

Interim Ministry Resources

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Introduction

Exiting and Evaluating

Frequently the best gift to a congregation for the interim period is an experience of a healthy farewell. Such an exit includes appropriate mutual expressions of joy and sadness, intentional person-to-person contacts with members who have had significant relationships with the interim pastor, and a well-planned farewell in the context of worship or congregational assembly. A suggested Litany of Farewell is included in the manual. Negotiations regarding contract termination are also important to be completed positively and with integrity. Assisting the congregation to learn from the interim time is included in this process task. This learning is mutual, with the exiting interim pastor gleaning as much constructive information about his or her effectiveness as possible, and at the same time providing the congregation with an opportunity to reflect on its life and ministry. The exiting process includes the clean break in relationships after the interim relationship has ended. Ordinarily the interim pastor ends all pastoral and social relationships with members of the congregation in order to allow the emotional space for the new pastor to join the congregational system effectively.

[PDF] [Interim Ministry Handbook - Northern Texas – Northern Louisiana Mission Area](https://www.ntnl.org/wp-content/uploads/2014/01/Interim-Ministry-Handbook-Interim-Pastor.pdf)

<https://www.ntnl.org/wp-content/uploads/2014/01/Interim-Ministry-Handbook-Interim-Pastor.pdf> Section III Interim Ministry Tasks

[Images for Interim Ministry Exiting and Evaluating](#)

Exiting and Evaluating

Why is it important to have a good “good bye”? Share a story about a time you feel you have done it well?

How did you prepare for the coming of the new pastor?

What has your experience been with an exit interview and final evaluation?

2018 Annual Conference | IMN – Interim Ministry Network

Effective Transitional Ministry: Connecting Theory and Practice – Part One. Workshop Leader: Norman Bendroth. Handout.

<https://imnedu.org/2018-annual-conference/conference-registration/workshops-thursday-june-21-2018-830-to-1000-am/>

[Images for Interim Ministry Network Norman Bendroth Exiting and Evaluating](#)

[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 ordained pastor 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.

ELCA Office of the Secretary - 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/en/Resources/Office-of-the-Secretary>

Stepping In and Stepping Out of an Interim Ministry

Workshop Leader: William Carl Thomas

This workshop offers practical steps that build healthy relationships in the weeks and even months before physically entering a new congregation. These steps provide the framework for moving the congregation through the process tasks taught in IMN's training. Insight into intrapersonal intelligence practice will give you techniques to prepare yourself and the congregation for the time of leaving. You will learn self-reflective practice techniques to help determine just how much anxiety to inject into a system in order to promote transition that can lead to transformation. You will also learn how to use the leader's Anxiety Response Chart for a variety of circumstances. You will have a practical appreciation of what it means to be a Non-Anxious Presence in successfully navigating both the Stepping In and the Stepping Out of your ministry.

2018 Annual Conference | IMN - Interim Ministry Network

<https://imnedu.org/2018-annual-conference/conference-registration/workshop-tuesday-june-19-2018/>

[Images for Stepping In and Stepping Out of an Interim Ministry Workshop Leader: William Carl Thomas](#)

<https://imnedu.org/2018-annual-conference/conference-registration/workshop-descriptions/>

https://balconyperspective.com/files_wordpress.com/2016/08/w-thomas-resume-7-12-16.pdf

<https://balconyperspective.com/author/williamcarlthomas/>

<https://vimeo.com/98160670> Rev Dr William Carl Thomas on Vimeo

<http://tworivertimes.com/new-christ-episcopal-pastor-building-a-flock/>

[Images for intrapersonal intelligence practice](#)

[Images for self-reflective practice techniques](#)

[Images for Anxiety Response Chart](#)

Moses Farewell Address

Moses Commands Obedience

⁴So now, Israel, give heed to the statutes and ordinances that I am teaching you to observe, so that you may live to enter and occupy the land that the LORD, the God of your ancestors, is giving you. ²You must neither add anything to what I command you nor take away anything from it but keep the commandments of the LORD your God with which I am charging you.

oremus Bible Browser: Deuteronomy 4:1-2

<http://bible.oremus.org/?passage=Deuteronomy+4:1-2>

[Images for Moses Commands Obedience](#)

Resources

Deuteronomy: God's People Challenged

Deuteronomy records Moses' farewell address to Israel on the plains of Moab. Moses rehearsed God's law to the new generation of Israelites to prepare them for life in the Promised Land, which they were about to enter. We are reminded that the Israelites spent 40 years on a journey that should have lasted 11 days (verse 2). "The journey from Jebel Musa (traditional site of Mt Sinai/Horeb) to Kadesh [an oasis on the border of Canaan] has recently been shown to take just this time" (*Eerdmans' Handbook to the Bible*, p. 195).

<http://www.gci.org/bible/torah/deut1>

[Images for Deuteronomy: God's People Challenged](#)

Excellent Advice from Moses' Farewell Address – 2010 FROM MY DAILY DEVOTIONAL JOURNAL

Moses was old and near death. He had been forbidden to enter the Promised Land (see Deut. 4:21-22). He brought the people together and gave his farewell address, filled with the good advice of a wise and faithful leader. He is both prophetic and pastoral in his parting words, being able to see beyond the time when they settle into the new land to a time when they will be scattered again and exiled from the Promised Land. In his impassioned speech before them, he is both loving pastor and unmistakable prophet. But the major gist of his message reverberates even to us today; Seek the Lord with all your heart and soul; turn to Him; in distress, He will help you; obey Him, for He will not forsake you; there is no other God besides Him; He will remember His covenant with you. Moses called for faithfulness. He stood firmly on all that the Lord had taught Him and wanted to impart to the people the necessity to be true to God and serve him faithfully.

<http://frommydailydevotionaljournal.blogspot.com/2010/11/excellent-advice-from-moses-farewell.html>

[Images for Excellent Advice from Moses' Farewell Address](#)

<http://home.centurytel.net/foundations/god/gmw/regeneration/misc/moses.htm> Highlights from Moses' Farewell Address

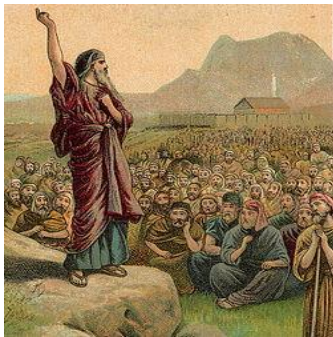
<http://www.christianityoasis.com/DailyBread/Deuteronomy/MosesFarewellAddress.htm>

Moses and David: How Biblical Leaders Finish Well - Academia.edu

The narratives of Moses and David in the Old Testament are rich case studies for how biblical leaders can 'finish well.'

http://www.academia.edu/5690624/Moses_and_David_How_Biblical_Leaders_Finish_Well

[Images for Moses and David: How Biblical Leaders Finish Well](#)



Moses pleading with the Children of Israel, lithography from a Bible card published in 1907

Moses - Simple English Wikipedia

<https://simple.wikipedia.org/wiki/Moses>

[Images for Moses pleading with the Children of Israel](#)

Jesus Farewell Address

Jesus the Way to the Father

¹⁴Do not let your hearts be troubled. Believe¹ in God, believe also in me. ²In my Father's house there are many dwelling-places. If it were not so, would I have told you that I go to prepare a place for you? ³And if I go and prepare a place for you, I will come again and will take you to myself, so that where I am, there you may be also. ⁴And you know the way to the place where I am going.⁵ ⁵Thomas said to him, 'Lord, we do not know where you are going. How can we know the way?' ⁶Jesus said to him, 'I am the way, and the truth, and the life. No one comes to the Father except through me. ⁷If you know me, you will know⁸ my Father also. From now on you do know him and have seen him.'

⁸ Philip said to him, 'Lord, show us the Father, and we will be satisfied.'⁹ Jesus said to him, 'Have I been with you all this time, Philip, and you still do not know me? Whoever has seen me has seen the Father. How can you say, "Show us the

Father"? ¹⁰Do you not believe that I am in the Father and the Father is in me? The words that I say to you I do not speak on my own; but the Father who dwells in me does his works. ¹¹Believe me that I am in the Father and the Father is in me; but if you do not, then believe me because of the works themselves. ¹²Very truly, I tell you, the one who believes in me will also do the works that I do and, in fact, will do greater works than these, because I am going to the Father. ¹³I will do whatever you ask in my name, so that the Father may be glorified in the Son. ¹⁴If in my name you ask me² for anything, I will do it.

[oremus Bible Browser: John 14:1-14](#)

<http://bible.oremus.org/?passage=John+14%3A1-14>

[Images for Jesus the Way to the Father](#)

Sixth Sunday of Easter Year A 2014

The Promise of the Holy Spirit

¹⁵"If you love me, you will keep my commandments. ¹⁶And I will ask the Father, and he will give you another Advocate, to be with you forever. ¹⁷This is the Spirit of truth, whom the world cannot receive, because it neither sees him nor knows him. You know him, because he abides with you, and he will be in you.

¹⁸"I will not leave you orphaned; I am coming to you. ¹⁹In a little while the world will no longer see me, but you will see me; because I live, you also will live. ²⁰On that day you will know that I am in my Father, and you in me, and I in you. ²¹They who have my commandments and keep them are those who love me; and those who love me will be loved by my Father, and I will love them and reveal myself to them."

[oremus Bible Browser: John 14:15-21](#)

<http://bible.oremus.org/?version=nrsv&passage=John+14:15-21>

[Images for Promise of the Holy Spirit](#)

Seventh Sunday of Easter Year A 2014

Gift of the Spirit

²³Jesus answered him, "Those who love me will keep my word, and my Father will love them, and we will come to them and make our home with them. ²⁴Whoever does not love me does not keep my words; and the word that you hear is not mine but is from the Father who sent me.

²⁵"I have said these things to you while I am still with you. ²⁶But the Advocate, the Holy Spirit, whom the Father will send in my name, will teach you everything, and remind you of all that I have said to you. ²⁷Peace I leave with you; my peace I give to you. I do not give to you as the world gives. Do not let your hearts be troubled, and do not let them be afraid.

²⁸You heard me say to you, 'I am going away, and I am coming to you.' If you loved me, you would rejoice that I am going to the Father, because the Father is greater than I. ²⁹And now I have told you this before it occurs, so that when it does occur, you may believe.

[oremus Bible Browser: John 14:23-29](#)

<http://bible.oremus.org/?version=nrsv&passage=John+14:23-29>

[Images for Gift of the Spirit](#)

Sixth Sunday of Easter Year C 2013

Jesus the True Vine

¹⁵I am the true vine, and my Father is the vine-grower. ²He removes every branch in me that bears no fruit. Every branch that bears fruit he prunes² to make it bear more fruit. ³You have already been cleansed² by the word that I have spoken to you. ⁴Abide in me as I abide in you. Just as the branch cannot bear fruit by itself unless it abides in the vine, neither can you unless you abide in me. ⁵I am the vine, you are the branches. Those who abide in me and I in them bear much fruit, because apart from me you can do nothing. ⁶Whoever does not abide in me is thrown away like a branch and withers; such branches are gathered, thrown into the fire, and burned. ⁷If you abide in me, and my words abide in you, ask for whatever you wish, and it will be done for you. ⁸My Father is glorified by this, that you bear much fruit and become² my disciples.

[oremus Bible Browser: john 15:1-8](#)

<http://bible.oremus.org/?passage=john+15:1-8>

[Images for Jesus the True Vine](#)

Fifth Sunday of Easter Year B 2013

Commandment to Love One Another

⁹As the Father has loved me, so I have loved you; abide in my love. ¹⁰If you keep my commandments, you will abide in my love, just as I have kept my Father's commandments and abide in his love. ¹¹I have said these things to you so that my joy may be in you, and that your joy may be complete. ¹²"This is my commandment, that you love one another as I have loved you. ¹³No one has greater love than this, to lay down one's life for one's friends. ¹⁴You are my friends if you do what I command you. ¹⁵I do not call you servants any longer, because the servant does not know what the master is doing; but I have called you friends, because I have made known to you everything that I have heard from my Father. ¹⁶You did not choose me but I chose you. And I appointed you to go and bear fruit, fruit that will last, so that the Father will give you whatever you ask him in my name. ¹⁷I am giving you these commands so that you may love one another.

[oremus Bible Browser: John 15:9-17](#)

<http://bible.oremus.org/?version=nrsv&passage=John+15:9-17>

[Images for Commandment to Love One Another](#)

Sixth Sunday of Easter Year B 2013

Jesus Prays for his Disciples

¹⁷After Jesus had spoken these words, he looked up to heaven and said, "Father, the hour has come; glorify your Son so that the Son may glorify you, ²since you have given him authority over all people, to give eternal life to all whom you have given him. ³And this is eternal life, that they may know you, the only true God, and Jesus Christ whom you have sent. ⁴I glorified you

on earth by finishing the work that you gave me to do. ⁵So now, Father, glorify me in your own presence with the glory that I had in your presence before the world existed.

⁶"I have made your name known to those whom you gave me from the world. They were yours, and you gave them to me, and they have kept your word. ⁷Now they know that everything you have given me is from you; ⁸for the words that you gave to me I have given to them, and they have received them and know in truth that I came from you; and they have believed that you sent me. ⁹I am asking on their behalf; I am not asking on behalf of the world, but on behalf of those whom you gave me, because they are yours. ¹⁰All mine are yours, and yours are mine; and I have been glorified in them.

¹¹And now I am no longer in the world, but they are in the world, and I am coming to you. Holy Father, protect them in your name that you have given me, so that they may be one, as we are one.

oremus Bible Browser: John 17:1-11

<http://bible.oremus.org/?version=nrsv&passage=John+17:1-11>

Seventh Sunday of Easter Year A 2014

⁶"I have made your name known to those whom you gave me from the world. They were yours, and you gave them to me, and they have kept your word. ⁷Now they know that everything you have given me is from you; ⁸for the words that you gave to me I have given to them, and they have received them and know in truth that I came from you; and they have believed that you sent me. ⁹I am asking on their behalf; I am not asking on behalf of the world, but on behalf of those whom you gave me, because they are yours. ¹⁰All mine are yours, and yours are mine; and I have been glorified in them. ¹¹And now I am no longer in the world, but they are in the world, and I am coming to you. Holy Father, protect them in your name that you have given me, so that they may be one, as we are one. ¹²While I was with them, I protected them in your name that you have given me. I guarded them, and not one of them was lost except the one destined to be lost, so that the scripture might be fulfilled. ¹³But now I am coming to you, and I speak these things in the world so that they may have my joy made complete in themselves. ¹⁴I have given them your word, and the world has hated them because they do not belong to the world, just as I do not belong to the world. ¹⁵I am not asking you to take them out of the world, but I ask you to protect them from the evil one. ¹⁶They do not belong to the world, just as I do not belong to the world.

¹⁷Sanctify them in the truth; your word is truth. ¹⁸As you have sent me into the world, so I have sent them into the world. ¹⁹And for their sakes I sanctify myself, so that they also may be sanctified in truth.

oremus Bible Browser: John 17:6-19

<http://bible.oremus.org/?version=nrsv&passage=John+17:6-19>

Seventh Sunday of Easter Year B 2015

²⁰"I ask not only on behalf of these, but also on behalf of those who will believe in me through their word, ²¹that they may all be one. As you, Father, are in me and I am in you, may they also be in us, so that the world may believe that you have sent me. ²²The glory that you have given me I have given them, so that they may be one, as we are one, ²³in them and you in me, that they may become completely one, so that the world may know that you have sent me and have loved them even as you have loved me.

²⁴Father, I desire that those also, whom you have given me, may be with me where I am, to see my glory, which you have given me because you loved me before the foundation of the world. ²⁵"Righteous Father, the world does not know you, but I know you; and these know that you have sent me. ²⁶I made your name known to them, and I will make it known, so that the love with which you have loved me may be in them, and I in them."

oremus Bible Browser: John 17:20-26

<http://bible.oremus.org/?ql=253558952>

[Images for Jesus Prays for his Disciples](#)

Seventh Sunday of Easter Year C 2013



Christ's Farewell to his Apostles by Duccio, Maesta 1308-1311

File:FarewellApostles.jpg - Wikipedia

<https://en.wikipedia.org/wiki/File:FarewellApostles.jpg>

[Images for Christ's Farewell to his Apostles](#)

Farewell Discourse - Wikipedia

In the New Testament, Chapters 14-17 of the Gospel of John are known as the Farewell Discourse given by Jesus to eleven of his disciples immediately after the conclusion of the Last Supper in Jerusalem, the night before his crucifixion.^[1] The discourse is generally seen as having distinct components.^[2] First, Jesus tells the disciples that he will be going away to the Father, that he will send the Holy Spirit to guide the disciples.^[2] Jesus bestows peace on the disciples and commands them to love one another. The expression of the unity of love between Jesus and his Father, in the Spirit,

as it applies to his disciples in the [love of Christ](#), is a key theme in the discourse, manifested by several reiterations of [the New Commandment](#): "love one another as I have loved you".^[3]

The next part of the discourse contains the [allegory of The Vine](#) which positions Jesus as the vine (the source of life for the community) and the disciples as the branches, building on the pattern of discipleship in the gospels.^{[4][5]} The Vine again emphasizes the love among the disciples, but Jesus then warns the disciples of upcoming persecutions: "If the world hates you, remember that they hated me before you".^[1]

In the final part of the discourse (John 17:1-26) Jesus prays for his followers and the coming [Church](#). This is the longest prayer of Jesus in any of the gospels, and is known as the *Farewell Prayer* or the *High Priestly Prayer*.^{[6][7]} The key themes of the prayer are the glorification of the Father and petitions for the unity of the disciples through love.^[2] Jesus prays to the Father that his followers "may all be one as we are one" and that "the love with which you love me may be in them, and I in them."^{[2][6]}

http://en.wikipedia.org/wiki/Farewell_Discourse
[Images for Farewell Discourse](#)

The final weeks of one assignment happened to come right during the season of Easter when the farewell discourse was designated for the gospel readings. The gospel for the day proved to be natural texts for preaching during an ending.

Ascension of our Lord

Jesus Appears to His Disciples

⁴⁴Then he said to them, "These are my words that I spoke to you while I was still with you—that everything written about me in the law of Moses, the prophets, and the psalms must be fulfilled." ⁴⁵Then he opened their minds to understand the scriptures, ⁴⁶and he said to them, "Thus it is written, that the Messiah is to suffer and to rise from the dead on the third day, ⁴⁷and that repentance and forgiveness of sins is to be proclaimed in his name to all nations, beginning from Jerusalem. ⁴⁸You are witnesses of these things. ⁴⁹And see, I am sending upon you what my Father promised; so stay here in the city until you have been clothed with power from on high."

The Ascension of Jesus

⁵⁰Then he led them out as far as Bethany, and, lifting up his hands, he blessed them. ⁵¹While he was blessing them, he withdrew from them and was carried up into heaven. ⁵²And they worshiped him and returned to Jerusalem with great joy; ⁵³and they were continually in the temple blessing God.

[oremus Bible Browser: Luke 24:44-53](#)

<http://bible.oremus.org/?passage=Luke+24:44-53&version=nrsv>

[Images for Jesus Appears to His Disciples](#)

Resources

A Mission Accomplished; A Mission to Accomplish

The Ascension of our Lord--it is truly a day to be celebrated and honored. It is a day to come to the temple of God to worship our Lord with great joy, to praise Him for the mission accomplished and for the mission he has given for us to complete.

Ascension - Textweek

<http://www.predigten.uni-goettingen.de/archiv-6/040520-3-e.html>

[Images for Ascension - Textweek](#)

Ascension of Jesus - Wikipedia

The Ascension of Jesus ([anglicized](#) from the [Vulgate](#) Latin [Acts 1:9-11](#) section title: *Ascensio Iesu*) is the departure of [Christ](#) from Earth into the presence of [God](#).^[1] The well-known narrative in Acts 1 takes place 40 days after the [Resurrection](#): Jesus, in the company of the disciples, is taken up in their sight after warning them to remain in Jerusalem until the coming of the [Holy Spirit](#); as he ascends a cloud hides him from their view, and two men in white appear to tell them that he will return "in the same way you have seen him go into heaven."^[2]



Jesus' ascension to heaven depicted by John Singleton Copley, 1775

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

[Images for Ascension of Jesus](#)

The End and the Beginning

He had, on the one hand, **finished all that he had been called to do** and yet, at the same time, what he had done was only the beginning of what he would continue to do through these disciples gathered before him and through all those who would come after them as bearers of the glad tidings.

Ascension - Textweek

<http://www.predigten.uni-goettingen.de/archiv-8/060525-5-e.html>

[Images for Jesus finished all that he had been called to do](#)

Apostle Paul

Paul Speaks to the Ephesians Elders

From Miletus, he sent a message to Ephesus, asking the elders of the church to meet him. When they came to him, he said to them: "You yourselves know how I lived among you the entire time from the first day that I set foot in Asia, serving the Lord with all humility and with tears, enduring the trials that came to me through the plots of the Jews. I did not shrink from doing anything helpful, proclaiming the message to you and teaching you publicly and from house to house, as I testified to both Jews and Greeks about repentance toward God and faith toward our Lord Jesus. And now, as a captive to the Spirit, I am on my way to Jerusalem, not knowing what will happen to me there, except that the Holy Spirit testifies to me in every city that imprisonment and persecutions are waiting for me. But I do not count my life of any value to myself, if only I may finish my course and the ministry that I received from the Lord Jesus, to testify to the good news of God's grace. "And now I know that none of you, among whom I have gone about proclaiming the kingdom, will ever see my face again. Therefore, I declare to you this day that I am not responsible for the blood of any of you, for I did not shrink from declaring to you the whole purpose of God. Keep watch over yourselves and over all the flock, of which the Holy Spirit has made you overseers, to shepherd the church of God that he obtained with the blood of his own Son. I know that after I have gone, savage wolves will come in among you, not sparing the flock. Some even from your own group will come distorting the truth in order to entice the disciples to follow them. Therefore, be alert, remembering that for three years I did not cease night or day to warn everyone with tears. And now I commend you to God and to the message of his grace, a message that is able to build you up and to give you the inheritance among all who are sanctified. I coveted no one's silver or gold or clothing. You know for yourselves that I worked with my own hands to support myself and my companions. In all this I have given you an example that by such work we must support the weak, remembering the words of the Lord Jesus, for he himself said, 'It is more blessed to give than to receive.'"

When he had finished speaking, he knelt down with them all and prayed. There was much weeping among them all; they embraced Paul and kissed him, grieving especially because of what he had said, that they would not see him again. Then they brought him to the ship.

oremus Bible Browser: Acts 20:17-38

<http://bible.oremus.org/?ql=111496310>

[Images for Paul Speaks to the Ephesians Elders](#)

Final Doxology

25 Now to God²⁵ who is able to strengthen you according to my gospel and the proclamation of Jesus Christ, according to the revelation of the mystery that was kept secret for long ages²⁶ but is now disclosed, and through the prophetic writings is made known to all the Gentiles, according to the command of the eternal God, to bring about the obedience of faith—²⁷ to the only wise God, through Jesus Christ, to whom²⁸ be the glory forever! Amen.

oremus Bible Browser: Romans 16:25-27

<http://bible.oremus.org/?passage=Romans+16:25-27>

[Images for Apostle Paul Final Doxology](#)

Romans 16:25-27 Commentary - Working Preacher

On this Fourth Sunday of Advent, as even the readings make a turn to Christ's birth in a manger, Paul's doxology in Romans sings a counter-motif. The obedience of faith gestures towards the cross.

http://www.workingpreacher.org/preaching.aspx?commentary_id=1152

[Images for imminent announcement and arrival of the Christ Child](#)

Final Greetings and Benediction

11 Finally, brothers and sisters,¹² farewell.¹³ Put things in order, listen to my appeal,¹⁴ agree with one another, live in peace; and the God of love and peace will be with you. ¹²Greet one another with a holy kiss. All the saints greet you.

13 The grace of the Lord Jesus Christ, the love of God, and the communion of¹⁵ the Holy Spirit be with all of you.

oremus Bible Browser: 2 Corinthians 13:11-13

<http://bible.oremus.org/?passage=2+Corinthians+13:11-13>

[Images for Apostle Paul Final Greetings and Benediction](#)

2 Corinthians 13:11-13 Commentary by Carla Works – Working Preacher

This **final appeal** for the presence of Christ's grace, God's love, and the Spirit's fellowship bears witness to the divine power that has created and sustained both the Corinthian church and the church today. God is the very source of our life in Christ Jesus, and in Christ we are a new creation.

https://www.workingpreacher.org/preaching.aspx?commentary_id=2081

[Images for 2 Corinthians 13:11-13 Commentary](#)

Reflections and Resources

1) Purpose of interim ministry

The purpose of interim ministry is to guide a congregation through the transition from a departing pastor to an incoming pastor.

Resources

Exiting and Evaluating

Frequently the best gift to a church organization for the interim period is an experience of a healthy farewell. Such an exit would include appropriate mutual expressions of joy and sadness, intentional person-to-person contacts with members who have had significant relationships with the interim leader, and a well-planned farewell ritual in the context of worship or membership assembly. Negotiations regarding contract termination are also important to be completed positively and with integrity. Assisting the system to learn from the interim time is included in this task. Such learning is also mutual, with the exiting leader gleaning as much constructive information about her or his effectiveness as possible, and at the same time providing the church organization with an opportunity to reflect on its life and ministry.

Interim leaders do well to remember that the exiting process includes the clean break in relationships after the relationship has ended. While denominational ethics vary on this subject, ordinarily the interim is advised to end all pastoral and social relationships with the members of the church organization, in order to allow the emotional space for the new leader to join the system effectively.

The Time Between: Interim Ministry Weeks One and Two

http://www.ptsem.edu/uploadedFiles/School_of_Christian_Vocation_and_Mission/Continuing_Education/week-1-2011.pdf
[Images for Pastor Exiting and Evaluating](#)

How to Leave a Church | FWBPastor.com

Leave Carefully

Be sure every bill is paid, even if you must borrow the money from a lending institution. Seek to have a good leaving relationship with everyone, regardless of what they may have done to you. Prepare the way for the new pastor. Leave the parsonage spotlessly cleaned. Return every item you may have borrowed.

<http://fwbpastor.com/?p=1280>

[Images for How to Leave a Church | FWBPastor.com Leave Carefully](#)

Making transitions | Faith & Leadership

Consequently, it is essential that the pastor's exit be handled well, according to the PC(USA)'s *On Calling a Pastor: A Manual for Churches Seeking Pastors*: "A good ending is the foundation of a good new beginning for the next pastor."

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

<https://www.faithandleadership.com/resources-christian-leadership>

[Images for making pastor transitions](#)

On Leaving a Congregation - the Episcopal Diocese of Washington

A Timeline and Other Considerations

How to say a healthy, caring, clear goodbye to a congregation – helping everyone have a good sense of closure and leaving them ready to welcome their new rector.

<http://www.edow.org/for-clergy-and-parish-leaders/calling-a-new-rector/On-Leaving-a-Congregation.pdf>

[Images for Pastor Leaving a Congregation](#)

Ten Commandments for Pastors Leaving a Congregation [Lawrence W. Farris]

Pastoral transitions can be fraught with pitfalls, yet there *is* advice that can help ministers and congregations avoid those dangers. Lawrence Farris, a pastor who himself has left three churches, here gives ten wise, thoughtful commandments for shepherds leaving their flock. Hardly heavy-handed dictums, these "commandments" are more gospel than law, laying out helpful strategies in such areas as recognizing when to depart, patching broken relationships, and enabling the next pastor to make a clean start. While many may dream of a comfortable, long-term pastorate, today's transient congregational realities make it clear that the wisdom in this book is needed by pastors in churches big and small, liberal, moderate, and conservative. Perfect for pastors soon to depart and for those happy to stay put for now, *Ten Commandments for Pastors Leaving a Congregation* provides guidance for both pastors and parishioners facing this hopeful and challenging transition.

<http://www.amazon.com/Ten-Commandments-Pastors-Leaving-Congregation/dp/0802829244>

http://www.goodreads.com/book/show/186229.Ten_Commandments_for_Pastors_Leaving_a_Congregation

<https://books.google.com/books?isbn=0802829244>

<http://www.eerdmans.com/Products/Default.aspx?ISBN=9780802829245>

<http://eerdword.wordpress.com/2011/09/23/books-for-pastors-like-rob-bell-leaving-their-congregations-like-mars-hill/>

https://www.moumethodist.org/files/leadership+excellence/passing+the+baton/2019+move+pack_final.pdf

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<https://www.amazon.com/Lawrence-W-Farris/e/B001JSA8UE>

http://www.goodreads.com/author/show/108515.Lawrence_W_Farris

[Images for Lawrence W. Farris, author](#)

[Images for Ten Commandments for Pastors Leaving a Congregation \[Lawrence W. Farris\]](#)

2) Wind down and gear up

If money was no object, I could afford to start an interim assignment at the beginning of an interim period and stay until the end of the interim period, and then accept down time between assignments, but, because that has not been the case, the synod staff has thankfully sought to keep me continuously employed. That means that the end of an assignment involves both a time to wind down *and* gear up. The wind down means wrapping up and letting go. The gear up involves interviewing with another interim ministry site and preparing to start a new assignment. Sometimes, there are other matters to attend to. For instance, there have been times I have ended up making wedding plans with a couple scheduled to be married soon after my start date.

Alan Mead in an article entitled "Interim Ministry Challenges... or Are They Opportunities?" in a 12/14/2018 IMN newsletter describes his experience.

As the work of the interim concludes, there is another window of transition as the congregation prepares to welcome its new leader. From my experience that window is relatively brief. When the congregation receives the names of viable candidates, I begin shifting focus a little from the needs of the congregation toward my need to find a new position. From experience, I know that, unless something occurs that changes the process, a call will be extended and accepted within three to six months. Since I know this is coming, I maintain personal contact with a network of people on the diocesan level who connect available interims and congregations that need an interim.

Interim Ministry Network | 5740 Executive Drive, Suite 212, Baltimore, MD 21228

Sent by crystal@imnedu.org in collaboration with *Constant Contact*

3) Linger Longer Syndrome

If there is any one action that undermines the integrity of intentional interim ministry, it is the action of an interim pastor to extend the period of transitional ministry indefinitely. Richard Putney, Executive Director of the Interim Ministry Network, in an article for the September 1992 Volume 12 #5 *In-Between Times* pages 1,2,5, calls it The Linger Longer Syndrome.

Interim Ministry Network, 5740 Executive Drive, Suite 212, Baltimore, Maryland 21228, 800-235-8414.

<http://imnedu.org/> [Crystal Wells \(IMN\)](mailto:Crystal Wells (IMN)) crystal@imnedu.org Ellen@imnedu.org

Resources

How Can an Interim Minister Help?

- Then, at the end of the appointed time, an interim minister will join you in celebrating your opportunities - and, with respect and caring, she will **move on**. For that is the nature of an interim time - it comes to an end when your next chapter is ready to begin.

[http://www.spiritquest.ws/About Interim Ministry.html](http://www.spiritquest.ws/About_Interim_Ministry.html)

[Images for Interim Minister will move on](#)

Interim Ministry and Saying Goodbye | North Leamington United Mennonite Church

The power of the interim is that they can ask those questions and push the structure and yet they and the congregation know that **they are only there for a short while**. It creates an opportunity for doing new things without fear that these new things have to become the new normal. It creates an opportunity to experiment, and to play with traditions, without fear. Then if things have worked well, the church can say, "but we like this," or they can say "well, we do not need to do that again..." The interim ministry gives freedom to the interim pastor to ask questions, and freedom for the congregation to reflect on itself and to try new things. It gives everyone freedom.

<http://nlumc.com/interim-ministry-and-saying-goodbye>

[Images for Interim Ministry and Saying Goodbye](#)

The Interim Minister and the Ministerial Search Committee

Every senior or solo interim minister agrees not to serve a congregation for more than two years. **These time limitations guarantee the interim minister's objectivity and create a beneficial sense of urgency; both the interim minister and the congregation are more likely to engage in creating healthy change if they know that their time together is short.** In rare cases the period of service of interim MREs, associate, and assistant ministers may be extended, but only with the approval of the Transitions Director in consultation with UUA District Staff.

Transitional Ministry Handbook - Unitarian Universalist Association

http://www.uua.org/documents/mpl/transitions/transitional_ministry.pdf

[Images for Interim Minister and the Ministerial Search Committee](#)

Page 8

Thinking in The Future Tense - More Skills That Will Help Us All Master the Future

Don't stay comfortable too long. As one door is closing, open the next one. Imagine that your current job or lifestyle will end in six months and conjure up a new one... This flexible mind-set is characteristic of someone who is not afraid of change. It is the perspective of a pioneer. It is an American tradition.

<http://community.seattletimes.nwsources.com/archive/?date=19960528&slug=2331572>

[Images for Skills That Will Help Us All Master the Future](#)

[Images for don't stay comfortable too long](#)

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

An ethical issue he (Mead) acknowledges is that some clergy use an interim position to “hi-jack a long-term job,” or to **drag out the length of a position**, which discredits the whole profession.

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

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

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

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

<https://www.amazon.com/Transitional-Ministry-Today-Successful-Strategies-ebook/dp/B00QYFS69M>

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

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

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

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

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

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

http://www.pts.edu/Transitional_Ministry1

http://www.goodreads.com/author/show/10793952.Norman_B_Bendroth

http://www.goodreads.com/author/show/692292.David_R_Sawyer

http://www.goodreads.com/author/show/4923940.Cameron_Trimble

http://www.goodreads.com/author/show/8537496.John_Keydel_Jr

http://www.goodreads.com/author/show/1017011.Beverly_A_Thompson

http://www.goodreads.com/author/show/1104766.George_B_Thompson_Jr

http://www.goodreads.com/author/show/8537499.Bianca_Duemling

http://www.goodreads.com/author/show/10793955.Michael_S_Rev_Piazza

http://www.goodreads.com/author/show/70337.Anthony_B_Robinson

http://www.goodreads.com/author/show/10793956.Robert_J_Voyle

http://www.goodreads.com/author/show/10793957.Deborah_J_Pope_Lance

http://www.goodreads.com/author/show/6058156.Gretchen_J_Switzer

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

4) “Hi-jack a long-term job”

If there is any one action that undermines the integrity of interim ministry even more than the Linger Longer Syndrome, it is the action of an interim pastor to make oneself available to be considered for the position of installed pastor after initially agreeing not to be available for the position. Loren Mead speaks of this as “hi-jack a long-term job.”

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

An ethical issue he (Mead) acknowledges is that some clergy use an interim position to “hi-jack a long-term job,” or to **drag out the length of a position**, which discredits the whole profession.

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

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

[Images for Transitional Ministry Today](#)

Resources

Beginning with the end in mind

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.

Getting Ready - Intentional Interim Ministry

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

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

Best Practices of Interim Ministry – The Role of the Interim Pastor

6. **Not Available for Call**. The interim pastor will never be available for call as the next regularly-called pastor. This protects the ability of the interim pastor to do the tasks of an interim pastor properly, without regard to short-range perceptions. It also protects the integrity of the Call Process. It is unfair to other candidates to be compared to an interim pastor who has a large advantage by virtue of being already in the congregation.

Pastoral Leadership Transition Process-A Guide for Lay Leaders

<http://ministrylink.org/wp-content/uploads/2013/05/Pastoral-Transition-A-Guide-for-Lay-Leaders-Edition-3.2-7-7-2013.pdf> Page 14
[Images for Best Practices of Interim Ministry](#)

Discernment Process Diocese of New Jersey

It is important to know at the outset that **no present staff, your interim rector/vicar, or your transition consultant may become a candidate** for rector or vicar in your congregation

<http://newjersey.anglican.org/FormsDocs/ForParishes/ClergySearch/2011-FindingNewClergy.pdf>
[Images for Discernment Process Diocese](#)

Interim Ministries ABC Code of Ethics

- I will **not permit the church I serve as interim pastor to consider me as a pastoral candidate.**
- Upon the completion of my assignment, I will sever my professional relations with the church and will abstain from professional contacts with the congregation without the request or consent of the current pastor.

ABC Ministers Council and (2) Interim Ministries-ABC

<http://www.interimministries-abc.org/Local/documents/codeofethics.pdf>
[Images for Interim Ministries ABC Code of Ethics](#)

Interim Ministry - United Church of Christ

Making it clear that the **interim minister will not be eligible as a candidate** for the settled position. Sometimes there is a temptation to want to stick with someone who is known. The viability of an effective interim ministry is lost, however, if it becomes a way to candidate for the settled position.

<http://www.ucc.org/ministers/leaders-box/a6-Interim-Ministry.pdf>
[Images for Interim Ministry - United Church of Christ](#)

Interim rectorship: Shalts and shalt nots

Thou shalt not... promote yourself as a candidate for rector, no matter how much you are appreciated. Many will love you but, there is a whole "other side" out there that will not be happy that you are a candidate. Among other things, they will know you tried to manipulate the process. After you have done your job with integrity, leave.

<http://www.ecfvp.org/vestrypapers/transition/interim-rectorship-shalts-and-shalt-nots/>
[Images for Interim rectorship: Shalts and shalt nots](#)

Ministerial Ethics and Interim Ministry - text

If the interim pastor desires to become the long-term pastor, he or she is likely to resist asking hard questions and rocking an unsteady boat. In fact, as soon as the interim pastor decides in his or her own heart to be open to a call to that installed position, the congregation is robbed of the creative and constructive and potentially healing leadership that a truly temporary leader is most able to offer.

<http://journal.oates.org/columns/sawyer/420-ministerial-ethics-and-interim-ministry>
[Images for Ministerial Ethics and Interim Ministry](#)

NO CANDIDACY RATIONALE Terry Foland 1BT Vol. 7, No. 5, Page 4

The Question: *Why is it not a good practice for interim pastors to be considered as a candidate for the "installed" pastor of the congregation? And how can we keep this from happening?*

[PDF]Theology of the Divine Call and Intentional Interim Ministry in the Lutheran Church – Missouri Synod

<https://scholar.csl.edu/cgi/viewcontent.cgi?article=1051&context=stm>

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[Images for Theology of the Divine Call and Intentional Interim Ministry in the Lutheran Church – Missouri Synod NO CANDIDACY RATIONALE](#)

Rationale for an Interim Pastor NOT Becoming a Candidate for Call

When the interim is not a retired pastor, a question is often raised by a congregation and/or a call committee: "Why is it not a good idea for a congregation to consider calling its interim pastor to be the next permanent/settled pastor for our congregation?"

From the experience of those who have served as intentional interim pastors and those who have studied the issues involved in interim ministry, the following reasons provide the answer:

A. Interim ministry is unique. There are specific tasks to accomplish during the interim that work at rebuilding. An interim pastor often leads in ways that are acceptable during an interim period but may not be as acceptable to some in the congregation were she/he to remain as settled pastor. In fact, interim pastors are appointed for the specific needs of the congregation during transition, and those needs are not necessarily the same when the congregation is ready for a called pastor.

B. Because the interim pastor has more visibility and has developed relationships in the congregation, an interim pastor has an advantage in knowledge and relationships over other possible pastoral candidates who may be more appropriate for the call.

C. An interim pastor will always have a following, but also will often have those who are not favorably committed to him or her. If the interim pastor were called, there would be built-in opposition from the beginning.

D. If a decision were made to consider the interim pastor along with other pastoral candidates, and the interim pastor is not recommended for the call, there could easily be hurt feelings that could jeopardize either the remainder of the interim work, or the start-up of the newly called pastor.

E. The congregation itself may miss out on the appropriate leadership for its current stage of its life if it fails to consider a number of candidates who have gifts to bring.
Therefore, the Agreement for Interim Ministry expressly states that the interim pastor will not make oneself available for call, and that the congregation agrees not to attempt to call the interim pastor.
When the interim pastor is introduced to the congregation, it should be made clear that the work of an interim pastor is distinctly different from that of a long term called pastor, and the interim pastor is not available for call in that place. Since members may naturally form an attachment to the interim pastor, it is often necessary for both the pastor and congregational leaders to remind members that issuing a call to the interim pastor is not permitted and both the interim and the congregation have agreed to that in writing.

Call Process - NC Synod ELCA

Call Process Booklet Updated: January 27, 2017

<https://nclutheran.org/download/call-process-booklet-1/?wpdmdl=672> RATIONALE FOR AN INTERIM PASTOR NOT BEING A CANDIDATE FOR CALL

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[Images for RATIONALE FOR AN INTERIM PASTOR NOT BEING A CANDIDATE FOR CALL](#)

RATIONALE FOR COM POLICY #9 ON INTERIM MINISTRIES (no candidacy)

Rationale Two: *Trust that persons will keep their word is essential in covenantal relationships; changing the "rules of the game" may foster distrust of the pastor and the congregational leaders who "changed the rules."*

[http://www.peaceriverpresbytery.org/files/Guidelines%20&%20Policies/Policy%20%239/RATIONALE%20FOR%20COM%20POLICY%20%239%20ON%20INTERIM%20MINISTERS%202-12-13%20\(2\).pdf](http://www.peaceriverpresbytery.org/files/Guidelines%20&%20Policies/Policy%20%239/RATIONALE%20FOR%20COM%20POLICY%20%239%20ON%20INTERIM%20MINISTERS%202-12-13%20(2).pdf)

[Images for covenantal relationships](#)

Rationale for Interim Minister Not Being a Candidate

A question is often raised by a congregation, Search Committee, or even by an interim minister in words such as the following: "Why is it considered unethical and not normal practice for a congregation to consider calling a person who is serving in the position of an interim minister, as the new installed minister for that congregation?"

From the experience of those persons who have worked closely with the process of ministerial relocation and the special tasks of interim ministry, it is not appropriate for an interim minister to become the installed minister.

Following is listed the rationale for NOT considering the interim minister for the installed position in a local congregation:

1. An interim has an advantage over other possible candidates who may desire to be considered for the position because he/she has more visibility to the congregation.
2. An interim will always have a following but will also almost always have those who are not favorably committed to him/her. If he/she were to be called to the position of ministry, there would be built-in opposition from the very beginning.
3. If the decision is made to consider the interim along with the others being considered, and the interim does not get the position, there could be hurt feelings that would jeopardize the remainder of his/her interim work until a new minister is called.
4. If the interim is considered and he/she does not get the decision, there are already people lined up for and against the interim, and whichever way the decision goes, there will be some of the congregation who will be upset.
5. The church, itself, may pass up better leadership than it is getting, even with a good interim, if it fails to consider a larger number of potential ministerial candidates.
6. Interim ministry is unique, and an interim minister may often lead in ways that would be acceptable as an interim but would not be acceptable to some in the congregation were he/she to remain as permanent installed minister.
7. Other ministers will know of the ministerial ethics involved and will know that those have been broken if an interim is called. The result could be a lack of fellowship and broken relationships with other ministers.
8. A precedent could be set which would result in ministers seeking interim positions with the specific idea in their minds of putting themselves in a better position to be considered and called as the installed minister thus greatly damaging the whole placement process.

[PDF]guidelines for interim pastorates - Southern California Nevada Conference of the United Church of Christ

<https://www.scnucc.org/resources/d/InterimMinistGuide2.pdf>

Page 10

[Images for guidelines for interim pastorates](#)

Seven Common Mistakes Churches Make When They Have an Interim Pastor - Thom Rainer

2. The church allows the interim pastor to be a candidate for pastor.

<http://thomrainer.com/2017/04/seven-common-mistakes-churches-make-interim-pastor/>

[Images for Seven Common Mistakes Churches Make When They Have an Interim Pastor - Thom Rainer 2. The church allows the interim pastor to be a candidate for pastor.](#)

Should Interims Be Candidates for the Permanent Position? Rev. Robert Voyle

As intentional interims, we are committing ourselves to assist a congregation with the transition between leadership. To seek to change the nature of the relationship midcourse and become a candidate is to betray the commitment to assist the congregation in their transition. It is a violation of the boundaries that are established at the beginning of the relationship.

These boundaries are essential, especially in conflicted situations, if the interim is to remain objective and not embroiled in the conflict. It becomes impossible to maintain credibility as a healing presence when energy becomes diverted from facilitating a healthy transition to establishing oneself as the best possible candidate.

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

[Images for Should Interims Be Candidates for the Permanent Position? Rev. Robert Voyle](#)

Rethinking Interim Ministry by Anthony B. Robinson » Alban at Duke Divinity School

Also problematic is the way that some clergy think of the interim position as a way to “hi-jack a long-term job.”

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

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

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

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

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

Chapter 12 **Ethical Dimensions** of the Interim Time

Page 131

Tool 7 Why Should the Interim Pastor **Not Be a Candidate** for the Permanent Call?

Page 180

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

<http://www.amazon.com/Temporary-Shepherds-Congregational-Handbook-Ministry/dp/1566992087>

http://www.goodreads.com/book/show/1463283.Temporary_Shepherds

<https://www.barnesandnoble.com/w/temporary-shepherds-roger-s-nicholson/1120884280>

<https://rowman.com/ISBN/9781566996464/Temporary-Shepherds-A-Congregational-Handbook-for-Interim-Ministry>

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

<https://imnedu.org/imn-library/temporary-shepherds-a-congregational-handbook-for-interim-ministry-2/>

[DOC] Interim Ministry Handbook - Northern Texas – Northern Louisiana Synod

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<https://www.ucc.org/across-the-ucc-interim>

<http://baltimorepresbytery.org/wp-content/uploads/SeekingPastorPhase2.pdf>

Page 4

<http://www.sbcsouthhadley.com/forms/What%20Do%20We%20Do%20Next.pdf>

Page 12

<https://scholar.csl.edu/cgi/viewcontent.cgi?article=1051&context=stm>

Page 101

http://unityfortmill.org/Websites/UPC2017/files/Content/6202671/Extended_Summary_of_Tasks_of_Interim_Period.pdf

<http://preachingandpondering.blogspot.com/2016/04/deepening-interim-experience-connecting.html>

<http://www.fccsm.org/frameset.html?interimministry.html>

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

[Images for Ethical Dimensions of the Pastor Interim Time](#)

[Images for Interim Pastor Not Candidate for Permanent Call](#)

The Interim Minister and the Ministerial Search Committee

Every interim minister agrees not to become a candidate for that congregation's called ministry. This limitation both assures the interim process the time to complete itself, rather than terminating prematurely in the warmth of candidating, and it also avoids placing the interim minister in a crippling conflict of interest: only because the interim minister is in no way a candidate for a permanent position can the ability to speak in candor, without risk of reprisal be assured.

Transitional Ministry Handbook - Unitarian Universalist Association

http://www.uua.org/documents/mpl/transitions/transitional_ministry.pdf

Page 8

[Images for Interim Minister and the Ministerial Search Committee](#)

Why Can't We Call Our Interim Pastor?

1. The essential tasks that need to be addressed during an interim period may not get the attention that they really need. For example, calling the Interim might interfere with doing the necessary grief work regarding the loss of a former pastor. Also, an Interim Pastor may need to do some things in the interim period that he/she would not do if anticipating the roles as the “permanent, settled pastor.”
2. The Interim has a leading advantage over other persons who might be interested in the vacancy. This raises a question of fairness of all prospective candidates.
3. While the Interim may be favorable to most members—some may have developed some dislikes. This raises the concern about a built in resistance right from the start.
4. If the Interim is considered alongside other candidates and then not chosen, this could cause hurt and also a “Lame Duck” conclusion of the Interim's pastorate.
5. Such a practice could put into motion the idea that Interim Ministry is just a stepping stone in the call process.
6. Calling a trained interim specialist and his/her acceptance would remove this person from the small pool of people who are trained and able to serve in this capacity as an interim.
7. The Interim Pastor is a member of a network of people who have mutually agreed to this principle. To accept such a call would be perceived as the Interim going against his/her world.

[PDF] Interim Ministry Manual - SD Synod

<http://www.sdsynod.org/wp-content/uploads/2011/01/Interim-Ministry-Manual-SD-Synod.pdf>

Page 3

[Images for Why Can't We Call Our Interim Pastor?](#)

Why Not Hire the Transitional Pastor as Your Next Senior Pastor

Eight Reasons to Avoid Hiring the Transitional Pastor as Senior Pastor

<http://en.outreach.ca/Resources/FreeResources/tabid/2325/ArticleId/6164/Why-Not-Hire-the-Transitional-Pastor-as-Your-Next-Senior-Pastor.aspx>

[Images for Avoid Hiring the Transitional Pastor as Your Next Senior Pastor](#)

5) When I leave an interim assignment

I ask the church secretary to remove my name from the mailing list and respectfully decline requests to function in a pastoral role.

Learn to say "No" | Ways to reject a request | Personal Development

Having to deal with a rejection can be tremendously difficult. But something that many people find even more difficult is to be the one who has to reject. And, so, it happens that many of us accept obligations that we would have rather avoided. Sometimes we accept out of politeness, in other cases because we simply don't know in what possible way to say no. Nonetheless, we always end up with dreadful responsibilities or massive amounts of extra work. So why not learn how to politely decline a request and save a lot of time and nerves?

<http://www.planetofsuccess.com/blog/2011/learn-to-say-no/>

[Images for Learn to say "No" | Ways to reject a request | Personal Development](#)

6) File the paperwork

For ELCA pastors, this includes the following: Model Covenants, Certification of Completion of Parochial Records, Certification of Completion of Financial Obligations, Change of Call Report, and End of Call Notification.

Resources

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

Model Covenant for Congregations

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Model Covenant for Departing Pastor

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Model Covenant for Departing Family

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Certification of Completion of Parochial Records

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Certification of Completion of Financial Obligations

Page 37

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

Call Process Booklet - Yumpu

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

[Images for Call Process Booklet EDITED – Northwest Synod of Wisconsin](#)

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

***C9.14.** The parochial records of this congregation shall be maintained by the pastor and shall remain the property of the congregation. The secretary of this congregation shall attest in writing to the bishop of this synod that such records have been placed in his or her hands in good order by a departing pastor before the installation of that pastor in another field of labor or the granting by the synod of retired status to the pastor.

Office of the Secretary - Evangelical Lutheran Church in America

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

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

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

On Leaving and Leaving Well: Planning and Open Communication are the Keys to a Successful Exit » Alban Paperwork

Since much of the work we have done is ongoing, it is essential to leave a paper trail. Ensure that pastoral records are current. Make certain that information which only you might know either goes with you (if it is confidential), or is readily at hand (if the congregation or the next pastor may need it). Leave an envelope (sealed, if need be) with a trusted leader or a denominational official, indicating your perception of your 10 or so greatest triumphs and your 10 or so deepest regrets. Include items you wish you had known when you first came, as well as insights and epiphanies regarding your years with the congregation. List projects and plans that are in process. Indicate your perception of where members are with the plans.

List also potential contacts in congregation and community. Include a listing of significant community-wide groups, clergy Bible studies, ministerial groups, useful denominational meetings, formal or informal support groups, gifted counselors, community leaders, and the like. Establish a format and timetable for your exit interview.

Alban at Duke Divinity School » On Leaving and Leaving Well: Planning and Open Communication are the Keys to a Successful Exit

<https://alban.org/archive/on-leaving-and-leaving-well-planning-and-open-communication-are-the-keys-to-a-successful-exit/>

<https://alban.org/author/alban/page/91/>

<https://alban.org/archive/page/83/>

[Images for On Leaving and Leaving Well: Planning and Open Communication are the Keys to a Successful Exit » Alban](#)

<https://alban.org/category/strategic-planning/>

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

<https://alban.org/about-alban/alban-weekly/>

<https://alban.org/books/>

<https://alban.org/archive/beating-the-odds-successfully-following-a-long-term-pastor/>

7) Review of interim period

A process for reviewing the interim period may be helpful to move from transition to settled ministry.

Resources

August 2010 - First Reformed United Church of Christ

EVALUATING INTERIM MINISTRY David L. Odom

CAUTIONS IN EVALUATING INTERIM PASTORS Jim Davis

EXIT INTERVIEW WITH INTENTIONAL INTERIM MINISTER B. Leslie Robinson, Jr.

<http://frucc.org/web/wp-content/uploads/2009/12/August-2010-Newsletter1.pdf>

Images for EVALUATING INTERIM MINISTRY

<http://www.presbyteryofli.com/wp-content/uploads/2016/01/Evaluation-Form-Interim-Pastor.pdf>

<https://www.thepresbytery.org/application/files/1614/3897/1576/Pastor-Evaluation-Process.pdf>

<http://www.interimministries-abc.org/Local/evaluation.aspx>

Completing the Circle: Reviewing Ministries in the Congregation [David R. McMahonill, Clyde J. Steckel]

On his second day as association minister for the United Church of Christ, David McMahonill received three phone calls from lay leaders who were looking for resources on “how to evaluate our minister.” He knew of several churches in which a poorly constructed process for evaluating the ministers had spun out of control, however, and had gradually come to believe it is probably better for a church not to attempt an evaluation process at all than to do one carelessly or to naively use a design intended for a secular organization. Based on the needs he saw, McMahonill began to work with numerous congregations looking for ways to review both leaders and ministries and developed the feedback/reflection process he lays out in this book. Based on sound principles of effective communication, this simple system of asking for descriptive feedback about various aspects of a congregation's life together takes into account the specific setting and the unique relationship between minister and congregation.

<http://www.amazon.com/Completing-Circle-Reviewing-Ministries-Congregation/dp/1566992788>

<http://www.goodreads.com/book/show/24381347-completing-the-circle>

<https://rowman.com/ISBN/9781566994910>

<https://books.google.com/books?isbn=1566994918>

http://www.peakspresbytery.org/catalog/Calibre%20Library/catalog/book/book_246.html

http://www.goodreads.com/author/show/915801.David_R_Mcmahill

Images for David R. McMahonill, author

http://www.goodreads.com/author/show/2334488.Clyde_J_Steckel

Images for Clyde J. Steckel, author

Images for Completing the Circle: Reviewing Ministries in the Congregation [David R. McMahonill, Clyde J. Steckel]

Disengagement from the Interim Period

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 call process and to see how far the congregation has come during the interim period. The Congregation Council should then evaluate the interim period and share insight with the synod staff contact person.

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

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

Page109

Call Process Booklet - Yumpu

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

Images for Disengagement from the Interim Ministry Period

Exit Interview Format

Purpose

- To reflect on the interim time; to discern movement, strengths, and challenges.
- To provide the interim with suggestions that might strengthen his future ministries.
- To help church members present become more aware of unfinished business on the interim time.
- To model open communication among church members and clergy.
- To receive a gift from the pastor who is leaving – insights to be shared about the congregation; for the pastor to receive a gift from the congregation.
- To begin the process of closure as together the committee and pastor identify things they may wish to accomplish in the final days of the pastor's ministry.
- Note: This is not a time for last minute “digs” or “put downs” of pastor or congregation.

Ground Rules

- To encourage all persons to participate fully, it is strongly recommended that the session be moderated by an outside neutral party.
- Whenever possible, the seating should be in a circle, without benefit of tables with which to hide behind.
- Questions should be asked with the intention of hearing one another – the pastor the leaders, the leaders the pastor. They should listen to one another. They must not debate or give their own points of view. You are receiving this as a gift.
- Avoid why questions as they usually imply some sense of judgment. Format Begin with prayer.

Suggested Questions for the Leaders to Ask the Pastor

- How was our congregation different when you came from what you had expected?
- In what ways do you perceive us as being different now from when you came?
- What do you see as our strengths?
- In what things do you feel we should improve or make significant changes? • Are there some possible new ministries or mission emphases you might suggest we should consider?
- Were there things you had hoped to accomplish but didn't? What might have helped make it possible to accomplish them?
- Are there issues that you have been working on during this interim period that are still unresolved and will require further work?
- Are there issues that you had not addressed during this interim time that you feel the church might benefit from addressing in the future?
- Is there anything else you want to share with us?

Suggested Question for the Pastor to Address to the Leaders

- Having experienced my ministry during this interim time, what suggestions do you have for me that might strengthen my ministry as I prepare for my next interim? (Pastor can ask questions of clarification but is not to make defensive or rebuttal statements.)

Moderator: Does anyone have any concluding comments to make in the spirit of this meeting?

Closing prayer (usually led by moderator): If at all possible, the prayer should be offered in a circle with all holding hands. The prayer can be followed by a doxology.

[PDF] Interim Ministry Guidelines - Pacific Southwest District LCMS

<http://psd-lcms.fhcaleb.com/images/File/District/Ministry%20Areas/Interim%20Ministry/Guidelines%2011232010.pdf>
[Images for Exit Interview Format](#)

[PDF] Exit Interview with the Interim Pastoral Leader

PURPOSE: This is to help assess the state of the congregation just before a newly installed pastor arrives. A written assessment is to be shared with the outgoing interim pastor or supply pastor, with the session, with the Committee on Ministry, and the incoming pastor.

<http://www.presbyteryofli.org/uploads/pdfs/Exit%20Interview%20With%20The%20Interim%20Pastoral%20Leader.pdf>

[Images for Exit Interview with the Interim Pastoral Leader - Presbytery](#)

<http://www.nhpresbytery.org/PDF/Forms/CommitteeOnMinistry/ExitInterviewFormAndGuidelines.pdf>

<http://www.presbyteryofgeneva.org/wp-content/uploads/2014/09/Exit-Interview-for-Interim-Pastors.pdf>

<https://newarkpresbytery.org/wp-content/uploads/sites/142/2016/03/Pastor-Exit-Interview.pdf>

[Images for Pastor Exit Interview](#)

<http://www.uccanottawa.org/assets/pr-policy-exit-interviews.pdf>

<http://capresbytery.org/wp-content/uploads/2014/01/CAP-Pastoral-Exit-Interview.pdf>

<http://www.northumberlandpresbytery.org/wp-content/uploads/2013/06/1ab-MASTER-A-Manual-for-Interim-Ministry.pdf>

[Images for Interim Ministry - Exiting and Evaluating](#)

Page 3

Interim Pastor Evaluation - Gulf Coast Synod

In order to provide excellent pastoral support during transition times in congregations we work carefully with our Interim Pastors by providing feedback on their work. Please help us achieve this goal by completing this short evaluation. The feedback from congregations is our most valuable tool in helping improve the work of our Interim Pastors. Thanks for your partnership in ministry!

<https://gulfcoastsynod.org/interim-pastor-evaluation/>

[Images for Interim Pastor Evaluation - Synod](#)

<https://www.ntnl.org/wp-content/uploads/2014/01/Interim-Ministry-Handbook-Interim-Pastor.pdf> Exiting and Evaluating Page 12

<http://www.mcselca.org/congregation/admin/forms/index.php> Congregation Leader's Evaluation of Interim Ministry

<https://sdsynod.org/wp-content/uploads/2011/01/Interim-Ministry-Manual-SD-Synod2.pdf> EVALUATION OF THE INTERIM

PASTOR Appendix D

RECTOR EXIT INTERVIEW

The purpose of the exit interview is to discover the clergy resources the congregation needs if they are to be successful in the future.

[PDF] For Review Purposes Only - The Appreciative Way

<https://appreciativeaway.com/assessSkills/review.cfm?fileToDeliver=0-3ExitInterview109-128Review.pdf>

[Images for RECTOR EXIT INTERVIEW](#)

<https://www.dioceseli.org/files/5814/7378/9180/b---exit-interview.pdf>

https://www.episcopalct.org/Customer-Content/www/CMS/files/Rector_Exit_Interview_2017.pdf

<https://www.episcopalct.org/filerepository/DownloadFile.aspx?FileID=151> rector exit interview - Episcopal Church in Connecticut

[PDF] When a Pastor leaves... Enabling pastoral transitions in the local church - London Baptist Association

Notes on an exit interview

The idea of an exit interview is to provide a clear ending to a minister's leadership whilst also making use of his/her insights and experience. It both values the minister and is a clear marker of the ending of a ministry. It should happen very near to the end of his/her ministry.

8) Affirmations and considerations

For my pastor's report at the final meeting of the Congregation Council, I offered affirmations and considerations: affirmations of the council as a whole and as individuals; considerations on what the Congregation Council might want to act on going forward.

Resources

3 Reasons Why You Should Give Affirmation to Others

To give affirmation is to positively assert approval of someone or something. Our affirmation can be given in recognition of a person's skills, personality, or actions.

<http://nicholasferguson.org/3-reasons-why-you-should-give-affirmation-to-others/>
[Images for affirmation to others](#)

Consideration - Merriam-Webster

Noun - con-sid-er-ation \kən-ˈsī-də-ˈrā-shən\

:careful thought: the act of thinking carefully about something you will make a decision about

<http://www.merriam-webster.com/dictionary/consideration>
[Images for consideration](#)

9) I want to move on before attachments become formed

One of my quips for responding to people who ask about my moving so often is that, "I don't want to wear out my welcome."

Resources

I don't want to wear out my welcome - Idioms by The Free Dictionary

To stay somewhere too long, making people tired of seeing you

<http://idioms.thefreedictionary.com/I+don't+want+to+wear+out+my+welcome>
<http://idioms.thefreedictionary.com/wear+out+welcome>
[Images for I don't want to wear out my welcome](#)

Wear out (one's) welcome - The Free Dictionary

(*idiomatic*) To behave in an offensive, burdensome, or tiresome manner, with the result that one's continued presence is unwanted within a residence, commercial establishment, or social group.

https://en.wiktionary.org/wiki/wear_out_one%27s_welcome
[Images for wear out \(one's\) welcome](#)

On a more serious note, the opposite side of the coin is, "I want to move on before attachments become formed."

GUIDELINES for the CALLING AND ROLE OF THE INTERIM PASTOR

The period between full-time, installed pastors is a very critical and rewarding time. During this time of transition when the congregation is between what-is-no-longer and what-is-yet-to-come, members are liberated to explore new dimensions of serving Christ.

<http://www.transmin.org/files/TM%20Documents/Calling%20and%20Role%20of%20Interim%20Pastors%202012.pdf>
[Images for between what-is-no-longer and what-is-yet-to-come](#)

10) Love 'em and leave 'em

Interim pastors were discussing attachments between pastor and people at an interim ministry gathering. One interim pastor described her approach as "Love 'em and leave 'em."

While the common perception of that statement is that such a person is being cavalier,

Urban Dictionary: love 'em and leave 'em

1)(v) To have sex with someone and possibly make them think you love them, then leave and break off the relationship.

<https://www.urbandictionary.com/define.php?term=love%20%27em%20and%20leave%20%27em>
[Images for Urban Dictionary: love 'em and leave 'em](#)

in interim ministry a pastor who carries out such a perspective is being conscientious.

Resources

On Leaving and Leaving Well: Planning and Open Communication are the Keys to a Successful Exit » Alban

Since I work as an intentional interim pastor, leaving is a continual part of my ministry. A typical interim stint lasts between 8 and 15 months. By necessity, leaving is on my mind and heart from the first time I hear about a congregation...

No one is an expert on leaving, but I believe we clergy might learn together how to leave well.

Alban at Duke Divinity School » On Leaving and Leaving Well

<https://alban.org/archive/on-leaving-and-leaving-well-planning-and-open-communication-are-the-keys-to-a-successful-exit/>

<https://alban.org/category/leadership/>
<https://alban.org/about-alban/alban-weekly/>
<https://alban.org/books/>
[Images for leaving well](#)

Pastoral Care and Intentional Interim Ministries

26 So, You're **Leaving**: A Letter to Pastors in Transition
Thomas S. Hanson

[PDF] **Caring Connections - Lutheran Services in America**

An Inter-Lutheran Journal for Practitioners and Teachers of Pastoral Care

http://www.lutheralservices.org/sites/default/files/images/pdfs-CaringConnections/CC_Summer2011.pdf

[Images for So, You're Leaving: A Letter to Pastors in Transition](#)

11) On not burning one's bridges

My rule of thumb for ending is, "If at all possible, do not burn my bridges, because I never know if/when I will meet some of the same people again." After serving in 54 congregations as of 4/15/2020, I am discovering this to be more important than ever.

Resources

burn one's bridges - Wiktionary

Etymology[[edit](#)]

Originally in military sense of intentionally cutting off one's own retreat (burning a bridge one has crossed) to commit oneself to a course of action, later used primarily to mean "alienate former friends".

Verb [[edit](#)]

[burn](#) one's [bridges](#)

1. (*idiomatic*) To [destroy](#) one's [path](#), [connections](#), [reputation](#), [opportunities](#), etc., particularly intentionally.

Even if you are dismissed from a job in the worst way, take care to not burn your bridges with unseemly comments on the way out, since you never know who you will meet again.

http://en.wiktionary.org/wiki/burn_one%27s_bridges

[Images for burn one's bridges](#)

Don't burn your bridges behind you - Shenzhen Daily

Today's expression, "Don't burn your bridges behind you," comes from military strategy. It means one should always leave a way to retreat when going into battle.

Metaphorically, it means that we should always leave situations in good standing. For example, when we leave a job, we should be on good terms with the boss, in case we need something from him or her in the future.

http://www.szdaily.com/content/2011-10/20/content_6160168.htm

[Images for don't burn your bridges](#)

5 Secrets of a Graceful Exit - ChurchLeaders.com

When that day arrives, keep a few things in mind as you depart. These secrets will ensure you've **burned no bridges** and you're giving the respect you should while being honest with your employer (and with yourself).

<http://www.churchleaders.com/pastors/pastor-articles/162713-5-secrets-of-a-graceful-exit.html>

[Images for Secrets of a Graceful Exit](#)

Top 25+ best Burning bridges quotes ideas on Pinterest

<https://www.pinterest.com/explore/burning-bridges-quotes/>

[Images for Burning bridges quotes ideas on Pinterest](#)

<https://www.pinterest.com/explore/burn-bridges/>

<https://www.pinterest.com/explore/burning-bridges/>

<https://www.pinterest.com/sherryripon/burning-bridges/>

<https://www.pinterest.com/larsy895/burning-bridges/>

<https://www.pinterest.com/kyliedecastro/burning-bridges/>

[Images for burning one's bridges pinterest](#)

What does the phrase 'don't burn your bridges' mean? | Phrases - Quora

"Don't burn your bridges behind you," comes from military strategy. It means one should always leave a way to retreat when going into battle.

It means that we should always leave situations in good standing, as we may need something from the person in the future.

A bridge is a pathway. When you burn it, there's no more possibility of turning back.

A bridge makes possible traversing from one place to another.

A bridge is a connectivity, and no matter what had transpired, if you burn it, you cut off all the links. How then can you return?

<https://www.quora.com/What-does-the-phrase-dont-burn-your-bridges-mean>

[Images for leave situations in good standing](#)

Why Sometimes You Need to Burn a Bridge - Levo

And when the bridge burns you give thanks: thanks for all that has been. The lessons you learned. The journey you were on. You give thanks for this burning bridge's bright, ignited light: the one that will help you navigate the darkness, illuminating your path to get you to exactly where you were meant to be, and making it inaccessible to the tempting troubles of where you've been.

<https://www.levo.com/posts/why-sometimes-you-need-to-burn-a-bridge>

[Images for Sometimes You Need to Burn a Bridge](#)

12) Bridge over troubled waters

One of my favorite cards received from a parishioner at the end of one assignment showed a painting of a bridge on the cover and contained the following hand-written message: "Thank you for your services here at (this congregation) during this past year. You have been a good 'Bridge over Troubled Waters.'"

Resources

Bridge over Troubled Water (song) - Wikipedia

"Bridge over Troubled Water" was composed by Paul Simon very quickly, so much so that he asked himself, "Where did that come from? It doesn't seem like me."^[7] The chorus lyrics were partly inspired by Claude Jeter's line "I'll be your bridge over deep water if you trust in me," which Jeter sang with his group, the Swan Silvertones, in the 1958 song "Mary Don't You Weep."^[8] According to gospel producer and historian Anthony Heilbut, Simon later acknowledged his musical debt to Jeter in person, and additionally handed Jeter a check as compensation.^[9] Simon wrote the song initially on guitar, but decided to transpose it to the piano, to both better reflect the gospel influence and to suit Garfunkel's voice.^[3]

http://en.wikipedia.org/wiki/Bridge_over_Troubled_Water_%28song%29

[Images for Bridge over Troubled Water](#)

Simon and Garfunkel - Bridge Over Troubled Water Lyrics

<http://www.metrolyrics.com/bridge-over-troubled-water-lyrics-simon-and-garfunkel.html>

[Images for Simon and Garfunkel - Bridge Over Troubled Water](#)

<http://www.paulsimon.com/track/bridge-over-troubled-water/>

https://www.youtube.com/watch?v=H_a46WJ1viA Simon and Garfunkel - Bridge over Troubled Water - YouTube

[Images for Simon and Garfunkel - Bridge over Troubled Water - YouTube](#)



Israel Defense Forces - Bridge over Troubled Water (1).jpg

[https://commons.wikimedia.org/wiki/File:Flickr_-_Israel_Defense_Forces_-_Bridge_Over_Troubled_Water_\(1\).jpg](https://commons.wikimedia.org/wiki/File:Flickr_-_Israel_Defense_Forces_-_Bridge_Over_Troubled_Water_(1).jpg)

13) Remember and renew

The last Sunday of one assignment fell on the Day of Pentecost and the Sunday of Memorial Day Weekend. I invited the assembly to take two words with them: Remember and Renew. Remember the birth of the church (Pentecost) and those who have gone before us (Memorial Day Weekend). I related that the previous week at the end of a Congregation Council meeting when asking for prayer requests, one council member requested a prayer for renewal of the church.

14) Compliments

The next to the last Sunday of one assignment I received the following compliments. "Thank you for your service." "We're going to miss you." "I've really gotten a lot out of your sermons. They are clear and easy to understand." "Are you sure you can't stay? Can you still reconsider?" These are all similar to what I had heard before at other assignments. One statement which I took to be an indirect compliment came from a young single mother who came to talk with me after her husband left her and who together with her children had recently joined the church. She simply said, "Well, that stinks!" An older man stated that week, "You're not leaving. I'm going to let the air out of your tires." I kidded, "That's why I walk to church." Then he replied, "I'm going to get a rope and lasso you." On the last day, a mother related that her college age daughter remarked, "He's the best!" A young couple who had started coming to church again said, "You started growing on us."

15) Sweet and sour

I emailed back and forth from the pastor's study in the parsonage to the parish secretary in the church office on a Monday morning regarding worship planning for my last Sunday. After one submission, she wrote back to say:

Perfect timing - I was just at that point in the service.
Thank you.
(name)

I realized at the end of the interim I had come to a sweet spot in which things were clicking. Then I reminded myself I would be moving the next week to a setting where things had previously gone sour.

16) A Litany of Farewell for the Interim Pastor

Just as the start of the interim ministry can benefit from a Litany for Receiving an Interim Pastor, so the end of interim ministry can benefit from A Litany of Farewell for the Interim Pastor.

Resources

A Liturgy of Farewell

I have found it effective to use a formal liturgy of farewell at the ending of the final worship service where I have served as an interim. The following example is from my recent use as I finished my ministry as an interim; and may easily be edited for a variety of congregational settings and denominational variances. I have also used an abbreviated form for every liturgical or clergy staff departing during the times of my interim leadership. For an assisting clergy, music leader or choir member I use a shorter, edited version; but the function of saying goodbye and releasing all from expectation and authority remains constant. Whether or not a liturgical form is used, I think it is important to acknowledge formally that a change is occurring, and that pastoral responsibility, authority and privileges are ending. Over the years, several clergy have asked me for an example. I hope the following will prove useful.



[Created by [Rev. Alan Mead](#) – Interim Ministry Network]

<https://www.linkedin.com/in/alan-mead-742b491a>

Interim Ministry Network - 5740 Executive Drive - Suite 212 - Baltimore, Maryland 21228 - [410-719-0777](tel:410-719-0777) www.imnedu.org Sent by crystal@imnedu.org in collaboration with Constant Contact
<https://imnedu.org/a-liturgy-of-farewell/>
Images for Liturgy of Farewell

Northwest Synod of Wisconsin | Congregational Vacancies

CALL PROCESS MANUAL

https://s3.amazonaws.com/media.cloversites.com/0a/0a854394-3a19-4d9f-b1ae-f93021508921/documents/Call_Process_Booklet_2016.pdf Litany of Farewell for the Interim Pastor

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Images for Litany of Farewell for the Interim Pastor

<https://sdsynod.org/wp-content/uploads/2011/01/Interim-Ministry-Manual-SD-Synod2.pdf> LITANY OF FAREWELL Appendix E

<http://images.acswebnetworks.com/1/498/LitanyInterimContractFarewell.pdf>

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

<https://sermons.faithlife.com/sermons/113650-a-litany-of-farewell>

<https://www.interimbydesign.com/blog-posts/2018/7/18/a-farewell-litany-for-an-interim-pastor>

<https://www.presbyinw.org/wp-content/uploads/2013/01/Litany-of-Welcome-Farewell-for-Interim-Pastor.pdf>

<http://adventchurch.org/wp-content/uploads/2018/02/InterimMinistryManual.pdf> LITANY OF FAREWELL

Page 14

17) Press on

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 professor 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, 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.

Resources

Calvin Coolidge Quotes - BrainyQuote

Nothing in this world can take the place of persistence. Talent will not: nothing is more common than unsuccessful men with talent. Genius will not; unrewarded genius is almost a proverb. Education will not: the world is full of educated derelicts.

Persistence and determination alone are omnipotent.

https://www.brainyquote.com/authors/calvin_coolidge

[Images for nothing in this world can take the place of persistence](#)

Perseverance by Margaret J. Wheatley - Margaret Wheatley

In this inspiring and beautifully illustrated book, best-selling author Margaret Wheatley offers guidance to people everywhere for how to persevere through challenges in their personal lives, with their families, at the workplaces, in their communities, and in their efforts to make a better world.

Perseverance is a day-by-day decision not to give up. Wheatley does not offer the usual feel-good, rah-rah messages.

Instead, she focuses on the situations, feelings, and challenges that can, over time, cause us to lose heart or lose our way.

When we feel lost, overwhelmed, betrayed or exhausted, we need to know we have a choice for how we respond. And we have to nurture the rewarding times, when we experience the joy of working together on something hard but worthwhile, when we realize we've made a small difference.

In a series of short and compassionate essays, Wheatley names a behavior or dynamic – such as fearlessness, guilt, joy, jealousy – that supports or impedes our efforts to persevere. She puts each in a broader human or timeless perspective, offering ways to either live with or transcend each one.

<http://www.margaretwheatley.com/perseverance.html>

<http://margaretwheatley.com/DVD-podcasts-more.html#perseveranceDVD>

<http://margaretwheatley.com/perseverance/L13-contents.html>

<http://margaretwheatley.com/perseverance-reviews.html>

<http://margaretwheatley.com/perseverance.html#subscribe>

<http://margaretwheatley.com/perseverance.html#interview>

<http://margaretwheatley.com/perseverance.html#blog>

<http://margaretwheatley.com/bio/>

https://en.wikipedia.org/wiki/Margaret_J._Wheatley

[Images for Perseverance by Margaret J. Wheatley](#)

Press On

18) Blessing

One of the songs I remember from the ELCA radio ministry ½ hour program Lutheran Vespers was the blessing song As You Go on Your Way by John Ylvisaker. I sometimes sing this at the end of the sermon of the final service of worship.

As You Go on Your Way | Hymnary.org

As you go on your way, may God go with you.

May God go before you to show you the way.

May God go behind you to encourage you,

Beside you to befriend you,

Above you to watch over,

Within you to give you peace.

In the name of the Father, Son, and Spirit.

http://www.hymnary.org/text/as_you_go_on_your_way

[Images for As You Go on Your Way | Hymnary.org](#)

https://www.youtube.com/watch?v=xFa634kef_M As You Go On Your Way - YouTube

19) More matter-of-fact than sentimental

Host Michael Perry is fond of stating at the end of the broadcast on Tent Show Radio | Live from Big Top Chautauqua Bayfield, "Here in Wisconsin, we don't say 'good-bye'. We just say, 'Well, I 'spose...'"

PRX » Group » Tent Show Radio - Public Radio Exchange

Available for free since 1994, Tent Show Radio is a weekly one-hour variety series showcasing regional and national acts including the Blue Canvas Orchestra performing at Lake Superior Big Top Chautauqua, Bayfield, Wisconsin. Tent Show Radio is hosted by best selling author, humorist, and singer-songwriter, Michael Perry.



https://exchange.prx.org/group_accounts/71120-tentshowradio

[Images for tent show radio big top chautauqua](#)

After serving in this many congregations, I am more matter-of-fact than sentimental about endings. Also, I am somewhat self-conscious about the farewell receptions since I realize most installed pastors only experience a handful in their entire ministry. At the same time, I remind myself of the importance to mark endings in order to make beginnings. A show, after all, has both a beginning and an ending. In addition, I remind myself it is not necessarily about me. Particularly, if the previous pastorate did not end well, for instance, it is important for the people to experience a good ending.

[PDF] When a Pastor leaves... Enabling pastoral transitions in the local church - London Baptist Association

Slipping away quietly is unhelpful

Ministers might, through a sense of humility, say they 'don't want a fuss made'. This ignores the reality of how important a pastor is to a congregation. Whilst a big carnival or wake might not be necessary, it is crucial that the leaving of a minister is formally marked by an opportunity for people to say goodbye. Even in the case of a catastrophic breakdown of relationships a way of formally marking the ending of the pastorate will help recovery from the catastrophe. The outside involvement of a regional minister might help here. Perhaps more common is the situation where relationships between the minister and some members of the congregation and/or leadership have been soured and the temptation to slip away quietly is natural. Experience suggests³ that the failure to mark an ending properly will only help keep the pain and anxiety caused by the souring of relationships alive in the congregation.

<http://www.londonbaptist.org.uk/wp-content/uploads/2012/01/WAPL.pdf>

Page 10

[Images for enabling pastoral transitions in the local church](#)

20) Farewell events

Staff gathering hosted by Pastor Bolstad at LaCabana on June 28 at 11:30am to bid farewell to Director of Finance and Business (name) who will be retiring and to Interim Pastor Lowell Bolstad who will be taking a new assignment. This gathering will also wish a Happy Birthday to Organist (name) who turned 80 on (date) and who will be staying and to welcome (name) as the new Volunteer Coordinator.

Farewell on (date) for Director of Finance and Business (name) who will be retiring and for Interim Pastor Lowell Bolstad who will be taking a new assignment. The Congregation Council will serve a farewell cake for coffee and conversation between worship services.

Resources

Farewell Party for Pastor Kristi! - Immanuel Lutheran Church

On Sunday May 4, please join us between services for a farewell party for Pastor Kristi Bummer in appreciation for her service at Immanuel. Pastor Kristi has been our interim Pastor for the past year and a half. We appreciate all she has done for us and wish her well in her future ministry!

<http://imluchurch.org/2014/04/27/farewell-party-for-pastor-kristi/>

[Images for Farewell Party for Pastor Kristi! – Immanuel Lutheran Church](#)

Farewelling - saying goodbye properly as an interim leader

In this free resource, Arlen Vernava, an experienced interim leader and teacher of how it gets done, explores the five-part movement of *farewelling*:

- Thanksgiving,
- Blessing as both challenge and affirmation,
- Forgiving,
- Making amends,
- Celebration

Fill out the form at right to receive *Farewell: The practice of interim-time abundance* from Arlen Vernava and the folks from Design Group International.

<http://www.designgroupinternational.com/theorganizationaldevelopmentmuse/farewelling-saying-goodbye-properly-as-an-interim-leader>

[Images for saying goodbye properly as an interim ministry leader](#)

Saying Goodbye Well

The best goodbyes are well planned. This is an emotionally powerful time for both your pastor and congregational members.

Pastoral goodbyes are a time to celebrate what is best about the body of Christ. Think about how your congregation can do it well. The better the goodbye opportunities, the better prepared your congregation will be to move forward.

Pastoral Transition/Closure – Booklet One in the Call Process

Page 15

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

[Images for Saying Goodbye Well](#)

21) Cake Pan

My end date happened on the same Sunday as a previously scheduled potluck dinner, so there were more people than usual at the service of worship. This open-country congregation was about as taciturn in its expressiveness or lack thereof than any I had ever encountered. Sure enough, most of the people simply filed through the line without saying much of anything. But, before the service of worship, the president who on occasion left a dozen eggs from his farm in my car asked me to look at the Thank You cake on the dessert table. After the service, his sister, who played the organ for years without remuneration, asked me to take the leftover lemon bars from the dessert table and the cake pan in which they had been baked. When I could not immediately locate the pan, she came to assist to make sure I did not walk off without the pan and bars. She belonged to the Sons of Norway and purchased a Nordic Ware cake pan, which she had my name inscribed both on the lid and on the side. After 39 years in the pastoral ministry, I received my first cake pan with my name on it. I had seen countless such cake pans in church kitchens down through the years, but I had received a gift touchingly given that I would not soon forget.

Cake Pans | Bakeware | Nordic Ware

The large assortment of cake pans at Nordic Ware is sure to have the perfect pan for you! A kitchen must-have, enjoy free shipping on all orders over \$25.

<https://www.nordicware.com/bakeware/cake-pans>

[Images for Cake Pans | Bakeware | Nordic Ware](#)

22) A note from the interim pastor

Julie Brenden served as an interim pastor in the Northwest Synod of Wisconsin. She wrote the following note as a farewell.

[PDF]UNITED LUTHERAN CHURCH January Newsletter - 2017

January Newsletter - 2017

A note from Pastor Julie Brenden.

I am grateful to God for the time I have been with you. Thank you for welcoming me into your lives and the congregation. I always enjoy working with congregations because each community of faith has its own character, yet I know we are all joined in one ministry, sharing the love of Christ in the world. I always learn from the people I serve.

Some things I have learned while with you at United: you folks make an incredible meal the first week in November so thanks for the good food and fellowship and I was here for two! meals; the Youth In Christ group creates an awesome worship service which is in demand at area congregations, keep up the good work; youth is a priority from Vacation Bible School, to Sunday School, to KICK, to confirmation and expectations for learning are high, so I was grateful that this fall you began using updated curriculum; you have many dedicated people who assist in making the worship of the seasons of the church year stand out, such help is invaluable; you are willing to be flexible with adding new worship while not forgetting what is traditional; and you are a church for the community welcoming people to use your space.

Thank you to all who have participated in the ministries and events of United as your willing hearts and hands have made many things possible. One of the best things about United is that when I asked someone to participate the answer was almost always "Yes!" So, I learned not to be shy about asking for your help.

Yet you also wonder if you will be able to continue doing all these great things and ministry in the future as there are shifts in people's engagement with institutions like congregations. How will you decide what you need to do? I will continue to pray about this for you. You as a congregation are not alone in this predicament. The good news is that God works through God's people and that by being less afraid to ask questions and strive for transparent conversations the answers for future direction will emerge. I know I sound like a broken record on this point, but it is consistent with what I read concerning revitalizing a congregation's sense of mission. Since Christ is in each of us, I believe mutual conversation and love for one another is the key to the 21st century church.

God bless you and your new pastor, Erin Koster, as you fashion a new relationship and do the work of the church together. Since I began, I have asked the council to pray the following prayer at the conclusion of each meeting. I call it a prayer for the journey. I leave you with this prayer:

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

<http://ulcpairiefarm.org/news%20january%202017.pdf>

[Images for united lutheran church prairie farm wi](#)

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

23) A message from the bishop

Departing Northwest Synod of Wisconsin Bishop Duane Pederson sent a farewell letter.

Dear Sisters and Brothers of the Northwest Synod of Wisconsin,
Easter joy!

On this Easter Sunday, the final day as your synodical bishop, I say “thank you” for your partnership in the Gospel, for your faithfulness to Jesus in your respective communities and beyond, and for your service and witness to the God who brings life from the dead. I am overwhelmed by the multitude of ways that the Lord works in and through you in your daily lives and respective communities of faith.

I trust that the Spirit will call, gather, enlighten, and sanctify you now and in the future. Thank you for the privilege and joy of serving as your synod pastor. I will hold you in prayer, even as you hold me in yours.

Christ is risen! Christ is risen indeed!

A Blessing

Go now with God.

Be not tempted to stay in the safety of known places.

Move from where you are to where God points.

Go now with God.

Be not tempted to go only in your time, when it suits, when it is sure,
for, now is God’s time.

Go now with God.

Choose not to go alone.

Go in the faith that there is no wilderness so vast, no way so confused,
that God is not already there to show you the way. Amen.

Rev. Duane C. Pederson

Bishop

NW Synod of Wisconsin

24) A letter of gratitude from Bishop Hanson

Departing Presiding Bishop of the ELCA Mark Hanson sent a letter of gratitude.

Dear Colleagues in Ministry,

With gratitude for God’s amazing grace, your ministries and our partnership in the gospel, I conclude my ministry as ELCA presiding bishop. I thank God for your prayers that have sustained me and continue to undergird the ministries to which God has called us.

These have been 12 years of phenomenal changes in the religious landscape of the world, the church, our capacity to communicate, and our increasingly pluralistic society. With change often comes anxiety, sometimes nostalgia and increased tension, but always the opportunity to proclaim and trust the good news that we are justified by God’s grace through faith. This is all on account of Christ, crucified and risen for all.

I can think of no better time to be a Lutheran Christian than now. In a culture weary from political gridlock and divisive rhetoric, we have good news to share – God has reconciled the whole creation in Christ. This is God’s doing, not ours. God entrusts this message and ministry of reconciliation to us.

When so many feel excluded for what they lack and who they are not, we have good news to share – you are a beloved child of God, created in God’s image. God is not in the sin-accounting business. You are forgiven.

When there is pressure in a competitive, consumer-driven, religious marketplace to define our ministries on the basis of what sets us apart, in Christ we find ourselves defined on the basis of our relatedness to others. Yes, Christ unites diverse people and gifts in one body, and this unity is God’s gift in the church and creation.

Among the questions that draw us into conversation is this one: How do we share this wellspring of God’s grace in Christ in a culture suspicious of doctrine, disengaged from institutions, distrustful of leaders, and increasingly pluralistic?

As Presiding Bishop Elizabeth Eaton begins her call, I join in thanking God for her many gifts for leadership, and I pray that the Holy Spirit will give her great joy in this marvelous call.

From the gospel reading for Reformation Day, we hear these words from Jesus, “If you continue in my word, you are truly my disciples; and you will know the truth, and the truth will make you free. . . so if the Son makes you free, you will be free indeed” (John 8:31-32, 36).

In all of our endings and beginnings may we continue to abide in this Word, Jesus Christ, who is the way, the truth and the life.

It has been a great blessing to have served with you as partners in the gospel. I will continue to pray, with joy, thanksgiving and confidence, that the good work begun among us God will bring to completion in Jesus Christ (Philippians 1:3-6).

In God’s grace,

Mark S. Hanson
Presiding Bishop - Evangelical Lutheran Church in America

From: "ELCA Presiding Bishop" <bishop@elca.org>
To: "Pastor Lowell Bolstad" <pstrbolstad@gmail.com>
Sent: Wednesday, October 30, 2013 5:03:53 PM
Subject: A letter of gratitude from Bishop Hanson

25) Address from retiring bishop at synod assembly

Bishop Rick Hoyme gave his final report at the **Northwest Synod of Wisconsin | Synod Assembly 2018** using the word DRIVE to get at essential practices in his life, which he commended to the assembly. He credited Michael Slaughter for the inspiration.

Devote – Fall in love with God. Keep alive the relationship with Jesus.

Read – His goal is to read a book a week to grow in understanding.

Invest – Key relationships.

Vision – Seek God's vision.

Eating and Exercise – Attend to physical health.

Momentum for Life, Revised Edition: Biblical Practices for Sustaining Physical Health, Personal Integrity, and Strategic Focus [Mike Slaughter]

Visionary pastor Michael Slaughter calls all aspiring leaders to a life of faith, balance, and purpose. Operating on the principle that all leadership begins with self-leadership, the book outlines five crucial disciplines:

Devotion to God

Readiness for lifelong learning

Investing in key relationships

Visioning for the future

Eating and Exercise for life.

Readers will gain insights and advice for enriching the spiritual, intellectual, interpersonal, missional, and physical areas of their lives, all of which are integral to effectiveness as a leader.

<http://www.amazon.com/Momentum-Life-Revised-Edition-Sustaining/dp/0687650097>

<http://www.goodreads.com/book/show/3401729-momentum-for-life>

<https://www.cokesbury.com/product/9780687650095/momentum-for-life-revised-edition/>

<http://www.abingdonpress.com/product/9780687650095#.WoSoZ6jwaUk>

<https://www.cokesbury.com/product/9780687650095/momentum-for-life-revised-edition/>

<https://www.christianbook.com/revised-edition-practices-sustaining-integrity-strategic/michael-slaughter/9781426763311/pd/28509EB>

<https://www.barnesandnoble.com/w/momentum-for-life-michael-b-slaughter/1008900458?type=eBook>

https://books.google.com/books/about/Momentum_for_Life_Revised_Edition.html?id=8XggiaxOgloC

<http://www.williswired.com/2012/02/06/momentum-for-life/>

<https://www.igrc.org/files/tables/content/8284619/fields/files/479472bc1f9d459fa2315008677ea44e/clergy+health+resources.pdf>

<http://mikeslaughter.com/about>

<http://ginghamsburg.org/bring/our-pastors/mike-slaughter>

<https://www.amazon.com/Michael-Slaughter/e/B001IQWMUG>

http://www.goodreads.com/author/show/3452398.Mike_Slaughter

Images for Mike Slaughter, author

Images for Momentum for Life, Revised Edition: Biblical Practices for Sustaining Physical Health, Personal Integrity, and Strategic Focus [Mike Slaughter]

26) Bulletin and newsletter announcement

Pastoral Acts and Former Pastors

When a pastor leaves a congregation, it is not appropriate to continue to function in the pastoral role. A departing pastor is not able to preside at baptisms, funerals, or weddings, continue in counseling relationships with a parishioner, be involved in the call process or comment on a particular candidate, or influence in any manner the future of the congregation. Therefore, it is important to understand that Pastor Bolstad can no longer function in the pastoral role in this congregation.

Pastor Lowell Bolstad – Adapted from Call Process Booklet – Northwest Synod of Wisconsin – page 47

Call Process Booklet - Yumpu

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

Images for Pastoral Acts and Former Pastors

Resources

Call Process Guide Booklet 1 (Pastoral Transition/Closure)

Sample Announcements for Newsletters and Bulletins

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

Images for Call Process Guide Booklet (Pastoral Transition/Closure)

27) Satisfaction

One of the satisfactions of interim ministry is hearing from installed pastors who follow my interim ministry. For instance, in 2016-17, when I attended the conference gatherings of rostered ministers, I took satisfaction in hearing good news from installed pastors who followed my interim ministry in their settings in 1996, 2002, 2006, 2015, and 2017.

28) Slowing down?

[Posted 6/8/2018] I filed for Medicare Parts A and B today in anticipation of my 65th birthday on 9/9/2018. As I look back on 2017, I served in 9 congregations in 4 assignments. So far in 2018, I have served 4 congregations in a cooperative ministry and have accepted an assignment to serve 3 congregations in another cooperative ministry starting 7/16/2018. Unless I move on before the end of the year, this will make 2 assignments and 7 congregations in 2018 - 2 less assignments and 2 less congregations than 2017.

[Updated 4/1/2019] I started out 2019 serving a three-point parish. When one of the congregations realigned with another congregation on 2/1/2019, I stayed on with the remaining 2 congregations for 2 months. Then, I began serving a three-point parish, which makes 6 congregations in 2019 as of April 1 (no foolin').

[Updated 4/27/2020] I served a three-point parish 4/1/2019 to 4/15/2020 and was scheduled to start a new assignment on 4/16/2020, but the assignment fell through. I ended up being on leave from call during the stay-at-home order in the midst of the COVID-19 pandemic. Life in the pastoral ministry came to a screeching halt with uncertainty about the future.

29) 1980-2020

When I started in the pastoral ministry in 1980, a pastor nearing retirement served a congregation in the neighboring village with a population of 443. He and his wife raised 5 children. When he retired, the congregation increased the compensation package to meet seminary graduate guidelines. I served full-time in an open country two-point parish 1980-1990. Part of me wanted to stay longer, while the other part told me it was time to move on. I served part-time in interim ministry 1990-97. From 1997 to 2017, most of my assignments have been full-time, but in interviews in 2016 and 2017, leadership has agreed to start full-time with the possibility of going to less than full-time if finances dictate. I expect more of the same in the future. In a few years, as of the writing of this post (2017), it will be 4 decades in the pastoral ministry for me. Looking ahead, I seek to live out the admonition of Paul:

The Good Fight of Faith

¹²Fight the good fight of the faith; take hold of the eternal life, to which you were called and for which you made* the good confession in the presence of many witnesses. ¹³In the presence of God, who gives life to all things, and of Christ Jesus, who in his testimony before Pontius Pilate made the good confession, I charge you ¹⁴to keep the commandment without spot or blame until the manifestation of our Lord Jesus Christ, ¹⁵which he will bring about at the right time—he who is the blessed and only Sovereign, the King of kings and Lord of lords. ¹⁶It is he alone who has immortality and dwells in unapproachable light, whom no one has ever seen or can see; to him be honor and eternal dominion. Amen.

oremus Bible Browser: 1 Timothy 6:12-16

<http://bible.oremus.org/?passage=1+Timothy+6:12-16>

[Images for Fight the good fight of the faith](#)

Resources

Pub Ponderings: Emerging Missional Links

In the United States: 65% of the Builder Generation will be in church this Sunday -Boomer Generation: 35%; Gen X: 15%; - Gen Y: 4% (from the *Bridger Generation* by Thomas Rainer)

<http://pubpastor.blogspot.com/p/emerging-missional-links.html>

[Images for Bridger Generation by Thomas Rainer](#)

10 trends to watch: Churchgoers will want to take note and keep up | The Lutheran

Average worship attendance in the [ELCA](#) is 125 people, said Kenneth Inskeep, [ELCA](#) executive for research and evaluation.

"I'm predicting that by 2020, it will be down around 100 [in worship attendance] if the present trends continue," he said. At that size, he noted, most congregations can't afford a full-time pastor.

http://www.thelutheran.org/article/article.cfm?article_id=9970

[Images for 10 trends to watch | The Lutheran](#)

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

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

12 Reasons Millennials are OVER Church – Recklessly Alive

According to [this study](#) (and many others like it) church attendance and impressions of the church are the lowest in recent history and most drastic among millennials described as 22-35 year olds.

- Only 2 in 10 Americans under 30 believe attending a church is important or worthwhile (an all-time low).
- 59% percent of millennials raised in a church have dropped out.
- 35% of millennials have an anti-church stance, believing the church does more harm than good.
- Millennials are the least likely age group of anyone to attend church (by far).

<http://www.recklesslyalive.com/12-reasons-millennials-are-over-church/>

[Images for Millennials are OVER Church](#)

<https://www.barna.com/research/americans-divided-on-the-importance-of-church/#.V-hxhLVy6FD>

Resources

A Final Message from Your Interim Pastor

Dear RPC friends,

Thank you so much for the lovely farewell reception on June 2nd. The food was delicious, and I treasure your thoughtful notes. I will use the gift card for something special, and you can rest assured that I will never forget you because anytime I am serving a church with a tall pulpit I will be able to see the congregation thanks to the handcrafted, personalized step stool!

It was a real privilege to serve as your Interim Pastor for the past 7 months. I enjoyed getting to know you and serving with you during this 'in-between' time.

As I bid you farewell, I remember that good-bye means "God be with you." I will continue to pray for God's blessing on you all as you and Rachael journey into the wonderful future God has in store.

Love in Christ,

Mary Jane

The Messenger – June 2013 - Rehoboth Presbyterian Church

<http://www.rehobothpres.org/wp-content/uploads/2013/07/MessengerJune2013.pdf>

Page 1

[Images for Final Message from Your Interim Pastor](#)

[PDF] A MANUAL FOR INTERIM MINISTRY - Amazon Web Service

Litany of Closure of the Interim Time

Page 19

Reflecting on the Interim Time (evaluation)

Page 20

http://macucc.s3.amazonaws.com/C10F917B0BCC4644AC69DF0E6D472288_A%20MANUAL%20FOR%20INTERIM%20MINISTRY

[Images for Litany of Closure of the Interim Ministry Time](#)

A Sample Message for the Congregation on Pastoral Acts by Former Pastors

This sample article may be helpful to your congregation at this time of transition. It may be more effective to put it into your own words. While it may be most effective when used as part of a final pastor's reflection in the newsletter, an open letter from the Council president, or a joint reflection from the pastor and the Council president. Keep in mind that this is not a commandment from God, but a healthy practice for the good of the whole church and especially your future ministry as a congregation.

For the health and vitality of congregations it is essential that they fully embrace and support the ministry of their currently called pastor, whether that be under regular call or interim call.

This means that when a pastor leaves a congregation it is not appropriate for them to continue to function in the pastoral role. A departing pastor should not preside at baptisms, funerals or weddings (inside or outside of the church proper), continue in any counseling relationship with a parishioner, be involved in any way in the call process or comment on a particular candidate, or influence in any manner the future of the congregation.

This can be very difficult for some people to understand. Just as you may be tempted to call upon your former pastor because of the relationship that you have had, so you are stunting any future relationship that could be possible with your new pastor. A clear line needs to be drawn from the ministry of the former pastor to that of the next pastor.

Therefore, it is important that you understand that after the farewell service, Pastor _____ cannot

- come back to do funerals, weddings, or baptisms
- come back to lead worship services (other than by the invitation of the Congregation Council as the "former pastor" to help celebrate special events such as anniversaries).
- visit you in the hospital
- accept appointments with you

Regarding this matter, you may contact the pastor until the last day of service or any Congregation Council member to discuss this important aspect of our pastoral transition.

Love in Christ,

Call Process Booklet EDITED - Northwest Synod of Wisconsin

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

Page 47

[Images for Message for the Congregation on Pastoral Acts by Former Pastors](#)

Best 25+ Saying goodbye quotes ideas on Pinterest

<https://www.pinterest.com/explore/saying-goodbye-quotes/>

[Images for Saying goodbye quotes ideas on Pinterest](#)

<https://www.pinterest.com/explore/sad-goodbye-quotes/>

<https://www.pinterest.com/explore/farewell-quotes/>

<https://www.pinterest.com/explore/quotes-about-saying-goodbye/>

[Images for saying goodbye pinterest](#)

Clergy Move Center - Stevens Worldwide Van Lines

Created in 1993, the Clergy Move Center is a trusted resource for the moving and relocating of clergy, church members, and other professionals in Christian education, affiliated church organizations, and those called to health and human services ministries.



<http://www.stevensworldwide.com/Clergy-Move-Center.aspx>
 Images for Clergy Move Center - Stevens Worldwide Van Lines

Eisenhower's Farewell Address to the Nation

This evening I come to you with a message of leave-taking and farewell, and to share a few final thoughts with you, my countrymen.



President Dwight Eisenhower delivers his farewell address.

<http://mcadams.posc.mu.edu/ike.htm>
 Images for Eisenhower's Farewell Address to the Nation
http://en.wikipedia.org/wiki/Eisenhower's_farewell_address
<http://www.ourdocuments.gov/doc.php?flash=true&doc=90>
http://www.youtube.com/watch?v=K_5Lqf5GjIQ&noredirect=1 President Dwight D. Eisenhower Farewell Address to the Nation
https://en.wikipedia.org/wiki/Dwight_D._Eisenhower
<https://www.whitehouse.gov/1600/presidents/dwightdeisenhower>

Ending our Interim Ministry Period | Immanuel Congregational Church

With the Search Committee's announcement of the recommendation of Rev. Kari Nicewander as our new Sr. Minister, subject to the congregational vote, we approach the end of our interim ministry period. We have had a fruitful interim time, focused on understanding who we are, what we want in a new pastor and where we have opportunities. The Search Committee has melded all this information into our posted church profile, reviewed resumes, interviewed finalists and selected the best fit for Immanuel. Rev. Derek Austin has been instrumental in assisting in our self-evaluation and offering insights in operational and worship changes to better position us for the future.

<http://www.iccucc.org/2015/01/ending-our-interim-ministry-period/>
 Images for Ending our Interim Ministry Period

Explanation of Interim Ministry: Venturing Out into New Territory - Synod Resource Center

My time with you, the people of Our Savior's Lutheran church, is at an **end**. As I am writing this, the Call Committee is getting closer to presenting a pastor's name for you to consider. I hope things go well with you in that process. The interim process that I'm trained for expects that I be gone before the new pastor arrives, that there be as much as a month of time in between. That is very important because it gives a little breather time in between to let go of one thing and get ready for another.

I recognize that the type of interim we have done together is rather new and different. I am also aware that some have felt that the call process should have started sooner or that you should have moved immediately into the call process, so you could get on with things. However, experience by many people in the church has shown that seldom does that work well, especially when a pastor has been in a congregation for a fairly long time, in the most recent case, 9 years.

Pastor and congregation, congregation and pastor, is about relationships. Relationships, as we all know, are about investment in one another. Relationships are about intangible things, like the pleasure of seeing a person, being able to talk to that person, the kinds of things that person brings just by being in the same place that we are. When that person leaves, intellectually in our minds, we know that the person is gone, but on another level, deep inside of us, sometimes we're not even aware of it, the missing is still there and can gnaw on us for a long time. It is not so easily done to move from one pastor and pastoral leadership quickly. We need to take the time necessary to savor the past even while we get ready for what is to come.

Because it's a relationship, it takes time. If a spouse died on Tuesday, the surviving spouse normally does not begin dating on the next weekend. There are things to deal with and issues to face. Or it's like paint on the house that is blistering and peeling. We don't just paint over it without scraping and removing the old paint and then priming it, if it's wood. An interim is a time to scrape and prime. We have done that as well as each of us could have, I think. There have been bumps; we've done some tripping and

stumbling. That goes with the territory. But it has also been good. You are good people. God has blessed you richly, but I would encourage you to continue to dig and get to know one another better and dig for the Spirit-given gifts that are here. You are venturing out again, this time into new territory. It would be nice if it were all familiar, but it's not. The territory is new, even while it seems to be the same. This new stepping out will mean a new vision, a new dream, a new sense of where you want to go from here.

I am excited for you in the directions you are beginning to find for yourselves. I wish you well and God's abundant blessings. I will continue to have you in my prayers and hear from afar how you are doing. I will expect great things because you are capable to them. After all, God has blessed and gifted you with all the things you need to accomplish the ministry God wants you to be about. *Finally, beloved, whatever is true, whatever is honorable, whatever is just, whatever is pure, whatever is pleasing, whatever is commendable, if there is any excellence and if there is anything worthy of praise, think about these things. Keep on doing the things that you have learned and received and heard and seen in me, and the God of peace will be with you. (Philippians 4:8-9)* I want to say thanks to all of you for this opportunity to have been among you. I especially want to thank those of you who helped to "furnish" the parsonage while I've been here. It was a great boon, a great help. The time was short, but I have appreciated the ways in which many of you have helped my stay here to be a good one. Thank you all very much.

Blessings,
Pastor Reinicke

<http://synodresourcecenter.org/admin/transition/interim/0002/explanation.html>
[Images for Explanation of Interim Ministry: Venturing Out into New Territory](#)

Finishing Well: What People Who Really Live Do Differently! by Bob Buford (Author)

Based on inspiring interviews with 60 remarkable people who have furthered their significance rather than to rest on their success. Author Bob Buford called them 'code breakers.' They are people age 40 and older who have pioneered the art of finishing well in these modern times, and who can teach us to do the same, starting today. Buford sought out 60 of these trailblazers—including Peter Drucker, Roger Staubach, Jim Collins, Ken Blanchard, and Dallas Willard—and has recorded their lively conversations in these pages so that they can serve as 'mentors in print' for all of us. 'Twenty years from now,' Buford writes, 'the rules for this second adulthood as a productive season of life may be better known. But for now, we're out across the frontier breaking new ground.' Buford gives you a chance to sit at the feet of these pioneers and learn the art of finishing well, so you can shift into a far more fulfilling life now, no matter your age, and pursue a lasting significance that will be a legacy for future generations.



<http://www.amazon.com/Finishing-Well-People-Really-Differently/dp/B000GYI1QK>
http://www.goodreads.com/book/show/270860.Finishing_Well
<http://www.lifeworkleadership.org/Finishing-Well>
http://www.goodreads.com/book/show/270860.Finishing_Well
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http://www.goodreads.com/author/show/101618.Bob_Buford
[Images for Bob Buford \(Author\)](#)
[Images for Finishing Well: What People Who Really Live Do Differently! by Bob Buford \(Author\)](#)

5 Reasons Some Leaders Finish Poorly - Christianity Today

I think there are some common factors shared by those who don't end well. Here are my five observations:

<http://www.christianitytoday.com/edstetzer/2013/january/5-reasons-some-leaders-finish-poorly.html>
<http://www.churchleaders.com/pastors/pastor-blogs/165293-5-reasons-some-leaders-finish-poorly.html>
[Images for 5 Reasons Some Leaders Finish Poorly - Christianity Today](#)
<https://www.christianitytoday.com/ct/archives/>
<https://www.churchleadership.com/category/50-ways/>

From Your Former Interim Pastor

Every time I think of you, I thank my God. Philippians 1:3
December 15th will be my last day to serve among you as your interim pastor. December 12th will be my last Sunday with you. On December 16th, I'll begin as the Interim Senior Pastor at Our Savior's Lutheran Church in Menomonie, WI. I give thanks for the opportunity to serve among you! I give thanks for the work we have done together! I give thanks for the spirit of mission in Hope! I give thanks for friendships formed! Every time I think of you, I thank my God! With the transition, comes goodbyes. When pastors leave congregations it's best for the congregation (and I believe the pastor too) to have virtually no contact with members of that congregation for quite some time—preferably a number of years; and most certainly not until a new pastor is firmly established in the congregation, and then, only with their knowledge and permission. Interim pastors follow an even stricter code of ethics here. So, sadly but necessarily, November 12th will be good bye. I'll continue to receive HopeNotes and keep track of you in that fashion. And when your new pastor arrives, I'll contact them to offer whatever assistance in their transition they might find helpful. Otherwise, I will not be available to you, except by request via the synod office. I am so grateful for our time together!!
Pastor Mark Hendrickson

HopeNotes Dec 9 - Hope Lutheran Church

<http://hopelutheran-riverfalls.org/wp-content/uploads/2010/12/HopeNotes-Dec-9.pdf>

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

[Images for Interim Pastor Mark Hendrickson](#)

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

Phasing Out My Leadership

Final Words

Last Sermons

Insert: Goodbye and Thank You! (Final Letter)

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

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

<https://www.goodreads.com/book/show/21279387-interim-ministry>

<https://www.barnesandnoble.com/w/interim-ministry-justin-w-tull/1115669842>

<http://www.transitionministriesgroup.com/reflections-on-interim-ministry/>

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

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

Interim Pastor Exit Interview - Amazon Web Services

A written report shall be submitted by the interim pastor to the COM Chair and COM liaison. This report shall be the basis for the exit interview. This report may be shared with the next pastor at the discretion of the Committee on Ministry.

<http://worshiptimesmedia.s3.amazonaws.com/qvalley/files/2013/01/Exit-interview-for-interim-pastor.pdf>

[Images for Interim Pastor Exit Interview](#)

Letter of Call

D. Termination of Call: A letter of call to an ordained minister may be terminated only as provided for in constitutional provisions 7.46., †S14.13., and *C9.05. If an ordained minister resigns from a call, the resignation may not be withdrawn by the pastor nor rejected by the congregation.

No acceptance of the resignation is necessary. The call ends no later than 30 days after the date the resignation was submitted, unless the congregation agrees to a later date.

E. Completion of Pastoral Responsibilities: The role of pastors in congregations to which they are not (or are no longer) called is governed by the Constitution for Synods, which states, "Ordained ministers shall respect the integrity of the ministry of congregations which they do not serve and shall not exercise ministerial functions therein unless invited to

D. Termination of Call: A letter of call to an ordained minister may be terminated only as provided for in constitutional provisions 7.46., †S14.13., and *C9.05. If an ordained minister resigns from a call, the resignation may not be withdrawn by the pastor nor rejected by the congregation.

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5. As part of the bishop's pastoral care, especially during times of transition, a synodical bishop or a member of the bishop's staff is encouraged to discuss these guidelines and their implications either in person or in correspondence.

"Section E" was adopted by the Church Council as policy of the Evangelical Lutheran Church in America
November 2006.

Manual of Policies and Procedures for Management of the Rosters of the Evangelical Lutheran Church in America

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

[Images for Completion of Pastoral Responsibilities](#)

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,

assessment 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.

<http://www.faithandleadership.com/features/articles/making-transitions?page=full&print=true>

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

<https://faithandleadership.com/resources-christian-leadership>

Moving forward in mission: New leaders, social statement, campaign point the way | The Lutheran

Before, during and after the assembly, we have been a church in prayer. Today my prayers are of thanksgiving to God for the amazing privilege it has been to serve the gospel as presiding bishop. I pray for Eaton, Boerger and all who serve throughout the ELCA. May they continue to be anointed with the power of the Spirit through the promise of the gospel.

Presiding Bishop Mark S. Hanson

http://www.thelutheran.org/article/article.cfm?article_id=11621

[Images for Moving forward in mission: New leaders, social statement, campaign point the way | The Lutheran](#)

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

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

Elizabeth Eaton elected ELCA presiding bishop



Presiding Bishop Mark Hanson congratulates Bishop-Elect Elizabeth Eaton. A critical characteristic of a bishop's election is that it is not a win-lose contest. Both Hanson and Eaton have emphasized the work of the Holy Spirit, the discernment of the assembly, and the sense of call, not competition, during the process.

<http://semnsynod.org/elizabeth-eaton-elected-elca-presiding-bishop/>

[Images for Elizabeth Eaton elected ELCA presiding bishop](#)

New Pastor Is Called

Thanking your Interim Pastor

Your interim pastor has played a very important role in the life of your ministry. It is appropriate to plan a public farewell and thanksgiving. Interim pastors are asked not to continue their involvement in congregational life after the interim is over.

Congregational Support » Transition Process » New Pastor

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

[Images for New Pastor Is Called](#)

Presiding Bishop

Praise God for past, future

Work remains, but expectations growing for ELCA

I am filled with gratitude to God for the great joy and privilege of serving as your presiding bishop these past 12 years. With Paul I pray: "I thank my God every time I remember you, constantly praying with joy in every one of my prayers for all of you, because of your sharing in the gospel from the first day until now." (Philippians 1:3-5)

Praise God for past, future - The Lutheran Magazine

http://www.thelutheran.org/article/article.cfm?article_id=11664

[Images for Praise God for past, future - The Lutheran Magazine](#)

Relationships-Pastors and Churches Formerly Served

A good goodbye: It is an act of faithfulness to the pastoral relationship and to one's own integrity to attend well and intentionally to the tasks of closure in relationship. The Alban Institute has contributed to this conversation by characterizing these tasks as taking control, getting affairs in order, letting go of old grudges, saying thank you, and communicating well the reasons for leaving. More specifically, these tasks include developing and implementing an action plan and a timetable for closure, getting files and records in order and removing personal items, seeking reconciliation of unresolved conflicts, expressing gratitude and offering blessing, and interpreting the reasons for leaving in a constructive manner. Seek consultation with a trusted colleague or a member of the presbytery staff as might be helpful in reflecting on and planning for your own process of saying goodbye to your congregation.

<http://www.glpby.org/documents/Relationships-Pastors%20and%20Churches%20Formerly%20Served.pdf> Page 4

<https://www.glpby.org/wp-content/uploads/2014/10/Relationships-Pastors-and-Churches-Formerly-Served.pdf>

[Images for Relationships-Pastors and Churches Formerly Served](#)

Running through the Thistles: Terminating a Ministerial Relationship with a Parish [Roy M. Oswald]

Can how you leave a church affect your feelings about leaving or create baggage you take to your new congregation? Gain insight into termination styles and how they affect both you and your parishioners. Using real-life illustrations, Oswald guides you through Alban Institute research findings to help you prepare for a departure.

<http://www.amazon.com/Running-Through-Thistles-Terminating-Relationship/dp/1566990041>
http://www.goodreads.com/book/show/1016938.Running_Through_the_Thistles
<https://nook.barnesandnoble.com/products/9781566996228/sample?sourceEan=9781566990042>
<https://rowman.com/ISBN/9781566990042/Running-Through-the-Thistles-Terminating-a-Ministerial-Relationship-With-a-Parish>
<https://www.christianbook.com/running-through-thistles-terminating-ministerial-relationship/roy-oswald/9781566990042/pd/990042>
<https://books.google.com/books?isbn=1566996228>
<https://imnedu.org/imn-library/running-through-the-thistles-terminating-a-ministerial-relationship-with-a-parish/>
<http://www.lifeandleadership.com/book-summaries/oswald-running-through-the-thistles.html>
<https://www.facebook.com/roy.oswald>
<https://www.amazon.com/Roy-M.-Oswald/e/B001K8KQ1O>
http://www.goodreads.com/author/show/152452.Roy_M_Oswald
[Images for Roy Oswald, author](#)
[Images for Running through the Thistles: Terminating a Ministerial Relationship with a Parish \[Roy M. Oswald\]](#)

Savior, Again to Thy Dear Name

Savior, again to Thy dear Name we raise
 With one accord our parting hymn of praise;
 We stand to bless Thee ere our worship cease;
 Then, lowly kneeling, wait Thy word of peace.
 Text: John Ellerton, 1826-1893, alt.

<http://www.cyberhymnal.org/htm/s/a/savagain.htm>
[Images for Savior, Again to Thy Dear Name](#)

Saying Goodbye: A Time of Growth for Congregations and Pastors [Edward A. White]

Leaving a pastorate is hard on both congregation and pastor. Learn how to make this transition a growth experience for all. Written for congregations and pastors, Saying Goodbye skillfully weaves accounts from clergy, laity, and educators of seven denominations with White's own insight as a former General Presbyterian to create a resource for meaningful and healthy partings. Includes examples of a "farewell" worship service and litany for closure of a ministry. Whether you are a pastor thinking about leaving your congregation, or a parishioner whose pastor has just announced his or her leaving, then you must read this book...for thinking about leaving in the abstract is one thing, and experiencing the leave-taking quite another.

White explores the complicated and emotion-filled process of pastoral termination as revealed through the experiences of pastors and congregations of the Episcopal, Roman Catholic, Mennonite, Presbyterian, United Church of Christ, Church of the Brethren, and United Methodist denominations.

Through diary excerpts and articles, you explore why and when to say goodbye. Learn how you as a pastor or parishioner can have a meaningful and healthy parting through the examples of a letter of agreement, the last "goodbye" worship service, and a litany for the closure of a ministry. And from personal letters and accounts experience the joyous hope of future growth that can be found amidst the sorrow of the present parting.

<http://www.amazon.com/Saying-Goodbye-Growth-Congregations-Pastors/dp/1566990378>
https://www.goodreads.com/book/show/424632.Saying_Goodbye
<https://rowman.com/ISBN/9781566990370/Saying-Goodbye-A-Time-of-Growth-for-Congregations-and-Pastors>
<https://www.barnesandnoble.com/w/saying-goodbye-edward-a-white/1123958205>
<http://www.commonword.ca/ResourceView/2/2255>
<https://books.google.com/books?isbn=1566996244>
<https://books.google.com/books>
https://books.google.com/books/about/Saying_Goodbye.html?id=nrLwAwAAQBAJ
<http://www.lifeandleadership.com/book-summaries/white-saying-goodbye.html>
<https://ptcaweb.org/images/CommitteeFiles/COM/Separation-Policy-excerpts-from-COM-Manual.pdf>
https://s3.amazonaws.com/mychurchwebsite/c4668/separation_ethics.pdf
<https://alban.org/archive/a-time-for-lasts/>
[Images for Edward A. White \(Author\) Saying Goodbye](#)
[Images for Saying Goodbye: A Time of Growth for Congregations and Pastors \[Edward A. White\]](#)

Saying Good-bye Well

Some examples of ways of saying thank you and good-bye to the pastor (Choose which ones are most appropriate for you.)

- a. Meal/banquet with testimonies and/or roast
- b. Photo wall of ministry together – invite congregation to pull photos from their albums to add to the wall
- c. Thank-you note basket/box for individual thank you notes
- d. Small group dinners/gatherings recalling memories of ministry together
- e. Litany of goodbye during final worship
- f. Signing of covenants of support for one another
- g. Opportunity to contribute to a gift from congregation. What type of gift(s) is appropriate?
- h. Quilt gift with squares designed by different ministries in the congregation
- i. Slide/PowerPoint show to share times of ministry together
- j. Gift that reflects congregation in some way

- k. A series of events for sharing: funniest moments, moving ministry memories, special occasion stories, “walking with” stories
- l. Scrap book(s) of
 - i. Photos
 - ii. Letters
 - iii. Children’s drawings
 - iv. Newsletter stories
 - v. Community, as well as congregational activities
- m. Assist in the moving process. Help pack and box. Assist with meals once the kitchen is boxed. Provide a place to stay the night the moving truck comes.
- n. Are there ways to help the pastor’s spouse and children find good closure to their time in your community? A photo album of community schools, parks, businesses, and gathering places makes a nice keepsake for young people.

Other considerations

(Consider farewells both inside and outside the context of worship.)

- ☐ Are there important people (relatives, friends, community leaders, neighboring pastors, or past colleagues) who should receive a special invitation to a farewell event? Work with the pastor/family to determine appropriate persons outside the congregation to invite to certain events.
- ☐ Is the farewell a church event or open to the community? One church rented a billboard to say thank you to its retiring pastor and to invite the community to the farewell celebration.
- ☐ What kind of gift is appropriate? Some congregations encourage members to pool their money together to purchase a travel voucher or gift certificate. One congregation had an artist depict its pastor in caricature with scenes of favorite memories together.
- ☐ Will all ages have a chance to say thank you? How might the younger saints of God be able to express themselves?
- ☐ Think about a lasting memory you want people to have of your pastor, and make sure people get to experience that memory in a farewell event. For example, if a pastor is known for having a rapport with the youngest saints, then arrange one more time for them to have fun singing, learning or playing together at the farewell.
- ☐ Learn what worked well for other congregations in your synod that have recently said good-bye to a pastor.

Pastor Transition/Closure - North Carolina Synod

<http://www.nclutheran.org/forms/documents/congregations/Booklet1-PASTOR-TRANSITION-CLOSURE.pdf>
[Images for saying goodbye well](#)

[PDF]separation ethics: when pastor and congregation say goodbye

I. THE BACKGROUND TO THESE GUIDELINES	2
II. THE GUIDELINES	2
A. Saying Goodbye	2
1. Saying Goodbye to Accept a Call a Distance Away	2
2. Saying Goodbye But Remaining a Neighbor	3
3. When One is Elected Pastor Emeritus	3
B. Responsibilities in Saying Goodbye	4
1. Responsibilities of the Departing Pastor	5
2. Responsibilities of the Session	7
3. Responsibilities of the Committee on Ministry	8
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<http://www.peaceriverpresbytery.org/files/Guidelines%20&%20Policies/32%20Separation%20Ethics%201-12-10.pdf>
[Images for separation ethics: when pastor and congregation say goodbye](#)

17 Keys to Effective Interim Ministry

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

Justin Tull — Transition Ministries Group

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

[Images for Keys to Effective Interim Ministry](#)

[Images for Pass the baton smoothly and decisively when your leg of the race is complete.](#)

Terminating the Relationship: Giving the Gift of a Healthy Farewell

As the exit approaches, there should be expressions of joy and sadness, talk about the transition to the new pastor and how he will be received, encouraged by the interim, records put into good order, arrangements made regarding pending weddings, etc., conversations about exact dates for the interim’s break from the congregation, covenant termination, and the planning of an appropriate farewell event for the interim. He should recognize and affirm the staff and other significant people in the congregation. A sermon or sermon series reviewing the time together, affirming the congregation as it moves forward, the experience of change and such topics would be appropriate.

Guidelines for Interim Ministries

http://995cf4d644fcb80e0622-5442b5726517b59ac42d093bb8ff9c67.r51.cf2.rackcdn.com/uploaded/i/0e419155_interim-ministries-guidelines.pdf

[Images for Terminating the Relationship: Giving the Gift of a Healthy Farewell](#)

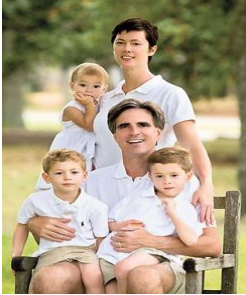
The Last Lecture by Randy Pausch (Author), Erik Singer (Reader), Jeffrey Zaslow (Contributor)

A lot of professors give talks titled "The Last Lecture." Professors are asked to consider their demise and to ruminate on what matters most to them. And while they speak, audiences can't help but mull the same question: What wisdom would we impart to the world if we knew it was our last chance? If we had to vanish tomorrow, what would we want as our legacy?

When Randy Pausch, a computer science professor at Carnegie Mellon, was asked to give such a lecture, he didn't have to imagine it as his last, since he had recently been diagnosed with terminal cancer. But the lecture he gave – "Really Achieving Your Childhood Dreams" – wasn't about dying. It was about the importance of overcoming obstacles, of enabling the dreams of others, of seizing every moment (because "time is all you have...and you may find one day that you have less than you think"). It was a summation of everything Randy had come to believe. It was about living.

In this book, Randy Pausch has combined the humor, inspiration and intelligence that made his lecture such a phenomenon and given it an indelible form. It is a book that will be shared for generations to come.

"We cannot change the cards we are dealt, just how we play the hand." - Randy Pausch



<http://www.amazon.com/Last-Lecture-Randy-Pausch/dp/1401323251>

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<http://www.cmu.edu/randyslecture/>

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<http://www.cs.cmu.edu/~pausch/>

<http://abcnews.go.com/GMA/LastLecture/>

http://www.ted.com/talks/randy_pausch_really_achieving_your_childhood_dreams

https://www.youtube.com/watch?v=ji5_MqicxSo Randy Pausch Last Lecture: Achieving Your Childhood Dreams - YouTube

http://artsbeat.blogs.nytimes.com/2010/10/08/widow-of-last-lecture-professor-will-write-a-memoir/?_r=0

<http://sourcesofinsight.com/lessons-learned-from-the-last-lecture/>

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<http://www.motivateus.com/stories/RandyPausch-Lessons.htm>

<http://money.usnews.com/money/blogs/outside-voices-careers/2013/05/21/3-smart-career-lessons-from-randy-pauschs-last-lecture>

<http://sheraan.com/post/19865261830/life-lessons-from-the-last-lecture-by-randy>

<https://www.goodreads.com/work/quotes/3364076-the-last-lecture>

<http://www.beliefnet.com/inspiration/most-inspiring-2008/lessons-from-randy-pausch.aspx>

<http://sixminutes.dlugan.com/randy-pausch-last-lecture/>

<https://gigaom.com/2013/07/20/beyond-the-last-lecture-design-lessons-i-learned-from-randy-pausch/>

<http://www.vladimirchen.com/10-important-lessons-from-the-last-lecture-achieving-your-childhood-dreams/1019/>

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<http://www.enotes.com/topics/the-last-lecture>

<https://www.amazon.com/Randy-Pausch/e/B001ILIELW>

https://www.goodreads.com/author/show/287960.Randy_Pausch

[Images for Randy Pausch \(Author\)](#)

[Images for Last Lecture by Randy Pausch \(Author\)](#)

[PDF]THE PAROCHIAL RECORD & PAROCHIAL REPORT

(To be completed by the pastor and the secretary of the congregation and submitted to the bishop of the NT-NL Mission Area)

<http://ntnl.org/wp-content/uploads/2014/01/Parish-Record-and-Financial-Obligations.pdf>

[Images for PAROCHIAL REPORT](#)

THE RIGHT START: Beginning Ministry in a New Setting - Lewis Center for Church Leadership

Best Practices for Concluding Ministry in One Setting

1. Maintain good succession relations
2. Share ownership and responsibility for the move
3. Provide good records and administrative wrap-up
4. Adequate goodbyes, grief, and closure rituals
5. Clarify your new relationship with the church
6. Leave the parsonage and office clean and in good condition
7. Keep working

<http://www.churchleadership.com/pdfs/bestpracticespastoraltransitions.pdf>
[Images for Beginning Ministry in a New Setting](#)
<https://www.churchleadership.com/category/leading-ideas/>
<https://www.churchleadership.com/category/50-ways/>

Page 3

Treasure in clay jars

Therefore, since it is by God's mercy that we are engaged in this ministry, we do not lose heart.

oremus Bible Browser: [2 Corinthians 4:1](#)

<http://bible.oremus.org/?version=nrsv&passage=2%20Corinthians%204:1;5:1-10>

[Images for treasure in clay jars](#)

Well done, good and faithful servants!



As you know, it's a time of change and transition in the synod office. Sometimes, even though we accept the change, we wish that we could welcome the future without letting go of the past. But, as the old baseball adage goes, "You can't steal second base if you keep your foot on first!" And so, we recognize that the time has come for us to bid a fond farewell to two wonderful assistants to the bishop. The Rev. Ramie Bakken (left) and the Rev. Amy Odgren (right) have accepted new calls. On behalf of the entire synod, we thank them both for their diligent work, their reassuring presence, enthusiasm, professionalism, and much, much more.

May God continue to bless them as they move on to their new ministries!

<http://archive.constantcontact.com/fs191/1101126434512/archive/1114683180626.html>

[Images for Well done, good and faithful servants!](#)

<https://www.linkedin.com/in/ramie-bakken-b91a4b79>

<http://www.nemnsynod.org/synod-staffcontact-us.html>

Gloria Dei: A Thank You from Pastor John Mann

This is a brief missive which is meant to accomplish the impossible. I want to say a profound thank you for the nearly two years of ministry we shared at Gloria Dei. I begin with the memories of major life events you shared with me in the time I served among you. I think especially of those life altering moments churches regularly maneuver together. They include funerals, weddings, hospitalizations, retirements, confirmations, first communions, baptisms and births.

I remember the holiday celebrations we shared, Easters, Christmases, All Saints Days, Pentecosts; and even the fasts-Ash Wednesdays, Lenten services, Holy Weeks. The excitement of sharing these time shaping days will always remain with me. But perhaps most of all, I remember the ordinary time-Sunday worship, parish meetings, Wednesday nights, staff meetings, and the regular conversations that surrounded every day. These rich relationships will remain with me always.

Finally, I want to say thank you for our last days together. The final Sunday of my service to you was a chance for so many kind words, warm hugs and rich reflections on our time together that I owe an apology to all of those I discouraged from doing it. I am indebted to the staff for their kind words, to Claire Hoyum for the "personalized" jogging suit, to all of you and especially Jim Gindorff for the beautiful piece "The Pathway." I was also so touched by all the cards and notes I received from so many of you and the generous gift from all of you. Your gracious warmth in your good bye is so typical of our time together. So also was a luncheon from the staff at one of my favorite restaurants. The time we shared and the kind gifts-so sensitive to my tastes and my dogs' tastes, will ever seem like the perfect last day together.

In all this, I stand so in your debt and will think fondly of all of you and Gloria Dei. You so blessed me in my time among you that I will pray God's blessing upon you and your ministry in all the days to come. Pastor Bradley is more fortunate than he knows, and I am sure God will bless him and the congregation in your ministry together. May God bless your neighborhood and the world as well!

Yours in Christ's service,
Pastor John Mann

<http://www.gloriadeistpaul.org/2Jun2012.html>

<https://www.workingpreacher.org/profile/default.aspx?uid=jmann001>

http://www.luthersem.edu/story/default.aspx?article_id=214 Meet Luther's New Seminary Pastor—The Rev. Dr. John Martin Mann

<http://www.clergyseminars.net/associates.html>

Gloria Dei: We Celebrate Pastor John Mann's Ministry!



Pastor John Mann, Interim Senior
Pastor 2010 - 2012

Please plan to be with us for worship on Sunday, May 13, 2012 and at a reception following the 10:30 am service, as we celebrate the ministry of Pastor John Mann and bid him Godspeed and **farewell** on his last Sunday with us at Gloria Dei. For nearly two years Pastor Mann has served our congregation, graciously providing pastoral leadership and helping prepare this community of faith for the next chapter in our ministry. During this time of transition, he has continued our tradition of fine worship and preaching, and he has placed particular emphasis on pastoral care for our members.

Pastor Mann began as Lutheran campus pastor at Edinboro State University in Edinboro, PA. He has served congregations in Edinboro and in Erie, PA, in both interim and called pastorates - and as we at Gloria Dei have come to know - has a passion for social and urban ministry. Prior to coming to Gloria Dei, Pastor Mann served as seminary pastor at Luther Seminary in St. Paul for four years.

Rev. Dr. Mann holds a Bachelor of Arts degree in Social Sciences from Clarion State University in Clarion, PA;

Master of Divinity and Master of Sacred Theology degrees in pastoral care from Duke University in Durham, NC; and a Doctor of Ministry in pastoral care from the Ohio Theological Consortium at Wittenburg University in Springfield, OH.

The congregation holds Pastor Mann in prayer and thanks him for his faithful service and leadership. Soli Deo Gloria!

<http://www.gloriadeistpaul.org/7May2012.html> =

[Images for Gloria Dei: We Celebrate Pastor John Mann's Ministry!](#)

https://prabook.com/web/john_martin.mann/278810



Farewell