of the fall activities, we included the Vibrant Faith Taking Faith Home insert in our bulletins. In January, we began a weekly Vibrant Faith Bible Study. The mid-week Lenten series starting on Ash Wednesday, February 22, will explore the theme "By Faith" and various models of faith provided in the biblical witness. The year of 2011 has been a year of transition in reflecting on the past stage of the journey and looking ahead to a new stage of the journey.

The annual meeting on Sunday, January 29 @ noon in the fellowship hall will provide an opportunity to look back and to look forward as we seek to live out our mission statement.

The Congregation Council has called for a special Congregation Meeting on Sunday, January 29 @ 1:30pm in the sanctuary for the purpose of extending a letter of call to the candidate recommended by the Call Committee. On page 3, you will find a letter of introduction. The Call Committee unanimously believes this is the best candidate to lead and serve this congregation in carrying out its mission and urges the congregation to give unanimous endorsement of this candidate to be the new installed pastor of this congregation!

May God grant you faith to live out the mission statement "to grow in faith and to share that faith with others" in your next stage of the faith journey of pastor and people here at this congregation!

Sincerely in Christ,

Pastor Lowell Bolstad

### From the Pastor

Not that I have already obtained this or am already perfect; but I press on to make it my own, because Christ Jesus has made me His own. (Philippians 3:12)

When I was a student at Luther Seminary in St. Paul, Minnesota, one New Testament teacher would read through the papers written by students, make comments along the way, and then at the end write, "Press On!" This saying was his way of encouraging those studying for the pastoral ministry to continue with perseverance. I came to understand that this saying was

characteristic of him, and an entire generation of students left seminary with these words deeply impressed on their hearts and minds. I pass on these words, "Press On!"

Actually, this saying comes first from the Apostle Paul to the church at Philippi to exhort them in the faith. The reason Paul can speak this way is that "Christ Jesus has made me his own." You, who have been made to be Christ's own, now are called to make Christ known.

I want to thank you as a congregation, congregation leadership, and staff for the partnership in the gospel. I trust that the Holy Spirit will work through you to carry out the life and mission of this congregation in the new stage of your faith journey.

I can tell this is an exciting time in the life of the congregation as you anticipate a special congregation meeting on Sunday, April 29 at 9:15am to extend a letter of call to the candidate proposed by the Call Committee. I ask you to give your new pastor the same warm welcome you extended to me!

God bless you!

Sincerely in Christ,  
Pastor Lowell Bolstad

Pastoral etiquette for a departing pastor

After Pastor Bolstad leaves our parish, he will not be available to conduct or even participate in events such as funerals, weddings, hospital calls, emergency calls, or any other functions normally carried out by a pastor.

## 24) Alert neighboring pastors

A neighboring pastor included the following statement in an email to me:

And please do keep me in the loop as to call process. If that works out, I'll need to welcome them into the (name) fold!

An interim pastor can alert neighboring pastors of an incoming pastor and encourage them to welcome the new pastor.

Hi (convener of conference rostered ministers),

Please forward this update from (name) and (name) to the conference rostered ministers.

Special Congregation Meeting on (date) – The joint call committee heartily endorsed Pastoral Candidate (name) after the interview on (date). She notified the Call Committee on (date) that after prayerful consideration she would be willing to have her name placed in nomination for the position of installed pastor. Joint leadership will meet Monday, (date), 6:30pm at (name) to work on the compensation package. The presidents of both congregations have called for meetings on (date) after the respective services of worship to vote on the recommendation. Pass the word in order to have as many people as possible present and voting. Pray for the gift of discernment for the candidate and spouse, Call Committee, congregation, and parish. Rostered ministers are invited to reach out to her and welcome this recent grad of Wartburg Seminary. (name) at (name) already has.

[\\_\\_\\_\\_\\_@wartburgseminary.edu](mailto:_____@wartburgseminary.edu)

She and her husband (name) are looking for housing in the area and having a challenging time. She would be open to suggestions.

Thanks.

Lowell Bolstad  
Interim Pastor

## 25) Rostered ministers new to pastoral ministry

One of the anticipations for this website is that it might be of help to those new to ministry. I know I would have welcomed having these resources at my fingertips back in 1980. Those entering the ministry today are facing a much more challenging context than I ever remember and can use all the help they can get.

### Resources

#### Easing the Transition: From Seminary to Parish Ministry

To bridge the skills gap and ease the transition from seminary to parish ministry, several churches across the country—Plymouth Congregational Church among them—are introducing two-year residency programs aimed at clergy who are new to the profession. The pilot projects are loosely modeled after medical residencies and offer seminary graduates the opportunity to work under the tutelage of veteran pastors in vibrant congregational settings. Not to be confused with the field-education component of a seminary's curriculum, these residencies are full-time salaried positions with long hours, demanding duties, and a rotation schedule that exposes participants to all aspects of parish ministry.

<https://alban.org/archive/easing-the-transition-from-seminary-to-parish-ministry/>

[Images for Easing the Transition: From Seminary to Parish Ministry](#)

#### My Advice to Seminary Graduates - The Gospel Coalition

I also have learned the privilege of offering a few parting words to students who, if not already in full-time ministry, are leaving to follow their journey in service to the King.

I say a lot of things during graduation week, but here are a few themes I always find myself repeating.

<https://www.thegospelcoalition.org/article/my-advice-to-seminary-graduates/>

[Images for My Advice to Seminary Graduates - The Gospel Coalition](#)

## Resources

### A Model For Multiple Staff Management - Christianity Today

When I arrived at my first church fresh out of graduate school, I was oblivious to the fact that I had walked out of the warm, protected womb of seminary academia into a virtual battlefield of unrest and power plays. The church had a reputation of staff tensions, divisions, and in-fighting.

<https://www.christianitytoday.com/pastors/1981/summer/8113099.html>

[Images for Model For Multiple Staff Management - Christianity Today](#)

### An Open Letter to Congregations Welcoming New Pastors

My own thoughts (some hopefully beneficial, some potentially harmful) on just what to do about a new pastor arriving less than a week from today prompted me to draft an open letter to my church. It addresses the “fix-it” list mentality that we can get caught up in whenever new leadership comes into an organization...

<http://www.rduren.wordpress.com/2008/01/02/an-open-letter-to-congregations-receiving-new-pastors/>

[Images for Congregations Welcoming New Pastors](#)



Pastor Yvonne Marshall (center front) was surrounded by colleagues who welcomed her into our synod following her installation at Our Savior's Lutheran in Whitehall, January 5.

[News from NW Synod of WI - Constant Contact](#)

This week in the Northwest Synod of Wisconsin – ELCA Week of January 5, 2014

[http://myemail.constantcontact.com/News-from-NW-Synod-of-WI.html?soid=1101126434512&aid=PBnarQu\\_xvw](http://myemail.constantcontact.com/News-from-NW-Synod-of-WI.html?soid=1101126434512&aid=PBnarQu_xvw)

[PDF] Becoming a Pastor: Reflections on the Transition into Ministry by James P. Wind and David J. Wood - Alban Institute

We hope you will find fresh perspectives and encouragement in this special report. We believe collaborative efforts among many organizations can make a big difference in helping a new generation of young people become excellent pastoral leaders who find deep satisfaction and fulfillment in their ministries.

[transition into ministry - Alban Institute](#)

<https://alban.org/uploadedFiles/Alban/Bookstore/pdf/TiMReport.pdf>

[Images for transition into ministry - Alban Institute](#)

[Images for Becoming a Pastor: Reflections on the Transition into Ministry by James P. Wind and David J. Wood - Alban Institute](#)

[Images for helping a new generation of young people become excellent pastoral leaders](#)

<https://alban.org/archive/experimenting-with-the-transition-into-ministry/>

<https://alban.org/archive/reshaping-the-transition-into-ministry/>

<https://alban.org/archive/a-strong-start-transition-into-ministry-program-aims-at-helping-young-ministers-thrive/>

<https://alban.org/category/public-ministry/>

<https://alban.org/category/vocation/>

<http://www.elizabethpresbytery.org/Resource%20Center%20ON%20THE%20WEB/Alban%20Institute%20Resources%202012.pdf>

### Beginning Strong – Things to Do

Beginning Strong—Things to Do

Congregation Council

- Pray for a joyful transition and a fruitful future.
- Plan an appropriate farewell for the interim minister.
- Join the interim minister in reflecting on the interim experience.
- Plan an installation celebration.
- Welcome the new rostered leader.
- Commit to helping your new leader hit the ground running.

Congregation

- Pray for a joyful transition and a fruitful future.
- Participate in the installation service.
- Support your new leader. Interim Pastor

- Pray for the people you have served and the new pastor, and say goodbye well.

#### Call Committee

- Pray for your new pastor.
- Support your new pastor—you were the first to see God's hand at work bringing this person into your congregation. • Help your new pastor to understand the culture of your congregation and community. Meetings
- The service of installation and fellowship.

#### Words of Encouragement

The beginning of a pastorate is an exciting time in the life of the church. Take great joy as you engage the world in mission with your new pastor and with what you have learned about yourself as a congregation through the interim period.

#### Pray

Keep up this spiritual discipline. Continue to look for ways to maintain or deepen the prayer life of your congregation. Know Joy God indeed wants the best for all of creation. As you get to know your new pastor, celebrate with Joy the work that you do together for the sake of mission in God's world.

#### Remain Partners in Ministry with the Synod

Contact with synod staff is fairly intense through the call process. Maintain and foster the growth of a healthy relationship with the wider church. We are better and stronger together than we are apart.

[PDF] [Call Process Booklet EDITED - Northwest Synod of Wisconsin](#)

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

Page 114

[Call Process Booklet - Yumpu](#)

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

#### 50 Ways to Improve Pastoral Transitions - Lewis Center for Church Leadership

Concluding Ministry in One Setting:

Maintain good successor relations

- ◆ 1. Work with the congregation to prepare the way for your successor.
- ◆ 2. Work with your successor to provide good information about the congregation.
- ◆ 3. Spend significant time with your successor with an agreed-upon agenda.
- ◆ 4. Talk about your successor only in positive terms.
- ◆ 5. Avoid making comparisons between yourself and your successor.

<https://www.churchleadership.com/50-ways/50-ways-to-improve-pastoral-transitions-2/>

[Images for 50 Ways to Improve Pastoral Transitions - Lewis Center for Church Leadership](#)

[Images for work with the congregation to prepare the way for your successor](#)

<https://www.churchleadership.com/leading-ideas/preparing-to-receive-a-new-pastor/>

[Images for preparing-to-receive-a-new-pastor](#)

<https://www.churchleadership.com/50-ways/50-ways-to-welcome-a-new-pastor/>

[Images for ways-to-welcome-a-new-pastor](#)

<https://www.churchleadership.com/leading-ideas/loving-your-old-pastor-and-falling-in-love-with-the-new-pastor/>

[Images for loving-your-old-pastor-and-falling-in-love-with-the-new-pastor](#)

<https://www.churchleadership.com/leading-ideas/pastoral-transitions-leaving-well/>

[Images for /leading-ideas/pastoral-transitions-leaving-well](#)

<https://www.churchleadership.com/product/the-right-start-pastors-version-download/>

<https://www.churchleadership.com/category/50-ways/>

<http://vitality.arumc.org/wp-content/uploads/2015/09/50WaystoImprovePastoralTransitions.pdf>

[Images for Ways to Improve Pastoral Transitions](#)

<http://www.blakebradford.org/pastoral-transitions/>

<https://www.dakotasumc.org/resources/for-churches/pastoral-transitions>

<https://www.greatplainsumc.org/pastoraltransitions>

<https://www.northwestplainsdistrict.org/district/northwestplains/resources-pastoral-moves>

#### 5 things that happen when you get a new pastor | The Lutheran

Pastors and congregations live in transition. Congregants come, and congregants go. Pastors arrive, and pastors leave. In some contexts, this is more common than in others, and it's worth noting that there is a vocational push these days to encourage pastors to stay with a parish for a while. (For more on this topic, check out the "Slow Church" movement at [www.patheos.com/blogs/slowchurch](http://www.patheos.com/blogs/slowchurch).)

But even if a pastor stays for many years at a particular parish, it's more likely than not that at some point parishioners and clergy will experience the anxiety, pregnant joy and hand-wringing expectation that comes with calling a new minister.

So, let's imagine that your parish has just said goodbye to a pastor, even one who is dearly beloved, and has now welcomed someone new. She's in, she's had her first Sunday, and now you're wondering, "What's next?"

Based on my experience, here are five things that happen when a new pastor arrives.

[http://www.thelutheran.org/article/article.cfm?article\\_id=12764](http://www.thelutheran.org/article/article.cfm?article_id=12764)

[Images for 5 things that happen when you get a new pastor | The Lutheran](#)

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

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



Adam, Anita, Aaron, and Larry Sturgis

Aaron Sturgis follows in his father's footsteps

Surrounded by family and friends, Aaron Sturgis was ordained Saturday, December 28, at Central Lutheran in Chippewa Falls, where he has been called to serve. His father, the Rev. Larry Sturgis, has been a pastor in the Bruce/Exeland area for many years.

**News from NW Synod of WI - Constant Contact**

The week in the Northwest Synod of Wisconsin – ELCA Week of December 29, 2013

<http://archive.constantcontact.com/fs191/1101126434512/archive/1116120614271.html>

[Images for Pastor Aaron Sturgis](#)

**Getting Ready - Intentional Interim Ministry**

Beginning with the end in mind

Trained ministers within the Intentional Interim Ministry program come with skills to help a congregation understand what it takes to get ready for a new pastor. As an unbiased outsider with insight into the issues and concerns a congregation may face, the interim minister has the ability to be a step removed and view the situation with neutrality and perspective. These ministers come to the congregation knowing they are temporary shepherds and not eligible to become the settled pastor. Their purpose - to bring the congregation to the best outcome - is well defined from the outset.

<http://interimministry/cms.org/beginning.php>

[Images for Getting Ready - Intentional Interim Ministry](#)

[Images for beginning with the end in mind](#)

**Guidelines for the Calling and Role of the Interim Pastor**

5. Making Commitments to New Leadership and a New Future

Page 4

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

[Images for Commitments to New Leadership and a New Future](#)

**How do we know when we're ready to succeed with a new pastor?**

Thirteen questions for the church

<https://aucciim.org/AUCCIIM%20Downloads/TT%20Spring%202011.pdf>

Page 2

[Images for ready to succeed with a new pastor](#)

**How to Maximize Personnel Committee Effectiveness – The Parish Paper**

How Do We **Prepare** for a New Pastor?

Page 33

**[PDF]Ch. Effectiveness Nuggets--Volume 21--How to Maximize Personnel Committee Effectiveness - The Parish Paper**

<https://www.theparishpaper.com/sites/default/files/resources/Church%20Effectiveness%20Nuggets-%20Volume%2021.pdf>

<https://www.theparishpaper.com/free-resources> Church Effective Nugget, Volume 21: How to Maximize Personnel Committee Effectiveness

[Images for How to Maximize Personnel Committee Effectiveness – The Parish Paper How Do We Prepare for a New Pastor?](#)

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

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

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

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

**Interim rectorship: Shalts and shalt nots**

Thou shalt... offer the congregation a new model of ministry that is different from the past, without denigrating that past. The new rector will be yet a third model, so you are **preparing** the way for him/her to live within his/her predilections.

<http://www.ecfvp.org/vestrypapers/transition/interim-rectorship-shalts-and-shalt-nots/>

[Images for new model of ministry](#)

**Making transitions | Faith & Leadership**

A change of leadership can be difficult. Congregations, pastors, and denominational leaders have to work hard to effect **smooth pastoral leadership transitions**.

[http://www.faihandleadership.com/features/articles/making\\_transitions](http://www.faihandleadership.com/features/articles/making_transitions)

**Ministerial Ethics and Etiquette by Nolan Harmon (Author)**

**"Duty to a Successor"**

A classic guide to ethics since 1928. Nolan Harmon studied the ethical codes of conduct of five major denominations and secured the opinions of eighty-six leading pastors. Harmon uses this wisdom to show ministers how to conduct themselves ethically in virtually every phase of ministry, including special occasion rituals.

<http://www.amazon.com/Ministerial-Ethics-Etiquette-Nolan-Harmon/dp/0687270340>  
<https://www.christianbook.com/ministerial-ethics-and-etiquette/nolan-harmon/9780687270347/pd/7270340>  
<https://www.abingdonpress.com/product/9780687270347#.XCuiv1xKiUk>  
[Images for ministerial ethics and etiquette duty to a successor](#)

**Ministry Matters™ | 40 Ways to Welcome Your New Pastor**

<https://www.ministrymatters.com/all/entry/3692/40-ways-to-welcome-your-new-pastor>  
[Images for Ministry Matters™ | 40 Ways to Welcome Your New Pastor](#)  
<https://nccumc.org/news/2013/04/welcoming-a-new-pastor-50-ideas/>  
<https://www.seedbed.com/7-ways-to-welcome-your-new-pastor/>  
<https://www.adventistmission.org/how-to-welcome-a-new-pastor-and-guests>  
<https://www.txcumc.org/newsdetail/welcomenewpastor-37988>  
<https://www.ministrymatters.com/all/entry/3692/40-ways-to-welcome-your-new-pastor>  
<http://ronedmondson.com/2016/11/how-to-welcome-a-new-pastor-10-suggestions.html>  
<https://churchleaders.com/outreach-missions/outreach-missions-how-tos/167048-ron-edmondson-welcome-the-new-pastor-in-style.html>  
<https://www.umcdiscipleship.org/resources/fifteen-ways-to-welcome-a-new-pastor>  
<http://hopecrc.ca/blogs/welcoming-a-new-pastor>  
<https://www.fishbowlfamily.com/10-ways-to-make-a-new-pastor-feel-welcome/>  
<https://www.whatchristianswanttoknow.com/5-ways-to-welcome-a-new-pastor/>  
<https://paulchappell.com/2014/09/23/10-ways-to-welcome-a-new-pastor/>  
<https://swmnelca.org/2013/07/02/50-ways-to-welcome-your-new-pastor/>  
<http://religioninsights.org/articles/six-steps-welcoming-new-church-pastor>  
<http://www.churchpastorguide.org/welcome-new-pastor-service-speech.html>  
<http://nfibc.org/wp-content/uploads/2012/04/WelcomeNewPastor.pdf>  
<http://www.alliancenet.org/christward/welcoming-your-minister#.Wz6bidJKiUk>  
<https://terranovachurch.org/northadams/news/welcome-new-pastor/>  
<https://laumc.org/13-ways-to-welcome-our-new-senior-pastor/>  
[Images for welcome our new senior pastor](#)  
<http://www.fbsynod.com/wp-content/uploads/2016/01/TMSections-9-10-Welcoming-the-New-Pastor-and-Early-Ministry.pdf>  
<https://www.cbts.edu/welcoming-a-new-pastor/>  
<https://baptistnews.com/article/how-to-welcome-a-new-pastor-to-your-church#.Wz6cLtJKiUk>  
<http://churches.rca.org/clarkstown/newpastor.pdf> [PDF] Welcomes Our New Pastor - The Reformed Church in America  
<http://tabernacle-raleigh.org/pastor-search-committee-2/> Welcome to our new Pastor! - Tabernacle Baptist Church

**Night with Pastor: An Orientation Program for Beginning a New Pastorate**

In the space of one year, I have visited with 251 of the adult members of my church. I couldn't be more pleased with the results. I have developed relationships with my people that would not have taken place if I had tried to visit homes one at a time. It worked for me; it can work for you, too. It takes a little planning, a little skill at groups dynamics and discussion leading, but it's well worth the time and effort you put into it.

**Night With Pastor**

[http://www.ministryhealth.net/mh\\_articles/043\\_wd\\_night\\_with\\_pastor.html](http://www.ministryhealth.net/mh_articles/043_wd_night_with_pastor.html)  
[Images for Night with Pastor: An Orientation Program for Beginning a New Pastorate](#)

**Pastoral Transition: A Guide for Leaders**

Phase Four **Implementation with Next Pastor**

<http://www.ministrylink.org/for-churches/pastoral-transition/>  
[Images for Implementation with Next Pastor](#)

**Preaching During the Interim**

The Major Tasks of the Interim Pastor

**7. Preparing for the New Minister**

<http://www.preaching.com/resources/articles/11563501/page-5/>  
<http://www.preaching.com/resources/articles/11563501/page-7/> Preaching on Preparing for the New Minister  
[Images for Preaching on Preparing for the New Minister](#)

**Preparing the Congregation for the Next Pastor**

Interim Ministry Association Serving the ELCA: The Newsletter. Fall 2006.

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

## [Images for Preparing the Congregation for the Next Pastor](#)

### Research on Post-Intentional Interim Ministry

Interim Ministry Association Serving the ELCA: The Newsletter. Fall 2006. Page 5.

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

[Images for Research on Post-Intentional Interim Ministry](#)

### 13 Tips Every New Pastor Needs to Know | Facts & Trends

Ask any veteran pastor. **The most exciting, most wonderful, and scariest time of your life is your first pastorate.**

<https://factsandtrends.net/2016/09/14/13-tips-every-new-pastor-needs-to-know/>

[Images for 13 Tips Every New Pastor Needs to Know | Facts & Trends](#)

### 17 Keys to Effective Interim Ministry

**Prepare the way** for the one who is coming.

<http://www.transitionministriesgroup.com/author/justin-tull/>

[Images for prepare the way for the one who is coming](#)

### Suggested Prayers

**The church:** Gracious Father, we pray for your holy catholic church. Fill it with all truth and peace. Where it is corrupt, purify it; where it is in error, direct it; where in anything it is amiss, reform it; where it is right, strengthen it; where it is in need, provide for it; where it is divided, reunite it; for the sake of Jesus Christ, your Son, our Lord.

**Spread of the gospel:** By your word, eternal God, your creation sprang forth, and we were given the breath of life. By your word, eternal God, death is overcome, Christ is raised from the tomb, and we are given new life in the power of your Spirit. May we boldly proclaim this good news in our words and our deeds, rejoicing always in your powerful presence; through Jesus Christ, our risen Lord.

**Pastors and bishops:** Ever-living God, strengthen and sustain pastors and bishops [especially Mark and Duane], that with patience and understanding they may love and care for your people. Grant that together they may follow in the way of Jesus Christ, our Savior and Lord, who lives and reigns with you and the Holy Spirit, one God, now and forever.

**Seminaries:** We give you thanks, O God, for all of life and for our common calling as your servants, for the work of your church and for the ministries of word, sacrament, and service. We give you thanks for women and men whom you call to be leaders in your church and for teachers who form them for service. Through the witness and mission of our seminaries may the church join courageously in your work of compassion, mercy, justice, and peace; through Jesus Christ, our Savior and Lord.

**General thanksgiving:** Almighty God, Father of all mercies, we humbly thank you for your goodness to us and to all that you have made. We praise you for your creation, for keeping us and all things in your care, and for all the blessings of life. Above all we bless you for your immeasurable love in redeeming the world by our Lord Jesus Christ, for the means of grace, and for the hope of glory. And, we pray, give us such an awareness of your mercies that with thankful hearts we praise you, not only with our lips but in our lives, by giving ourselves to your service and by living in your gifts of holiness and righteousness all our days; through Jesus Christ our Lord, to whom, with you and the Holy Spirit, be all worship and praise, now and forever.

### Call Process Booklet EDITED - Northwest Synod of Wisconsin

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

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[Images for strengthen and sustain pastors and bishops](#)

### What Happens after Intentional Interim Ministry?

Interim Ministry Association Serving the ELCA: The Newsletter. Fall 2006.

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

[Images for Intentional Interim Ministry](#)

### What To Do With A New Pastor

Congregations are often perplexed when their pastor leaves and a new one arrives after what can often be a time-consuming calling process. This is an important time for our church to deal with the transition and emotions that occur during a change in pastors. Here are a few suggestions to help us **make the transition** a fantastic success.

[http://www.ministryhealth.net/mh\\_articles/030\\_cl\\_what\\_to\\_do\\_with\\_new\\_pastor.html](http://www.ministryhealth.net/mh_articles/030_cl_what_to_do_with_new_pastor.html)

[Images for What to Do with the New Pastor](#)

### Who will fill the pulpit if you don't get an interim ... - My Pastor

The primary job of an interim pastor is: **prepare** the congregation for the next pastor and the changes that come with him.

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

[Images for prepare the congregation for the next pastor](#)