

## Tools for Interim Ministry

<b>The Resourceful IM</b>	<b>STAGE 1 Discernment of Need and Appointment</b>	<b>STAGE 2 First six weeks</b> Understanding the church	<b>STAGE 3 The Work of IM</b> Helping the congregation understand the church.	<b>STAGE 4 Endings and farewells</b>
Personal characteristics <i>Self awareness</i> <i>Deep spirituality</i>	IMNetwork reasons: <i>Long or v short ministry</i> <i>Death or misbehaviour</i> <i>Conflict</i>	Situation Analysis <i>Vision, Relationship,</i> <i>Activity, Governance - who,</i> <i>where, how, what, where to?</i>	IMN five tasks/focus points <i>Heritage, Mission,</i> <i>Leadership, Connections,</i> <i>Future.</i>	Discerning the End <i>Can the church now discern its future and act accordingly?</i>
Essential Skills <i>Deep listening</i> <i>Facilitation Skills</i> <i>Reflective Practice</i>	Dioceses' reasons <i>Dysfunction</i> <i>Uncertain future</i> <i>Pastoral re-organisation</i>	Other tools 'Healthy Churches' review 'Missional Church' questionnaire	Congregation Analysis <i>Congregational audit</i> <i>Time-lines</i>	<i>Closely connected to strength of lay leadership</i>
Personal Needs <i>Supervision/mentoring</i> <i>Clarity of line-management</i>	Suggested question: <i>Can the church discern its future need and appoint accordingly?</i>		Developing Lay Leadership <i>Skills and gifts analysis</i> <i>Mentoring</i> <i>Team building</i>	Evaluation of IM <i>Evidence of transformation of attitudes to church, mission and leadership</i>
	Think systemically <i>Consider deanery, diocese and local groupings.</i>	Conversation analysis Appreciative Inquiry Family Systems analysis	Resolve Conflict <i>Bridgebuilders</i> <i>Mediation</i>	<i>Evidence of suitability, preparation and effectiveness of IM</i>
			Build Vision <i>Mission Action Planning</i>	<i>Evidence of participation in processes used.</i>
	Appointment <i>Archbishop's regulations</i> <i>Firm contract, flexible job description.</i>	Identification of partners <i>Formation of 'transition team?'</i> <i>Work with Area Dean</i>	Manage Change <i>Negotiation skills</i> <i>Complexity theory</i>	<i>IMN's five goals/tasks may be used as evaluation template.</i>
			Engage with Community	<i>Church's own assessment</i>
	Arrival <i>Clear communication with Churchwardens and PCC</i>	Review of appointment <i>Is this IM the right person?</i> <i>What goals, strategies and time-scales have been discerned?</i>	Pastoral Care <i>Just love them</i> <i>Model committed loving relationships</i>	Preparing for Future In co-operation with senior staff, <i>Exit conversations</i> <i>Handover document</i>
			Establish Good Governance <i>Close links with DBF and diocesan staff</i>	<i>Liturgy of farewell.</i>

## Lessons learned

**ALL parishes are in state of transition, the question is their capacity to cope.** All churches need to be involved in transition and all vacancies are moments of opportunity- Need is for discernment when congregations are unable to do work themselves. +Peter: Zones of Uncomfortable Debate' (ZOUDs) – perhaps those times when there is a need for transformation, but the conditions, capacity, resources – even the will - don't yet exist locally to bring about this change. In that situation an Interim might be appointed.

**For all vacancies** Three shibboleths to challenge: 'Don't change anything' - Change during a vacancy is inevitable - can be guided in healthy direction

'Don't talk to your successor' - Essential that there is communication between IM and incoming minister - a good handover.

'The priest talks of "my church"' Treat lay leadership as stable owners of church and priests as temporary facilitators. The diocese needs to be content with this perception of ministry.

Early intervention prevents later dysfunction - need Area Deans on the ground to alert Archdeacons to potential problems - and heed lay leaders who are anxious about their clergy and often protective of them

**Think systemically:** A good vacancy is the result of collaboration between local leadership of church, IM, Area Dean and Lay Chair, MMU and senior staff. Ministry is not a solo venture.

**Significance of core skills/disposition** of listening, facilitation and reflective practice. Need for emotionally mature clergy who are not gaining self worth from their role. Virtuous/vicious circle.

**Evaluation of ministry:** Effective ministry more than buildings, cash, numbers - need an asset based approach that 'measures' work against vocation of that particular church. Participation in processes, a renewed vision for mission and strengthened local leadership are core elements. Ask congregations for their own assessment.