

The Interim Journey

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Change by itself is mechanical
Without heart, mind, or soul

- Situations change
- Securities change
- Old ways are replaced with new ways
- People who are important to us move on, leave, or pass away
- Change is part of living

Change

- What are some of the changes your churches have experiences in the last 10 years?

Understanding Change and Transition

- Three stage process (progressive)
 - Change – Ending
 - Liminal Stage – Neutral Zone
 - Assimilation or Accommodation Stage – New Beginning
- Example

Transition

- The liminal stage is characterized by:
 - Uncertainty
 - Tension and stress
 - Unsettled feelings
 - Betwixt and between
 - Confusion
- This characterizes time during the interim.

Transition

- The liminal stage can also be characterized as:
 - Open
 - Great potential
 - Freedom
 - Opportunity
- Both the fearful and hopeful characterize an interim.

Transition

Assimilation or Accommodation Stage – New Beginning

- Hopeful
- Exciting
- Sense of direction and purpose
- People working together

Transition

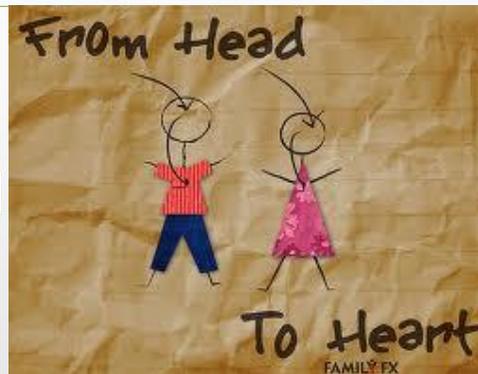
- This is the time of entering into the call process
 - Hopeful
 - Exciting
 - Sense of direction and purpose
 - People working together

Interim Ministry

- Happens when there has been a change.
- Forms a bridge between past and future.
- Aimed at completing two closely related tasks.

Interim Time - Head and Heart

- Recognize the transition time between pastors as proceeding on two separate tracks
 - Head – the mechanical, the procedures
 - Heart – the developmental, the tasks
- These travel at two different speeds



Head or Mechanical Procedures

- Termination
- Direction finding
- Self study
- Searching
 - Review of candidates
 - Interviews
- Decision/negotiation
 - The actual calling of the new pastor
- Installation
 - Arrival and welcome
- Start-up
 - The beginning of the new ministry

Heart Tasks or Developmental Tasks for Transition

- These are the more “psychological” aspects.
- Completing or not completing them depends on the processes chosen and the quality with which these processes are used during the transition time.
- We can identify 5 distinct but related tasks.

Heart or Developmental Tasks for Transition

1. Come to terms with history

- Making sense of the leaving or loss of your previous pastor
- Highs and lows over the years
- Congregation begins to accept and let go in order to move forward

Heart or Developmental Tasks for Transition

2. Become clear about your identity

- Our focus is a self-study document however, the process is more important than the product
- Being clear on identity helps the congregation address some of the most challenging issues and seeks to set the course to be all that God calls you to be.

Heart or Developmental Tasks for Transition

3. Allowing leadership shifts to occur

- Role of the pastor and other leaders change during the interim and with the arrival of the new pastor. Lay leadership roles and positions can also be expected to change.
 - Time to review leadership selection and decision making processes.
 - Empower the congregation in leadership
 - Explore changes possible in structures and procedures

Heart or Developmental Tasks for Transition

4. Exploring and rethinking the links you have to the Synod and the ELCA

- The Synod is more important to you now than at any other time.
- Time to learn more about our denomination, policies, and practices
- Mend broken relationships

Heart or Developmental Tasks for Transition

5. Making a commitment to new leadership and a new future.

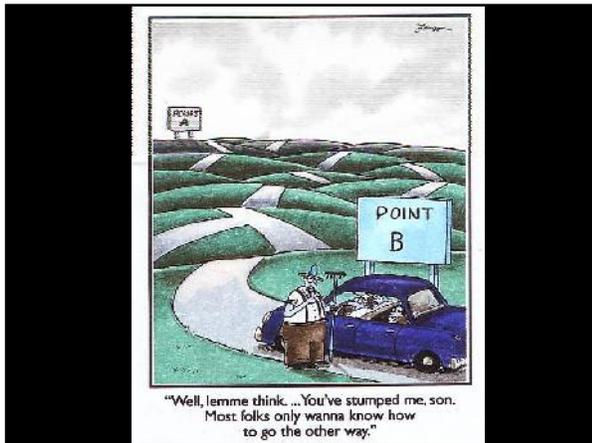
- Development of a shared vision
- "It is one thing to hire a new pastor. It is quite another thing for a congregation to enter a commitment to a new ordained leader and to the possibilities of new tasks and missions." *Loren Mead*

Transition is a Dual Process

Heart

Head

- | | |
|---------------------------------------|------------------------|
| • Coming to terms with history | • Termination |
| • Clear identity | • Direction finding |
| • Leadership changes | • Self study |
| • Linkage to Synod and ELCA | • Searching |
| • Commitment to new leadership/future | • Decision/negotiation |
| | • Installation |
| | • Start-up |

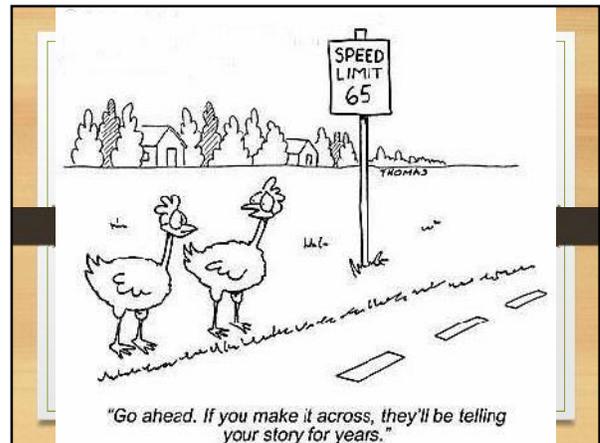


Call Process

- Selection or election of the Call Committee or Search Committee
- Self study
- Mission Site Profile (MSP)
- Interviews

Call Process

- Selection of candidate and voting
- Extending the call and acceptance of call
- Move/relocation
- Arrival, welcome, new-beginning
- Installation or Affirmation of Call to Ministry



Resources

***Temporary Shepherds,
A Congregational Handbook for
Interim Ministry***

Roger S. Nicholson, Editor
Alban Institute Publisher, Copyright 1998

Resources

Saying Goodbye

Edward A. White
Alban Institute Publisher, Copyright 1990

Resources

***Discerning God's Will Together,
A Spiritual Practice for the Church***

Danny E. Morris & Charles M. Olson
Alban Institute Publisher, Copyright 1997

Resources

A Change of Pastors

Loren B. Mead
Alban Institute Publisher, Copyright 2005

Resources

***Beginning Ministry Together
The Alban Handbook for Clergy Transitions***

Roy Oswald
James M. Heath & Ann W. Heath
Alban Institute Publisher, Copyright 2003

Resources

***Managing Transitions, Making the
Most of Change***

William Bridges
Addison-Wesley Publishing Co., Copyright 1991