

What Special Training Do Interim Pastors Receive?

Transitional Interim Ministers are experienced pastors who have undertaken special training to equip them for this unique ministry. Since vacant congregations fall under the care of district presidents, their training and performance is closely monitored.

How Long May an Interim Pastor Serve Our Congregation?

Only as long as the period designated in the agreement signed by the congregation and the interim pastor. **IN NO CASE WILL THE INTERIM PASTOR BE A CANDIDATE FOR A CALL AS THE PERMANENT PASTOR OF THE CONGREGATION.** In our district, the placement process is assisted by the Transitional Interim Coordinator and the District President's office.

What Costs are Incurred?

Since Transitional Interim Ministry is handled through district presidents, the procedure for setting up cost differs from district to district. A general rule, however, would be that it will not cost more than the previous pastor's salary package (assuming the package was within district scale guidelines). Realize also that you will be receiving, in most cases, an experienced pastor who has received additional training. Ultimately, the salary is set by the congregation's leadership in consultation with the Interim Pastor.

How May More Detailed Information Be Obtained?



For more information, you may contact Rev. Dr. Robert E. Kasper at 734.665.3791 ext. 230 or robert.kasper@michigandistrict.org.

We look forward to hearing from you!

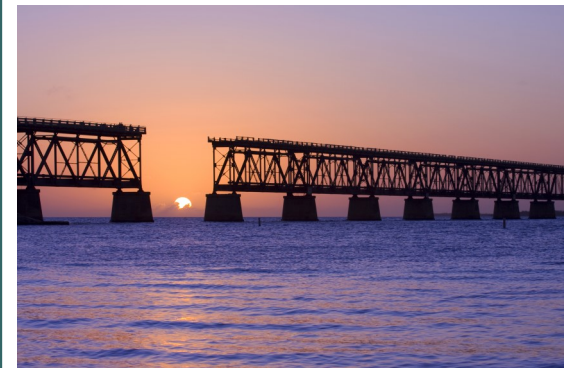


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Transitional Interim Ministry

Providing specially trained and experienced Interim Pastors to congregations



Bridging the Time
Between Resident Pastors

*A specialized pastoral ministry
of districts of the LCMS.*

What is Transitional Interim Ministry?

Interim ministry is not "vacancy pastor" under a new name; it is quite different. Transitional Interim Ministry pastors provide full, ongoing, pastoral leadership and care. They are trained to help in resolving grief and conflict issues, and assist the congregation in preparing for new ministry, mission, and leadership.

Why Should a Transitional Interim Pastor Be Considered?

In the past in pastoral vacancy situations, congregations have sought services of a "vacancy pastor" to provide stop-gap ministry, providing only the essentials. This approach being minimal, the feeling is one of incompleteness. With Transitional Interim Ministry the following can happen:



- 1) Members know they have a pastor.
- 2) Ministry continues to move forward.
- 3) The dynamics of "the in-between times" provide opportunity for renewal of ministry.
- 4) Old struggles and conflicts are dealt with to bring healing.
- 5) Anxiety over the congregation's future is reduced as the Circuit Counselor assists the congregation through the call process.

Congregational Dynamics in the "In-Between Times"

The dynamics a vacancy produces provides an "excellent opportunity for a congregation to reflect and review its past for the meanings of its heritage and history, and to project its future in a proactive way," assisting the congregation in understanding its potential for renewal in light of the Gospel.

What Situations Particularly Call for the Ministry of a Trained Transitional Interim Pastor?

Though most congregations in a vacancy situation can benefit from the service of a trained interim pastor, circumstances which especially benefit from this ministry include:

- 1) A pastor's departure after a long tenure.
- 2) A multiple staff parish that loses its head pastor.
- 3) A congregation in a conflicted situation.
- 4) After situations of clergy misconduct.
- 5) Congregations which choose to use this as a time for renewal.



How Does Having a Transitional Interim Pastor Benefit a Congregation?

The Transitional Interim Pastor provides the congregation with complete pastoral care. He has also been trained to assist the congregation to complete five tasks:

- 1) Understand their history - who they really are.
- 2) Redefine their identity - fully understand their strengths.
- 3) Understand the transitions in leadership that vacancies may create.
- 4) Enable the congregation to affirm their partnership with District and Synod.
- 5) Develop a congregational commitment to a fresh vision for the future.