

## INTRODUCTION TO TRANSITIONAL INTERIM MINISTRY

Michindoh Conference Center, Hillsdale, MI  
September 22-24, 2025  
TENTATIVE AGENDA



### Objectives: To become knowledgeable of ...

1. The developmental tasks of a congregation during an interim.
2. The process tasks of interim pastors.
3. The theology of interim ministry.
4. An introduction to congregational systems.
5. Leading through “self-differentiation.”

### Skills to be Developed:

1. To be enabled to intentionally serve a congregation during the time between resident pastors under some supervision by an experienced Transitional Interim Pastor.
2. To be able to carry out such service with understanding and knowledge.
3. To discern one’s commitment to this ministry and continuing education in it.

### September 22, 2025

12:30 p.m. Arrival and registration  
1:30 p.m. Welcome and introductions  
1:45 p.m. Opening devotion and prayer  
2 p.m. **Session One (Tab Two) – Rev. Dr. Rob Kasper**

#### **Group building and introductions**

#### **Theology of Transitional Interim Ministry**

- A Biblical model is examined
- The priesthood of all believers and its relationship to the Office of the Ministry:  
Review with application to the Interim:
  - Role and functions of the congregation
  - Role and functions of the pastor

#### **Church polity and other theological considerations**

- Congregational autonomy
- Leadership/support of the District/Synod

3:15 p.m. Break

3:30 p.m. **Session Two (Tab Three) – Rev. Dr. Scott Sommerfeld**

**A. K. A. “This is not just a glorified pastoral vacancy”!**

**Two critical definitions:**

1. “Process tasks”
2. “Developmental tasks” of the congregation

**The relationship of process and developmental tasks during the interim.**

**Introducing the “Four Phases”**

5 p.m. Free time

5:15 p.m. Dinner

6:30 p.m. **Session Three (Tab Four) – Rev. Dr. Rob Kasper**

- Review of the developmental tasks of the congregation and the process tasks of the transitional interim pastor.
- The congregation as a “**system**”
  - Introduction to “Systems Theory”
  - How size of a congregation effects ministry style
    - Comparisons
    - A word about “perception” vs. “reality”

7:15 p.m. Break

- 7:30 p.m. **Session Four (Tab Five) – Rev. Dr. Rob Kasper**
- Introduction – “Self-differentiation”
    - Notes and discussion
- 8:30 p.m. Hand out the “colorful” assignment for tomorrow  
Comments on the day, announcements, and prayer
- 9 p.m. Snack and fellowship

### September 23, 2025

- 8 a.m. Breakfast
- 8:45 a.m. Small group Bible study from 1 Timothy with discussion and prayer. **(Tab One) (Gold paper)**
- 9:30 a.m. **“Your color in the system” – Rev. Dr. Scott Sommerfeld**
- 10:30 a.m. Break
- 10:45 a.m. **Session Four (Tab Five) Cont. – Rev. Dr. Rob Kasper**
- Self-differentiation cont.
  - Freedman video
    - Discussion questions
  - Relationship between Self-differentiation and Systems Theory
    - Notes and discussion
- Noon **Lunch**
- 1:30 p.m. **Session Four, Continued (Tab Five)**
- 2:30 p.m. Break
- 3 p.m. **Session Five (Tab Six) – Rev. Dr. Scott Sommerfeld**
- Working with a “Transition Team”
    - Purpose of a transition team
    - Make-up of a transition team
    - Tasks of a transition team
    - Education of a transition team
    - Report(s) of a transition team
- 4:45 p.m. Free time
- 5:15 p.m. **Dinner**
- 6:15 p.m. **Session Five, Continued (Tab Six) – Rev. Dr. Rob Kasper**
- A practicum: a few helpful tools for the Interim
  - “Coming to terms with history”
  - “Discovering a new identity”
- 7:30 p.m. Wrap-up the day with Q & A
- 7:45 p.m. Announcements and prayer
- 8 p.m. Fellowship in town or at MICHINDOH

### September 24, 2025

- 8 a.m. **Breakfast**
- 8:45 a.m. Small group Bible study from 2 Timothy with discussion and prayer. **(Tab One) (Gold paper)**
- 9:30 a.m. **Session Five (Tab Six) – Rev. Dr. Robert Kasper and Rev. Dr. Scott Sommerfeld**
- Preaching during the interim: Opportunities and challenges
  - Continuing education & “self-care”
  - A word about ministering after a “violation of trust”
- 10 a.m. **Session Six (Tab Seven)**  
**Documents for the Interim**
- Contract/Covenant to serve a congregation
    - “A permanent Call to a temporary position”
  - Entry and exit checklists for the IIM pastor
  - Linking/communicating with District President (or IIM Director)
  - Exit interview/reflections on the Interim Ministry
  - Transitional Interim Ministry Pastors’ exit report

- Evaluation
- Transitional Interim Ministry Commitment form (Ohio)
- Transitional Interim Ministry Commitment form (Michigan)
- Transitional Interim Ministry Profile

**10:30 a.m.**

Break to check out

**11 a.m.**

**Session Seven (Tab Eight)**

Resources

- District staff and resources
  - Demographic support
  - Congregational self-study
- Further reading
  - Reading list
- LuTMA and LuTMA training
- IMC (LCMS)
- IMN (Pan-denomination)

**11:30 a.m.**

Closing Devotions

**11:45 a.m.**

**Lunch and departure with God's guidance and blessing**