

# Week 5

## Assignment:

Read Chapters 8, 9, & 10 (pp. 87-118)

## Chapter 8 "Leadership Changes During the Interim" highlights:

### *Reasons for Leadership Change*

- Conflict leading to taking sides
- People who have labored on their tasks too long

### *How to Deal with Change*

- Attend to Former Leaders
- Accept and Deal with Change
- Focus on the Mission
- Seek Out New Leaders

### *A Systemic Look at Leadership*

## Questions (p. 98):

"Last pastoral transition" questions

## Chapter 9 "Renewing Denominational Linkages" highlights:

Scenario of Chris from the denomination

## Questions (p. 107):

1. How would you describe your relationship with your denominational office?
3. Who in your congregation is active in the larger denomination? In what capacity?

## Chapter 10 "Commitment to New Directions in Ministry" highlights:

### *Readiness for New Directions*

"What have we learned that will help us to engage a new pastor, to begin the relationship with the next pastor on a new basis?" (p. 109)

Start up time of the first 6 months with the new pastor as a time to become truly "engaged"

Are you saying "We're ready to get this [interim] job over with now!" or are you ready for new relationships, new ministry and a long-term commitment to new directions?

### *Saying Goodbye to the Interim Pastor*

"The potential for enthusiasm, creativity, and strong commitment to the future is clearly present...however, congregations never do quiet get ready for the future. I believe this shortfall is often caused by incomplete closure of the interim." (p. 110)

Closure aspects to complete (p. 110):

- Wrap up the interim pastor's special tasks and projects.

- Help close out the personal relationships between the interim pastor and members.
- Plan a way to celebrate the progress and accomplishments of the interim period and to say thanks to all who helped.
- In worship, include a liturgy or ritual to say thanks to the call committee for their hard work and dedication and to dismiss them formally from their charge, symbolizing the end of this part of the process.

### *Facing the Future*

"What else do we need to accomplish before the new pastor arrives?" (p. 111)

What is the issue here? - a good check in question

Assess for denial or avoidance of issues, also assess for focus on the future as opposed to the past

### *Preparing for a New Beginning*

Preparing the lay leadership body for the interview process with the candidate

An interview by the church council after the call committee recommends the candidate to the church council

Preparation of a letter of agreement or covenant or call between the new pastor and the lay leadership of the congregation

The value is in the conversation and discussion about the details, rather than having it written down, though that is good to evaluate as time passes

### *Are We Hiring or Calling?*

Spiritual dimension of the process is of utmost importance

### *Preparing the Way*

Meet with different parties to assess their hopes, expectations and concerns regarding the new pastor who will be arriving shortly

Use the newsletter, preaching, congregational forums, etc. to encourage enthusiastic support of the new pastor and whatever changes that person may bring

Important questions:

- Has the congregation successfully completed the tasks of the interim?
- On a personal level, have members let go of their feelings and attitudes about the previous pastor? Are they reasonably free from the influence of that pastor?
- Are they ready to welcome and make a commitment to a new pastor?

### *Getting Ready to Say Hello*

Care packet for the new pastor including those ill or have special needs, upcoming events, parish or family crises (landmines)

Pastor's study update

"Supply clergy" for a few weeks (4+/-) between the last Sunday of the interim and the new pastor's first Sunday

At the first worship service conducted by the new pastor, the interim pastor should not be present

Maybe a "support group" to help the pastor and family get settled and oriented

### *Evaluating the Interim Time*

Use of evaluations

Mutual ministry committee, if available

Ask what he or she might have done better, or at least differently  
What congregational issues might still be unresolved

*Does All This Work Matter?*

As much as possible needs to be done during the interim time to help the congregation become more unified; to increase understanding and commitment for its work; to develop as clear a vision, mission, and identity as possible; and to get off to the best possible beginning with the new pastor. The beginning of a new ministry is very important in relation to the years that are to follow. (p. 117)

*Questions (p. 118):*

1. After reading this chapter, what issues or insights strike you as most significant for your congregation?
2. What might be done about these issues?
4. Given all of your work and reflection during this interim, how will your congregation's relationship with your new pastor be different?
6. What needs to be done in your congregation before you are ready for your new pastor?
7. What are the signs in your congregation that you are ready to move into a new future and to receive a new leader?