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The Newsletter

Disability Coverage for Interims



Board of Pensions
Evangelical Lutheran Church in America

ELCA disability coverage now available for called interim pastors between assignments

If you are a called interim pastor receiving benefits under the ELCA Pension and Other Benefits Program when you serve at a congregation, you now have the option to continue your disability benefits coverage when your assignment ends. The ELCA Board of Pensions began offering a new disability benefit Jan. 1, 2008 for interim pastors called by a synod council.

The fall and summer issues of this newsletter described some of the details about how this new disability benefit will work. In this article, you can find the specifics of who is eligible to continue ELCA disability benefits and how to purchase coverage.

Eligibility requires a call from a synod council

As part of the ELCA benefits program, continuing disability benefits coverage is available for pastors who serve this church through interim ministry (i.e., those who specialize in leading congregations through times of transition).

To purchase continuing disability benefits coverage, you must have received a call from a synod council. Specifically, you may either be:

- on leave from call after completing an interim or term call from a synod council
- under a term call from a synod council and between assignments

There are two ways a pastor can be called by a synod council.

- Under an **interim call**, a pastor serves one congregation. The pastor and congregation agree upon a contract (some synods may refer to this as an appointment, a covenant, etc.). Before the contract begins, the congregation asks the bishop or synod office to approve the arrangement by extending a call from the synod council.
- Under a **term call**, a pastor is available to serve various congregations within a synod. The synod council extends a call for a certain period of time, generally one to three years. ...

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Special points of interest:

- New Membership rates
- Can the congregation call the interim?
- Ministry Opportunity in North/West Lower Michigan Synod
- Board of Pensions Disability Coverage for Interims

Ministry Opportunity for Trained Interim

The North/West Lower Michigan Synod is seeking an Intentional Interim Minister for a congregation that has experienced significant conflict. The need for healing and rebuilding requires a senior pastor with the appropriate gifts and skills.

Please submit resume and letter of interest to:

Rebecca Bossenbroek

Executive Assistant for Administration

North/West Lower Michigan Synod

801 South Waverly Road, Suite 201

Lansing MI 48917-4254

T 517-321-5066

F 517-321-2612

rebecca@mittensynod.org

<http://mittensynod.org>

Lifetime Membership Now Available

The IMA Board approved lifetime Memberships beginning immediately.

Your membership supports a stronger voice of advocacy in the ELCA through the ELCA Conference of Bishops, synodical staffs, and the ELCA Church wide Office on behalf of intentional interim ministry. IMA raises the concerns of interim pastors facing frequent transitions to the ELCA Board of Pensions. IMA informs you of exceptional continuing education especially designed for

Lutheran intentional interim professionals. Your membership helps support an annual gathering of Lutheran interim leaders and synodical staff from across the country (and a few international participants) arranged by the National Association of Lutheran Interim Pastors (NALIP) of which IMA is a member. The IMA also supports NALIP in its work of promoting basic and advanced training courses for interim ministers.

Introductory Regular or Associate Membership: \$50
[Current and former Regular and Associate Member annual dues for 2008 are \$50 per year]

Life and Associate Life Membership: Up to 55 years of age at \$450; ages 56 thru 60 at \$350; age 61 or older at \$250.

Applications are available on the Interim Ministry Website. (also see last page)

Interim Ministry Association Board



Seated LtOR Jan Marvar and Cheryl Berg; Standing LtOR David Newhart, Dan DeBlock, Richard Mathisen, and Olin Knudsen; Missing Keith Hammer.

The board of the IMA welcomes your questions, comments, and interim ministry suggestions. The members of the board also serve congregations — and our addresses and phone numbers change regularly. The best ways to reach us are by [e-mail](#) or [surface mail](#).

- Olin Knudsen**, President
Northern Texas-Northern Louisiana
- Richard Mathisen**, Secretary
Southeastern Pennsylvania
- David Newhart**, Treasurer and NALIP representative
Northeastern Pennsylvania

- Dan DeBlock**, editor newsletter and website
Southwestern Minnesota
- Cheryl Berg**
Northwestern Minnesota
- R. Keith Hammer**
Eastern Washington-Idaho Synod
- Jan Marvar**, NALIP representative

From the President Olin Knudsen

Partners in Intentional Interim Ministry,
 Greetings to you in the name of our Lord and Savior Jesus Christ.

I just returned from the IMA Annual Board meeting in Chicago. I am pleased to share with you the energy and dedication I witnessed as we addressed many issues concerning Transitional

Ministry.
 Two items I will address in this article. First, is the continued effort to connect with Synods of the ELCA. In September a letter was sent to Bishops requesting a point of contact for Interim Ministry within their Synods. I am happy to announce that many Synods have given the IMA the

Synod's individual that deals directly with Interim Ministry. IMA decided that we would follow up by identifying individuals in the nine Regions of the ELCA to continue to keep information and resources current concerning Interim Ministry.
 (continued on page 4)

Disability Coverage for Interims
(continued from page 1)

During that time, the interim pastor may be assigned from congregation to congregation. The pastor remains under call between assignments.

NOTE: Continuing disability benefits are not available to pastors whose roster status is retired.

How to purchase continuing disability coverage

When your call (or assignment) ends, your congregation should notify the Board of Pensions. At the same time, you should apply with the ELCA for on leave from call status (unless you remain under a term call).

Upon receiving notice from your congregation that your service has ended, the Board of Pensions will send you the paperwork to continue disability benefits coverage while on leave from call. If you wish to continue coverage, you will have 60 days from the end of your call (or assignment) to return your application form and a copy of your letter of call to the Board of Pensions. Continuing coverage will take effect retroactive to the day after your call (or assignment) ended.

Continuing disability benefits provides monthly income equal to two-thirds of the defined

compensation you earned during your last 12 months of employment, rounded to the nearest \$500. You will be billed monthly for coverage. In 2008, the rate for continuing disability benefits is \$19 per month for each \$1,000 of coverage.

For example, if you earned \$51,000 during your last 12 months of employment, you would be eligible to purchase coverage for \$3,000 of monthly benefits. (To calculate monthly benefits, divide \$51,000 by 12, then multiply by two-thirds and round to the nearest \$500). For \$3,000 of monthly benefits, you would be billed \$57 per month.

You may purchase continuing disability benefits coverage for up to one year at a time.

If you are currently on leave from call

The option to continue disability coverage is being offered for the first time in 2008. If you are currently on leave from call and your last call was from a synod council (or if you are currently under a term call but between assignments), you

have until March 1, 2008, to apply for continuing disability coverage. Your coverage will be effective retroactive to Jan. 1, 2008.



You can obtain the *Continuing coverage* — for interim pastors called by a synod council application form by contacting the Board of Pensions or visiting its web site at www.elcabop.org.

For more information

For additional details about continuing disability benefits, please visit the Board of Pensions web site at www.elcabop.org. You can also contact the Board of Pensions Service Center at (800) 352-2876 or mail@elcabop.org.

You can also contact the Board of Pensions Service Center at (800) 352-2876 or mail@elcabop.org.

Register Early for NALIP Conference Discount for IMA Members!!

Interim Ministry Network (IMN)
28TH ANNUAL CONFERENCE
MAY 20-22, 2008
PHEASANT RUN CONFERENCE CENTER
ST. CHARLES, ILLINOIS

NALIP 14th Annual Conference

The National Association of Lutheran Interim Pastors (NALIP) 2008 Conference will begin at 1:00 p.m., Thursday, May 22 and conclude at Noon, Saturday, May 24, 2008 (immediately following the Interim Ministry Network, Inc. conference being held at Pheasant Run Resort, St. Charles, IL)

NALIP is made up of two associations: The Interim Ministry Association (IMA) of the ELCA; and the LCMS Interim Ministry Conference (IMC). The annual Conference brings together Lutherans who work with congregations in transition — pastors, laity, judicatory representatives and other interested persons.

2008 Conference
Thursday, May 22
1:00 pm
thru
Saturday, May 24
Noon
Chicago Marriott O'Hare
Chicago, IL
[Conference Information](#)
[Additional Information](#)
[Conference Schedule](#)
[Conference Presenter](#)
[Online Registration Form](#)

<http://nalip.net/>

From the President (con't)

(continued from page 2)

Second challenge for all of us is Boundaries. The Boundaries I am referring to is a pastor's leaving (also known as Leave-Taking) and then staying out of the affairs of the congregation she or he has left. I have to admit that it is very difficult for me to cut ties with the congregation I have lived with and loved for the period I served as pastor. It is no easier for me as an intentional interim. Since I retired from Air Force chaplaincy, four of the five churches I have served as both Settled and Interim have been violated by previous pastors. In all cases, I believe, including my current assignment, the pastor's intervention was because he was genuinely concerned for the well being of the church. Their intervention, I believe, was because they cared; however they were still wrong! In fact, members of my previous calls and assignment as Interim have contacted me for advice. In some cases even though my heart ached when I heard their comments, I reminded them that I was no longer their pastor and they must talk directly to their currently called pastor.

Now why is this so important? Just imagine you are the new pastor. Would you like the previous pastor injecting her or his thoughts, opinions, etc? What do you believe this would do to your joining and being accepted by the "system?" Or as stated in "Pastoral Ethics and Leave-Taking" document from Southwestern Texas Synod, Evangelical Lutheran Church in America:

Effects of Continuing Contact

Consider what happens when a pastor fails to let go of his/her former pastorate:

Members delay or deny the necessary grief work and get emotionally "stuck."

When the congregation must work through a problem, the unseen (or seen) presence of a former pastor complicates the ability to have an open dialog.

When members turn privately to a former pastor for comfort and care, it deprives the community the opportunity to build the strength that comes from shared struggles.

Private contacts direct members' energy outside the congregation when that energy may be needed within the community.

Private contacts encourage "holding on" to the past and fighting former battles; they decrease the congregation's ability to struggle with present realities and create a new future.

Contacts confuse members about where and how to focus their commitment.

Private contacts place the resident pastor in the awkward position of interloper.

By surfacing implicit comparisons between new and old, the new pastor is forced to contend with "ghosts."

Private contacts keep the new pastor on the defensive and subvert that pastor's morale and effectiveness.

Closely related for us as Interims and just as crucial is to understand that we are never to be considered for call to the church we are serving as interim. While it feels good, really good, to hear congregants say we love you and we want to call you, we must remind them of our agreement and Synod guidelines to say thank you for your kindness, but No.

There is a good reason why Interims are not to be considered for Call to their present assignment. First, the Interim has an unfair advantage. Think of this. Who would vote against you after your first month serving as Interim? Further, why would the Congregation and/or Call Committee go through the Call Process if they have their candidate, you, present and available? Second, how objective and honest can the Interim be if she or he is a potential candidate for call? Third, it is really hard to shift from Interim or Temporary Shepherd to Settled Pastor. Since the process and goals of the Interim are so different from a "Settled Call" both the Interim and the congregation would have to make a dramatic shift in expectations. Finally, I believe, the Church needs us. We Interims provide a vital and unique ministry for the health, well-being and future of the Church we love and serve.

Olin R. Knudsen



Consider what happens when a pastor fails to let go of his/her former pastorate

Thank You Thank You Thank You

Zion Lutheran Church, Says Thank You with Love Offering

Zion Lutheran Church, McGregor, Texas said Thank You to their Interim Pastor, Olin Knudsen by giving the November "Noisy Offering" for

the work and ministry of the IMA.

"I asked them to consider designating the November's offering just prior to my departure and they gave \$750.00." Did someone say, "Ask and it will be given unto you"?



Texas-Louisiana Tri-Synod Interim Conference

Texas-Louisiana Tri-Synod Interim Conference April 15-16, 2008

The Bishops of three Texas-Louisiana Synods (North Texas-Northern Louisiana, Southwestern Texas and Texas-Louisiana Gulf Coast) invited all those who serve as Interim to attend a Tri-Synodical Interim Ministry Workshop scheduled for April 15-16, 2008 at Cedarbrake Re-

treat Center in Belton, Texas.

The purpose of the workshop is to discuss interim ministry in the three synods, to listen and learn from each other, and to begin a process of raising awareness for and growing the presence of Interim Ministry in our synods' life and mission. The Bishops believe that this particular ministry is vital in the life of congregations in transition and we

need to deepen our understanding of how to lift up those who serve in interim work. "We therefore strongly encourage you to attend." This event will involve trained as well as untrained pastors serving as Interims, as well as those who might be interested in serving as an Interim. More information is available through any of the Tri-Texas Synod offices.

Interim Ministry Workshop scheduled for April 15-16, 2008
We strongly encourage you to attend.

IMA Board Highlights 10-18-07

Synod Staff FAQ -- The IMA Board has updated the Synod FAQ for Synod Staff on the website. The new version has now been uploaded to the website.

Advocacy -- A letter has been sent from IMA President Olin Knudsen to all 65 Synod Bishops to make them aware of the existence of the IMA as the voice of interim ministry

within the ELCA. We pointed out that we have an IMA website which is part of the ELCA website, that we publish a quarterly newsletter which is now available on the website, and that we have recently updated the FAQ for Synod Staff. We included a copy of the FAQ for Synod Staff with the letter. We also invited them to appoint a Synod Liaison for

interim ministry if they wished to do so.

Website Statistics -- The IMA Board reviewed usage statistics for the IMA website to see if there were areas for further improvement. Suggestions for improving the website are always welcome.

Dick Mathisen, Secretary, IMA Board

Discernment For Interim Ministry

DISCERNMENT FOR INTERIM MINISTRY

12 hour events

- Jan. 31 - Feb. 1, 2008 - Luther Seminary, St. Paul, MN
- July 29-30, 2008 - Concordia Seminary, St. Louis, MO
- Sept 18 - 19, 2008 - Luther Seminary, St. Paul, MN

Do I have the experience, the leadership gifts, and the

calling to Interim Ministry?

This event is specifically designed to identify personal and pastoral gifts needed for this rewarding ministry, and to help you become aware of professional and lifestyle challenges. In the process you will also work with synod staff to discern whether they can affirm and use your gifts for Intentional Interim Ministry.

Note: Discernment Events can easily be scheduled by synods or regions for as few as ten participants at a modest fee. This new workshop was specially designed as a low-cost introduction to interim ministry issues before enrollment in the 60-hour training course.

[Register online for Kairos courses!](https://www.luthersem.edu/lifelong_learning/kairos/registration.asp)

https://www.luthersem.edu/lifelong_learning/kairos/registration.asp



Basic Education for Intentional Interim Ministry

BASIC EDUCATION FOR THE PRACTICE OF INTENTIONAL INTERIM MINISTRY

Six month program, three sequential phases

- Feb. 18-22 (Luther Seminary, St. Paul, MN) and Sept. 8-12, 2008 (Mt. Olivet Retreat Center, Farmington, MN)
- June 16-20, 2008 and

January 26-30, 2009 (The Lutheran Theological Seminary at Gettysburg, Gettysburg, PA)

- Oct. 27-31, 2008 (Luther Seminary, St. Paul, MN) and May 4-8, 2009 (Mt. Olivet Retreat Center, Farmington, MN)
- Nov. 5-9, 2007 and April 14-18, 2008 (Concordia Seminary, St. Louis, MO)

The NALIP Basic Education

curriculum is designed to introduce clergy and lay professionals to the practice of intentional interim ministry. Although focusing on Lutheran theology and polity, the event is open to all lay leaders and clergy desiring and/or called to this special ministry in congregations during a pastoral transition.

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Advanced Interim Basics

ADVANCED BASICS

September 22-24, 2008 - Olmsted Manor Retreat Center at Ludlow, PA

Olmsted Manor Retreat Center
Route 6
Ludlow, PA 16333
(80 miles east of Erie, PA)

This course will update your Basic Education in the Practice of Intentional Interim Ministry by:

- Revitalizing your ministry in order to become more intentional in the transition processes of a congregation experiencing pastoral leadership change
- Increasing your understanding about the "Body of Christ" as an "emotional system" and how this understanding affects the interim pastor's ministry in a congregation in pastoral transition

- Walking through the interim period by utilizing the Transition Team

Experiencing more with the Developmental Tasks, "LifeStories", conflict, power and the Leadership Learning Wheel

LEADER

The Rev. Andrew E. Carlsson
Retired Intentional Interim Pastor [More Information](#)

<http://nalip.net/>

Here's a thought...

Print an extra copy of this newsletter and share it with someone interested in interim ministry.

Basic Education for Intentional Interim Ministry (con't)

(continued from page 6)

This course is designed in three phases (Planting, Cultivating, and Harvesting) covering a period of about six months. The first and third phases are in-residence, beginning at noon on Monday and concluding at noon on Friday with a total of at least 60 contact hours.

Phase I (Planting) is a residential week focusing on the theory, theology, leadership skills and congregational systems related to intentional interim ministry. We examine the interim journey through scenarios (propositional learning)

including the dynamics of entry, pre-entry, stages and tasks of the congregation, emotional systems, conflict, grief, power structures, and leadership skills necessary to lead the congregation, and exiting/closure issues.

Phase II (Cultivating) is a six month experience in a parish or institutional setting, ideally in a leadership transition, in which the participant in this program "puts into practice" the material learned in Phase I. During this time, you will learn contracting (covenanting), work on personal learning

goals, and write two critical incident reports, all under the supervisor of your chosen fieldwork supervisor.

Phase III (Harvesting) is the second residential week in which through a group process you will share one of your critical incident reports, review material learned in Phase I, and learn more about the dynamics of congregations in pastoral transition, and your leadership skills and needs. You will also discuss the biblical and theological connections in this special ministry as specifically related to the Lutheran church.



Basic Education Scholarships

Amount of Scholarship

The Scholarship Fund will award \$300.00 to each qualifying candidate for a Basic Education Course sponsored by the National Association of Lutheran Interim Pastors (NALIP).

Number of Scholarships

A maximum of 10 scholarship grants will be awarded each

calendar year.

Application Process

Each applicant must complete a scholarship form that delineates the need for assistance. Applications for the scholarship may be obtained by writing to the NALIP Treasurer via the internet at nalip.net@verizon.net or by United States Postal Service to

National Association of Lutheran Interim Pastors (NALIP), P.O. Box 4416, Bethlehem, PA 18018-0416.

[More Information](#)

<http://nalip.net/>



Interim Ministry Associate by David Wall

I have had the privilege of serving as an Interim Senior Pastor, an Interim Solo Pastor and as an Interim Associate Pastor. Each has its own challenges and opportunities. I'd like to just share some thoughts about being an interim associate pastor. I have heard interim pastors say it is impossible to be an

interim associate pastor. I would be the first to admit that you have some unique challenges in that position. Staffing is probably the biggest issue. If the senior pastor is in charge of that, it will not be in your area of responsibility or control. However, many things are taking place that you can have an impact upon. An

interim associate pastor can be a non-anxious presence for the staff and the parish leadership in a time of transition.

An example of this is the interim associate may be in direct relationship with individuals such as the president of the congregation.

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Interim Ministry Associate by David Wall (con't)

(continued from page 7)

The interim associate can be pastoral in approach whereas the senior pastor has to be more concerned about the agenda she/he has to implement. This gets into the area of what I call "being a chaplain" to individuals in the parish. It is more than audacious for me to use that term since I have never been a chaplain. The image I see there is that it is a vitally important role in the overall functioning of an institution. There definitely are limitations to what a chaplain may do but most definitely opportunities for vital ministry as well.

If there are less administrative responsibilities, time becomes

more available for creative ministry options.

I have found collegial friendships as an interim associate as well. It has been a great opportunity to listen to and share with the senior pastor the challenges in that office. I believe that can empower the senior pastor and encourage them to grow in the healthy ways of ministry and strengthen the church at large in this way. I can't deny the challenges if the senior pastor has unhealthy leadership styles and how do you not undermine that position and still hold the line for what is important. The judicatory office may need to be the ones to be a primary support if this takes place. Also, an outside consultant might be able

to come into the parish and identify the needs of the parish and staff for the immediate future.

The interim associate pastor has a very unique and specialized role in the parish. In the six different times I have been in that position, each has had a different flavor. I look back and cherish those calls as much as I cherish the senior and solo interims I have served. Blessings to you in your ministries and don't rule out an interim associate ministry which might be rewarding for a parish and for you. In Christ's service,

David Wall, Interim Pastor

The interim associate pastor has a very unique and specialized role in the parish.

Doctor of Ministry in Interim Ministry

It often happens that when a pastor retires she/he does "Sunday Supply", or part-time interim work, or takes the training for intentional interim ministry, or moves to Florida. Not having the choice of the latter, and having done the first three, I decided to fulfill a long-time ambition and earn a Doctor of Ministry degree. However, at age 68, was I too old to do something like that!

As an ELCA pastor, I was on the mailing list of the Lutheran Theological Seminary at Philadelphia, and I had frequently received their brochures about the DMin program. Earlier in life, I was too busy in parish work, interim ministry (especially IMN and NALIP), and family life. So, I put it off.

Now that I had some time, I was thinking I was too old!

I inquired at LTSP about the program, and indicated my age and that I was not serving a parish. The dean of graduate studies wrote back, "Never too late for a DMin....Your interest in Intentional Interim Ministry would make a fine DMin project....I hope that we will see you in the program." So, with that encouragement, I enrolled and was accepted in the program in July of 2004. It has been an exciting, challenging and interesting experience! I would recommend it to anyone over 65! (Even those under 65).

Keeping in mind that the DMin program has the pastor/congregation as the focus, and

not academic scholarship, one of the challenges was the absence of serving a congregation. Remember, I was no longer even serving in full-time interim ministry. However, with the keen interest of professors and some imagination on my part, it has worked out well. The first class I took was a case study class, required of all DMin candidates. I was able to utilize a situation which occurred with the IMN faculty a few years ago. (Case studies are not Critical Incident Reports!). In other classes, I have been able use one of my workshops, a congregation I once served, another congregation where I

(continued on page 9)

Doctor of Ministry in Interim Ministry (con't)

(continued from page 8)

was mentoring the pastor, and my work about the Transition Team (Interim Steering Committee). My DMin project paper will be about the work and tasks of the Transition Team.

In future articles of this newsletter I will share in more detail some of my work in this DMin program, especially the Apostle Paul's use of interim ministry, Luther's understanding of the call to temporary situations,

sociological and theological renewal in a congregation during the interim and developing the spirituality of a congregation during the interim. Keep tuned in!

Pr. Andy Carlsson,

Doctor of Ministry in Interim Ministry
I would recommend it to anyone over 65! (Even those under 65).



The Rev. Andrew E. Carlsson
 Co-founder and faculty member of NALIP

In case you have not heard of this, the Presbyterians have done "[A Study of the Effectiveness of Interim Pastors](http://www.pcusa.org/research/downloads/interimpastors.pdf)", published in September of 2007.
<http://www.pcusa.org/research/downloads/interimpastors.pdf>

Why Can't the Interim Take the Call?

I am a member at an ELCA church that currently has an interim minister. I was shocked to read in your information that interims sign a letter of agreement that they will not stay. Our interim has made it known to our entire congregation that it is indeed his/her desire to stay and that the congregation should go to the synod to petition to keep him/her. Is this a possibility or is he/she in violation of the written agreement?

Thank you for your note. Yes, your interim pastor is in violation of the policies of the ELCA governing interim ministry which clearly states the understanding that an interim pastor is not to be a candidate for permanent call to the congregation he/she is serving as an interim. This violates the intent of interim ministry which is not to be a kind of "trial ministry" period, but is to be a time for the congregation

to focus on the a very specific set of tasks which prepare for the next pastor.

If you have questions about this, you should really follow up with your synod's bishop or one of the bishop's staff.

Dick Brueschoff
 Director for Lifelong Learning Vocation and Education unit, ELCA

A question is often raised by a congregation, Search Committee, or even by an interim minister in words such as the following: "Why is it considered unethical and not normal practice for a congregation to consider calling a person who is serving in the position of an interim minister, as the new installed minister for that congregation?" From the experience of those persons who have worked closely with the process of ministerial relocation and the special tasks of interim ministry, it is not ap-

propriate for an interim minister to become the installed minister. Following is listed the rationale for NOT considering the interim minister for the installed position in a local congregation:

1. An interim has an advantage over other possible candidates who may desire to be considered for the position because he/she has more visibility to the congregation.
2. An interim will always have a following but will also almost always have those who are not favorably committed to him/her. If he/she were to be called to the position of ministry, there would be built-in opposition from the very beginning.
3. If the decision is made to consider the interim along with the others being considered, and the interim does not get



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Interim ministry is primarily one of Word and Sacrament, but following the resignation or retirement of a congregation's pastor, the interim pastor can assist the congregation with the transition following an extended pastorate and often the resolution of recent or long-term conflicts. This ministry is usually done by a person who has received special interim ministry training.

The Interim Ministry Association of the ELCA (IMA) is a partner ministry of the ELCA, relating to this church through the Vocation and Education program unit. The IMA is the recognized "voice" of interim ministry practitioners within this Church.

Membership in the IMA is open to all ELCA rostered clergy and lay ministers, and to the rostered leaders of full communion partner denominations who serve ELCA congregations.

Contact ELCA Interim Ministry

We welcome your questions, comments, and interim ministry suggestions. The members of the [Interim Ministry Association Board](#) also serve congregations — and our addresses and phone numbers change regularly. The best ways to reach us are by e-mail or surface mail.

Mail

Interim Ministry Association
c/o ELCA Vocation and Education
8765 W Higgins Road, Chicago, IL 60631-4195

E-mail

For general questions or comments, please contact ve.info@elca.org.

E-mail Newsletter

imanewsletter@msn.com.



Why Can't the Interim Take the Call? (con't)

(continued from page 9)
the position, there could be hurt feelings that would jeopardize the remainder of his/her interim work until a new minister is called.

4. If the interim is considered and he/she does not get the decision, there are already people lined up for and against the interim, and whichever way the decision goes, there will be some of the congregation who will be upset.

5. The church, itself, may pass up better leadership than it is getting, even with a good interim, if it fails to consider a larger number of potential ministerial candidates.

6. Interim ministry is unique, and an interim minister may often lead in ways that would be acceptable as an interim but would not be acceptable to some in the congregation were he/she to remain as permanent installed minister.

7. Other ministers will know of the ministerial ethics involved and will know that those have been broken if an interim is called. The result could be a lack of fellowship and broken relationships with other ministers.

8. A precedent could be set which would result in ministers seeking interim positions with the specific idea in their minds

of putting themselves in a better position to be considered and called as the installed minister thus greatly damaging the whole placement process.

9. Trust that people keep their word is essential in contract relationships; changing the contract may foster distrust in the pastor and the leadership who made the amendment.

10. Interim pastors can best help congregations if they are first interested in the welfare of the congregation they are serving.

Dan DeBlock

