

Intentional Interim President Lutheran Church New Zealand

In August we received word that Pastor Robert Erickson will become the President of the Lutheran Church of New Zealand October 28th, 2007 in Auckland. Pastor Erickson and his wife Betsy had attended our NALIP conference in St Louis. He has also served in Australia. At present, Pastor Erickson is finishing up an interim at Upper Moutere. Robert made the following comments, "I was elected the president of the Lutheran Church of New Zealand for a special two year term. It is apparent that a national church wants to use, on the top level, some of the skills we intentional interims have developed." We all wish Pastor Erickson and his wife God's speed and blessings.

You can learn more about the Lutheran Church New Zealand at:

<http://www.lutheran.org.nz>



Rob and Betsy Erickson, Pastor Erickson's installation is scheduled for the October 28, 2007. He is presently completing his intentional interim in Upper Moutere.



Board of Pensions

In our last newsletter, reprinted on page four of this issue, the Board of Pensions wrote about the changes made for those serving the church as interims.

Since that article, some synod offices (i.e. Southwestern Minnesota Synod), have invited a Board of Pension representative to their monthly interim meeting to help interim pastors understand the changes that are coming in January.

We thank the board of pensions for their continued efforts on our behalf.

Membership Questions

Interim Ministry Association is a non-profit and your contributions and membership dues are fully tax-deductible. You may send your contributions and dues with membership application to: Interim Ministry Association c/o ELCA Vocation and Education 8765 W Higgins Road, Chicago, IL 60631-4195

New mailing address for NALIP:
National Association of Lutheran Interim Pastors (NALIP)
P O Box 4416
Bethlehem, PA 18018-0416

Intentional Interim Ministry Opportunity
South Dakota Synod
Contact: Susan Marone, Associate to Bishop

From the President

Partners in Intentional Interim Ministry,
Greetings to you in the name of our Lord and Savior Jesus Christ. These have been very busy months since my last visit with you. In early September, I attended a gathering of Interims in the Grand Canyon Synod hosted by Bishop Stephen Talmage and Pastor Adele Stiles Resmer, Assistant to the Bishop for Mobility and Leadership. The meeting was led by Pastor Larry Hand, Assistant to the Bishop, Southeastern Pennsylvania Synod and Pastor Vicki Hall, Dean of Interim Ministry, Southeastern Pennsylvania Synod. This event was attended by 30+ Interims from all over the Grand Canyon Synod, including ELCA, PCUSA, UCC and Church of the Brethren. Larry and Vicki did an excellent presentation on the development and practices of Interim Ministry in Southeastern Pennsylvania Synod. This event was meant to gather Interims, get Synod staff and Interims on board with methods and the process of Interim Ministry and establish regular geographical gatherings of Interims around the Grand Canyon Synod.

Since March I have been meeting with Synod staff and Interims from North Texas Northern Louisiana, Southwestern Texas, and Texas-Louisiana Gulf Coast Synod. The purpose of these gatherings (3 so far) is to get our "Tri-Texas Synods" on the same page with Intentional Interim Ministry. We have discovered that our practices are similar and one of our objectives is to produce a joint "Tri-Synod Manual" that all three Synods can use. Another objective is to host an event to equip untrained pastors serving as Interims to receive training on Interim methods and practices. That event is set for April 2008.

Your IMA Board has been busy also. Recently, thanks to the work of Interim Pastors and IMA Board members Cheryl Berg and Richard Mathisen a letter to introduce the work of the IMA to the Bishops of the Evangelical Lutheran Church in America was sent Sept 30, 2007. In less than a week IMA has received two replies

from Bishops, not a bad response. Frequently Asked Questions (FAQ's) for Synod staff on the IMA website: www.elca.org/InterimMinistry/ has also been updated. Thanks Cheryl and Richard for a job well done.

If you wish to contact us you may do so by mail:
Interim Ministry Association
c/o ELCA Vocation and Education
8765 W Higgins Road, Chicago, IL 60631-4195

Or by phone:

Toll-Free 1-800-638-3522 ext. 1460

Local 1-773-380-1460

Fax 1-773-380-2829

Or by e-mail: ve.info@elca.org

May God continue to bless you in your ministry of transition,

Olin Knudsen
IMA President



Texas TriSynod Picture: Front row - Pastor Lynn Ziese, Assistant to the Bishop, SWT Synod, Pastor Liz Stein, Interim, TLGC Synod, Pastor Stan Meyer, Assistant to the Bishop, NTNL Synod; back row AIM Bill Krejci, Interim, SWT Synod, Pastor Cliff Ackerman, Interim, TLGC Synod, Pastor George Brookover, Interim, TLGC Synod, and Pastor Olin Knudsen, Interim, NTNL Synod

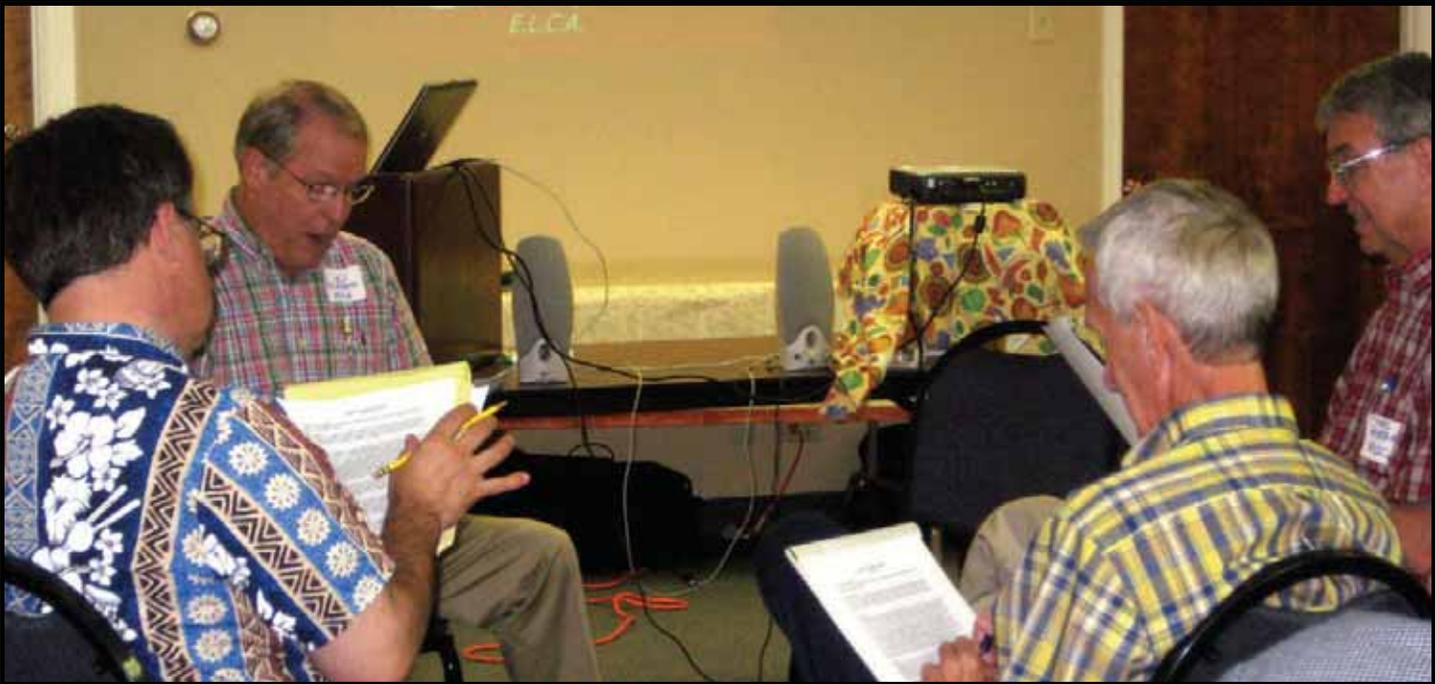
Grand Canyon Synod



Grand Canyon Synod Bishop Stephen Talmage, Pastor Adele Stiles Resmer, Assistant to the Bishop for Mobility and Leadership welcomes Interims



Attendees taking part in an Integrated Learning Experience



From the Board of Pensions - Disability Coverage - Jan 1, 2008

Called interim pastors who are between assignments will have the option to purchase ELCA disability coverage as soon as Jan. 1, 2008, if approved by the Board of Trustees of the ELCA Board of Pensions this August. Read on for preliminary information about this new benefit to be offered by the Board of Pensions in cooperation with Vocation and Education.

What new benefit is being offered?

A new extended disability benefit will give interim pastors who are under call from a synod council the option to purchase disability coverage while between assignments. This extended disability coverage will replace two-thirds of the pastor's previous defined compensation if she or he becomes disabled while between assignments.

Is this disability benefit the same as when sponsored?

While details are still being finalized, there will be some differences between extended disability coverage and disability coverage for pastors who are sponsored in the ELCA Pension and Other Benefits Program. Most notably, a pastor who becomes disabled while covered under the extended disability benefit will receive a monthly income but contributions will not continue toward her or his health, retirement or survivor benefits.

The definition of total disability and the initial two-month waiting period between the date of disability and the first day of monthly disability benefit payments will be the same as when sponsored.

Why should eligible pastors consider purchasing this benefit?

The extended disability benefit will provide eligible pastors with financial protection at a relatively low cost, in the event of becoming disabled. While between assignments, eligible pastors may choose to purchase extended disability benefits, along with health and survivor benefits, to continue coverage similar to the package of benefits they receive while sponsored in the ELCA Pension and Other Benefits Program.

Who is eligible for extended disability coverage?

Pastors who have received a formal call from their synod council may purchase extended disability coverage. In other words, a pastor is eligible for extended disability coverage if she or he:

- is serving under a term call from a synod council, and continues under call between assignments, or
- has completed an interim call from a synod council to a specific congregation, and goes on leave from call.

Pastors who are serving in an interim capacity, but not under a call from a synod council (e.g., pastors who have been appointed by the bishop, or who have contracted directly with a congregation), will not be eligible for extended disability coverage.

What is the cost of extended disability coverage?

Coverage is expected to cost \$15 – \$20 a month per \$1,000 of monthly benefit. Pastors may purchase coverage to replace two-thirds of their average monthly compensation earned under their previous assignment, rounded to the nearest \$500.

For example, let's say Pastor Jensen earns \$60,000 annually, or \$5,000 a month. When his call ends, Pastor Jensen may choose to purchase extended disability coverage for \$3,500 of monthly benefit. (His prior monthly compensation of \$5,000 multiplied by two-thirds equals \$3,333.34. This figure, rounded to the nearest \$500, is \$3,500.)

At \$15 to \$20 for each \$1,000 of income to be replaced, he would be billed somewhere between \$52.50 and \$70 a month for extended disability coverage.

Who pays for the coverage?

The pastor will be billed for coverage. The synod or congregation may make arrangements to reimburse the pastor.

What is the deadline to apply for extended disability coverage?

Generally, an eligible pastor will have 60 days from the end of an interim assignment to apply for extended disability coverage by submitting a *Change of call* form to the Board of Pensions. Pastors currently have 60 days from ending an assignment to apply for extended health and survivor benefits.

Eligible pastors who are between assignments when this new benefit becomes available will have a grace period of 60 days to apply for coverage.

Can extended disability coverage be purchased indefinitely while between assignments?

No. Extended disability coverage can be purchased for up to 12 months. If a pastor is between assignments for more than one year, extended disability coverage will end after 12 months. (Extended health and survivor benefits may continue.) The pastor may choose to purchase extended disability coverage again following her or his next interim assignment.

When will extended disability coverage be offered?

The Board of Pensions plans to make this benefit available Jan. 1, 2008, pending approval this August. Further information will be presented later this year.

IMA now has a website!

We have been working for some time now to provide a website for communication to you. It is a work in progress. The address is www.elca.org/InterimMinistry. Your comments, suggestions, ideas are welcome and appreciated.



Recommended Book

The Story Factor

by Annette Simmons

Annette Simmons is president of Group Process Consulting, whose patrons include NASA, IRS, and Microsoft. She has been featured on CNBC's *Power Lunch* and NPR's *Market Watch*, and has been quoted in *Fortune*, *The Washington Post*, and other publications. She is the author of several books including *The Story Factor*.

This book will guide and encourage you to become a more effective communicator.

A quote from her book: "Trust Me People don't want more information. They are up to their eyeballs in information. They want faith - faith in you, your goals, your success, in the story you tell. It is faith that moves mountains, not facts. Facts do not give birth to faith. Faith needs a story to sustain it - a meaningful story that inspires belief in you and renews hope that your ideas, do indeed, offer what you promise." p.3

Nearly everyone responds to a good story, and that's precisely what is behind *The Story Factor* by Annette Simmons. She starts by describing six basic types that can be adapted to any circumstance:

Who I Am
Why I Am Here
The Vision
Teaching
Values-in-Action
I Know What You Are Thinking

She includes helpful guiding principles on presentation; remember that the words are only part of a package; body language, attire, and tone must be considered. This book follows the layout of a typical textbook, much like a PowerPoint presentation.

Historically the renowned leaders of any age have had a clear identity as well as a clear purpose and a compelling vision. These leaders have used relevant information effectively to educate others and have used stories effectively to anchor a necessary course of action. Jesus telling parables, Roosevelt during his "fireside chats" and Churchill during his speeches in Parliament, told their

listeners what they must comprehend, not necessarily what they sought to hear.

If you are studying storytelling, how to encourage others, and how to change congregational culture, then your education will be deficient if it does not include the information in this book. "The Story Factor" receives the highest commendation that I can give. Reviewed by Dan DeBlock

The Intentional Interim and Funerals

By Dan DeBlock

Who was the minister talking about? It certainly was not grandmother!

Having been a chaplain in the US Army I was called on to officiate at many funerals where I only got to meet the family 15 minutes before the funeral was to take place. Nothing is more difficult than to make personal remarks about some one you don't know. Hearsay, rumors and the temptation to judge the deceased are best avoided. We may also be tempted to describe the person in terms that are not true.

There is nothing more personal than a funeral. They deserve to have something personal said.

Most pastors want to remove personal remarks from the pulpit at funerals. The inclination is to point to the promises in the Bible and then call it quits. The pastor is saying: "Dear Lord, please don't make me say anything personal!" Because, we may not know the deceased and don't have a clue on how to resolve that dilemma. The family and congregation want something personal said.

The real question is how do I get the facts so that I can speak personal words amongst all of these strangers?

What can clergy do but to honestly admit that we don't know the deceased? When I visit with the family members and close friends I ask the following questions paying close attention to adjective and verbs that are used to describe the deceased. I make sure the positive words I use to describe the deceased, (the positive attributes may be very few) are attributed to the appropriate person. The congregation then knows where I got this information. I may say, "Shortly before the service I had a chance to visit with the family and they shared (continued page 6)

(con't funerals)

with me these stories." Careful discernment is needed when dealing with saintly terms as well as characteristics and qualities repeated by different persons, the pastor now knows he/she is now closing in on the truth about the person.

So what questions do you use when meeting with the family?

Let me list a number of useful questions that I would suggest. You may also develop your own list of questions. It is rare to officiate at a funeral of someone who did not have at least one friend who could share something of how they reflected God's goodness and love.

Did the deceased (person's name) have any passions or loves or hobbies?

Did he/she enjoy any particular songs or poems?

How would (person's name) best describe themselves? (Husband, father, son, friend, businessman? Wife, mother, friend?)

If you could name one attribute, lessons (person's name) most want to teach children, grandchildren or the next generation, what would that be?

Is there any one achievement of accomplishment that would make his/her eyes light up when you made mention of it?

Is there any one event in their life that he/she took great pride?

When you remember the decease, where do you see them? (Living room, dining room, kitchen, in the yard, at the office, at school etc.)?

Are there any phrases or clichés (waste not want not)?

Did they cut out or clip articles?

Did they have any favorite Bible passages or hymns?

Did he or she have anything they opposed?

Was the deceased ever a member of a lodge, fraternity or hold an office or public position?

Was the deceased a member of the military?

Did he or she consider themselves to be a Christian?

If the deceased could write their own obituary now, what would be included?

Because he or she lived how is the world a better place?

It is important to use good judgment when quoting the off the cuff responses that family members and friends give when responding to questions like these. Private confidences should also be guarded and not revealed without first getting permission. The responses to these questions should be used to weave together various threads of the person's life which point ultimately to the promises found in scripture. Jesus Christ is the ultimate focus not the deceased. So we must be careful how we use and how much we use of the material gleaned from the family.

My hope is that when the family or friend leaves the church they will not say "Who was the pastor talking about?" They will know that I was talking about someone whom they knew because I took the time to ask therapeutic questions and used appropriate memories of the family to make remarks that were both personal and accurate.

2008 NALIP Conference

Thursday, May 22

1:00 pm

thru

Saturday, May 24

Noon

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Am I Being Called to Interim Ministry?

By David S. Wall

In my twelve years as an interim pastor, I have heard various versions of the question, "Am I being called to be an interim pastor?" Sometimes the question are more direct. "What is it like to be an interim pastor?" "Do you have a lot of down-time without employment?" "Is it hard to get to know people in a short time of ministry?" And those questions, as you can imagine are as numerous as the web of connections that a person has in ministry with other clergy.

I have thirty years in ministry and twelve of those in interim ministry, so maybe this conversation before seminary will help. One seminary professor offered that if you are able to stay out of the seminary, maybe that is your calling. It could be the same way with interim ministry. If the Holy Spirit is not pushing or nudging you into interim ministry, that could be a calling to remain in your present ministry.

I have seen both extremes of ministers go into interim ministry. I have seen those like me who have more than one decade behind them go into interim ministry. I have seen certified ministers still waiting for ordination, right out of seminary serve in an interim experience. I am thankful for those pastors who have a wealth of ministry experience who are able to bring those experiences into interim settings and give life, hope and challenge to those mission outposts or congregational settings. They need and deserve that word of gospel.

The synods I have been in contact with for interim ministry are in southern Minnesota, northeastern Iowa and western Wisconsin. I have had conversations with several bishops through the years. One bishop said to the interim pastors in one synod, interim ministry can be described in four words (and maybe that description could also have input into whether or not you are called to interim ministry). Those four words describing interim ministry were, "Have Bible, Will Travel." It obviously was said with a tongue in cheek but some very good thoughts come from reflecting on those four words.

I have so deeply appreciated the interim pastors and teachers of this specialized ministry who have been the leaders for this relatively

new ministry in the church. They have given a strong biblical and theological basis for the day to day tasks of the interim pastor. The travelling and changing of ministries has given me energy but it does have a fatigue factor for me as well. I have said it many times and it is true. The miles I have driven to an interim ministry site do satisfy my latent desire to be a truck driver. Almost all the days I have driven to an interim setting I have been glad to get out of the car and have the privilege, honor and challenge of doing ministry. And then at some point, I am glad to get back in that vehicle to return to my permanent home which for me has been from 25 miles to 175 miles from the ministry site, these past 12 years.

I am sure style of ministry is as important in interim ministry as it is in any kind of ministry. However, I have seen all kinds of styles in interim ministry as well. I have seen both extroverts and introverts have good interim experiences. I have seen a more prophetic confrontive style have good results as well as the more priestly, gently listening style, also having positive interim experiences.

For me, the best place where I sensed a calling into interim ministry was in the Basic Training of Interim Ministry continuing education course. I continue to hear from others that is a great place to be with ministers finding out if that is an appropriate calling. I am sure that prayerful consideration will always be a basis for any decisions we make in ministry. I trust that other pastors and our bishops will offer a helpful place to have conversations to firm up any call and to also have them praying for those of us who are considering interim ministry.

I am thankful for the theological understanding that when we have to make a decision in our life, that God goes with us which ever direction we choose. I know some pastors and I know those that have gone into and out of interim ministry and they are still doing good ministry, so it seems to me that they were guided by the Holy Spirit. Just as the Holy Spirit has guided friends of mine out of parish ministry into medicine, business, public education, etc. God goes with us in our calling to assist us with the joys and challenges of each ministry experience. May God's guidance and direction be obvious to you in your ministry calling.

Go in Christ's peace.

Bridgebuilders for Interims

Bridgebuilders is a process structured to help congregations in conflict. The initial training started in 1994, and since then, more than 600 clergy and professionals have been trained. One third of those trained have been interim ministers. The training is based on the Bowen Family System Theory and Biblical principles. The purpose of the training is to help congregations make good decisions for themselves and move beyond polarization.

Key Elements of the Bridgebuilder intervention: A process of growth; A multi-step process of several months; A way to conceptualize emotional systems; An objective view of the congregation's emotional system; Empowering the congregation to manage the situation; Lessening of anxiety to promote greater clarity; A focus on assets, not liabilities; Redefining situation as an opportunity; Finding a vision for the future; Renewal of purpose and mission; Creating a healthy future; and Increasing the leadership capacities within the congregation.

Opportunities for Bridgebuilder Training in 2008:

Contact: Peter Steinke, PO Box 300939, Austin, TX 78738

<http://www.hcongregations.net/index.html>

Peter Steinke



Interim Ministry Educational Opportunities—2007-2008

The 2007 Educational Program co-sponsored by NALIP and Luther Seminary began on a strong note with 22 participants from nine states and one Canadian Province. The event was led by Dr. Paul N. Svingen, currently serving as interim senior pastor at Bethlehem Lutheran Church, Aberdeen, South Dakota. A Minneapolis Area Synod Interim Pastor, Paul also serves Louisville Presbyterian Theological Seminary, Louisville, Kentucky, as Adjunct Professor in the Doctor of Ministry Program (which includes a track in Interim Ministry).

The 21st Annual Intentional Interim Ministry Basic Training Event (Phase I) will be presented at Luther Seminary (www.luthersem.edu/lifelong_learning/kairos), beginning on October 27 – 31, 2008. The Phase III of this 60-contact hour event will be presented the May 4-8, 2009. The \$745.00 tuition does not include room/board costs for either Phases I or III. (A fee of \$75.00 additional is charged for the Luther Seminary event to cover an *Insights* profile instrument.) You may contact the Kairos Web site (see above) for room/board costs.

The concluding 20-contact hour 2007 NALIP/Kairos Seminar at Luther is entitled "Interim Ministry: Essentials Beyond Basic (Training), and is for interim pastors/consultants who have completed the three-phase basic training course for intentional interim ministry. This seminar addresses: the interim process in relation to the work of visioning; responsibility, authority and accountability issues in the congregational system, a self-discovery exercise to strengthen leadership capacities so that as the designated interim leader, the Intentional Interim Pastor (IIP) can assist others in the congregation to increase their potential for effective ministry in the interim period; the IIP's role in relation to human resource issues; the process tasks in relation to appropriate systems insights; and, interim leadership and self-differentiation related to family of origin issues.

Please consult the Kairos office for details on course requirements. The tuition for this event is \$295.00. Room/board is not included in this fee. The course begins Tuesday, December 4th at 2:00 p.m. and concludes Friday, December 7th at noon.

Previously-offered advanced courses on "Effective Multiple-Staff Interims" and "Mission, Vision, Self-Study in the Interim Process" will not be offered at Luther Seminary in 2007.

Basic Education Scholarships are Available

Applications at NALIP website

**NALIP Education Courses – see NALIP web site
for details <http://www.nalip.net/>**

**DISCERNMENT FOR INTERIM MINISTRY 12-
hour events**

This short course introduces the options and challenges of interim ministry, and helps determine whether this form of ministry is a viable option for you. Recommended before investing time and energy in the Basic Education course.

The Discernment course is offered regularly at Luther Seminary in St. Paul, MN, Concordia Seminary in St. Louis, MO, and at other sites by special arrangement.

**BASIC EDUCATION FOR THE PRACTICE OF
INTENTIONAL INTERIM MINISTRY**

This course is designed to connect you with your synod, district or judicatory and offers a foundation for working with congregations facing important issues during pastoral transition. The program is designed in three sequential phases over six months: a residential week, fieldwork in a parish or other ministry site, and a concluding residential week. The course is currently offered in the fall and spring at Luther Seminary, St. Paul, and Concordia Seminary, St. Louis.

**CONTINUING INTERIM EDUCATION—12 &
36-hour events**

Specialized and advanced interim ministry courses are offered each year. Check the NALIP web site

**A Seminar Based on the Work
of Peter Steinke**

Health, Holiness, and Hospitality:
Individual and Community in Congregational Life

DATE: October 1- 3, 2008

LEADER: Ed White, Alban Senior Consultant
LOCATION: The Palisades Archdiocesan Retreat
and Formation Center

For more information [The Alban Institute](http://www.albaninstitute.org)

OTHER OFFERINGS NALIP

The National Association of Lutheran Interim Pastors (NALIP), is a pan-Lutheran body currently made up of two member Associations: the Interim Ministry Association of the Evangelical Lutheran Church in America (IMA-ELCA) and the Interim Ministry Conference of the Lutheran Church Missouri Synod (IMC-LCMS). NALIP's goals are to:

- Promote general awareness of Intentional Interim Ministry and its issues,
- Advocate high performance standards in its practice,
- Support the Church's servants called to interim ministry,
- Develop and offer programs for the training and continuing education of Lutheran Interim ministry practitioners, and
- Exercise good stewardship of resources, and pursue sources of funding.

Each year NALIP sponsors an Annual Conference featuring quality continuing education, personal and professional networking, and an opportunity to talk with local judicatory leaders about interim ministry issues.

Information on NALIP and its educational offerings can be found at www.nalip.net.

See the next page for information about this year's speaker.

Interim Ministry Network

Since 1980, the Interim Ministry Network has dedicated itself to the health and wellness of church congregations. The wellness of churches is influenced by three kinds of learned leadership skills - prevention of unhealthy practices before they take root, maintenance of congregational health during times of stress or change and restorative care when it is required. Information on IMN resources can be found at www.IMNedu.org.

The Alban Institute

AI is an ecumenical interfaith organization, founded in 1974, which supports congregations through book publishing, educational seminars, consulting services, and research. It offers practical assistance in working with congregations, garnered by continually learning from—and sharing learning's with—thousands of congregations and denominational bodies. Alban is dedicated to pursuing new knowledge in the fields of sociology, human relations, and organizational development, and disseminating original research through books, educational seminars, and consulting and training services. Information on the Alban Institute and its work can be found at www.alban.org.

The Lombard Mennonite Peace Center

LMPC is a non-profit ministry that works to encourage the nonviolent transformation of conflict in relationships in homes, workplaces, schools, churches, and throughout our world. Its programs and resources address ways of resolving conflicts and building healthier relationships in all of these various settings. Information on the programs and resources of LMPC can be found at www.lmpeacecenter.org.

Leaving

By Dick Mathisen

Leaving should be the easiest part of interim ministry, right? After all, from the moment you arrived everyone knows you are there for a short time and will be leaving soon. So, everyone is prepared for your departure, right? And you're prepared for it too, right?

Well, not really! In fact, leaving is one of the hardest parts of interim ministry. It's hard for the congregation. And it's especially hard for the interim pastor.

Let's start with the congregation. When we arrive at an interim congregation, we know that we will be dealing at the beginning with the congregation's grief over the loss of their previous pastor. That's a given. What we need to remember is that some of

the same grief will occur when we, the interim pastor, leave. We need to give thought to preparing the congregation for our departure and the congregational grief that will be part of that transition.

Leaving is also difficult for the interim pastor, for the reason. We have established our own relationship with the congregation and its members. We've become emotionally involved. Therefore, we need to recognize that we will suffer personal grief ourselves at the separation.

I became intensely aware of my personal emotion of grief because I found myself behaving strangely near the end of each interim. For example, it became difficult to go into the office. The first time this occurred, I didn't understand it. However, by the second and third time, I recognized the phenomenon and understood it better. At some psychological level, I seemed to be distancing myself from the current congregation as I prepared myself for the eventual separation. (The same "distancing" occurs within the congregation when they realize the interim period is coming to an end.)

I now realize that my internal transition begins the moment the congregation officially enters the synod's Call Process. At that point, when the congregation submits its Congregational Profile to the synod and the Call Committee is up and running, my job changes completely. Suddenly, I am no longer doing "interim work." Instead, I am doing the same job that any parish pastor does. It could be called "maintenance ministry."

At this point, I usually explain the implications of this change to the Church Council. They need to think about my eventual departure from the congregation, which can usually occur in one of two ways. One way is when the Call Committee and congregation find a new pastor. In that case, I expect to leave two weeks before the arrival of the new pastor. However, there is a second possibility. If the synod needs my presence elsewhere, then I might be asked to leave for the new assignment. Since I have completed the "interim work," another pastor can step in to do the normal maintenance ministry, without necessarily being a trained intentional interim pastor. (This could also be done at less than full-time, saving the congregation some budget dollars.) By discussing this situation with the (continued on page 11)



NALIP Board Members

l to r – Ray Hittinger, Richard Paul, Jan Marvar, David Newhart, Martin Teske

Correction

Ray Hittinger is the Treasurer/Business Administrator and not the NALIP representative for the IMA as stated in the Summer 2007 edition. We thank Ray for his hard work and dedication.



Treasurer's up date

Being new to this job I can only report on what is the present state of affairs with our finances, and not judge as to the relative passing grade of the balance.

At this time the treasury has a balance of \$2,216.06 with membership dues coming in rather slowly. We have paid our dues to NALIP which is \$1,500 reduced from \$2,000 in the past.

Membership dues are coming in slowly I would like to say that it is time to renew your membership and that would be helpful to bring the treasury up to par, which is around \$3,500.

David Newhart

(continued from Page 10)

Council, it allows the congregation to begin thinking about the upcoming transition well before it might occur.

How should we deal with the emotional aspects of separation, both for the congregation and for ourselves? I suspect every interim pastor struggles with these separation issues. My own approach to these issues is to be very open and public about them, especially at the end. When my departure has been announced, I find it helpful to talk openly about my sense of loss. I do this both in personal conversations and in the newsletter and other public communications. I speak about how I will miss the congregation. I will miss the people. A part of me is very sad about the impending loss. Of course, part of me is also excited about my new interim assignment. Therefore, I usually talk about my mixed emotions – the sadness of the impending loss coupled with the excitement of the new assignment. I talk about this both privately and publicly.

Interim pastors know a lot about the sense of loss at the end of a relationship. We know a lot about it because our first interim task is to deal with the congregation's grief over its loss of the previous pastor. We can also apply that knowledge as we prepare the interim congregation, and ourselves, for the transition that occurs when we depart.

Dick Mathisen

Richard A. Mathisen is an intentional interim pastor in the Southeastern Pennsylvania Synod, ELCA.

Association Dues

Annual dues for the Interim Ministry Association of the ELCA (IMA) are \$50. Dues are tax deductible.

Please make all checks payable to **Interim Ministry Association** and mail them to: IMA

ELCA Vocation and Education Unit

8765 W. Higgins Road

Chicago, IL 60631