

## **The Five Developmental Tasks of an Interim Ministry Specialist and the Congregation**

### The Five Development Tasks of an Interim Specialist and the Congregation:

- I. Coming to terms with history
- II. Discovering a new identity
- III. Leadership changes (managing shifts)
- IV. Renewing denominational linkages
- V. Commitment to new directions in ministry

#### I. Coming to terms with history:

- a) identify, then resolve unresolved issues
  - relationships with previous pastors
    - <Former pastor's name>
      - style of leadership
      - relationship with teams/committees
      - relationship with staff
      - was there an "exit interview"?
    - previous pastors
- b) deal with "sad/mad/glad" feelings over pastor's departure
- c) letting go of feelings

#### II. Discovering a new identity:

- a) who is the congregation *now*?
- b) who does the congregation *want* to be?

#### III. Leadership changes

- a) are there any "centers of power"?
- b) "leaders" (rather than *congregation*) may want to determine direction

#### IV. Denominational links

- a) connections?
- b) involvement?

#### V. Preparing for new directions/leadership

- a) attitudinal change
  - ↳ *not* "hiring" a pastor
  - ↳ *not* contracts and salaries
  - ▶ **SHIFT TO**
  - ↳ calling a pastor
  - ↳ ministries and mission

## Additional Tasks:

1. Reducing level of anxiety
  - fear of unknown
  - grief, loss, despair
  - lack of trust
    - ↳ *so PNC can do its job*
    - ↳ *so I can do my job!*
2. Rebuilding – re-examining? – infrastructure
  - what needs overhauling?
  - what needs tweaking?
    - policies
    - procedures
    - staffing
    - team/committee structures
3. Attending to stewardship
  - not only for budget matters, but . . .
  - new pastor's Terms of Call
  - change in staffing?
4. Renewing spiritual life of congregation
  - is there a “secular management model”?
    - ↳ *comes at the expense of power derived from prayer/Bible study*
  - how effective are small groups <or whatever groups are called in your congregation>?
5. Managing conflict
  - is there any?
    - where/who?
    - need to be “up front”
  - handling differences
  - emphasizing unifying areas