

# Interim Ministry Resources

## Chapter 2 Start

Contents	1	
		Competent
Reflections and Resources (2)		
<u>#</u>	<u>Page</u>	<u>Topic</u>
1)	2	Competent
2)	7	Recognition
3)	8	Getting off to a good start
4)	8	Faster Pastor
5)	16	Slower Pastor
6)	16	Prove it deal
7)	16	Low maintenance
8)	17	"Pay the rent"
9)	18	Accompaniment
10)	18	Get ahead of the curve
11)	19	Geometry comes in handy after all
12)	19	Flexible
13)	20	Technological savvy
14)	20	"If you can't get out of it, then get into it."
15)	21	Manage expectations
16)	23	Build relationships with the leadership
17)	24	Hammer not the only tool in the tool box
18)	25	"Be strong and of good courage..."
19)	28	Plug away
20)	30	Start out with a bang
21)	30	Count on
22)	31	"In good hands"
23)	31	Pastor introduced to the congregation and the community
24)	34	Listening sessions
25)	38	Demonstrating basic competence
Resources	39	

# Competent

## Reflections and Resources

Letter of Agreement for Interim Pastoral Ministry

### The Interim Pastor will:

- A. Preach and teach the Word of God.
- B. Preside at worship and administer the sacraments according to the practice of the ELCA.
- C. Provide pastoral care to all members of the parish according to their needs, visit as necessary, officiate at weddings, baptisms, confirmation, funerals, and uphold the members in prayer.
- D. Give pastoral leadership for the meetings, activities, and organizations of the congregation.

PDF] Call Process Booklet EDITED - Northwest Synod of Wisconsin

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

Page 42

Call Process Booklet - Yumpu

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

[Images for Letter of Agreement for Interim Pastoral Ministry The Interim Pastor will:](#)

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/>

[Images for intrapersonal intelligence](#)

[Images for Anxiety Response Chart](#)

[Images for Non-Anxious Presence](#)

<https://files.constantcontact.com/fbaed027be/d666adfc-e5f4-4e78-b615-e4c5c38803ae.pdf> Fighting the Covid Nineteen

When a pastor moves: A transition awareness resource by Roy M Oswald (Author)

The Start Up

It's as though the uncertainty and ambiguity of beginning again with new pastoral leadership is too difficult to live with long, and people move to quickly establish what will be the status quo. It's like churned up water settling to its level of stability.

<http://www.amazon.com/When-pastor-moves-transition-awareness/dp/B00071QW8G>

Page 23

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

<https://www.amazon.com/Roy-M.-Oswald/e/B001K8KQ1O>

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

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

<https://www.amazon.com/Roy-M.-Oswald/e/B001K8KQ1O>

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

[Images for Roy M Oswald \(Author\)](#)

[Images for When a pastor moves: A transition awareness resource by Roy M Oswald \(Author\) The Start Up](#)

### 1) Competent

People want to know if the interim pastor is competent to carry out regular pastoral ministry. Such demonstrated competence relieves anxiety to know that the office of pastoral ministry is in good hands so that the people can take the necessary time to focus on the transition dynamics and the call process.

#### Resources

Becoming an Affectively Competent Congregation – Alban at Duke Divinity School

Our life in community would be enriched if we and those around us were as emotionally competent as we are intellectually capable and behaviorally skilled. My dream is that congregations will become learning centers for affective competence. I can even imagine that if they became training centers within their communities for those who long to live enriched affective lives, they might have a vibrant and viable mission in the world at a time when many congregations question why they exist or what they have to contribute.

#### **Alban at Duke Divinity School » Becoming an Affectively Competent Congregation**

<https://alban.org/archive/becoming-an-affectively-competent-congregation/>

[Images for Becoming an Affectively Competent Congregation – Alban](#)

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

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

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

<https://alban.org/author/nekduke-edu/>

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

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

<https://alban.org/about-alban/congregations-magazine/>

#### **Competent Quotes - BrainyQuote**

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

[Images for competent quotes](#)

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

[Images for competence quotes](#)

<https://www.goodreads.com/quotes/tag/competence>

<https://www.goodreads.com/quotes/tag/competent>

<https://www.askideas.com/60-best-competence-quotes-and-sayings/>

<http://www.wisdomcommons.org/virtue/23-competence/quotes>

<https://www.azquotes.com/quotes/topics/competence.html>

<http://www.famousquotes123.com/competence-quotes.html>

<https://www.leadershipnow.com/competencequotes.html>

<http://thinkexist.com/quotations/competence/>

<http://quotes.yourdictionary.com/competent>

<https://www.greatest-quotations.com/search/quotes-competent.html>

#### **Competence - Wikipedia**

- [Competence \(human resources\)](#), a standardized requirement for an individual to properly perform a specific job

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

[Images for competence](#)

Core Competencies for Being Your Congregation's Chief

Core Leadership Competencies: Empowering Others

Core Competencies for Being Your Congregation's Chief: Asking Powerful Questions.

Core Leadership Competencies: The Art of Wise Pruning.

Core Leadership Competencies: Three Ways of Being a Leader.

Having a share vision and purpose provides several significant resources. It describes where we are going, and why someone should join us on that journey.

#### **Rob Voyle's Appreciative Way Blog - Clergy Leadership Institute**

<http://clergyleadership.com/blog/blog.cfm?page=2013>

[Images for Core Competencies for Being Your Congregation's Chief](#)

[Images for Core Leadership Competencies: Empowering Others](#)

[Images for Core Leadership Competencies: The Art of Wise Pruning.](#)

#### **Crisp: Understanding Leadership Competencies: Creating Tomorrow's Leaders Today (50-Minute) [Patricia Guggenheimer]**

Do you have what it takes to be a good leader? This self-evaluation book looks at the qualities and competencies that are consistently found in outstanding leaders. Discover nine competencies in hard-to-pin-down areas like passion, integrity, and humor that lie well beyond the ordinary confines of management theory and practice-yet they contribute greatly to what we recognize as true leadership.

<http://www.amazon.com/Crisp-Understanding-Leadership-Competencies-Tomorrows/dp/1560524979/>

<http://my.safaribooksonline.com/book/leadership/1560524979/introduction/ch03>

[https://books.google.com/books/about/Understanding\\_Leadership\\_Competencies.html?id=EsgovgAACAAJ](https://books.google.com/books/about/Understanding_Leadership_Competencies.html?id=EsgovgAACAAJ)

[https://www.amazon.com/s/ref=dp\\_byline\\_sr\\_book\\_1?ie=UTF8&text=Patricia+Guggenheimer](https://www.amazon.com/s/ref=dp_byline_sr_book_1?ie=UTF8&text=Patricia+Guggenheimer)

[http://www.goodreads.com/author/show/913678.Patricia\\_Guggenheimer](http://www.goodreads.com/author/show/913678.Patricia_Guggenheimer)

[Images for Patricia Guggenheimer, author understanding leadership competencies](#)

[Images for Crisp: Understanding Leadership Competencies: Creating Tomorrow's Leaders Today \(50-Minute\) \[Patricia Guggenheimer\]](#)

### Developing Competency to Manage Diversity: Readings, Cases & Activities [Taylor Cox, Ruby L Beale]

Develop a critical competency for today's organizations - the ability to successfully manage diversity. Builds on the author's acclaimed volume, *Cultural Diversity in Organizations*; organizes learning and skill-building for diversity around thirty-one activities that can change behavior; addresses a wide range of diversity issues through twenty-three timely readings; integrates ideas from the academic world with real-life experience in six detailed case studies; and provides managers with tools they need to successfully manage a diverse workforce. Practical guides for human resource professionals to help improve overall organizational performance. It isn't enough merely to foster cultural diversity in the workplace -- dynamic leadership is required as well. This follow-up to *Cultural Diversity in Organizations* identifies the issues around diversity and provides tools to enhance overall performance.

<http://www.amazon.com/Developing-Competency-Manage-Diversity-Activities/dp/1881052966>

<https://books.google.com/books?isbn=1881052966>

[http://books.google.com/books/about/Developing\\_Competency\\_to\\_Manage\\_Diversit.html?id=5g10nG8dA1YC](http://books.google.com/books/about/Developing_Competency_to_Manage_Diversit.html?id=5g10nG8dA1YC)

<https://eric.ed.gov/?id=ED410662>

<http://bkconnection.aidcv.com/authorbiobooks.asp?Type=AUTH&SEL=TAYLORH.COX>

<https://www.amazon.com/Taylor-Cox/e/B001K7VJMA>

[http://www.goodreads.com/author/show/129811.Taylor\\_Cox](http://www.goodreads.com/author/show/129811.Taylor_Cox)

[Images for Taylor Cox, author](#)

[http://www.taylorcoxandassociates.com/taylor\\_cox\\_bio.html](http://www.taylorcoxandassociates.com/taylor_cox_bio.html)

<http://bkconnection.aidcv.com/authorbiobooks.asp?Type=AUTH&SEL=RUBYL.BEALE>

[http://www.goodreads.com/author/show/3936431.Ruby\\_L\\_Beale](http://www.goodreads.com/author/show/3936431.Ruby_L_Beale)

[Images for Ruby L Beale, author developing competency](#)

[Images for Developing Competency to Manage Diversity: Readings, Cases & Activities \[Taylor Cox, Ruby L Beale\]](#)

### Eleven Reasons Pastors Are Trusted Less Today - ThomRainer.com

1. There are higher expectations today for pastors to be **competent**, even dynamic leaders.

<http://thomrainer.com/2014/01/eleven-reasons-pastors-are-trusted-less-today/>

[Images for Eleven Reasons Pastors Are Trusted Less Today - ThomRainer.com](#)

[Images for higher expectations today for pastors to be competent, even dynamic leaders.](#)

### How Can an Interim Minister Help?

- She will offer **competent** professional ministry and deep personal caring, providing a thread of continuity in a time of change.

[http://www.spiritquest.ws/About\\_Interim\\_Ministry.html](http://www.spiritquest.ws/About_Interim_Ministry.html)

[Images for competent professional ministry](#)

### Leadership Traits | New Members Round Table (NMRT)

#### Experience

Successful managers "usually had experience in a variety of different types of situations where they acquired broader perspective and expertise in dealing with different types of problems." <sup>8</sup>

May give followers freedom to take responsibility for own ideas, decisions and actions

Committed to collaboration and require everyone to participate in leadership

Has **competency** – is skilled in performing required tasks and has ability to mentor those that follow

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

[Images for competency – is skilled in performing required tasks and has ability to mentor those that follow](#)

### Mending a Broken Church

#### Lessons from this experience

- Earn confidence by showing **competence** in decision making.

<http://www.rev.org/article.asp?ID=1124>

[Images for competence in decision making](#)

### Qualities and Gifts for Public Ministry

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

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

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

Addendum J

Page 28

[Images for Qualities and Gifts for Christian Public Ministry](#)

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

What does it mean to say that a pastor is competent? And how does a competent pastor function? This book is intended to help pastors, seminarians, and lay people who work with pastors understand and answer these two questions. Competence in ministry is a moving target. A ministry technique that works in one parish may not work in another. What works today may not work five years from now. But a competent pastor will be able to adapt to changing locations and changing times. A competent pastor will be happy in her job—or able to figure out why she's not happy and how to move forward. A competent pastor won't get stuck—or when he does get stuck, he'll know what steps to take to get unstuck. Competence, defined by

author Ronald Sisk as “the ability to do what needs to be done,” requires ministers to understand themselves and others and to keep a realistic perspective on their lives. Competent pastors function by moving toward this kind of understanding and perspective.

<http://www.amazon.com/The-Competent-Pastor-Self-Knowledge-Serving/dp/1566993040>  
<http://www.goodreads.com/book/show/3054948-the-competent-pastor>  
<https://rowman.com/ISBN/9781566996518/The-Competent-Pastor-Skills-and-Self-Knowledge-for-Serving-Well>  
<https://books.google.com/books?isbn=1566996511>  
<https://alban.org/archive/assessing-spiritual-development/>  
<http://www.homileticonline.com/subscriber/interviews/sisk.asp>  
<http://resources.mennonitechurch.ca/ResourceView/2/7584>  
<https://www.amazon.com/Ronald-D.-Sisk/e/B001JS0YSA>  
[http://www.goodreads.com/author/show/1309568.Ronald\\_D\\_Sisk](http://www.goodreads.com/author/show/1309568.Ronald_D_Sisk)  
Images for Ronald D. Sisk, author  
Images for The Competent Pastor: Skills and Self-Knowledge for Serving Well [Ronald D. Sisk]  
<https://www.homileticonline.com/subscriber/interviews/sisk.asp>  
[www.abc-usa.org/wp-content/uploads/2012/06/BibliographyClergyPMT2012.doc](http://www.abc-usa.org/wp-content/uploads/2012/06/BibliographyClergyPMT2012.doc)

The Diocese of Fargo and Its Affiliates' Statement of Code of Conduct

5. **Competence.** Church workers shall maintain high levels of professional competence in their particular ministry. Training, education and experience all contribute to their competence and credibility within their areas of expertise. Church workers shall not attempt to provide services in those areas in which they lack competence; competence also means knowing one's limitations.

[PDF] CODE OF CONDUCT - Diocese of Fargo

<http://www.fargodiocese.org/files/pdf/vicar/fargodio-codeconduct.pdf>

Page 6

Images for high levels of professional competence in their particular ministry

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

Regardless of denomination, pastors who recognize that they must earn the respect of their congregations and must demonstrate their **competence** to lead do far better in ministry than those who rely on the unrealistic expectation that the office will provide their authority.

<https://books.google.com/books?isbn=1566996678>

Page 45

<https://www.amazon.com/Pastors-Survival-Manual-Perils-Ministry/dp/1566991579>

<https://www.goodreads.com/book/show/3049410-the-pastor-s-survival-manual>

<https://www.barnesandnoble.com/w/the-pastors-survival-manual-kenneth-alan-moe/1113177052>

<https://www.bookdepository.com/Pastors-Survival-Manual-Kenneth-Alan-Moe/9781566991575>

[http://strangeangelpress.com/wp\\_sap/kenneth-alan-moe/](http://strangeangelpress.com/wp_sap/kenneth-alan-moe/)

<https://www.amazon.com/Kenneth-Alan-Moe/e/B00J92U98S>

[http://www.goodreads.com/author/show/1307839.Kenneth\\_Alان\\_Moe](http://www.goodreads.com/author/show/1307839.Kenneth_Alان_Moe)

Images for Kenneth Alan Moe, author

Images for The Pastor's Survival Manual: 10 Perils in Parish Ministry and How to Handle Them by Kenneth Alan Moe

**The Trust Edge: How Top Leaders Gain Faster Results, Deeper Relationships, and a Stronger Bottom Line [David Horsager]**

In *The Trust Edge*, David Horsager reveals the foundation of genuine success—trust. Based on research but made practical for today's leader, *The Trust Edge* shows that trust is quantifiable and brings dramatic results to businesses and leaders. In this book, Horsager teaches readers how to build the 8 Pillars of Trust:

1. Clarity: People trust the clear and mistrust the ambiguous.
2. Compassion: People put faith in those who care beyond themselves.
3. Character: People notice those who do what is right over what is easy.
4. **Competency:** People have confidence in those who stay fresh, relevant, and capable.
5. Commitment: People believe in those who stand through adversity.
6. Connection: People want to follow, buy from, and be around friends.
7. Contribution: People immediately respond to results.
8. Consistency: People love to see the little things done consistently.

When leaders learn how to implement these pillars, they enjoy better relationships, reputations, retention, revenue, and results. Fascinating and timely, *The Trust Edge* unveils how trust has the ability to accelerate or destroy any business, organization, or relationship. The lower the trust, the more time everything takes, the more everything costs, and the lower the loyalty of everyone involved. Conversely, an environment of trust leads to greater innovation, morale, and productivity. The trusted leader is followed. From the trusted salesperson, people will buy. For the trusted brand, people will pay more, come back, and tell others. Trust, not money, is the currency of business and life!

<http://www.amazon.com/The-Trust-Edge-Relationships-Stronger/dp/1476711372>

<http://www.goodreads.com/book/show/9457819-the-trust-edge>

<http://www.barnesandnoble.com/w/trust-edge-david-horsager/1100489704>

[http://books.google.com/books/about/The\\_Trust\\_Edge.html?id=x1piNkRJ9rEC](http://books.google.com/books/about/The_Trust_Edge.html?id=x1piNkRJ9rEC)

<http://www.forbes.com/sites/forbesleadershipforum/2012/10/24/you-cant-be-a-great-leader-without-trust-heres-how-you-build-it/>

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

<https://trustedge.com/>  
<http://onlinelibrary.wiley.com/doi/10.1111/j.1744-6570.2012.01256.4.x/abstract>  
<https://www.slideshare.net/ramadd1951/the-trust-edge-17640015>  
<https://www.youtube.com/watch?v=dHJ45j8GYic> The Trust Edge - Why Trust? | David Horsager | Keynote Leadership Speaker  
<https://www.youtube.com/watch?v=Fp0MhBNj0Cc> The Trust Edge Key Findings | The Trust Edge – YouTube  
<https://www.youtube.com/watch?v=rqG8m3EvkjQ> What's trust got to do with it? | David Horsager | TEDxUMN – YouTube  
<https://www.youtube.com/watch?v=4bwCLY50kPk> Trust Edge Training Intro – YouTube  
<https://www.youtube.com/watch?v=cgxp7KAcl38> David Horsager, MA, CSP - "The Trust Edge" – YouTube  
 Images for "The Trust Edge" – YouTube  
<https://www.youtube.com/watch?v=ffBEe14Nq1k> The 8 Pillars of Trust - David Horsager - Build a Solid Foundation for Leadership  
<https://www.youtube.com/watch?v=FTKBxrqVZ2g> The American Innovator - "The Trust Edge" by David Horsager - YouTube  
<https://www.youtube.com/watch?v=yxk7ruiNrl> 2016 David Horsager | Keynote Leadership Speaker – YouTube  
<https://www.youtube.com/watch?v=ySPVVcOtdBI> David Horsager on Ziglar Success 2.0 | Keynote Leadership Speaker–YouTube  
[http://cavehenricks.com/wp-content/uploads/2012/11/The-Trust-Edge\\_Press-Kit.pdf](http://cavehenricks.com/wp-content/uploads/2012/11/The-Trust-Edge_Press-Kit.pdf)  
<http://www.simonspeakers.com/DavidHorsager>  
<http://www.simonandschuster.com/authors/David-Horsager/407898792>  
[http://premierespeakers.com/david\\_horsager/bio](http://premierespeakers.com/david_horsager/bio)  
<https://www.linkedin.com/in/dhorsager>  
<https://www.amazon.com/David-Horsager/e/B004F1GYBO>  
[http://www.goodreads.com/author/show/4396221.David\\_Horsager](http://www.goodreads.com/author/show/4396221.David_Horsager)  
 Images for David Horsager, author  
 Images for The Trust Edge: How Top Leaders Gain Faster Results, Deeper Relationships, and a Stronger Bottom Line [David Horsager]

### 23 Compelling Church Leader Interview Questions | unSeminary

It's important to get a clear picture of the candidate in these three areas:

- **Competency** // Can the individual do the tasks and lead the team as needed? Does he or she have the skills and abilities required to take your church to the next level?
- Character // Is he or she a person of integrity who lines up with the values of your church? Does the candidate have a vibrant and growing faith that you'd love to see replicated in other people?
- Chemistry // Do you like spending time with him or her? Is this the kind of person that you'd like to spend a lot of time with in the future?

[www.unseminary.com/23-compelling-church-leader-interview-questions/](http://www.unseminary.com/23-compelling-church-leader-interview-questions/)  
 Images for Competence Character Chemistry

### [PDF] What Do Lay People Want in Pastors? - Faith and Leadership

B. IMPORTANT CRITERIA IN CHOOSING A PASTOR

1. DEMONSTRATED **COMPETENCE** AND RELIGIOUS AUTHENTICITY

<http://www.faithandleadership.com/programs/spe/resources/ppr/pastorsearch.pdf>  
 Images for DEMONSTRATED COMPETENCE AND RELIGIOUS AUTHENTICITY

### What Do People Want in Their Pastors?

5. Administrative **competence**. This skill is hard to pin down because few members interact with or see the pastor outside worship services. Is the candidate competent at organizing people for ministries, remembering administrative details, chairing meetings, and handling conflict?

[http://www.episcopalhawaii.org/uploads/2/5/4/8/25486559/49\\_resources\\_congregations\\_parish\\_paper\\_2009\\_apr.pdf](http://www.episcopalhawaii.org/uploads/2/5/4/8/25486559/49_resources_congregations_parish_paper_2009_apr.pdf)  
<https://www.theparishpaper.com/free-resources>  
<http://www.wisconsinumc.org/connections/conference-news/the-parish-paper>  
<http://www.wcucc.org/resource-center/church-management/parish-paper/> April 2009 - "What Do People Want in Their Pastors?"  
 Images for What Do People Want in Their Pastors? 5. Administrative competence.  
<http://www.hcucc.org/the-parish-paper>  
<https://www.theparishpaper.com/back-issue-index> Back Issue Index | The Parish Paper

### What Does the Bible Say About Competence? - OpenBible.info

<https://www.openbible.info/topics/competence>  
 Images for bible and competence  
<https://bible.knowing-jesus.com/topics/Competence>  
<https://biblicalcounselingcoalition.org/2011/05/05/our-competence-comes-from-christ/>  
<https://www.vincentcheung.com/2011/02/04/competence-in-ministry/>  
 Images for competence-in-ministry  
<https://www.biblestudytools.com/psalms/proverbs/passages/?q=proverbs+3:21-35>  
<http://www.servantleaderstoday.com/79.htm> Competency: Preparedness for Leadership Tasks - Servant Leaders Today #2  
<http://www.buildingchurchleaders.com/articles/2004/le-040329.html> Biblical Requirements of Leaders: Four must-have traits #3  
<https://ftc.co/resource-library/blog-entries/5-distinctives-of-biblical-leadership> #3  
<https://www.desiringgod.org/articles/20-verses-for-god-centered-administrators> #10

## What's the Purpose, What's My Purpose?

The purpose of the Clergy Leadership Institute is to:

Transform the church from being a place of fear to a place of love, where duty and obligation become passion and delight, threat and intimidation are replaced by freedom and joy, and weakness and mediocrity are redeemed to **competence** and excellence.

[Rob Voyle's Appreciative Way Blog - Clergy Leadership Institute](#)

<http://clergyleadership.com/blog/blog.cfm?page=2012>

[Images for What's the Purpose, What's My Purpose? Rob Voyle Appreciative Way Blog - Clergy Leadership Institute](#)

## Why It's Time to Rethink What It Means to Be Called to Ministry – Carey Nieuwhof

First, every Christian is *called* to ministry, whether that's in a volunteer role or a full-time role, we all have a contribution to make in ministry. But for church staff (which is the subject of this article), I wonder if we'd be ahead if we paid more attention to these 3 factors which I've selectively borrowed from [Bill Hybels](#):

Character

**Competency**

Conviction

<http://careynieuwhof.com/2015/09/why-its-time-to-rethink-what-it-means-to-be-called-to-ministry/>

[Images for Why It's Time to Rethink What It Means to Be Called to Ministry – Carey Nieuwhof](#)

<http://www.rightpath.com/site/>

<http://www.strengthsfinder.com/home.aspx>

<http://careynieuwhof.com/2015/02/10-predictions-about-the-future-church-and-shifting-attendance-patterns/>

<http://visionroom.com/the-one-competency-that-hard-core-ministry-leaders-need-most/>

<http://careynieuwhof.com/2014/03/why-we-need-more-entrepreneurial-church-leaders-not-more-shepherds/>

<http://careynieuwhof.com/character-finishes-what-competency-starts/>

<http://careynieuwhof.com/5-signs-your-character-is-slowly-imploding/>

<https://www.facebook.com/cnieuwhof/posts/523861344468965> Character, not competency, determines your capacity.

<http://www.prechititeachit.org/articles/detail/5-key-tips-every-leader-should-teach-his-top-leaders/> #1

<https://www.amazon.com/Carey-Nieuwhof/e/B003GJCLCM>

[https://www.goodreads.com/author/show/3396023.Carey\\_Nieuwhof](https://www.goodreads.com/author/show/3396023.Carey_Nieuwhof)

<http://connexuschurch.com/about-us/carey-nieuwhof/>

[Images for carey nieuwhof \(author\)](#)

## 2) Recognition

While not the same as an installation, the use of the *Litany of Welcome for an Interim Pastor* gives more recognition to the position.

### Resources

[Commissioning Ritual for Transitional Minister | Presbyterian Church](#)

<http://www.presbyterian.org.nz/for-ministers/worship-resources/special-services/commissioning-ritual-for-transitional-minister>

[Images for Commissioning Ritual for Transitional Minister](#)

[\[PDF\] Litany of Welcome for an Interim or Contract Pastor](#)

<https://www.ntnl.org/wp-content/uploads/2014/01/Rite-to-Welcome-Interim-Pastor.pdf>

[Images for Litany of Welcome for an Interim or Contract Pastor](#)

[\[PDF\] Litany of Welcome for an Interim Pastor - Church of the Brethren](#)

<http://www.brethren.org/resources/litany-of-welcome-for-an.pdf>

[Images for Litany of Welcome for an Interim Pastor - Church of the Brethren](#)

Liturgy for Receiving an Interim Pastor

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

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

[Call Process Booklet - Yumpu](#)

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

[Images for Liturgy for Receiving an Interim Pastor](#)

Page 76

[\[DOC\] Recognition and Blessing of the Interim Pastor](#)

[www.interiministry.org/wp-content/uploads/2013/.../recognition\\_doc.do](http://www.interiministry.org/wp-content/uploads/2013/.../recognition_doc.do)

<http://www.imaelca.org/resources/resources-for-pastors/> Recognition and Blessing of the Interim Pastor — [PDF](#) or [Word](#)

[Images for Recognition and Blessing of the Interim Pastor](#)

Council approves appointment of new interim pastor at *(date)* meeting

The Parish Council in a concurrence interview on *(date)* approved the appointment by Assistant to the Bishop John Sutherland of Pastor Lowell Bolstad to be the new interim pastor beginning *(date)*.

Pastor Lowell Bolstad was born in Plentywood, Montana where his parents owned a small farm and where his father also worked at carpentry. When he was five, his family moved to central Iowa where he grew up and graduated from high school in Story City. Post-secondary education took him to Waldorf Junior College in Forest City, Iowa; Concordia College in Moorhead, Minnesota; and Luther Seminary in St. Paul, Minnesota. During the decade of the 1980s he served an open country two-point parish in this synod. Since 1990 he has served in intentional interim ministry. This will be his *(number)* assignment. These will make *(number)* congregations he has served since ordination. He possesses training and experience to work with small, mid-sized, and large congregations in transition. In addition, he served as the convener of the synod interim ministry gathering 1993-2013 and has served as synod reviewer of constitutions since 2009. His home is in Rice Lake. He has no dependents. He looks forward to the partnership in the gospel with the people of this congregation during the period of transition. He will be staying in the parsonage.

Litany for welcoming an interim pastor on July 22

Pastor Lowell Bolstad will be received as the new interim pastor in an opening litany as part of the worship services on the weekend of July 22. The Evangelical Lutheran Church in America holds the congregation and the office of ordained ministry in high regard. Consequently, the ELCA invests resources in support of congregations during times of changes in pastoral leadership. The interim between installed pastors provides opportunity for evaluation, renewal, and transition from the extended service of previous pastors, and can help congregations to remain faithful, creative, and vital in mission and ministry. Plan to be in worship July 22 to receive Pastor Bolstad as the new interim pastor!

### 3) Getting off to a good start

My goal at the start of an interim assignment is to get off to a good start.

#### Resources

##### 5 Items for a New Pastor's To Do List - Pastors.com

So, here are a few thoughts for new pastors to get started off on the right foot.

<https://pastors.com/5-items-for-a-new-pastors-to-do-list/>

[Images for new pastor get started off on the right foot](#)

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

<http://equip.sbts.edu/article/5-attitudes-every-new-pastor-needs/>

<https://www.crosswalk.com/church/pastors-or-leadership/three-things-the-new-pastor-wants-most-11579445.html>

<https://www.amazon.com/Help-New-Pastor-Practical-Ministry/dp/1629954675>

[Images for Help-New-Pastor-Practical-Ministry](#)

##### How to Start Well as a New Pastor

To build an enduring, resilient pastor-congregation partnership, master the four challenges of successful start-up. All of them concern relationships with God and people. When those relationships are good, ministry is focused and effective. When they are poor, even zealous efforts yield paltry results. Don't leave this to chance! Tackle the challenges directly with help from as many church members as you can recruit. The number of people willing to participate may surprise you.

<http://www.chowanbaptist.org/index.php/how-to-start-well-as-a-new-pastor>

[Images for How to Start Well as a New Pastor](#)

##### [PDF] Making a Good Start with Your New Pastor?

The Bottom Line

Not everyone in the congregation acts like a Christian all the time. A missionary minded pastor (a) avoids that expectation and (b) gives thanks that some people become exceptional Christians.

[http://vbmb-wpengine.netdna-ssl.com/wp-content/uploads/2013/08/Parish-Paper\\_2008-04.pdf](http://vbmb-wpengine.netdna-ssl.com/wp-content/uploads/2013/08/Parish-Paper_2008-04.pdf)

[http://macucc.s3.amazonaws.com/EC5DAAB689954985A4DF93048F31F9F2\\_P%20P%20--4-2008.pdf](http://macucc.s3.amazonaws.com/EC5DAAB689954985A4DF93048F31F9F2_P%20P%20--4-2008.pdf)

[Images for Making a Good Start with Your New Pastor](#)

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

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

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

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

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

##### Resources for Clergy Transitions - Episcopal Church

Fresh Start has traditionally focused on the period from the arrival of a new clergy person in a congregation through the first two years of his/her tenure. With this resource, Fresh Start in the Search Process, materials now also cover the early stages of a congregation's transition – from the announcement that the current clergy person is leaving through the call of his/her replacement.

<http://www.ecfvp.org/tools/resources-for-clergy-transitions/>

[Images for Resources for Clergy Transitions - Episcopal Church - Fresh Start](#)

### 4) Faster Pastor

An interim pastor is expected to be a faster pastor. Hit the ground running and pick up things quickly.



## Resources

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

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

<http://www.amazon.com/New-Beginning-Pastors-Congregations-Excellent/dp/0787942898>

[https://www.goodreads.com/book/show/1532590.A\\_New\\_Beginning\\_for\\_Pastors\\_and\\_Congregations](https://www.goodreads.com/book/show/1532590.A_New_Beginning_for_Pastors_and_Congregations)

<http://www.lifeandleadership.com/book-summaries/callahan-a-new-beginning-for-pastors-and-congregations.html>

<https://www.thriftbooks.com/a/kennon-l-callahan/298613/>

<https://www.amazon.com/Kennon-L.-Callahan/e/B001HCZUYG>

[http://www.goodreads.com/author/list/156195.Kennon\\_L\\_Callahan](http://www.goodreads.com/author/list/156195.Kennon_L_Callahan)

[Images for Kennon L. Callahan, author](#)

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

### **Beginning a New Pastorate (Creative Leadership Series) [Robert G. Kemper]**

Tips on leaving a pastorate and then beginning a new ministry.

<http://www.amazon.com/Beginning-New-Pastorate-Robert-Kemper/dp/B007RXDNAM>

<https://www.amazon.com/Robert-G.-Kemper/e/B001HPBEDY>

[http://www.goodreads.com/author/show/916913.Robert\\_G\\_Kemper](http://www.goodreads.com/author/show/916913.Robert_G_Kemper)

[Images for Robert G. Kemper, author](#)

[Images for Beginning a New Pastorate \(Creative Leadership Series\) \[Robert G. Kemper\]](#)

<https://www.librarything.com/series/Creative+Leadership+Series>

[Images for creative leadership series books](#)

### **Beginning Ministry Together: The Alban Handbook for Clergy Transitions [Roy M. Oswald, James Heath, Ann Heath]**

*Beginning Ministry Together* is about the transition period between the announcement that one pastor is leaving and the time when another pastor is well settled. The message brought by Roy Oswald and colleagues Jim and Ann Heath is that this is not an impossible time to be survived only with a lot of expert help. Rather, even though the task is complex, committed congregational leaders can handle it—with the help of people who have been on this journey before.

Oswald describes how clergy and congregations can better end and begin pastorates. He shows them how to say good-bye and discern their needs for the future—how to use the open space between pastorates for evaluation and preparation for a new day.

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

[http://www.goodreads.com/book/show/260799.Beginning\\_Ministry\\_Together](http://www.goodreads.com/book/show/260799.Beginning_Ministry_Together)

<https://rowman.com/ISBN/9781566992855/Beginning-Ministry-Together-The-Alban-Handbook-for-Clergy-Transitions>

<https://imnedu.org/imn-library/beginning-ministry-together-the-alban-handbook-for-clergy-transitions/>

<https://www.wncumc.org/resourcedetail/9296403>

<https://books.google.com/books?isbn=1566994748>

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

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

<https://www.amazon.com/Roy-M.-Oswald/e/B001K8KQ1O>

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

[Images for Roy M. Oswald](#)

[Images for Beginning Ministry Together: The Alban Handbook for Clergy Transitions \[Roy M. Oswald, James Heath, Ann Heath\]](#)

### **Beginning with the end in mind**

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

Their purpose - to bring the congregation to the best outcome - is well defined from the outset.

### **Getting Ready - Intentional Interim Ministry**

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

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

### **Coaching Small Congregations towards Positive Change - The Parish Paper**

Use **initial weeks** in the parish to set a change-receptive climate

Page 23

### **[PDF] Church Effective Nugget, Volume 27 - The Parish Paper**

<http://www.theparishpaper.com/files/resources/Church%20Effectiveness%20Nuggets-%20Volume%2027.pdf>

<https://www.theparishpaper.com/free-resources> Church Effective Nugget, Volume 27: Coaching Small Congregations toward Positive Change

[Images for Coaching Small Congregations towards Positive Change - The Parish Paper Use initial weeks in the parish to set a change-receptive climate](#)

#### Fruitful Beginnings with a New Pastor - The Parish Paper

By Herb Miller. *The Parish Paper*. May 2006. 3805 94<sup>th</sup> Place, Lubbock, Texas 79423. [HrbMiller@aol.com](mailto:HrbMiller@aol.com)  
<http://www.theparishpaper.com/back-issue-index>  
[Images for Fruitful Beginnings with a New Pastor](#)

#### General Colin Powell: A Leadership Primer

Lesson 7 "Keep looking below surface appearances. Don't shrink from doing so (just) because you might not like what you find."

<http://nets.ucar.edu/nets/intro/staff/jcustard/jc-la2004/powell-leadership.pdf>

[Images for General Colin Powell: A Leadership Primer Lesson 7 "Keep looking below surface appearances.](#)

#### The Leadership Secrets of Colin Powell

Chapter 5 The Chief "Dis-organizer"

<http://search.barnesandnoble.com/Leadership-Secrets-of-Colin-Powell/Oren-Harari/e/9780071418614>

[Images for The Leadership Secrets of Colin Powell Chapter 5 The Chief "Dis-organizer"](#)

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

4. Special Skills: Interim Ministry is a highly specialized task, demanding skills and abilities often not required of the permanent pastor. In addition to possessing the skills of preaching, counseling and general administration, the Interim Pastor must be able to quickly size-up both people and situations. The interim period can be a time to analyze the church and its needs, diagnose its problems and prescribe the required action where appropriate. Rapport can be quickly established because the Interim Pastor usually has the unqualified acceptance, love and prayer support of the lay leadership and congregation. Page 2

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

[Images for Guidelines for the Calling and Role of the Interim Pastor 4. Special Skills: Interim Ministry is a highly specialized task, demanding skills and abilities often not required of the permanent pastor.](#)

[Images for quickly size-up both people and situations](#)

#### Healthy Transitions

The Upstate New York Synod developed a set of resources and covenants to aid in pastoral transitions. Consider using these to help facilitate a smooth transition in your context.

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

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

Call Process Booklet - Yumpu

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

Page 10

[Images for facilitate a smooth transition in your context](#)

#### How to Hit the Ground Running: A Quick-Start Guide for Congregations with New Leadership [Neal O. Michell]

The quick-start program described in this book is designed for the new rector or pastor who wants to "hit the ground running." It is also designed for principal lay leaders who will be instrumental in the transition to new leadership.

The program takes the new pastor, vestry, or other leadership bodies from one month prior to the new leader's arrival through the first eighteen months afterward. Organized in a user-friendly workbook format, this guide gives step-by-step suggestions on how the sometimes stalled and directionless period of transition in a faith community can be made dynamic and purposeful - a time of true congregational development.

<http://www.amazon.com/How-Hit-Ground-Running-Congregations/dp/0898694752>

<https://www.goodreads.com/book/show/3177652-how-to-hit-the-ground-running>

<https://www.churchpublishing.org/products/howtohitthegroundrunning>

<https://books.google.com/books?isbn=0898694752>

[https://books.google.com/books/about/How\\_to\\_Hit\\_the\\_Ground\\_Running.html?id=NdVjyd3LgLQC](https://books.google.com/books/about/How_to_Hit_the_Ground_Running.html?id=NdVjyd3LgLQC)

<http://www.lifeandleadership.com/book-summaries/michell-how-to-hit-the-ground-running.html>

[http://www.episcopalfoundation.org/uploads/pages/files/Bibliography\\_-\\_041513.pdf](http://www.episcopalfoundation.org/uploads/pages/files/Bibliography_-_041513.pdf)

<https://www.amazon.com/Neal-O.-Michell/e/B001JS5ZJ/>

[http://www.goodreads.com/author/show/1352882.Neal\\_Michell](http://www.goodreads.com/author/show/1352882.Neal_Michell)

[Images for Neal O. Michell, author how to hit the ground running](#)

[Images for How to Hit the Ground Running: A Quick-Start Guide for Congregations with New Leadership \[Neal O. Michell\]](#)

#### How to Strengthen Clergy/Staff Leadership & Relationship Skills - The Parish Paper

Arrival Skill

Page 34

[PDF]Ch. Effectiveness Nuggets--Volume 22--How to Strengthen Clergy/Staff Leadership & Relationship Skills - The Parish Paper

<http://www.theparishpaper.com/files/resources/Church%20Effectiveness%20Nuggets-%20Volume%2022.pdf>

<https://www.theparishpaper.com/free-resources> Church Effective Nugget, Volume 22: How to Strengthen Clergy/Staff Leadership & Relational Skills

[Images for How to Strengthen Clergy/Staff Leadership and Relationship Skills - The Parish Paper Arrival Skill](#)

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

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

<http://www.wcucc.org/resource-center/church-management/parish-paper/> April 2009 - "What Do People Want in Their Pastors?"

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

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

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

To make your first year better—plus your later years—learn as much as possible from people who've been around for a while.

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

[Images for Incoming Pastors: Building Smoother Transition Bridges | The Parish Paper To make your first year better—plus your later years—learn as much as possible from people who've been around for a while.](#)

<https://kocucc.org/wp-content/uploads/2014/10/Untitled-attachment-00951.pdf>

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

<http://www.wisconsinumc.org/connections/conference-news/the-parish-paper> April 2011 - "Incoming Pastors: Building Smoother Transition Bridges"

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

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

### Interim Ministry Process

Intentional Interim Ministers adapt well to a congregation's context and particular needs, are highly relational, and provide pastoral leadership and management for a season of ministry. IIMs possess many of the following characteristics and may share in some of the following scenarios:

**Quick Starter:** An interim minister hits the ground running and is not attempting to cultivate long-term relationships. Some clergypersons have the gift of getting down to the deepest concerns of the congregation from the very start.

<http://www.ntcleadingfromthecenter.org/interim-ministry>

[Images for Interim Ministry Process - Quick Starter](#)

### Making a Good Move: Opening the Door to a Successful Pastorate [Michael J. Coyner]

Michael Coyner argues that though the early months and years of a new pastorate can be stressful and difficult, they can also be particularly fruitful. These new beginnings can be among the most rewarding times of a pastor's career, especially if the minister **seizes opportunities** for establishing and strengthening relationships with church members and plans carefully for the transition out of the initial "honeymoon" period. Drawing on years of experience as a pastor of local congregations as well as extensive work supervising pastors, Coyner provides solid, sensible guidance on making a good move into a successful ministry. Written in consultation with pastors from both "call" and "appointment" systems, this book will be of value to those who are starting a new ministry placement, whether they be fresh out of seminary or long-time seasoned veterans.

<http://www.amazon.com/Making-Good-Move-Successful-Pastorate/dp/0687081335>

<https://www.abingdonpress.com/product/9780687081332/>

<https://www.christianbook.com/making-move-opening-door-successful-pastorate/michael-coyner/9780687081332/pd/81335>

[https://www.moumethodist.org/files/leadership+excellence/passing+the+baton/2019+move+pack\\_final.pdf](https://www.moumethodist.org/files/leadership+excellence/passing+the+baton/2019+move+pack_final.pdf)

<https://www.wncumc.org/leadershipresources/topic/Leading%20Change>

<http://www.lifeandleadership.com/ministry-resources/ministry-transitions-interim-ministry.html>

[http://www.martinmethodist.edu/church-leadership/sm\\_files/cover%20Final%20093%20pages%20Combined.pdf](http://www.martinmethodist.edu/church-leadership/sm_files/cover%20Final%20093%20pages%20Combined.pdf)

<http://www.umc.org/bishops/michael-coyner>

[https://en.wikipedia.org/wiki/Michael\\_J.\\_Coyner](https://en.wikipedia.org/wiki/Michael_J._Coyner)

<http://www.inumc.org/bishopmichaeljcoynersbiography>

<https://www.amazon.com/Michael-J.-Coyner/e/B001IU2LYO>

[https://www.goodreads.com/author/show/1079509.Michael\\_J\\_Coyner](https://www.goodreads.com/author/show/1079509.Michael_J_Coyner)

<http://www.abingdonpress.com/product/9780687081332#.WorLEqjwaUk>

<https://www.cokesbury.com/product/9780687081332/making-a-good-move/>

[Images for Michael J. Coyner, author](#)

[Images for Making a Good Move: Opening the Door to a Successful Pastorate \[Michael J. Coyner\]](#)

### Night with Pastor: An orientation program for beginning a new pastorate.

The moving van has been unloaded, you are once again able to find the books you need, and you're in the middle of grieving over the friends and the ministry you've left behind.

Now what? You ask yourself. I have so much to do, I don't know where to start. I am surrounded by this sea of unfamiliar faces, a church which has power pockets and undercurrents that I will probably learn only the hard way.

What to do? I decided some years ago to begin a new ministry in a way different than I have begun others.

[http://www.ministryhealth.net/mh\\_articles/043\\_wd\\_night\\_with\\_pastor.html](http://www.ministryhealth.net/mh_articles/043_wd_night_with_pastor.html)

[Images for Night with Pastor: An orientation program for beginning a new pastorate.](#)

### Preaching During the Interim

The Major Tasks of the Interim Pastor

## 2. Being a Good Listener

**Interim Pastors hit the road running.** They must possess the skills of building instant rapport and trust.”

<http://www.preaching.com/resources/articles/11563501/page-3/>  
[Images for Interim Pastors hit the road running](#)

### Process Task one—Joining the System

Effective interim pastors find ways to make **quick** and significant connections with the congregation they are serving. Such connections may be formed by adopting a few significant local customs. At the same time an interim pastor attaches to the system emotionally, the interim pastor must also maintain a detachment. A sense that the interim pastor is simultaneously an “insider” and an “outsider” increases the power of the interim pastor to be of service to the congregation.

**[PDF] Manual for Interim Ministry - Presbytery of Northumberland**

<http://www.northumberlandpresbytery.org/wp-content/uploads/2013/06/1ab-MASTER-A-Manual-for-Interim-Ministry.pdf>  
[Images for Effective interim pastors quick and significant connections with the congregation they are serving.](#)

### Reflections on Interim Ministry

Interim, Not Limbo!

The interim time is not one of limbo or marking time but one that is actively monitoring and enabling a healthy transition. Significant changes should not be reserved for the new pastor who will follow but rather inaugurated by the interim pastor. Indeed, a time of crisis is one ripe for change, and nothing should prevent that change from being immediate and largely positive. When the interim period works as it should, many positive changes will have taken place. In such cases the laity will be able to say as they welcome the new pastor, “So much progress has already been made; we can’t wait for you to continue to lead us to greater ministry and service.”

**Justin W. Tull: Interim Ministry**

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

[Images for Reflections on Interim Ministry Interim, Not Limbo!](#)

### **Right from the Start: Taking Charge in a New Leadership Role [Dan Ciampa, Michael Watkins]**

Whether you are succeeding a much-admired boss or charged with implementing sweeping, potentially unsettling change initiatives, a new role is fraught with obstacles. To ensure that your first steps in a new job will lead to enduring success, *Right from the Start* lays out an action-oriented framework to follow during the early months of a transition. Dan Ciampa and Michael D. Watkins prepare you for the often-treacherous task of navigating an organization’s strategy, politics, and culture so that you can smoothly and effectively get to work on your new agenda. “Right from the Start” combines this tactical advice with absorbing profiles of CEOs, COOs, and EVPs who candidly discuss their experiences - the successes and the failures - with transitioning to a new leadership role.

<http://www.amazon.com/Right-From-The-Start-Leadership/dp/1591397928>

<http://astore.amazon.com/interimini06-20/detail/1591397928>

[https://www.goodreads.com/en/book/show/1222458.Right\\_from\\_the\\_Start](https://www.goodreads.com/en/book/show/1222458.Right_from_the_Start)

[http://books.google.com/books/about/Right\\_from\\_the\\_Start.html?id=iNPzS7LXsl4C](http://books.google.com/books/about/Right_from_the_Start.html?id=iNPzS7LXsl4C)

<http://hbswk.hbs.edu/archive/897.html>

<http://www.wiederholdassoc.com/images/pdf/client/Executive-Reading.pdf>

<https://books.google.com/books?isbn=0875847501>

<https://www.amazon.com/Dan-Ciampa/e/B001HCUBMC>

[https://www.goodreads.com/author/show/151804.Dan\\_Ciampa](https://www.goodreads.com/author/show/151804.Dan_Ciampa)

[Images for Dan Ciampa, author](#)

<https://www.amazon.com/Michael-Watkins/e/B001JS6RV8>

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[Images for Michael Watkins, author](#)

[Images for Right from the Start: Taking Charge in a New Leadership Role \[Dan Ciampa, Michael Watkins\]](#)

### **The First 90 Days: Proven Strategies for Getting Up to Speed Faster and Smarter, Updated and Expanded by Michael D. Watkins (Author)**

Named one of 100 Leadership & Success Books to Read in a Lifetime by Amazon Editors

The world’s most trusted guide for leaders in transition

Transitions are a critical time for leaders. In fact, most agree that moving into a new role is the biggest challenge a manager will face. While transitions offer a chance to start fresh and make needed changes in an organization, they also place leaders in a position of acute vulnerability. Missteps made during the crucial first three months in a new role can jeopardize or even derail your success.

In this updated and expanded version of the international bestseller *The First 90 Days*, Michael D. Watkins offers proven strategies for conquering the challenges of transitions—no matter where you are in your career. Watkins, a noted expert on leadership transitions and adviser to senior leaders in all types of organizations, also addresses today’s increasingly demanding professional landscape, where managers face not only more frequent transitions but also steeper expectations once they step into their new jobs.

By walking you through every aspect of the transition scenario, Watkins identifies the most common pitfalls new leaders encounter and provides the tools and strategies you need to avoid them. You’ll learn how to secure critical early wins, an important first step in establishing yourself in your new role. Each chapter also includes checklists, practical tools, and

self-assessments to help you assimilate key lessons and apply them to your own situation.

Whether you're starting a new job, being promoted from within, embarking on an overseas assignment, or being tapped as CEO, how you manage your transition will determine whether you succeed or fail. Use this book as your trusted guide.

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[Images for Michael Watkins, author](#)

[Images for The First 90 Days: Proven Strategies for Getting Up to Speed Faster and Smarter, Updated and Expanded by Michael D. Watkins \(Author\)](#)

### The Fifth Discipline: The Art & Practice of the Learning Organization [Peter M. Senge]

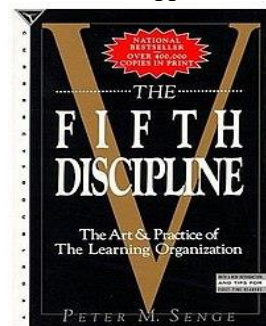
This revised edition of Peter Senge's bestselling classic, *The Fifth Discipline*, is based on fifteen years of experience in putting the book's ideas into practice. As Senge makes clear, in the long run the only sustainable competitive advantage is your organization's ability to learn **faster** than the competition. The leadership stories in the book demonstrate the many ways that the core ideas in *The Fifth Discipline*, many of which seemed radical when first published in 1990, have become deeply integrated into people's ways of seeing the world and their managerial practices.

In *The Fifth Discipline*, Senge describes how companies can rid themselves of the learning "disabilities" that threaten their productivity and success by adopting the strategies of learning organizations—ones in which new and expansive patterns of thinking are nurtured, collective aspiration is set free, and people are continually learning how to create results they truly desire.

The updated and revised Currency edition of this business classic contains over one hundred pages of new material based on interviews with dozens of practitioners at companies like BP, Unilever, Intel, Ford, HP, Saudi Aramco, and organizations like Roca, Oxfam, and The World Bank. It features a new Foreword about the success Peter Senge has achieved with learning organizations since the book's inception, as well as new chapters on Impetus (getting started), Strategies, Leaders' New Work, Systems Citizens, and Frontiers for the Future.

Mastering the disciplines Senge outlines in the book will:

- Reignite the spark of genuine learning driven by people focused on what truly matters to them
- Bridge teamwork into macro-creativity
- Free you of confining assumptions and mindsets
- Teach you to see the forest *and* the trees
- End the struggle between work and personal time



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<https://www.youtube.com/watch?v=6KZn46u7wKw> What is the central thesis of The Fifth Discipline by Peter Senge, Author of The Fifth Discipline – YouTube  
[https://www.youtube.com/watch?v=Zs3ML5ZJ\\_QY](https://www.youtube.com/watch?v=Zs3ML5ZJ_QY) Systems Thinking in a Digital World - Peter Senge – YouTube  
<https://www.youtube.com/watch?v=HCTJaNmYt2w> What are the three core learning capabilities? by Peter Senge, Author of The Fifth Discipline – YouTube  
<https://www.youtube.com/watch?v=0QtQqZ6Q5-o&t=40s> Peter Senge: "Systems Thinking for a Better World" - Aalto Systems Forum 2014 - YouTube  
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<https://www.youtube.com/watch?v=OqMAi4h9zVQ> System Archetypes and Emergent Futures: Reflections on Facilitating System Change – YouTube  
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[Images for The Fifth Discipline: The Art & Practice of the Learning Organization \[Peter M. Senge\]](https://www.amazon.com/Peter-M.-Senge/author)

### The First 100 Days: A Pastor's Guide [T. Scott Daniels]

Every time a pastor goes to a new church, they form hopes, dreams, and expectations - without necessarily realizing it - for the progress and growth of their new ministry. Not only do these pastors have to transition into a new congregation and community, but they also have to think about building strong relationships with other influential people in the area. Almost every day, pastors of new churches face unexpected hardships and challenges. Some of the issues are financial mismanagement from their predecessor, moral or ethical misbehavior, or unresolved conflict that has just been suppressed long enough to find a new pastor. The fact is, pastors of new churches need guidance. *The First 100 Days* is for these pastors who need some guidance and insight to help them lead with godly wisdom and purpose during the first few months.

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<https://www.thefoundrypublishing.com/the-first-100-days-9780834125544.html>  
<https://vimeo.com/26582749> Scott Daniels discusses his book, "The First 100 Days"  
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[http://www.goodreads.com/author/show/2811954.T\\_Scott\\_Daniels](http://www.goodreads.com/author/show/2811954.T_Scott_Daniels)

[Images for T. Scott Daniels, author](#)  
[Images for The First 100 Days: A Pastor's Guide \[T. Scott Daniels\]](#)

### **The New Leader's 100-Day Action Plan: How to Take Charge, Build Your Team, and Get Immediate Results [George B. Bradt, Jayme A. Check, Jorge E. Pedraza]**

The authoritative updated and revised action plan for leaders entering new roles

Your first 100 days in a new leadership role are critical to the success of your mission, your relationship with your new team, and your career. Turnover is high among new leaders who “didn't work out” and the costs to them and their organizations are dramatic. The solution is for every new leader to have an “onboarding” plan. This updated and revised third edition of the bestseller *The New Leader's 100-Day Action Plan* delivers expert guidance to prepare executives for their new leadership roles, accelerate their results, and reduce turnover.

With new chapters and sample action plans, the third edition:

- Helps you assess the internal political culture you'll be facing

- Explains why your new job doesn't start on “Day 1” but on the day you accept the offer--and how to use the valuable time before “Day 1”

- Explains the “BRAVE” approach to motivating your new team members by understanding their Behaviors, Relationships, Attitudes, Values, and Environment

- Includes downloadable forms to help you plan

Provides advice for your bosses—so they'll know how to help you succeed

The third edition also includes a new 100-Hour Action Plan for crisis situations, which has been adopted by the American Red Cross. The new edition also explains how to use social media and other communication tools to reach and motivate your stakeholders.

Discover the right approach for your new role and engage your new colleagues by fully understanding the unwritten rules of the new context. *The New Leader's 100-Day Action Plan* helps deliver better results faster.

<http://www.amazon.com/The-Leaders-100-Day-Action-Plan/dp/1118097548>

<http://astore.amazon.com/interimini06-20/detail/1118097548>

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[Images for George B. Bradt, author](#)

[Images for Jayme A. Check, author](#)

[Images for Jorge E. Pedraza, author](#)

[Images for The New Leader's 100-Day Action Plan: How to Take Charge, Build Your Team, and Get Immediate Results \[George B. Bradt, Jayme A. Check, Jorge E. Pedraza\]](#)

### **The Starter Kit for Mobilizing Ministry: Sarah Jane Rehnborg**

“[The] mission [of Leadership Network and this book] is to equip church leaders to mobilize laity for ministry.”



[https://books.google.com/books/about/The\\_Starter\\_Kit\\_for\\_Mobilizing\\_Ministry.html?id=gDMOGQAACAAJ](https://books.google.com/books/about/The_Starter_Kit_for_Mobilizing_Ministry.html?id=gDMOGQAACAAJ)

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[Images for sarah jane rehnborg, author](#)

[Images for The Starter Kit for Mobilizing Ministry: Sarah Jane Rehnborg](#)

### **Thinking in the Future Tense – Don't Fear, Plan Ahead, Move Forward, Go Fast**

#### **Skill 4: Speeding up your response time**

Learning how to respond to and master the process of change – and even to excel at it – is a critical leadership skill for the 21<sup>st</sup> century. Constant, rapid change will be a fact of life for all of us. The key to handling change is, of course, your ability to be flexible.

<http://community.seattletimes.nwsourc.com/archive/?date=19960527&slug=2331520>

[Images for Thinking in the Future Tense – Don't Fear, Plan Ahead, Move Forward, Go Fast](#)  
[Images for Skill 4: Speeding up your response time](#)

#### Your First 100 Days at a New Church | CT Pastors - Christianity Today

When you start with a new congregation, prioritize these four things.

<https://www.christianitytoday.com/pastors/2016/october-web-exclusives/your-first-100-days-at-new-church.html>

[Images for Your First 100 Days at a New Church | CT Pastors - Christianity Today](#)

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#### 5) Slower Pastor

When I worked with my father as a young man in carpentry, he would often say, "You can never be too careful." Part of this sentiment, I realized later, came from his experience of stepping on a land mine as a medic in the Korean Conflict and being severely injured with wounds that plagued him his whole life. I remember chafing at those words at the time and considering them somewhat hyperbolic, but in retrospect there may be a few relational land mines I might have avoided if I had been more circumspect. An interim pastor, then, is also advised to be a slower pastor to take the necessary time to learn the lay of the land. Moving more slowly is especially important if one suspects there may be relational land mines lurking below the surface.

#### Resources

[Guiding a Church through Transition – Baptist Union of Victoria](#)

How to Avoid Common Mistakes

21. Don't hasten the process to suit a time frame if moving more **slowly** and carefully is going to achieve a happier, if later result.

Page 12

<http://www.buv.com.au/.../54-guiding-a-church-through-transition>

[Images for Guiding a Church through Transition](#)

[Shepherding New Ideas through Change-Resistance Minefields | The Parish Paper](#)

Lay leaders and pastors whose congregations move beyond change-resistance with minimum conflict acquire three interconnected skills.

<https://www.theparishpaper.com/back-issue/shepherding-new-ideas-through-change-resistance-minefields> February 2008 –

[Shepherding New Ideas through Change-Resistance Minefields](#)

[Images for Shepherding New Ideas through Change-Resistance Minefields | The Parish Paper](#)

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

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

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

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

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

#### 6) Prove it deal

NFL players looking for that second contract are sometimes signed to a short-term prove it deal with the possibility of a long-term contract if the player contributes significantly to the team.

No matter my experience, accepting a new interim assignment often feels like having to prove it all over again.

[NFL free agents end up opting for 1-year 'prove it' deals | Pro32: Head to Head](#)

He's not alone. Among other players in their 20s who wound up with one-year contracts — also known as a "prove it" or "bridge" deal — in free agency this month as part of an apparent trend: WR Alshon Jeffery (Eagles), DT Dontari Poe (Falcons), DT Bennie Logan (Chiefs), OL Luke Joeckel (Seahawks), CB Prince Amukamara (Bears).

<http://pro32.ap.org/article/nfl-free-agents-end-opting-1-year-prove-it-deals>

[Images for NFL free agents 'prove it' deals](#)

<http://www.vikings.com/news/article-1/Spielman-on-3-Trends-of-2017-Free-Agency/2f20df4c-df77-415a-871d-a9380f4eec22>

#### 7) Low maintenance

Particularly because interim pastors are so often held in low regard, (temps, fill-ins, stopgap, other), I determine to overcompensate by being low maintenance. For instance, I provide my own furnishings for the parsonage. I prefer to sleep in a bed of my choice anyway.

#### Resources

[Pastor's Corner: Low maintenance human | Faith and Values](#)

I encourage you to determine to live as a low maintenance human. You may have never heard that term "low maintenance" attached to humanity, but I think it is a really good word picture. Something that is low maintenance is predictable, stable and reliable. It is consistent, and you can expect it to work like it is supposed to. Something you can count on, year after year.



That sounds like the kind of human we should all strive to be. How can we make that happen? Is it really possible to be a low maintenance person? I believe it is.

[http://magicvalley.com/lifestyles/faith-and-values/pastor-s-corner-low-maintenance-human/article\\_d503972e-a89c-5102-9700-7259e6deb510.html](http://magicvalley.com/lifestyles/faith-and-values/pastor-s-corner-low-maintenance-human/article_d503972e-a89c-5102-9700-7259e6deb510.html)

[Images for low maintenance human](#)

[Images for predictable, stable and reliable](#)

### The 6 Core Competencies of Pastors (Part 01) | Lightweight + Low Maintenance

Here are my thoughts. I share them not because I KNOW what the six core competencies are (that would take a lot more work and insight than I have) but so that you might also do some work and wrestling with this too. My sense is that it matters. It matters what we believe is core to our work as pastors and the make necessary changes to focus there.

<http://www.lightweightlowmaintenance.com/the-6-core-competencies-of-pastors-part-01/>

[Images for The 6 Core Competencies of Pastors \(Part 01\) | Lightweight + Low Maintenance](#)

<http://www.lightweightlowmaintenance.com/the-six-core-competency-of-pastors-focus-part-02/>

<http://www.lightweightlowmaintenance.com/six-core-competencies-of-pastors-03-communication/>

## 8) "Pay the rent"

At a minimum, pastors are expected to discharge basic responsibilities. Lyle Schaller used the phrase "pay the rent."

### Resources

#### How Great Pastors Learn "Not to Care" - Will Mancini

Years ago, church consultant Lyle Schaller used an important idea to describe the pastor's foundational work. He said a pastor must "pay the rent" when it comes to the basic expectations of the church board and congregation. Showing up to preach a good sermon is paying the rent. Showing up on time at the elders meeting is paying the rent. Doing the funeral only you can do is paying the rent.

<https://www.willmancini.com/blog/how-great-pastors-learn-not-to-care>

[Images for How Great Pastors Learn "Not to Care" - Will Mancini](#)

#### Leadership styles for different sized Churches | ResourceZone

##### 1. Pastors who 'pay the rent'

While this may not be the most important obligation for most pastors it does take precedence over everything else. We can define this as:

- a. Leading worship
- b. Preaching
- c. Teaching
- d. Pastoral care
- e. Organization and administration

<http://blog.resourcezoneinternational.com/leadership-styles-for-different-sized-churches/>

[Images for Leadership styles for different sized Churches | ResourceZone 1. Pastors who 'pay the rent'](#)

#### Putting it together in the parish (Currie lectures) [James D Glasse]

Top Customer Reviews *5.0 out of 5 stars* [As Fresh and Relevant As When It Was Written](#)

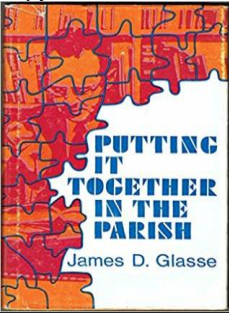
By [Rev. Wayne Bradley Robinson, Ph.D.](#) on July 10, 2003

There are a few books in the field of "Pastoral Theology" that maintain their relevance over the decades and Jim Glass' book is absolutely one of them. Jim was for many years the Dean of Lancaster Seminary and he fortunately never forgot the lessons he learned while he himself was a parish minister.

I am now retired from parish ministry, but I cannot think of any single book that was more influential on how I "did" ministry. I do not recall the language he used, but one thing Jim spoke about, as an example, was need to "pay the rent." Every parish, like every person, has a unique set of what I call "signs of caring." For example, the first time my (German) wife got sick after we were married, I made her some toasted white bread, put cinnamon sugar on it, cut off the crusts and sliced it in four rectangular pieces. But when I took it to her, she said, "What the heck is that?? You cut off the best part!" I was crushed because I thought I was doing something extra special to make her feel better -- why? -- because my mother did that for me when I was a child. But she was a refugee after WWII and you did not waste anything! Also, I learned that when she is sick, a cup of freshly brewed chamomile tea would do more than anything else. It still works. Chamomile is THE German cure-all for just about anything.

In the parish, Jim says that one of the most immediate challenges is to learn what your parish regards as "signs of caring." You can do all kinds of thing that YOU think are signs of caring, but they may never "take." He gives as one example a rural parish he served. Fairly fresh from seminary, he was used to staying up late at night and getting up late. But he was astute enough to find out what the patterns were in that place. There was one central post office and a large number of his parish' people gathered there every morning to pick up their mail at about 7:30 A.M. He could not recall having gotten up that early, but he decided he needed to learn. So, he would get up, drink a quick cup of coffee, show up at the Post Office to chat with his people, listen to their problems and joys, and then go back to his home and sleep for a few hours more. The people were immediately convinced that he was a hard working, caring pastor. He called this a part of "paying the rent." There are a certain number of things which belong to the core expectations of any given parish, which "say" their pastor cares. After that you can do just about anything and people are OK with it.

In one parish I served, for example, the search committee made it clear to me that they and others in the congregation did NOT want the minister to call on them unless invited. "Cold calling" was experienced as "insensitive." On the other hand, from about 10-12 in the morning, people would drop into the church office and expect that the pastor would be out in the outer office ready to greet and listen to them. Once I learned that, it gave me an amazing leeway on the use of my time otherwise. This is just one example of the very practical kind of "stuff" that Jim packed into this wonderful little book. If you can get a copy, do so. You will be doing yourself and the people of your church a favor!!!!



<http://www.amazon.com/Putting-together-parish-Currie-lectures/dp/068734932X>

<https://www.amazon.com/James-D-Glasse/e/B001KE4Y9J>

[http://www.goodreads.com/author/show/1954626.James\\_D\\_Glasse](http://www.goodreads.com/author/show/1954626.James_D_Glasse)

[Images for James D Glasse \(author\)](#)

[Images for Putting it together in the parish \(Currie lectures\) \[James D Glasse\]](#)

#### The Four Categories of Pastors - LifeWay Pastors

The "rent" includes preaching and worship, teaching and pastoral care, organization and administration. Schaller emphasizes that **paying the rent** is not a full-time job.

<http://www.lifeway.com/pastors/2016/02/29/the-four-categories-of-pastors/>

[Images for preaching and worship, teaching and pastoral care](#)

#### 9) Accompaniment

I took a travel seminar to Mali, Mauritania, Niger, and Senegal in West Africa with Lutheran World Relief (LWR) in January and February of 1988 and to Peru and Bolivia in South America with LWR in April and May of 1989 and shared my learning experiences in the booklets in Rural Ministry Resources. I learned how LWR practices a philosophy of accompaniment to accomplish its work.

#### How We Do It - Home - Lutheran World Relief

LWR centers all of its work in a philosophy and framework called "**accompaniment**," which means we work in true partnership with — rather than doing for ...

<http://test.lwr.org/2015/12/09/how-climate-change-is-affecting-coffee-farmers/>

[Images for accompaniment true partnership](#)

#### 10) Get ahead of the curve

My goal in the start of the interim period in facing the demands and challenges of the position is in a mix of metaphors to get out from behind the 8 ball and get ahead of the curve

#### Resources for Get ahead of the curve

##### 5 Ways to Keep Your Company Ahead of the Curve | Inc.com

**As a thoughtful leader** today of a company or team, you have to assess, apportion resources and take action in an environment with 3 to 5 year lifespans and constant technological disruption. You can do this only if you look to the future. If you spend your time enjoying the present or worse, wishing for the past, the world will most certainly pass you by.

<http://www.inc.com/kevin-daum/keep-up-with-the-world-5-ways.html>

[Images for 5 Ways to Keep Your Company Ahead of the Curve | Inc.com](#)

##### Learn How Successful People Get Ahead of the Curve

What does getting ahead of the curve mean and why is this important to me?

Getting Ahead of the Curve can mean many things. Here are a few of the meanings.

[http://www.selfgrowth.com/articles/learn\\_how\\_successful\\_people\\_get\\_ahead\\_of\\_the\\_curve](http://www.selfgrowth.com/articles/learn_how_successful_people_get_ahead_of_the_curve)

[Images for Learn How Successful People Get Ahead of the Curve](#)

##### Think Like A Cannibal To Get Ahead Of The Curve - Forbes

What are some methods to avoiding these pitfalls, and to start thinking ahead?

<https://www.forbes.com/sites/kevinkruse/2017/07/20/think-like-a-cannibal-to-get-ahead-of-the-curve/#1101751c7314>

[Images for Ahead Of The Curve - Forbes](#)

<https://www.forbes.com/sites/forbescoachescouncil/2016/12/28/why-these-nine-companies-are-way-ahead-of-the-curve/#1834b67276bd>

Images for nine-companies-are-way-ahead-of-the-curve

<https://www.forbes.com/sites/forbeshumanresourcescouncil/2016/11/17/six-resources-hr-professionals-can-read-to-stay-ahead-of-the-curve/#4df502ad209b>

<https://www.forbes.com/sites/martinzwillig/2014/03/18/why-some-innovative-leaders-get-exceptional-results/#755acc4173a7>

<https://www.forbes.com/sites/georgebradt/2017/05/30/if-you-cant-plan-ahead-at-least-read-ahead/#722640682188>

<https://www.forbes.com/sites/forbescoachescouncil/2017/08/17/to-develop-the-next-generation-of-leaders-plan-ahead/#60c70e057652>

Images for next-generation-of-leaders-plan-ahead

<https://www.forbes.com/sites/forbescoachescouncil/2017/12/27/16-essential-leadership-skills-for-the-workplace-of-tomorrow/#5fe7824154ce> #1

Images for leadership-skills-for-the-workplace-of-tomorrow

<https://www.forbes.com/sites/jacobmorgan/2015/05/29/how-to-stay-relevant-in-the-rapidly-changing-world-of-work/#3bda34a57792>

<https://www.forbes.com/sites/forbestechcouncil/2017/09/12/nine-ways-tech-companies-can-stay-ahead-of-the-curve/#176b59d65952>

Images for ways-companies-can-stay-ahead-of-the-curve

### Resources for Get out from behind the eight ball

Three Steps to Get You out from Behind the Eight-Ball! | Ken Davis

I hope you will find these insights helpful as you face the eight- balls in your life.

<http://www.kendavis.com/commentary/three-steps-to-get-you-out-from-behind-the-8-ball/>

Images for Three Steps to Get You out from Behind the Eight-Ball! | Ken Davis

Urban Dictionary: behind the eight ball

The phrase comes from pool (or billiards). When the cue (white) ball is behind the eight (black) ball, a player usually has no shot.

<http://www.urbandictionary.com/define.php?term=behind+the+eight+ball>

Images for Dictionary: behind the eight ball

### 11) Geometry comes in handy after all

Mathematics was never my strong suit in school, but I liked geometry because of its emphasis on logic.

If-then statement (Geometry, Proof) – Mathplanet

**Hypotheses** followed by a conclusion is called an If-then statement or a conditional statement.

<https://www.mathplanet.com/education/geometry/proof/if-then-statement>

Images for If-then statement (Geometry, Proof)

Now the language of geometry is used in interim ministry.

The Interim Pastor's Manual - Page 56 - Google Books Result

Early in the interim period, the interim pastor might form a **hypothesis** about the system at work in the congregation. As months pass, he or she will get more information which will confirm or deny the **hypothesis**. This updated assessment will then become the basis for choice of focus and responsibility, the fourth process task.

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

Images for hypothesis about the system at work in the congregation

### 12) Flexible

One of the reasons an NFL quarterback succeeded was that he proved to be flexible.

“He’s (Case Keenum) always been a guy who’s been overlooked. But he’s a coach’s kid who’s a student of the game. He’s resilient, a team guy, and still the all-time leading passer in NCAA history. You don’t get to that point by being average...What’s remarkable is he’s been in three NFL systems and he’s **flexible**. Some guys aren’t like that. The Vikings have done a nice job of utilizing his skill set. He’s always been an accurate guy. They’ve utilized that by getting the ball out of his hands quickly, getting him into deeper depths so he can deliver the ball. He’s adjusted to the speed of the game.”

Jeremy Fowler

✓ @JFowlerESPN

@JFowlerESPN

8:40 PM – Dec 3, 2017

Images for NFL Quarterback Case Keenum

### Resources

Effective Characteristics of Leadership! - Self Improvement

4. Trust Others and Be **Flexible**

A good leader trusts others. They believe in the abilities of others and are flexible enough to accept that everyone has their own way of doing things. Good leaders don’t force their others to do things their way.

It is important to trust others because it encourages followers to be independent rather than dependent. The leader then won't be bogged by having to provide guidance and directions all the time to the follower.

Not only that, when trusted by their leader, people will usually perform better and more creatively. It gives them more self-belief and a boost in confidence.

<http://www.self-improvement-mentor.com/characteristic-of-leadership.html>  
[Images for Trust Others and Be Flexible](#)

### Flexibility | The Complete Leader

Flexible leaders have the ability to change their plans to match the reality of the situation.

<https://www.thecompleteleader.org/flexibility>

[Images for Flexibility | The Complete Leader](#)

<http://www.educational-business-articles.com/flexible-leader/>

<https://www.business2community.com/leadership/flexible-leadership-responding-changing-demands-01986236>

[Images for flexible-leadership-responding-changing-demands](#)

<http://www.sigmaassessmentsystems.com/flexible-leader/>

<https://www.wjmassoc.com/insight/the-flexible-leader/>

<https://leadfearlessly.com/leadership-style-flex/>

[Images for leadership-style-flex](#)

<https://www.onpointconsultingllc.com/blog/flexible-leadership>

### 13) Technological savvy

One of my biggest challenges at the start of any interim assignment is to learn how to run all the various electronic devices: computer, telephone, photocopier, projection, sound system, heating/cooling, microwave, and others. Each location is different. Many of the smaller congregations do not provide a computer, so I supply my own. I served in one setting where there was no computer and no phone. My Verizon Jet Pack did not get good reception, so I arranged for Charter Spectrum Internet Service to bring in a line into the office and paid for it. My cell phone did not get good reception inside the office either, so I often stepped outside to get better reception. I now have two desktop computers with wide screens where I stand to type and then a laptop computer on a desk where I sit to type.

### The Church and Technology – by Cynthia Holder Rich – Ecclesio.com

I serve as interim pastor with a congregation that installed a screen, a sound board and internet connectivity in the sanctuary a few years back.... This new (to me) experience of leading worship in a space that is in some ways tech-equipped has moved me to reflect early and often on the place of technology in congregational ministry.

<http://www.ecclesio.com/2011/02/the-church-and-technology-by-cynthia-holder-rich/>

[Images for Church and Technology](#)

### 14) “If you can't get out of it, then get into it.”

I recall hearing Parker Palmer tell the story of how he and some of his friends went on a wilderness adventure. At one point, he embarrassingly found himself hanging onto a rope half way down a ledge and not knowing exactly what to do. His friends looked over the edge and asked in a loud voice, “How's it going down there?” He admits that it was one of those moments when his voice got stuck in his throat, and the result was a high pitched, “I really don't want to talk about it right now?” For many years, those friends sent cards at Christmas time to him asking, “Are you ready to talk about it yet?” His point in the presentation was that there are times in life that, “If you can't get out of it, then get into it.”

I had just completed one particularly satisfying assignment. The church was located in tourist country, and the people wanted their pastor to get out into the community. I attended various events and then talked about them. One older member shook her head and said, “I think he's everywhere.” I remember with fondness the lutefisk supper. It was not without its challenges, but, if there weren't any, why would they need me? The compensation was good and direct deposited into my checking account. I stayed in a four-bedroom parsonage with a two-car garage within walking distance of the church and main street. On the last weekend, there were 175 people total in attendance at the services of worship, and the Congregation Council put on a nice farewell. I helped the Call Committee complete the Ministry Site Profile, but the committee was still waiting to receive names to interview.

I moved to a village of 212 and took a room at the (*name*) Hotel and Bar where the bar had been changed into an apartment, to serve a two-point parish. The church in the village was a merger of three congregations and still worshipped only an Average Worship Attendance (AWA) of 20, while the congregation in the open country worshipped an AWA of 45. The Parish Council told me at the concurrent interview that they were willing to start out at full-time, but that they might need to go to part-time at some point. People at the village church sold brats on Fridays during the summer to help meet the budget. They also put on a large rummage sale at the church the first weekend in August also to raise money to meet the budget. Whereas, there used to be predominantly Norwegian and German Lutherans in the village, now the population was predominantly Mexicans who worked at the local packing plant. Amish and Mennonites lived in the countryside.

In addition, my compass is orientated to the Twin Cities of Minneapolis and St. Paul – the center of Norwegian Lutheranism in the Upper Midwest, the site of the former churchwide office for the predecessor American Lutheran Church, and the home of my alma mater Luther Seminary. My loyalties still hold true to the pro football team there, the name of which reflects my ethnic background. So, my experience had been that, the farther towards the central part of the state I moved, the more I had to contend with seemingly insufferable Green Bay Packer fans. Germans outnumbered Norwegians. According to Wikipedia, 54.0% were of [German](#), 9.0% [Polish](#), 6.2% [Norwegian](#) in the county. Sure enough, I was sitting at a table outside a truck stop with a refill in my football mug when a voice behind me said, “You'll have to get a different mug.” I pretended not to hear when the man came up and repeated the

statement. I replied, "You must be one of those green and gold Packer backers." He smiled and said, "I just like to give people a hard time." It was at that point, I remembered the words of Parker Palmer, "If you can't get out of it, then get into it." I talked with him about his work picking up trash for the truck stop. I got to know some of the 20something people living in the rooming house who weren't trying to change the world. They were just working long hours and trying to figure out how to get by. The same with the village church which at one time tried a Wednesday evening service of worship and which had also tried an afterschool outreach program to the Mexicans.

## 15) Manage expectations

I make it a point only to make promises I believe I can keep and not to make promises I don't believe I can keep. In other words, I want to manage expectations. I seek to faithfully lead and serve to the best of my ability and I point to my background and experience. I do not promise, for instance, to grow the average worship attendance of the congregation when holding one's own may be a significant success. I do not recommend language to the effect that people pray that they recognize the candidate God has prepared for them, when many times the synod staff struggles to find a candidate willing to interview. I recommend, instead, that people pray God will provide an installed pastor who will faithfully lead and serve.

### Resources

#### [PDF]Expectation Management: The unsung skill - PMI-SVC

In this presentation we will cover. What is important to know about expectations. Who influences expectations. Why care. Managing Expectations.

<https://pmi-svc.org/library/forums/west-sac-forum/660-pmi-svc-wsacforum-presentation-from-august-2014/file>

Images for Expectation Management: The unsung skill

<http://www.entrepreneurs-journey.com/8750/expectation-management/>

<http://sourcesofinsight.com/expectation-management/>

<https://www.clarizen.com/expectation-management-the-one-goal-that-rules-them-all/>

<https://www.psychologytoday.com/us/blog/ambigamy/200909/expectation-management-is-it-better-have-loved-and-lost>

<https://www.linkedin.com/pulse/expectation-management-why-when-where-how-should-we-adi-beker>

<http://www.doria.fi/bitstream/handle/10024/124416/FD+Expectation+Management+edited.pdf;jsessionid=85C5A16D13FB95820C B7A326F16AF1E8?sequence=2>

<https://www.talentlms.com/ebook/effective-courses/expectation-management>

#### Expectation Management - YouTube

<http://drbilldonahue.com> Do you and those you lead know what is expected of them? How can you manage the expectations others have for you and you have for your team?

<https://www.youtube.com/watch?v=Y0gkLOXRIDU>

Images for Expectation Management - YouTube

<https://www.youtube.com/watch?v=WBSBmo4rpz8> The law of Expectation management – YouTube

<https://www.youtube.com/watch?v=DMAyTd1CXi8> Expectation Management [commodoreHUSTLE] – YouTube

<https://www.youtube.com/watch?v=TAoC9LzT54A> Handling Stress by Managing Expectations - YouTube

<https://www.youtube.com/watch?v=bNVgq7nFehI> Manage Your Expectations to Guarantee Happiness with Mo Gawdat-YouTube

#### Managing Expectations | HuffPost

<http://www.huffingtonpost.com/news/managing-expectations/>

Images for Managing Expectations | HuffPost

#### Managing expectations: The Facts: ReachOut.com USA

Everyone goes through times when they feel pressure to achieve certain goals, behave in a particular manner or even look a certain way. These pressure, or expectations, might have a positive influence, and can challenge or motivate you to do your best. However, unrealistic expectations might not be helpful, and could have a negative impact on your thoughts, feelings and behavior.

<http://us.reachout.com/facts/factsheet/managing-expectations>

Images for managing expectations

<https://alliworthington.com/business/manage-expectations-so-they-dont-manage-you>

<http://teamgant.com/guide-to-project-management/managing-expectations/>

<https://www.capgemini.com/2014/05/consulting-insights-managing-expectations-as-a-staff-consultant/>

<http://www.inc.com/janine-popick/3-practical-tips-for-managing-expectations.html>

Images for Tips for Managing Expectations

<https://www.cio.com/article/2378680/project-management/project-management-11-project-management-tips-for-setting-and-managing-expectations.html>

<http://www.thegrindstone.com/2012/04/19/career-management/4-rules-you-need-to-know-to-help-manage-expectations-at-work-145/>

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

<https://www.youtube.com/watch?v=o5QP0mG4tTE> The Importance of Managing Expectations – YouTube

<https://www.youtube.com/watch?v=hvyghoV8nRU> Managing Expectations - YouTube

## Images for Managing Expectations - YouTube

### **Managing Expectations: Working with People Who Want More, Better, Faster, Sooner, Now! [Naomi Karten, Gerald M. Weinberg]**

People have expectations. Your clients, for example. Sometimes their expectations of you seem unreasonable. But sometimes your expectations of them seem just as unreasonable (in their eyes).

The problem is that these mismatched expectations can lead to misunderstandings, frayed nerves, and ruffled feathers. More seriously, they often lead to flawed systems, failed projects, and a drain on resources.

Yet how often do you openly acknowledge these differences in expectations and take steps to better manage them? And how often are you a victim of your own expectations of yourself? Expectations are difficult to control and impossible to turn off.

Naomi Karten offers concrete ways to manage them, and in the process, to dramatically improve the effectiveness of your services.

A Step-by-Step Guide to Managing Expectations: Guard Against Conflicting Messages, Use Jargon with Care, Identify Communication Preferences, Listen Persuasively, Help Customers Describe Their Needs, Become an Information-Gathering Skeptic, Understand Your Customers' Context, Try the Solution on for Size, Clarify Perceptions, Set Uncertainty-Managing Service Standards, When Appropriate Just Say Whoa, Build Win-Win Relationships, Formulate an Action Plan.

<http://www.amazon.com/Managing-Expectations-Working-People-Better/dp/0932633277>

[http://www.goodreads.com/book/show/1335006.Managing\\_Expectations](http://www.goodreads.com/book/show/1335006.Managing_Expectations)

<https://www.safaribooksonline.com/library/view/managing-expectations-working/9780133488678/>

<http://ptgmedia.pearsoncmg.com/images/9780133488364/samplepages/0133488365.pdf>

<https://books.google.com/books?isbn=0133488667>

[https://books.google.com/books/about/Managing\\_Expectations.html?id=6VMUAAAQBAJ](https://books.google.com/books/about/Managing_Expectations.html?id=6VMUAAAQBAJ)

<https://www.amazon.com/Naomi-Karten/e/B00288A6R4>

[http://www.goodreads.com/author/show/505611.Naomi\\_Karten](http://www.goodreads.com/author/show/505611.Naomi_Karten)

[Images for Naomi Karten, author](#)

<https://www.amazon.com/Gerald-M.-Weinberg/e/B000AP8TZ8>

[http://www.goodreads.com/author/show/174075.Gerald\\_M\\_Weinberg](http://www.goodreads.com/author/show/174075.Gerald_M_Weinberg)

[Images for Gerald M. Weinberg, author](#)

[Images for Managing Expectations: Working with People Who Want More, Better, Faster, Sooner, Now! \[Naomi Karten, Gerald M. Weinberg\]](#)

### **Rex Ryan regrets his playoff guarantee | ProFootballTalk**

Nearly a year ago, Rex Ryan arrived as the head coach of the Bills, and he instantly guaranteed an end to the team's long playoff drought. The run of futility continues, and on Monday the head coach expressed regret regarding his decision to make a guarantee on which his team failed to deliver... He was wrong on both counts, and he has proven once again the importance of **managing expectations**.

<http://profootballtalk.nbcsports.com/2015/12/28/rex-ryan-regrets-his-playoff-guarantee/>

[Images for Rex Ryan regrets his playoff guarantee | ProFootballTalk](#)

[Images for importance of managing expectations](#)

<https://www.nytimes.com/2016/12/27/sports/buffalo-bills-rex-ryan.html>

### **The Top Five Tips for Managing Client Expectations - Forbes**

Here are the five steps I always try to follow for managing client expectations: Be Honest from the Get-Go. Under-Promise PMSEY +%, Over-Deliver. Anticipate the Client's Needs Before They Know Their Own Need. Constant Communication. Reports.

<http://www.forbes.com/sites/85broads/2013/07/22/the-top-five-tips-for-managing-client-expectations/>

[Images for The Top Five Tips for Managing Client Expectations - Forbes](#)

<https://www.forbes.com/video/4100889077001/#249bf0414239> The Secret To Small Business Success? Managing Client Expectations

<https://www.forbes.com/sites/forbesagencycouncil/2018/03/25/10-ways-to-set-clear-expectations-with-a-new-client/#448a9c337bef>

[#1](https://www.forbes.com/sites/forbesagencycouncil/2018/07/08/15-clues-that-a-client-may-not-be-a-great-fit/#1f8d47f72f44)

<https://www.forbes.com/sites/forbesagencycouncil/2017/05/18/12-ways-to-improve-communications-between-your-agency-and-your-clients/#104df9977e21>

<https://www.forbes.com/sites/theyec/2018/01/25/three-strategies-for-dealing-with-clients-who-have-unrealistic-expectations/#266f32c54939>

[Images for dealing-with-clients-who-have-unrealistic-expectations](#)

<https://www.forbes.com/sites/forbescoachescouncil/2017/07/21/get-your-time-back-11-ways-you-can-better-handle-high-maintenance-clients/#53b0522078aa>

### **Tips for Managing Customer Expectations | Five9**

Customers today are more knowledgeable and have higher expectations than ever before. To achieve success, companies need to adequately manage expectations.

<http://www.five9.com/tips-for-managing-customer-expectations>  
[Images for Tips for Managing Customer Expectations | Five9](#)  
<https://www.chase.com/news/091415-manage-expectations>  
<http://www.customerexperienceinsight.com/manage-unreasonable-customer-expectations/>  
<https://www.teamsupport.com/blog/5-tips-managing-customer-expectations>  
<https://www.com100.com/blog/managing-customer-expectations.html>  
<http://customersthatstick.com/blog/customer-service-techniques/9-keys-to-managing-customer-expectations/>  
<https://www.myob.com/au/blog/4-tips-for-managing-customer-expectations-when-demand-is-high/>  
<https://www.liveadmins.com/blog/4-strategies-for-managing-customer-expectations/>  
<https://www.slideshare.net/faxlove/managing-customer-expectations>  
<http://www.managingamericans.com/BlogFeed/Customer-Service/Managing-Customer-Expectations.htm>

#### Trent Baalke seems to realize he's the next to go – ProFootballTalk

Baalke also strongly suggested that they want a coach with experience. Given that Mike Holmgren has won a Super Bowl, been to another, and wants back in as coach of the 49ers, it would make sense to at least give him an interview. It would make even more sense to drop the whole “we **expect** to win Super Bowls” routine and replace it with something along these lines: “We understand how competitive the NFL is. Our goal is to be competitive every year. To have a chance to make it to the playoffs every year. To have a chance to get to the Super Bowl every year. And if it ever happens that we end up with the right coach and the right quarterback who can take us to multiple Super Bowl wins, we’ll do everything we can to provide them with the support necessary to win as many Super Bowls as they can.” Until York understands the difference between those two messages, he’ll get plenty of practice in conducting postseason press conferences explaining the latest decision to fire a coach or a General Manager.

<http://profootballtalk.nbcsports.com/2016/01/04/trent-baalke-seems-to-realize-hes-the-next-to-go/>  
[Images for Trent Baalke seems to realize he's the next to go – ProFootballTalk](#)

#### Why It's Important to Manage Client Expectations (And How to Do It)

Still, it's hard enough to manage our own expectations. How in the world can we figure out how to manage someone else's? Well, if you want to master this skill, here are a few key ways to get you there:

<http://thenelectarcollective.com/manage-client-expectations/>  
[Images for Why It's Important to Manage Client Expectations \(And How to Do It\)](#)  
<https://blog.hubspot.com/agency/managing-client-expectations>  
<https://smallbiztrends.com/2017/02/managing-client-expectations.html>  
<https://smallbiztrends.com/2018/03/managing-new-client-expectations.html>  
<https://www.inc.com/michael-olguin/6-tips-to-managing-client-expectations.html>  
<https://www.lucidpress.com/blog/7-guidelines-managing-client-expectations>  
<https://www.melyssagriffin.com/manage-client-expectations/>  
<https://www.symetris.ca/blog/5-tips-managing-client-expectations>  
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#### 16) Build relationships with the leadership

Rev. Dr. John Mann speaking to the Northwest Synod of Wisconsin Interim Ministry Gathering on 1/21/2014 suggested that the start-up time for an interim pastor is about 6 weeks. In that time, he strongly encouraged an interim pastor to form trusting relationships with congregational leadership. Meet with as many as possible one on one. He also cautioned for the start: “Do not try too hard. Avoid over functioning.” The pace will only pick up and get faster.

#### Resources

##### A wide angle lens on new pastoral relationships

Managing the emotional dynamics of entrance and bonding in newer pastoral connections is no intuitive. Knowing what to look for in perspective and support are also important factors in this time of transition. Managing staff, lay leadership, and ordinary past oral relationships, and the self-regulation necessary to succeed will be central to our conversation. Knowing what to look for in new parishes and how to assess and respond to early intense relationships and how to set a pace that will allow for a lasting relationship is the focus of this workshop. Knowing where to look for perspective and support are also important factors in this time of transition. Plan to join us for this boost in early pastoral leadership.

### Interim Ministry Association of the ELCA » Intentional Interim Ministry and its application for the whole Church

Working in the field of interim ministry for some fifteen years give me some expertise in what it is about and what we do. Intentional Interim Ministry has many varieties of applications for the whole church. The essential task is to have a full pastoral presence in a congregation that is dealing with the vacancy of the former settled pastor. There are many events that take place in a congregation's life at the time of a pastor's leaving. There are always mixed feelings among parishioners when a pastor leaves; feelings of relief, feelings of grief, feelings of anger, feelings of loss, and the list can go on and on. Initially, interim pastors are confronted with these various feelings. The "entry" work of the interim pastor requires exposure to a wide spectrum of individual members. This is a necessary part of "settling into" a new assignment as an interim. My methodology, in this regard, is to meet with people one on one and ask a series of questions regarding their **relationship** to the congregation and to the former pastor. These interviews generally start with the elected leadership, then move on to what I can discern as the hidden leadership and then to the general membership of the congregation.

The object of these interviews is not to get an idea of how the former pastor did in the position, although many members you are interviewing will see it that way. Many members of the parish will tell you things about the congregation and former pastor in order to win you over to their opinion. An inquiring interim pastor can easily fall into such a trap. That should be avoided. The object of the interviews for me is to get an idea of how the leadership and general membership dealt with the ability and inability of the former pastor. It is necessary to learn the process that people use to deal with the situations and events within the life of the congregation. How they reacted and how they dealt with the situations and events within the life of the congregation. How they reacted and how they dealt with what was or was not happening in the congregation will give you a good idea of what you may need to do to address the situational life in the congregation. The interim pastor can then find the tools needed to help the congregation establish hope and trust and thereby prepare it for rebuilding a healthier foundation.

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

[Images for their relationship to the congregation](#)

### 17) Hammer not the only tool in the tool box

In one congregation, the long-term installed pastor received a three-month sabbatical. The supply pastor previously served as a pastor developer during his installed ministry before retirement and brought that mentality with him to the three-month assignment. The members grew fond of the supply pastor because of his dynamic personality. When the installed pastor came back, it was only a matter of time before he retired under duress earlier than he had wanted to.

In another setting, a bridge pastor less than a year removed from retirement started his second bridge pastor assignment as the congregation waited for the intentional interim pastor to arrive to carry out pastoral ministry, attend to the transition dynamics, and assist with the call process. The first Sunday following the retirement of a much beloved long-term pastor, the bridge pastor confronted the congregation with their giving and challenged them to do more.

#### Resources

##### If All You Have Is a Hammer, Everything Looks Like a Nail – Psychology Today

Start with knowing your objectives and asking all the relevant questions. Don't stop asking until the answers you receive are complete, understandable and aligned with your life's goals.

<https://www.psychologytoday.com/us/blog/financial-life-focus/201702/if-all-you-have-is-hammer-everything-looks-nail>

[Images for If All You Have Is a Hammer, Everything Looks Like a Nail – Psychology Today](#)

<https://www.psychologytoday.com/us/blog/you-are-not-so-smart/201203/maslows-hammer>

[Images for maslow's-hammer](#)

##### If you only have a hammer... | philosiblog

With a hammer in your hand, how does your observation of the world change? What are you looking for and how are you warping things to help them look more like a nail? Write a few notes about how your hammer changes your view of the world and then consider how you might work resist these changes.

I tend to use conscious competence as my primary method to help with observation. As always, this requires me to notice that I'm not being as skillful as I could be before I can take corrective action. It might help to be aware of when you most often pick up your hammer, so that you can use that as a clue that you are entering a "nail rich zone" and be on your guard.

<http://philosiblog.com/2011/07/01/if-you-only-have-a-hammer/>

[Images for If you only have a hammer... | philosiblog](#)

##### Law of the instrument - Wikipedia

The concept known as the law of the instrument, Maslow's hammer, Gavel or a golden hammer is an over-reliance on a familiar tool; as **Abraham Maslow said in 1966, "I suppose it is tempting, if the only tool you have is a hammer, to treat everything as if it were a nail."**<sup>[1]</sup>

[http://en.wikipedia.org/wiki/Law\\_of\\_the\\_instrument](http://en.wikipedia.org/wiki/Law_of_the_instrument)

[Images for Law of the instrument](#)

[http://en.wiktionary.org/wiki/if\\_all\\_you\\_have\\_is\\_a\\_hammer\\_everything\\_looks\\_like\\_a\\_nail](http://en.wiktionary.org/wiki/if_all_you_have_is_a_hammer_everything_looks_like_a_nail)

[Images for if all you have is a hammer, everything looks like a nail](#)



### What does if all you have is a hammer, everything looks like a nail mean? - YouTube

What does if all you have is a hammer, everything looks like a nail mean? A spoken definition of if all you have is a hammer, everything looks like a nail.

<https://www.youtube.com/watch?v=LFKrAXv57fo>  
[Images for meaning of if all you have is a hammer](#)

### 18) “Be strong and of good courage...”

Instructions of David concerning the temple

<sup>20</sup> And David said to his son Solomon, “**Be strong and of good courage**, and do *it*; do not fear nor be dismayed, for the LORD God—my God—*will be* with you. He will not leave you nor forsake you, until you have finished all the work for the service of the house of the LORD.

1 Chronicles 28:20 - Bible Gateway

<https://www.biblegateway.com/passage/?search=1+Chronicles+28%3A20&version=NKJV>  
[Images for strong and of good courage](#)

### David - Wikipedia

David (Hebrew: דָּוִד<sup>[a]</sup>) is described in the [Hebrew Bible](#) as the third king of the [United Monarchy of Israel and Judah](#), after [Ish-bosheth](#). In the [biblical narrative](#), David is a young shepherd who gains fame first as a musician and later by killing the enemy champion [Goliath](#).



Statue of King David by Nicolas Cordier in the Borghese Chapel of the Basilica di Santa Maria

<https://en.wikipedia.org/wiki/David>  
[Images for king david in the bible](#)

Interim ministry is not for the faint of heart. Pray to God for strength and courage.

### Resources

#### Attributes of Leadership – Unwavering Courage | Back-Office Bulletin

What Napoleon Hill wrote decades ago is true today. If you work diligently on your belief in your potential, develop a healthy attitude towards mistakes, properly exercise your power of choice, and displace negative attitudes with positive ones, you *will* develop the **unwavering courage necessary for an effective, successful leader**.

<https://kerwynhodge.wordpress.com/2013/04/13/attributes-of-leadership-unwavering-courage/>  
[Images for Attributes of Leadership – Unwavering Courage | Back-Office Bulletin](#)

#### Best 25+ Courage quotes ideas on Pinterest

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[Images for Courage quotes on Pinterest](#)  
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[Images for Courage on Pinterest](#)

#### Courage | Definition of Courage by Merriam-Webster

: mental or moral strength to [venture](#), persevere, and withstand danger, fear, or difficulty

<https://www.merriam-webster.com/dictionary/courage>  
[Images for Courage | Definition](#)

#### Courage Quotes - BrainyQuote

<https://www.brainyquote.com/topics/courage>  
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Images for courage quotes

<https://www.goodreads.com/quotes/tag/courage>

[www.success.com/article/15-courageous-quotes-to-spark-your-inner-brave](http://www.success.com/article/15-courageous-quotes-to-spark-your-inner-brave)

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<https://www.fearlessmotivation.com/2015/12/18/17-of-the-most-powerful-quotes-on-courage/>

Images for powerful-quotes-on-courage

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<https://www.inc.com/geoffrey-james/77-motivational-quotes-that-will-give-you-courage.html>

Images for motivational-quotes-that-will-give-you-courage

### 8 Ways to Be a Courageous Leader | Inc.com

As leadership traits go, courage is the big one. It comes from facing and overcoming fear. And the reward for that effort couldn't be bigger.

<http://www.inc.com/steve-tobak/the-most-important-leadership-attribute.html>

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### 5 Characteristics of a Courageous Leader | HBS Online

If you want to guide your team with conviction and transform business challenges into opportunities for positive change, here are five characteristics of courageous leaders you should develop to unleash your potential and advance your career.

<https://online.hbs.edu/blog/post/courageous-leadership>

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### Leaders of Courageous Character: Why They're Needed but Lacking– With Four Ways to Be One – Ed Stetzer

True leadership demands character. In ministry, that character has to be courageous character.

<http://www.christianitytoday.com/edstetzer/2013/march/leaders-of-courageous-character-why-theyre-needed-but.html>

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[Images for Ed Stetzer, author](#)

### Quietly Courageous: Leading the Church in a Changing World by Gil Rendle (Author)

The changing dynamics of contemporary church life are well-known, but what's less well-known is how leaders can work most effectively in this new context. In *Quietly Courageous*, esteemed minister and congregational consultant Gil Rendle offers practical guidance to leaders—both lay and ordained—on leading churches today. Rendle encourages leaders to stop focusing on the past and instead focus relentlessly on their mission and purpose—what is ultimately motivating their work. He also urges a shift in perspectives on resources, discusses models of change, and offers suggestions for avoiding common pitfalls and working creatively today.

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[Images for Gil Rendle](#)

[Images for Quietly Courageous: Leading the Church in a Changing World by Gil Rendle](#)

### Six Reasons Why Pastors and Church Leaders Must Be More Courageous Today – ThomRainer.com

If I could choose one more course for ministry training and preparation, it would be “Courageous Leadership.”

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

### 10 Traits of Courageous Leaders - Forbes

If you want to see more courageous action by your people, consider whether you're modeling the 10 traits of courageous leaders:

<http://www.forbes.com/sites/susantardanico/2013/01/15/10-traits-of-courageous-leaders/>

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### [PDF] The Courage to Explore: Lessons from the Lewis and Clark Expedition

They maintained their mental balance in the face of many unforeseen circumstances and difficulties.

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<https://www.whatchristianswanttoknow.com/how-does-the-bible-define-courage/>

[Images for bible-define-courage](#)

<https://www.whatchristianswanttoknow.com/bible-verses-about-courage-20-great-scripture-quotes/>

<http://www.patheos.com/blogs/christiancrier/2014/10/23/3-bible-stories-about-courage/>

[Images for bible-stories-about-courage](#)

<http://www.patheos.com/blogs/christiancrier/2014/04/25/top-6-bible-verses-about-courage-with-commentary/>

<https://www.guideposts.org/faith-and-prayer/bible-verses/courage>

<http://topverses.com/about/courage>

<https://www.christianitytoday.com/biblestudies/c/courageous-men-of-bible.html>

[Images for courageous-men-of-bible](#)

<https://unlockingthebible.org/2016/06/10-examples-feminine-courage-women-bible/>

[Images for feminine-courage-women-bible](#)

<https://bible.org/seriespage/mark-13-having-courage-and-being-encourager>

<http://biblehub.com/topical/c/courage.htm>

<https://spiritualray.com/bible-quotes-on-strength-courage>

[Images for bible-quotes-on-strength-courage](#)

### What is courageous leadership? - Ideas - WeWork

Courageous leaders are people who are able to push through uncomfortable situations. They are willing to make difficult decisions and do not back down when things get too hard.

<https://www.wework.com/ideas/worklife/what-is-courageous-leadership#:~:text=Courageous%20leadership%20is%20what%20every,the%20best%20of%20their%20ability.>

[Images for What is courageous leadership? - Ideas - WeWork](#)

## 19) Plug away

While some congregations are looking for a pied piper, an interim pastor can demonstrate persistence by being a plugger characterized by perseverance and persistence.

## Resources for pied piper

[Pied piper - Merriam-Webster.com](#)

Definition of PIED PIPER

- 1: one that offers strong but delusive enticement
- 2: a leader who makes irresponsible promises
- 3: a charismatic person who attracts followers

Origin of PIED PIPER

the *Pied Piper*, hero of a German folktale who charmed the rats of Hameln, Germany, into a river

First Known Use: 1925

<http://www.merriam-webster.com/dictionary/pied%20piper>

[Images for Definition of PIED PIPER](#)

[Pied Piper of Hamelin - Wikipedia](#)

The legend dates back to the [Middle Ages](#), the earliest references describing a piper, dressed in multicolored ("pied") clothing, who was a rat-catcher hired by the town to lure rats away<sup>[1]</sup> with his magic [pipe](#). When the citizens refuse to pay for this service, he retaliates by using his instrument's magical power on their children, leading them away as he had the rats. This version of the story spread as folklore and has appeared in the writings of [Johann Wolfgang von Goethe](#), the [Brothers Grimm](#), and [Robert Browning](#), among others.



Postcard "Gruss aus Hameln" featuring the Pied Piper of Hamelin, 1902

[https://en.wikipedia.org/wiki/Pied\\_Piper\\_of\\_Hamelin](https://en.wikipedia.org/wiki/Pied_Piper_of_Hamelin)

[Images for Pied Piper of Hamelin](#)

[28 best Pied Piper images on Pinterest](#)

<https://www.pinterest.com/aprildcounts/pied-piper/>

[Images for Pied Piper on Pinterest](#)

<https://www.pinterest.com/kawalkervt97/pied-piper/>

<https://www.pinterest.com/dinanunz/the-pied-piper-of-hamelin/>

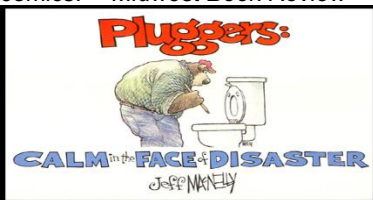
<https://www.pinterest.com/anneunice/pied-piper/>

## Resources for pluggers

[Pluggers: Calm in the Face of Disaster by Jeff Macnelly \(Author\)](#)

Fast becoming the replacement for *The Far Side*, here is the first book featuring the Pluggers--saluting the unheralded, underappreciated segment of society that all too often gets the short straw. In Pluggerville, persistence pays, accidents happen, and wit and grit save the day. Line art throughout.

Fans of the 'Pluggers' panel comic will relish this first collection of fun 'pluggers': characters who do much work and gain little credit, and who have wry observations of life. Baby boomers in particular will find this a fun, pointed collection of one-panel comics. -- *Midwest Book Review*



<https://www.amazon.com/Pluggers-Calm-Disaster-Jeff-Macnelly/dp/0786880295>

<http://www.gocomics.com/pluggers/>

<http://joshreads.com/?cat=57>

<http://en.wikipedia.org/wiki/Pluggers>

[https://en.wikipedia.org/wiki/Jeff\\_MacNelly](https://en.wikipedia.org/wiki/Jeff_MacNelly)

<http://www.shoecomics.com/macnelly-editorials.php>

<http://en.wikifur.com/wiki/Pluggers>

<https://www.amazon.com/Jeff-MacNelly/e/B000AQ2L06>

[https://www.goodreads.com/author/list/18101.Jeff\\_MacNelly](https://www.goodreads.com/author/list/18101.Jeff_MacNelly)

[Images for Jeff Macnelly \(Author\)](#)

[Images for Pluggers: Calm in the Face of Disaster by Jeff Macnelly \(Author\)](#)

[Images for the pluggers cartoon](#)

#### Zulgad: Mike Zimmer's steadying hand in instrumental to Vikings' success

"I keep saying that this is about the team," Zimmer said Monday. "Everything we do is about the team here. We're not going to be the only team in the league to have injuries. It's just part of pro football. So, we're going to keep **plugging away** and keep doing our very best to find a way to win."

<http://www.1500espn.com/vikings-2/2016/09/zulgad-mike-zimmers-steadying-hand-instrumental-vikings-success/>

[Images for Mike Zimmer's steadying hand in instrumental to Vikings' success So, we're going to keep plugging away and keep doing our very best to find a way to win.](#)

## 20) Start out with a bang

I had been serving a two-point parish for nine months when one of the congregations realigned to enter into a letter of agreement with another congregation. I stayed on at the remaining congregation and began service at a third congregation on April 1. On 4/2/2017 the first Sunday of the newly formed arrangement, I was driving my 2006 Ford Focus, which I hung onto after purchasing a 2015 Ford Fiesta the previous fall. Two deer ran across the road at 6:10am, but it was the third deer that hit the front fender on the passenger's side. I made it to the church parking lot but did not dare drive it after that because the antifreeze leaked onto the ground. A member gave a ride to me back to the parking lot of the hotel where I was staying, and I picked up my other car to make it to the next service of worship followed by a special Congregation Meeting and then homebound, hospital, and care facility visits in the afternoon. The insurance company figured it would take more to fix it the 2005 car with 193,000+ miles than it was worth and hauled the car away on the following Thursday. I thought this April 2 collision must have been some sort of April Fool's joke a day late.

On 4/17/2017, I left after an evening meeting on the Congregation Council to travel 2 hours to my base camp house to stay overnight before traveling a ½ hour to the synod office for an Interim Ministry Gathering the next morning. Just before I reached the destination city at 11:11pm, traveling on a four-lane highway with my 2015 Ford Fiesta, two deer came up out of the median and one hit my front fender on the driver's side. Fortunately, the damage was not so great that I was able to keep driving and eventually get it fixed. The insurance agent stated that the deer were kicking out their yearlings now that the weather was warmer and as they were expecting their new fawns. That fact of life explained why the deer were on the move.

I asked myself if this is what Jesus meant when he exhorted to "turn the other cheek (fender)."

My 2006 F-250 Ford Super-Duty pick-up truck with approximately 30,000 miles, which I inherited from my father and which had not driven that much during the winter, then became my back-up vehicle.

### Resources

[How many of you keep a "backup vehicle"? - TractorByNet.com](#)

I hang onto mine as it's nice to have a third car should I need a "gofer" wheels while my GMC is in the midst of repair work.

<http://www.tractornet.com/forums/trailers-transportation/327664-how-many-you-keep-backup.html>

[Images for How many of you keep a "backup vehicle"?](#)

### The Case for Keeping a Clunker - Lifehacker

That less-than-attractive, somehow-still-working car in your driveway? It seems just ripe for a trade-in for a more efficient and green vehicle. Then again, it might be better for your wallet, and the planet, to let it ride out its remaining life.

<http://lifehacker.com/5530490/the-case-for-keeping-a-clunker>

[Images for Case for Keeping a Clunker - Lifehacker](#)

## 21) Count on

Be an interim pastor that people can count on.

### Resources

[Hartman: Gannon experienced QB controversy, too](#)

The Vikings have to hope Ponder can step in and take some stress off the rest of the team and the coaching staff by being a reliable option at quarterback. Otherwise, as Gannon pointed out, the season will continue to spiral downward.

"It's a mess," he said. "If you don't have a quarterback that can play for 16 weeks, it's hard. If you go back and look at statistics, teams that have had multiple quarterbacks have a much more difficult time making the playoffs than a team that starts Week 1 and goes through Week 17 with the same quarterback. The numbers bear that out."

Gannon said that after being part of QB controversies in Minnesota and Kansas City, there was never any doubt who the starter was once he got to Oakland in 1999 and he flourished.

"We won three straight AFC West titles, we went to two AFC Championship Games and we went to a Super Bowl," he said.

"You have to [have one quarterback]. You have to have a guy that ... the team believes in, that gives you production and **consistency** each week. If you don't, it's too hard to make a living in this business.

"They just run guys off. They run players off, they run coaches off, they run general managers off. If you can't get the quarterback position right, just look around the league. Every team that fires head coaches, they don't have a quarterback and that's a telltale sign. You better get that thing figured out or you're going to have people out of work."

<http://www.startribune.com/sports/vikings/229026951.html>

[https://en.wikipedia.org/wiki/Sid\\_Hartman](https://en.wikipedia.org/wiki/Sid_Hartman)

[https://en.wikipedia.org/wiki/Rich\\_Gannon](https://en.wikipedia.org/wiki/Rich_Gannon)

[Images for rich gannon](#)

[Images for quarterback gives production and consistency each week](#)

### Living | Thinking in the Future Tense - More Skills That Will Help Us All Master the Future

#### Accepting responsibility

The pieces of this change puzzle may still seem chaotic, the images are not all recognizable, but we do have the will and the skills to see and create the future. We must be willing to participate, to intervene - and be able to handle the anxiety, resistance, and anger that come with intervention. Be alert to the siren song of nostalgia; be patient with the missteps of transition; tread lightly; imagine other possibilities; look around; think ahead.

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

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

### Normative Ethical Practices for Ordained Pastors of the Upper Susquehanna Synod

III. I **hold myself responsible** for my efforts towards the quality, effectiveness, and extent of my ministry;

<http://www.uss-elca.org/for-rostered-leaders/resources/normative-ethical-practices-for-ordained-pastors-of-the-upper-susquehanna-synod>

[Images for Normative Ethical Practices for Ordained Pastors of the Upper Susquehanna Synod III. I hold myself responsible](#)

### Seven Habits of Highly Effective People

Making and **Keeping Commitments**

Page 43

[http://www2.sdfi.edu.cn/netclass/jiaoan/englit/download/The\\_7\\_Habits\\_of\\_Highly\\_Effective\\_People.pdf](http://www2.sdfi.edu.cn/netclass/jiaoan/englit/download/The_7_Habits_of_Highly_Effective_People.pdf)

[Images for Seven Habits of Highly Effective People Making and Keeping Commitments](#)

### 22) "In good hands"

An insurance company makes the claim that a policy holder is "in good hands" with them.

Three points can be made for interim ministry.

- 1) The congregation is in God's hands. Like the song says, "He's Got the Whole World in His Hands."
- 2) God's Work: Our Hands is the motto for the ELCA.
- 3) When a pastor faithfully serves and leads, it can be said that the congregation is "in good hands."

#### Resources

#### [PDF]"God's work. Our hands." Sunday 2017 Toolkit - ELCA Resource Repository

We are a church that rolls up our sleeves and gets to work. Whether your congregation prepares and delivers meals to people rendered homeless to thanking emergency responders, your service activities offer an opportunity for us to explore one of our most basic convictions as Lutherans: that all of life in Jesus Christ – every act of service, in every daily calling, in every corner of life – flows freely from a living, daring confidence in God's grace.

[http://download.elca.org/ELCA%20Resource%20Repository/GWOH\\_2017\\_Sunday\\_Toolkit.pdf](http://download.elca.org/ELCA%20Resource%20Repository/GWOH_2017_Sunday_Toolkit.pdf)

[Images for God's Work: Our Hands](#)

#### He's Got the whole World in His hands - Visual - YouTube

<https://www.youtube.com/watch?v=C3r0CFKzILo>

[Images for He's Got the whole World in His hands](#)

#### In good hands - Idioms by The Free Dictionary

*Fig. in the safe, competent care of someone. Don't worry. Your children are in good hands. Sally is an experienced baby-sitter. Your car is in good hands. My mechanics are factory-trained.*

<http://idioms.thefreedictionary.com/in+good+hands>

[Images for In good hands - Idioms](#)

### 23) Pastor introduced to the congregation and the community

[Announcement for bulletin and newsletter]

Council approves appointment of new interim pastor

The Congregation Council in a concurrence interview on June 18 approved the appointment of Pastor Lowell Bolstad to be the new interim pastor beginning July 13.

Pastor Lowell Bolstad was born in Plentywood, Montana where his parents owned a small farm and where his father also worked at carpentry. When he was five, his family moved to central Iowa where he grew up and graduated from high school in Story City. Post-secondary education took him to Waldorf Junior College in Forest City, Iowa; Concordia College in Moorhead, Minnesota; and Luther Seminary in St. Paul, Minnesota. During the decade of the 1980s he served an open country two-point parish in this synod. Since 1990 he has served in intentional interim pastoral ministry in this synod. This will be his (*number*) assignment. This will be the (*number*) congregation he has served since ordination. He possesses training and experience to work with small, mid-sized, and large congregations in transition. In addition, he served as the convener of the synod interim ministry gathering 1993-2013 and as synod reviewer of constitutions since 2009. His home is in Rice Lake. He has no dependents. He looks forward to the partnership in the gospel with the people of this congregation during the period of transition. He will be staying in the parsonage.

## Resources

### [PDF] Dr. Burt Burleson has been called as interim preacher.

We are delighted that Burt will guide our congregation through the ministry of preaching most Sundays between now and the calling of our next Senior Pastor. A long-time resident of Waco — including time as the first pastor of DaySpring Baptist church and as interim pastor of Seventh and James Baptist, Burt knows Lake Shore's history and the character of our church, along with our current role in our city and the larger Baptist community. He was a member here during his Baylor days when Richard Groves was pastor, and he says that Lake Shore had a profound effect on his life. That's part of his story to tell through stories and conversations in the days to come.



<http://www.cicpresbyterian.com/AugustNews.pdf>

<http://www.baylor.edu/spirituallife/index.php?id=870509>

<https://www.facebook.com/burt.burleson>

<http://www.lakeshorebcwaco.org/20140814%20Newsletter.pdf>

[Images for Dr. Burt Burleson](#)

[Images for Dr. Burt Burleson has been called as interim preacher.](#)

### [PDF] First Presbyterian Welcomes a New Interim Pastor

He is on his way! Our new interim is the Reverend Ken Ribe (pronounced Ree-bee). The interim committee sifted through 29 applicants before narrowing the choice down to four very strong candidates. After his selection, Pastor Ken and Session needed to meet. This face-to face meeting was held on Monday, April 15th. During this meeting, Session asked questions and interviewed Pastor Ken before approving of him and his contract. Pastor Ken officially signed the contract so now we send it to the Presbytery's COM, who will give their approval probably around the early part of May. Pastor Ken has to give thirty days notice to his current congregation in Howard Lake, Minnesota before starting with us. His first day of preaching will be Sunday, May 19th. He will also complete a wedding obligation in Howard Lake on May 25th with plans to be in our pulpit again on May 26th. The interim committee is excited for you to meet our new pastor, so we hope you mark the plans to attend either Contemporary (9:00 am) or Traditional Services (11:00 am) on Sunday, May 19th.

<http://www.firstpresgf.org/Newsletters/2013MayNews.pdf>

[Images for First Presbyterian Welcomes a New Interim Pastor](#)

<http://www.firstpresgf.org/history.htm>

[https://www.facebook.com/permalink.php?id=162607403920224&story\\_fbid=293900290790934](https://www.facebook.com/permalink.php?id=162607403920224&story_fbid=293900290790934)

<https://www.linkedin.com/in/ken-ribe-2443392b>

### Gloria Dei: Gloria Dei welcomes Pastor John Mann

On Wednesday, August 18, we welcome the Rev. Dr. John Mann (He prefers to be called simply "John.") as interim senior pastor at Gloria Dei. John holds a Bachelor of Arts degree in social science 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 Ohio Theological Consortium at Wittenburg University in Springfield, OH.

John began his pastoral career as Lutheran campus pastor at Edinboro State University in Edinboro, PA. He served congregations in Edinboro and in Erie, PA in both interim and called pastorates. His ministry has been characterized by a passion for social and urban ministry. As senior pastor at Trinity Lutheran Church in Canton, OH, where he served from 1992 through 2006, he raised \$2 million to fund a food distribution and clothing pantry and offer counseling and preschool services to the urban community in which the church was located. Most recently, John served as seminary pastor at Luther Seminary in St. Paul for four years.

John values the rich liturgical and music traditions of Gloria Dei and its strong preaching and teaching traditions.

He reflects genuine pastoral warmth and a wonderful sense of humor. He looks forward to getting to know and serve the Gloria Dei community.

Welcome, John!

[http://www.gloriadeistpaul.org/Gloria\\_Dei\\_welcomes\\_Pastor\\_John\\_Mann.html](http://www.gloriadeistpaul.org/Gloria_Dei_welcomes_Pastor_John_Mann.html)

<http://www.youmatteredtoGod.org/staff>

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

[Images for Gloria Dei welcomes Pastor John Mann](#)

[Images for Rev. Dr. John Mann](#)

### Interim pastor selected for Gardendale church

GARDENDALE, AL (WBRC) - An interim pastor has been selected to serve the Gardendale - Mt. Vernon United Methodist Church after their senior pastor is charged with murder.

<https://www.wbrc.com/story/20608406/interim-pastor-selected-for-gardendale-church/>

[Images for Interim pastor selected for church](#)

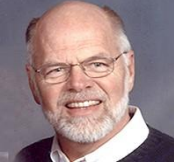
<https://www.wbrc.com/story/20643208/gardendale-church-hit-by-tragedy-welcomes-interim-senior-pastor/>

<https://www.umnews.org/en/news/alabama-church-seeks-healing-after-shooting>



[PDF] Meet Pastor Phil Walen, Our New Interim Pastor – Highview Christian

I am currently 64 years old, a second-career pastor, now in my 18th year of ordained ministry. I was 42 when I entered Luther Seminary, 46 when I was ordained, and after two very fulfilling “settled” calls (totaling 15 years), I am now serving as an “intentional interim” pastor, under call by the Saint Paul Area Synod, in congregations experiencing times of transition. I grew up in a wonderful Christian family in Minneapolis, the second of three children, where the neighborhood Lutheran church was the center of our family life. It was there that the seeds of faith were planted and nourished – and I thank God for that deep grounding, because my spiritual journey through my college and young adult years was sporadic at best.



[http://hstrial-highviewchristia.intuitwebsites.com/Pastor\\_Bio\\_for\\_Highview.pdf](http://hstrial-highviewchristia.intuitwebsites.com/Pastor_Bio_for_Highview.pdf)  
[Images for Meet Pastor Phil Walen, Our New Interim Pastor – Highview Christian images](#)  
<http://www.startribune.com/obituaries/detail/99798/?fullname=philip-a-walen>  
<https://www.facebook.com/mnvcmetroarea/posts/913280332071345>

[PDF] Sample Interim Pastor Introduction Letter - Presbytery of Long Island

<http://www.presbyteryofli.com/wp-content/uploads/2016/01/Sample-Interim-Pastor-Introduction-Letter.pdf>  
[Images for Interim Pastor Introduction Letter](#)

Welcome Our New Interim Senior Pastor | Eastminster Presbyterian Church

We are pleased to announce the Rev. Bob Hopper as our next interim senior pastor. The session voted unanimously to ask Pastor Bob to join the Eastminster staff as our interim following Pastor Dave’s time with us. Pastor Bob has agreed to come and serve Eastminster, and has a projected start date of May 11. In the EPC system, interim pastors are not limited to a one year commitment and Pastor Bob has committed to stay until we call a new senior pastor. All of this will become official when the agreement between Pastor Bob and the Eastminster session is approved by the Presbytery of Mid America at the April 24 meeting in Columbia, Missouri.

We ask that you continue to pray for our session and leadership as we discern God’s leading for Eastminster. We also hope you’ll join with us in praying for Pastor Bob as he leads us these next weeks and months. We praise God for his provision in sending Pastor Bob to us.



<http://www.eastminster.org/blogs/thejourney/welcome-our-new-interim-senior-pastor>  
<http://www.eastminster.org/blogs/thejourney/rememberingpastorbobhopper>  
<https://epconnection.org/2017/06/15/longtime-epc-pastor-bob-hopper-dies-at-65/>  
<https://vimeo.com/48537649> EPC Officer Training Lesson 8 with Pastor Bob Hopper on Vimeo  
[Images for Rev. Bob Hopper](#)  
[Images for Welcome Our New Interim Senior Pastor | Eastminster Presbyterian Church](#)

[Press release for local newspaper]

To: Local Newspaper  
From: Pastor Lowell Bolstad  
Re: Press release submitted for 00.00.0000 edition  
Photo [See attachment.]

*(name)* Lutheran Church receives new interim pastor

Pastor Lowell Bolstad begins service as the new interim pastor at *(name)* Lutheran Church on *(month, day)*. Bolstad has served in the pastoral ministry in the Northwest Synod of Wisconsin since 1980. He began serving as an intentional interim pastor in 1990. This is his *(number)* assignment in this specialized ministry and his *(number)* congregation overall since 1980. Most recently he served at *(name)* Lutheran Church in *(town)*. Bolstad was born in northeastern Montana, grew up in central Iowa, and attended college and seminary in Minnesota. Pastor Bolstad said he is glad to be serving at *(name)* Lutheran Church and invites people to come and worship there.

Meet Our Interim Pastor

A little bit about myself...

I was born in Plentywood, Montana, where my parents owned a small farm and my father also worked at carpentry. When I was five, my family moved to central Iowa where I grew up and graduated from high school in Story City. Post-secondary education took me to Waldorf Junior College in Forest City, Iowa; Concordia College in Moorhead, Minnesota; and Luther Seminary in St. Paul, Minnesota. During the decade of the 1980s I served an open country two-point parish. Starting in 1990, I begin serving in intentional interim ministry. I have been trained in working with congregations moving through periods of

transition. This is my *(number)* assignment. In all this will be my *(number)* congregation since ordination. I have served seven congregations in this conference. I served as convener of the Interim Ministry Gathering 1993-2013 and as the synod review of congregation constitutions since 2009. I live alone and have no dependents. I will be staying in the parsonage.

From the Interim Pastor

“But you are a chosen race, a royal priesthood, a holy nation, God’s own people that you may declare the wonderful deeds of him who called you out of darkness into his marvelous light.” 1Peter 2:9

This pastor’s column comes to thank you for the invitation to serve in the partnership of the gospel as your new interim pastor. I am serving under the appointment of the bishop and with the concurrence of the Congregation Council at its May 22 meeting.

The writer of 1 Peter speaks of you as a “chosen race, a royal priesthood, a holy nation, God’s own people.” With this exalted language, the biblical writer lifts up the ministry of the baptized.

As your interim pastor, I seek to carry out the following responsibilities in the partnership of the gospel:

Regular pastoral ministry

Attend to transition dynamics

		Transition Dynamics	
		Reflection	
Heritage	Past		Where have we been?
Identity	Present		Where are we at?
Vision	Future		Where is God leading?
		Action	
Mission	Definition		What is God’s purpose for this congregation?
Leadership	Operation		How is God’s purpose to be carried out?
Connections	Cooperation		Who are the partners in mission God provides?
Heritage	appreciate how the past of the congregation informs the present		
Identity	discover who the congregation is in the current context		
Vision	discern what it is this congregation understands God is calling this congregation to be		
Mission	define purpose and direction for the congregation in God’s mission		
Leadership	engage people of the congregation in God’s mission		
Connections	explore all the relationships a congregation shares beyond itself		

I will offer a sermon series on the above transition dynamics beginning *(date)* and will host a listening session on *(date)* after worship. The following questions based on heritage, identity, vision will be used to provide the framework for the listening session: Where have we been? Where are we at? Where is God leading?

Work with the call process

The Congregation Council decided to address the composition of the Call Committee at its *(date)* meeting. The council is looking for active members who represent the diversity of the congregation, embrace the mission of the congregation, possess the requisite time for such an undertaking, and are free from pursuing personal agendas.

The goal of an interim period is to carry on the life and mission of the congregation while effectively navigating the transition from one stage of the journey to the next stage.

May God guide and lead us during this walk together!

Sincerely in Christ,  
Pastor Lowell Bolstad

**24) Listening sessions**

[Announcement for bulletin and newsletter]

Listening sessions to be offered

Interim Pastor Bolstad will offer a sermon series on transition dynamics beginning *(date)* and will host listening sessions on *(dates)*. The following questions based on heritage, identity, vision will be used to provide the framework for the listening session: Where have we been? Where are we at? Where is God leading?

**Resources**

**Entry – The “25 Interviews” Approach**

Interim Ministry Association Serving the ELCA. The Newsletter. Summer 2007. Page 7

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

[Images for Entry – The “25 Interviews” Approach](#)

**Intentional Interim Ministry and its application for the whole church**

Working in the field of Interim ministry for some fifteen years gives me some expertise in what it is about and what we do. Intentional Interim Ministry has many varieties of applications for the whole church. The essential task is to have a full pastoral presence in a congregation that is dealing with the vacancy of the former settled pastor. There are many events that

take place in a congregation's life at the time of a pastor's leaving. There are always mixed feelings among parishioners when a pastor leaves; feelings of relief, feelings of grief, feelings of anger, feelings of loss, and the list can go on and on. Initially, interim pastors are confronted with these various feelings. The "entry" work of the interim pastor requires exposure to a wide spectrum of individual members. This is a necessary part of "settling into" a new assignment as an interim. My methodology, in this regard, is to **meet with people one on one and ask a series of questions regarding their relationship to the congregation and to the former pastor**. These interviews generally start with the elected leadership, then move on to what I can discern as the hidden leadership and then to the general membership of the congregation.

The object of these interviews is not to get an idea of how the former pastor did in his position, although many members you are interviewing will see it that way. Many members of the parish will tell you things about the congregation and former pastor in order to win you over to their opinion. An inquiring interim pastor can fall easily into such a trap. That should be avoided. The object of the interviews for me is to get an idea of how the leadership and general membership dealt with the ability and inability of the former pastor. It is necessary to learn the process that people use to deal with the situations and events within the life of the congregation. How they reacted and how they dealt with what was or was not happening in the congregation will give you a good idea of what you may need to do to address the situational life in the congregation. The interim pastor can then find the tools needed to help the congregation establish hope and trust and thereby prepare it for rebuilding a healthier foundation.

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

[Images for meet with people one on one and ask a series of questions](#)

### Listening as Healing - Margaret Wheatley

Listening is such a simple act. It requires us to be present, and that takes practice, but we don't have to do anything else. We don't have to advise, or coach, or sound wise. We just have to be willing to sit there and listen. If we can do that, we create moments in which real healing is available. Whatever life we have experienced, if we can tell our story to someone who listens, we find it easier to deal with our circumstances.

I have seen the healing power of good listening so often that I wonder if you've noticed it also. There may have been a time when a friend was telling you such a painful story that you became speechless. You couldn't think of anything to say, so you just sat there, listening closely, but not saying a word. And what was the result of your heartfelt silence, of your listening?

<http://www.margaretwheatley.com/articles/listeninghealing.html>

<http://margaretwheatley.com/books-products/books/>

[https://en.wikipedia.org/wiki/Meg\\_Wheatley](https://en.wikipedia.org/wiki/Meg_Wheatley)

<https://www.amazon.com/Margaret-J.-Wheatley/e/B000APA88O>

[https://www.goodreads.com/author/list/157975.Margaret\\_J\\_Wheatley](https://www.goodreads.com/author/list/157975.Margaret_J_Wheatley)

[Images for Margaret Wheatley, author](#)

[Images for Listening as Healing - Margaret Wheatley](#)

### Listening Effectiveness Profile – ChurchSmart Resources

This competency-based instrument helps determine listening effectiveness as a part of the communication process. The fact that we retain only about 20% of what we hear makes listening (and learning to listen) a real challenge. Good listening requires effort.

This self-assessment helps you determine your strengths and development needs in seven core competencies that will help you become a more effective listener. It includes interpretative information and tips on how you can further develop your skills in each of the key areas: Pre-disposition/temperament, Creating a conducive climate, Showing positive interest, Reading the speaker, Empathizing, Paying attention and concentrating, Understanding and reflecting the message.

<http://www.churchsmart.com/ProductDetails.asp?ProductCode=w14>

[Images for Listening Effectiveness Profile – ChurchSmart Resources](#)

### Listening - The Upper Room

Why is listening so important? Listening speaks one of our deepest needs: to be understood or to feel understood.

<https://www.upperroom.org/resources/listening>

[Images for Listening - The Upper Room Why is listening so important?](#)

<https://daily.upperroom.org/?p=921> The Art of Spiritual Listening - Upper Room Daily Reflections

[Images for Art of Spiritual Listening](#)

### Motivational interviewing - Wikipedia

Motivational interviewing (MI) is a counseling approach developed in part by clinical psychologists William R. Miller and Stephen Rollnick. It is a directive, client-centered counseling style for eliciting behavior change by helping clients to explore and resolve ambivalence.

[https://en.wikipedia.org/wiki/Motivational\\_interviewing](https://en.wikipedia.org/wiki/Motivational_interviewing)

[Images for motivational interviewing](#)

### Preaching During the Interim | Preaching.com

The Major Tasks of the Interim Pastor

2. Being a Good **Listener**

<http://www.preaching.com/resources/articles/11563501/page-3/>

## [Images for The Major Tasks of the Interim Pastor 2. Being a Good Listener](#)

### **The Art of Hosting Conversations That Matter: A participatory approach for leading, convening and engaging**

Today's leaders need to be able to respond to a world that is increasingly complex and fragmented, where solutions and innovations lie not in one idea, viewpoint or leader, but in the larger field of our collective intelligence. *The Art of Hosting Conversations that Matter* employs a participative approach for leading, convening, and engaging. Now practiced worldwide, it is a pattern of learning, strengthening relationships, and getting to work. Methods. Maps. Shared practice. A format to support seeing together what we can't see alone. For creating together what can't be created alone.

<http://artofhosting.ning.com/events/the-art-of-hosting-conversations-that-matter-a-participatory>

[Images for The Art of Hosting Conversations That Matter: A participatory approach for leading, convening and engaging](#)

### **The World Café: Shaping Our Futures through Conversations That Matter by Juanita Brown (Author), David Isaacs (Author), World Cafe Community (Author), Margaret J. Wheatley (Foreword), Peter Senge (Afterword)**

The World Café is a flexible, easy-to-use process for fostering collaborative dialogue, sharing collective knowledge, and discovering new opportunities for action. World Café originators Juanita Brown and David Isaacs outline seven core design principles and provide practical tips and tools for convening and hosting “conversations that matter,” even with very large groups. Each chapter features actual stories of Café dialogues from business, education, government, and community organizations across the globe, demonstrating how the World Café approach can be adapted to many different settings and cultures. Based on living systems thinking, this is a proven approach for fostering authentic dialogue and creating dynamic networks of conversation around your organization or community's real work and critical questions—improving both personal relationships and people's capacity to shape the future together.

The World Café process has been used by tens of thousands of people around the world to tackle real-life issues. Based on seven key principles, it begins with small, intimate conversations at café -style tables; these gatherings then link and build on each other as people move between groups and cross-pollinate ideas. In this way, Café learning enables even very large groups to think together creatively in a single, connected conversation. This complete resource explains the Café concept and provides readers with the tools they need to get started. Each chapter opens with stories from business, education, government, and community organizations, each a dramatic example of how leaders are using this process in the real world. Such stories underline the Café 's immediate, practical implications for meeting and conference design, strategy formation, knowledge creation, and large-scale systems change. The book includes a foreword by best-selling author Margaret J. Wheatley, an afterword by author Peter Senge, and real-world stories of the Café process in action at Hewlett-Packard, the nation of Singapore, and the University of Texas.

<http://www.theworldcafe.com/book.html>

<http://www.amazon.com/The-World-Cafe-Shaping-Conversations-ebook/dp/B001UPT72Q>

[http://www.goodreads.com/book/show/373760.The\\_World\\_Cafe](http://www.goodreads.com/book/show/373760.The_World_Cafe)

<http://teamapproach.com/bookends/WorldCafe.asp>

[https://books.google.com/books/about/The\\_World\\_Caf%C3%A9.html?id=J2h0kxwsLNMC&hl=en](https://books.google.com/books/about/The_World_Caf%C3%A9.html?id=J2h0kxwsLNMC&hl=en)

[https://books.google.com/books/about/The\\_World\\_Caf%C3%A9.html?id=Oqbjw1Z4\\_tYC](https://books.google.com/books/about/The_World_Caf%C3%A9.html?id=Oqbjw1Z4_tYC)

<http://www.theworldcafe.com/wp-content/uploads/2015/07/sofdownload1.pdf>

<http://www.margaretwheatley.com/articles/prefacetoworldcafe.html>

[http://www.bkconnection.com/static/The\\_World\\_Cafe\\_EXCERPT.pdf](http://www.bkconnection.com/static/The_World_Cafe_EXCERPT.pdf)

<https://www.youtube.com/watch?v=2MUHShsxJE4> The World Cafe by Juanita Brown & David Isaacs (BK Business Book)

<http://www.gurteen.com/gurteen/gurteen.nsf/id/L001409/>

<https://thesystemsthinker.com/author/juanita-brown/>

[http://www.abundantcommunity.com/home/authors/parms/1/which/juanita\\_brown.html](http://www.abundantcommunity.com/home/authors/parms/1/which/juanita_brown.html)

<https://www.bkconnection.com/experts/juanitabrown>

<http://www.theworldcafe.com/author/juanita-brown/>

[http://www.goodreads.com/author/show/213151.Juanita\\_Brown](http://www.goodreads.com/author/show/213151.Juanita_Brown)

[Images for Juanita Brown and David Isaacs](#)

<http://www.gurteen.com/gurteen/gurteen.nsf/id/juanita-brown>

[https://www.goodreads.com/author/list/213149.David\\_Isaacs](https://www.goodreads.com/author/list/213149.David_Isaacs)

<https://www.amazon.com/Margaret-J.-Wheatley/e/B000APA88O>

[https://www.goodreads.com/author/list/157975.Margaret\\_J\\_Wheatley](https://www.goodreads.com/author/list/157975.Margaret_J_Wheatley)

[Images for Margaret Wheatley, author](#)

<https://www.amazon.com/Peter-M.-Senge/e/B000AQ8R86>

[http://www.goodreads.com/author/show/21072.Peter\\_M\\_Senge](http://www.goodreads.com/author/show/21072.Peter_M_Senge)

[Images for Peter M. Senge, author](#)

[Images for The World Cafe: Shaping Our Futures through Conversations That Matter by Juanita Brown \(Author\), David Isaacs \(Author\), World Cafe Community \(Author\), Margaret J. Wheatley \(Foreword\), Peter Senge \(Afterword\)](#)

### **Turning to One Another: Simple conversations to restore hope to the future**

“I believe we can change the world if we start listening to one another again.”

<http://www.turningtooneanother.net/aboutthebook.html>

[Images for Turning to One Another: Simple conversations to restore hope to the future](#)

<http://www.turningtooneanother.net/ttoatoc.html>

<http://www.turningtooneanother.net/howtostart.html>

[Column for newsletter]

From the Pastor

I will call to mind the deeds of the Lord; I will remember your wonders of old. I will meditate on all your work, and muse on your mighty deeds. (Psalm 77:11-12)

The Psalmist remembers the salvation work of God for God's people. Because of that, the Psalmist can live in confidence here and now and with hope for the time to come.

At our Listening Sessions on May 5-6 and 9-10, the following questions were posed: "Where have we been?"; "Where are we at?" and "Where is God leading us?" More specifically the questions were phrased as to what difference the life of the church has made and is being made in the lives of the members, of the congregation, the community, the larger church and the world. Looking to the future, what difference can the life of the church make? Approximately 45 people attended the five sessions. Following are a sampling of the reflections:

*Where have we been?*

- Many recalled how they had been welcomed into the life of the congregation through personal invitations.
- Some remembered specific pastors and spouses who had been inspiring.
- Others brought to mind particular people who were memorable.
- A few, particularly in the smaller sessions, related how the congregation was there for them in difficult times.
- This congregation has been regarded as a leader in the community and the larger church.

*Where are we at?*

- Strengths include: worship and music, youth and education, a sense of belonging, strong leaders, generous givers, people stepping forward at times of transition.
- Challenges include: finances; sadness over the divisions following the statements on human sexuality at the 2009 ELCA Churchwide Assembly; sadness over the loss of pastors and other staff; providing oversight of staff and programs; engaging families and young people; inviting and involving people in a day and age when so many other activities beckon for attention; carrying through on ideas and plans; living beyond our walls rather than pulling inward; telling the story of the larger church and continuing support to the larger church.

*Where is God leading us?*

- Build upon the above listed strengths.
  - Taking on the above listed challenges.
  - Reaching out to people who have no church home.
  - Practicing sustainable stewardship of financial resources.
  - Calling an installed pastor who can provide needed consistency for an extended period.
- You are invited to continue to ask the questions of "Where have we been?"; "Where are we at?" and "Where is God leading us?" during this interim period as we look to God for strength for today and hope for tomorrow.

Sincerely in Christ,

Pastor Lowell Bolstad

### Congregation Council Action Agenda

(name) Lutheran Church

(date – time)

#### Preparation

- A Inspiration (opening devotions)
- B Personalization (sharing of joys and concerns)  
 [The guiding thought is that church meetings can be a place where not only matters matter, but where members matter.]
- C Transition (minutes from last meeting)

#### Action

[Identify and prioritize what needs to be acted upon at this meeting. Take action (deliberating, passing, amending, tabling, referring)].

- Leadership Covenant [see attachment]
- Council member conversations with pastor [see attachment]
- Timetable for interim period [Pastor Bolstad]
- 

#### Information

- A Reports  
 [The effectiveness of this Action Agenda concept rests with the reversal of the usual order of information and action so that the governing body can devote its prime energy at the beginning of the meeting to action.]

- Pastor [see attachment]
- President
- Committees
- Financial
- 

- B Communications

- C Review of assignments

D Information about next meeting  
Evaluation [Group reflects on meeting and offers any suggestions for improvement.]  
Celebration [Review of action taken, progress made or reported.]  
Adjournment - Motion to Adjourn - Lord's Prayer – Blessing – Dismissal

#### Interview with Council Members

- 1 Tell about your personal and household history in this church.
- 2 What is your position on the council, length of service, role?
- 3 Tell about gifts and perspectives you bring to your service on the council.
- 4 What are the satisfactions and disappointments of this position?
- 5 Tell about your understanding of where this congregation has been.
- 6 What is your understanding of where this congregation is at now?
- 7 What is your understanding of where God is leading this congregation?
- 8 Tell about any other matters that would be helpful for the pastor to be aware of.

#### Interview with Staff Members

- 1 Tell about your position and its responsibilities.
- 2 How does this position contribute to this congregation living out its mission statement?
- 3 How does this position contribute to the life and ministry of this congregation?
- 4 Tell about the satisfactions and disappointments of this position.
- 5 How would you describe your working style?
- 6 How would you describe your working relationship with the staff?
- 7 How would you describe your preferred working relationship with the pastor head of staff?
- 8 Tell about any other matters that would be helpful for the pastor to be aware of.

#### **25) Demonstrating basic competence**

I served as a bridge pastor for three months to provide pastoral ministry, assist the congregation become part of a shared ministry agreement with another congregation, and facilitate the call process. The last Sunday, members went beyond being polite in their comments by saying things like, "You really seem to know what you're doing up front there." Afterwards, I reflected that the previous pastor could no longer continue because of declining health. The pastor before that left under duress for early retirement as it was explained to me that he exhibited anger management issues. In addition, he left all his books for the members to dispose of. The pastor before that left under duress as it was explained to me that his expectations and standards were more rigid than some of the members were willing to abide by. The pastor before that almost resigned because of a disagreement with the direction of the wider church but stayed on for a while longer before moving into another line of work.

#### **Resources**

##### **The Competent Pastor - Ministry Magazine**

Two centuries ago John Wesley explained how the Methodist church should determine whether or not a person is called to pastoral ministry. Those examining candidates for ordination should ask three questions: (1) Does the candidate know Jesus Christ as Savior and Lord? (2) Does the person have the gifts for ministry? (3) Does the person have fruit in their ministry?

<https://www.ministrymagazine.org/archive/1999/02/the-competent-pastor>  
[Images for Competent Pastor](#)

##### **26 best Competency images on Pinterest**

<https://www.pinterest.com/arno007/competency/>  
[Images for Competency on Pinterest](#)

<https://www.pinterest.com/explore/leadership-competencies/>  
<https://www.pinterest.com/sugarmamas/hr-competencies/>  
<https://www.pinterest.com/explore/cultural-competence/>

## Resources

### [PDF] A Study of the Effectiveness of Interim Pastors

The Association of Presbyterian Interim Ministry Specialists asked Research Services to conduct a survey that would help them do the best job they could as interims. Research Services constructed four questionnaires—one each for the following four constituencies: (1) presbytery executives, (2) chairs of presbytery committees on ministry, (3) clerks of session in congregations that had had an interim pastor, and (4) pastors who followed an interim pastor.

<http://www.ffisher.net/uploads/1/9/9/4/1994196/interimeffectiveness.pdf>  
[Images for Study of the Effectiveness of Interim Pastors](#)

### [PDF] Accomplishing Worthy Goals: Being Smart Is Not Enough – Parish Paper

Question: How does the following logic apply to pastors and people in congregations? (a) Life is about connecting with other people. (b) If people like you, they see the best in you. (c) The better people like you, and the better your rapport with them, the more likely they are to give you their support and cooperation<sup>1</sup>

Answer: The better people in congregations like you, the more likely they are to support and cooperate with you in accomplishing worthy goals. But what causes people to like you? Three action-principles play influential roles.

<http://www.wcucc.org/ace-files/ParishPaper/2011-02-Accomplishing-Worthy-Goals.pdf>  
<http://www.commonword.ca/ResourceView/43/15414> The Parish Paper - February 2011: Accomplishing Worthy Goals: Being Smart Is Not Enough  
<http://www.winnebagopresbytery.org/wp-content/uploads/2007/11/P.P.-2-2011-Accomplishing-Worthy-Goals-Being-Smart-Is-not-Enough.pdf>

[Images for Accomplishing Worthy Goals: Being Smart Is Not Enough – Parish Paper](#)

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

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

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

### Ending Well, Starting Strong: Your Personal Pastorate Start-up Workshop by Roy M. Oswald

Alban research shows that the first 12 months in a new pastorate determine the course of one's entire ministry in that congregation. This two-day workshop in audio cassette format prepares you to face the issues in and develop your strategies for leaving one pastorate and going to another. You will: reflect on how you left earlier pastorates, closure style, termination stress, and emotions; explore appropriate management styles for various church sizes, reflect on your management and leadership styles; discover the key tasks of the first months that are critical to a successful beginning; and learn how to develop a ministry plan for the first year of a new pastorate.

<http://resources.mennonitechurch.ca/ResourceView/3/4476>  
<http://www.amazon.com/Ending-Well-Starting-Strong-Pastorate/dp/1566993490>  
<https://imnedu.org/imn-library/new-beginnings-a-pastorate-start-up-workbook/>  
<https://www.facebook.com/roy.oswald>  
<https://ntnl.org/wp-content/uploads/2016/09/Roy-M-Oswald-bio.pdf>  
<https://static1.squarespace.com/static/54c7d7ede4b03a45e09cd270/t/5aa00b43652dea8c73c46299/1520438089615/HowToMinisterEffectivelyInFamilyPastoralProgramandCorporate-SizedChurches.pdf>  
<https://www.thriftbooks.com/a/roy-m-oswald/277986/>  
<https://www.ntnl.org/wp-content/uploads/2016/09/Roy-M-Oswald-bio.pdf>  
<https://www.waterstones.com/author/roy-m-oswald/1153247>  
<https://www.amazon.com/Roy-M.-Oswald/e/B001K8KQ1O>  
[http://www.goodreads.com/author/show/152452.Roy\\_M\\_Oswald](http://www.goodreads.com/author/show/152452.Roy_M_Oswald)  
[Images for Roy Oswald, author](#)  
[Images for Ending Well, Starting Strong: Your Personal Pastorate Start-up Workshop by Roy Oswald](#)

### The Pastor as Newcomer [Roy M. Oswald]

Learn how dynamics of the "honeymoon" period of transition create opportunities for you to seize - and pitfalls for you to avoid. This report is the result of several studies from Alban's Pastorate Start-Up Research Project.

All too often when a pastor takes up a new assignment or call the same frustrating series of events occurs: ...everyone experiences a burst of enthusiasm and hope, with lay people and clergy finding that doors seem to open to new possibilities...a few things go wrong, some hopes get dashed, personal differences emerge, old. Feuds erupt again, and a kind of disillusionment begins to take over...gradually things get back to where they were, or worse, and the new pastor begins to have daydreams of greener pastures elsewhere. We have been asking ourselves and our colleagues if this pattern is necessary. Is it inevitable that those hopes be dashed? Is it inevitable that clergy and lay people be victimized by such a self-defeating way of working together? It is our conviction that more creative use of those early months of starting up a pastorate will lead to more effective collaboration between clergy and laity. That conviction has been reinforced during the two years of our explorations but perhaps a more important conviction has also been rediscovered and reaffirmed: that pastors and lay people have enormous resources of knowledge and experience to draw upon and that they can generate important knowledge for others by reflecting on that experience. In this monograph, Roy Oswald. has brought together many of these important learnings out of the life and commitment of clergy and lay people who were willing to look critically at themselves and their work and to share what they saw.

<http://www.amazon.com/The-Pastor-Newcomer-Roy-Oswald/dp/1566991889>

<https://www.amazon.com/pastor-newcomer-Research-Alban-Institute/dp/B0006WYK76>  
[Images for The Pastor as Newcomer \[Roy M. Oswald\]](#)

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

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

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

<http://www.wcucc.org/ace-files/ParishPaper/2011-04-Incoming-Pastors.pdf>

<http://www.wisconsinumc.org/connections/conference-news/the-parish-paper> April 2011 - "Incoming Pastors: Building Smoother Transition Bridges"

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

### Interview guide for clergy beginning new ministry

This guide was developed to identify positive experiences and resources related to making personal changes. It was used as part of a retreat for clergy beginning new ministries.

<http://www.clergyleadership.com/appreciative-inquiry-resources/appreciative-inquiry-resources.cfm>

<http://www.clergyleadership.com/appreciative-inquiry-resources/AI-transition-ques.pdf>

[Images for Interview guide for clergy beginning new ministry](#)

### Making a Good Start with Your New Pastor?

The Bottom Line

Not everyone in the congregation acts like a Christian all the time. A missionary minded pastor (a) avoids that expectation and (b) gives thanks that some people become exceptional Christians.

[http://bgav.org/wp-content/uploads/2013/08/Parish-Paper\\_2008-04.pdf](http://bgav.org/wp-content/uploads/2013/08/Parish-Paper_2008-04.pdf)

[http://www.vbmb.org/Resources/Publications/Parish-Paper/media/docs/Parish-Paper\\_2008-04.pdf](http://www.vbmb.org/Resources/Publications/Parish-Paper/media/docs/Parish-Paper_2008-04.pdf)

[Images for Making a Good Start with Your New Pastor](#)

### Preaching During the Interim | Preaching.com

**Introductory** Sermons

<http://www.preaching.com/resources/articles/11563501/page-5/>

[Images for Preaching During the Interim | Preaching.com Introductory Sermons](#)

### The Minister as Diagnostician: Personal Problems in Pastoral Perspective by Paul W. Pruyser (Author)

In this book, Paul Pruyser explores the first step in the helping process: the diagnostic assessment. He develops a set of guidelines for conducting pastoral-diagnostic interviews that acknowledges the pastor's professional uniqueness and meets the parishioner's expectations.

<http://www.amazon.com/Minister-Diagnostician-Personal-Problems-Perspective/dp/0664241239>

<http://www.goodreads.com/book/show/3505111-the-minister-as-diagnostician>

<https://www.barnesandnoble.com/w/the-minister-as-diagnostician-paul-w-pruyser/1127688801?ean=9781611644654>

<https://books.google.com/books?isbn=1611644658>

<https://books.google.com/books?id=eKY6WvM9bKgC>

[https://en.wikipedia.org/wiki/Paul\\_Pruyser](https://en.wikipedia.org/wiki/Paul_Pruyser)

<http://worldcat.org/identities/lccn-n50020105/> Pruyser, Paul W. [WorldCat Identities]

<https://www.amazon.com/Paul-W.-Pruyser/e/B001IR1LVQ>

[http://www.goodreads.com/author/show/1479578.Paul\\_W\\_Pruyser](http://www.goodreads.com/author/show/1479578.Paul_W_Pruyser)

[Images for Paul W. Pruyser \(Author\)](#)

[Images for Minister as Diagnostician](#)

Walking with You: Message from the Interim Minister

Interim: n. an intervening time: interval.

An interim minister serves in the time between one called (settled) minister and the next. In recent years, the value of intentional interim ministries has been embraced across the spectrum of Jewish and Christian congregations.

[PDF] September 2012 - First Universalist Church of Rochester

<http://uuroc.org/wp-content/uploads/September-2012-Our-Outlook.pdf>

[Images for Walking with You: Message from the Interim Minister](#)

[Images for value of intentional interim ministries](#)

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

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

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

[Images for interim pastor prepares the congregation for the next pastor](#)