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The Newsletter

Interim Ministry in New Zealand

In May 2006 I had the privilege of attending the IMN (Interim Ministry Network) and the NALIP (National Association of Interim Pastors) Conferences in St. Louis, Missouri. Although originally an ELCA pastor, I became a pastor in the Lutheran Church of Australia (and New Zealand). After the St Louis Convention in June 2007 I was surprisingly elected the President of the Lutheran Church of New Zealand for a special two-year term. This followed a twelve year incumbency of my predecessor. Because I had been the LCA's national interim pastor, and because it was for a special two-year term of office, I was considered as an "Interim President". I put quotes around "Interim President" because constitutionally I am re-electable in June 2009. So, whether as a true interim or not, I am still seeking to be a transitional President.

Here are a few observations along the way after I was installed in October 2007:

Interim training and experience, still leaves one rather unprepared for the unique role of President/Bishop.

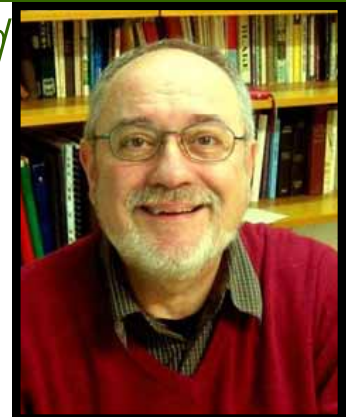
All new Presidents/Bishops soon discover how they are perceived differently by both clergy and congregations.

I think they discover that with lesser pastoral duties there comes a greater necessity for personal study and prayer.

In the area of spiritual warfare they must resist cynicism because of accelerated exposure to church conflict.

They need to ask the Holy Spirit to fan into flames any and all embers of administrative gifts which they may have, because they will need it.

So, after basically saying how being an Intentional Interim pastor can't prepare one to be President, let me now say that the interim ministry skills really do help. If a church organisation is looking at transformation and change, then there is a real place for leaders who understand the process. The lessons of Interim Ministry Training (emotional systems, conflict, grief, transitional leadership) are valuable for denominational leaders. Our Lutheran Church of Australia, to which the New Zealand church is united, has recently had each of the District Presidents attend a three-phase IMN approved training course in Sydney. One veteran President remarked that he wished he had this in-service training when he started the job.



Rev. Robert A. Erickson
president@lutheran.org.nz

I think where the interim training and experience helped me was in understanding organisational systems and power. The concept of congregations in transition has also been transferable to the wider church here in New Zealand. We are considering moving our national office from the provincial town of Palmerston North to the city of Auckland. Our face is also being transformed as we become a multi-cultural church at a faster rate than expected.

New Zealand may be far away, but it is not isolated. I came in contact with two NALIP members a few months ago as they were visiting New Zealand. Brothers Paul and Richard Meyer (LCMS retired) were a welcome reminder of the 2006 Convention. We even spoke of future possibilities of Interim and retired Pastors from the USA going to New Zealand or Australia to help with the clergy shortage we are experiencing. Time will tell if that discussion bears fruit.

Special points of interest:

- Interim Ministry in New Zealand
- Interim Ministry Association has a new logo.
- Education Opportunities
- 2009 Conference - NALIP



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

Interim Ministry Association Board

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

Dear Friends,

As we enter 2009 together, I share some thoughts that I shared with the congregation I serve and often remind myself. I embrace this based on experience of “peaks and valleys” in my own life.

I have entitled this **Hanging in There for the Long Haul or Developing Staying Power**

(based on 2 Corinthians 4:1-8) or Paul’s Second Letter to the Christians at any congregation especially those you serve in *TRANSITION*.

At the center of my message to you and me is the reality that we have all been “duped” into believing that being a follower, a disciple of Christ is easy and guarantees a blissful life. There is also a hint that sometime in our “Walk”

we will finally “get it” or “get there.” Even when I have experienced a “Mountain Top” experience, I soon found myself *down* in the valley.

Here are some reflections: Our race is not a **Sprint** but rather a **Marathon**. Our “walk” is a **Community/Team** activity not an individual task. Our life as individuals and together as the Body of Christ, the Church, is Not just getting by... Same ole, same ole. Not *Resuscitation*...rather **RE-CREATION** (*Webster’s Dictionary: Resuscitation follows Resurrection... curious?*) Resurrection is not the resuscitation of the old me. It is the **re-creation** of a **new me**. A **me** that will still be **me**. A **you** that will still be **you**, **not** the **same old me**, and not the **same old you**. **Thank God!!!**

the long haul – the staying power is not our doing but God’s gift to us.

Listen to Paul’s message to the us as Christ’s Disciples. It is the truth about our life in Christ is “We experience many defeats but we are not defeated... *“We are hard pressed on every side, but not crushed; perplexed, but not in despair; persecuted, but not abandoned; struck down, but not destroyed.”*

2 Corinthians 4:8-9

Here are six points to grab and **HANG** on to.

Remember God Loves me, Hang in there!
“Therefore, since through God’s mercy we have this ministry, we do not lose heart.”

2 Corinthians 4:1

That is Staying power for

Maintain a clear conscience, be a peace, God's forgiveness, God's ultimate peace!

"...we have renounced secret and shameful ways; we do not use deception, nor do we distort the word of God. On the contrary, by setting forth the truth plainly we commend ourselves to every man's conscience in the sight of God." 2 Corinthians 4:2

Our God is a God of second chances – confess and accept His forgiveness.

Have the right motivation, not about me, it is all about God!

"For we do not preach ourselves, but Jesus Christ as Lord, and ourselves as your servants for Jesus' sake." 2 Corinthians 4:5

Accept my limitations- we are all "Crack-Pots" for Christ

"But we have this treasure in jars of clay to show that this all-surpassing power is from God and not from us." 2 Corinthians 4:7

Take Time to Re-Charge

"Therefore we do not lose heart. Though outwardly we are wasting away, yet inwardly we are being renewed day by day." 2 Corinthians 4:16

Keep my eyes on the Goal – Christ, Our Vision!

"For our light and momentary troubles are achieving for us an eternal glory that far outweighs them all. **So we fix our eyes not on what is seen, but on what is unseen. For what is seen is temporary, but what is unseen is eternal.**" 2 Corinthians 4:17-18

Blessings to you as we move ahead in a New Year and as we follow Paul's challenge and Christ's call to faithfulness and discipleship. Let us Be what we want to See. Olin Knudsen

Lifetime Memberships 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.

Lifetime memberships only available for a short time. Act soon if you plan to join.

Introductory Regular or Associate Membership: \$50 [Current and former Regular and Associate Member annual dues for 2008 are \$60 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](#).

Need help?

Contact the Board of Pensions
(800) 352-2876

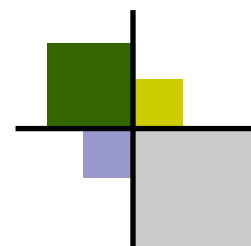


Hours

7:30 a.m. – 5 p.m. (Central)
Monday – Friday

We can call you.

Tell us how to call you and the best time to call. [I want someone to call me.](#)



Board of Pensions has a Web Site for Interims



Board of Pensions
 Evangelical Lutheran Church in America
 God's work. Our hands.

Your benefits when serving under call

When you serve under call, your employer pays monthly contributions to sponsor you in the ELCA Pension and Other Benefits Program. You receive comprehensive:

- Health benefits
- Retirement benefits
- Disability benefits
- Survivor benefits

Benefits when between assignments

When a called interim assignment ends, you may continue at your expense: Health and survivor benefits Disability benefits, if eligible Learn more about the benefits you receive when sponsored in the [ELCA benefits program](#).

Continuing health and survivor benefits

You may continue health coverage for you and your family at your expense if you also continue coverage for lump-sum survivor benefits. You will be billed monthly at coverage continuation rates. [View your rates](#).

If you have other employer-provided group coverage when between assignments, you may waive ELCA health coverage. You will be billed \$6 per month to continue lump-sum survivor coverage. By continuing your lump-sum survivor benefits coverage, you avoid a pre-existing condition exclusion when your next employer sponsors you in the ELCA benefits program.

Continuing disability benefits — for interim pastors called by a synod council

Starting Jan. 1, 2008, you may continue disability benefits coverage for up to 12 consecutive months if you are either:

- serving under a term call from a synod council, and between assignments

- going on leave from call after completing an interim call from a synod council

Continuing disability benefits provide monthly income equal to two-thirds of the defined compensation you earned during your last 12 months of employment, rounded to the nearest \$500. In 2008, you will be billed \$19 per month for each \$1,000 of benefits coverage.

For example, if Pastor Jensen earned \$51,000 during her last 12 months of employment, she would be billed \$57 per month 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.) Unlike when you are sponsored, if you become disabled when continuing disability benefits, the disability plan will not make contributions to your retirement plan account or pay for your health and survivor benefits coverage.

By continuing disability benefits, you avoid a pre-existing condition exclusion when your next employer

sponsors you in the ELCA benefits program.

To ensure uninterrupted coverage

To purchase continuing coverage, you must complete and return the *Continuing coverage – for interim pastors called by a synod council* form within 60 days of ending an assignment. Continuing coverage will take effect retroactive to the day after your assignment ended.

Fewer than 31 days between assignments

When you begin a called interim assignment within 31 days of ending your last assignment, and your new employer sponsors you in the ELCA benefits program, you automatically receive health, survivor and disability benefits coverage during the period of unemployment (not to exceed 31 days). This coverage is provided without charge.

[Visit Web Site](#)

In case you have not heard, the Presbyterians have done "[A Study of the Effectiveness of Interim Pastors](#)", published in September of 2007.



Hello Healthy Congregations Facilitators! With the start of a new year, we would like to inform you of new opportunities for learning and enrichment.

If you know someone in the Great Lakes region who wants to be trained as a facilitator, there is a special training taking place at the Healthy Congregations National Office in Columbus, Ohio. Instead of three days of facilitator training in a row, the training will be spread over three Fridays throughout the spring. This facilitator training will include many senior Master of Divinity students from Trinity Lutheran Seminary and Bexley Hall Episcopal Seminary. The learning environment promises to be especially upbeat, welcoming, and energetic.

FRIDAY FACILITATOR TRAININGS: SPRING 2009

People in the Upper Midwest are in for a real treat, as HC facilitator Roger Schwarze is coordinating a series of three workshops in Minnesota throughout the spring to help us understand how we can function better in the systems which we are a part of every day.

WORKSHOP SERIES IN MINNESOTA

If you have any upcoming training events which you would like us to publicize, we're eager to help you by posting information on our new website. Simply send your information to our office in advance of your event.

Also, take a look at our website. We have completely rewritten the site to provide you with more

and better opportunities to collaborate and learn; which will be especially useful for subscribers to the Membership Network. Look for a new online store component to become available in the spring.

Healthy Congregations, Inc.
2199 East Main Street
Columbus, OH 43209
614-384-4611 (voice)
800-335-4857 (fax)
<http://www.healthycongregations.com>

Please feel free to contact our office with any questions, and as always, thank you for being a part of Healthy Congregations.

Healthy Congregations Facilitator Training

Healthy Congregations is a series of six workshops, each five sessions in length. It was designed by Dr. Peter Steinke to help congregations move forward in their ministry. Healthy Congregations workshops are based on systems theory in their understanding of congregations. This perspective has helped hundreds of congregations under-

stand the dynamics of working together.

They exist to develop resources, train leaders, educate and consult with congregations, community organizations, and agencies committed to fostering healthy emotional processes.

Part of that mission includes a commitment to ongoing training and support for the over

1,850 facilitators across the United States and Canada:

- Healthy Congregations blog
- Member Resources (what's this?) (login required)
- Continuing education through training events and seminars

www.hcongregations.net

Discernment For Interim Ministry

DISCERNMENT FOR INTERIM MINISTRY

12 hour events

- February 16-17, 2009 - Spirit in the Desert Lutheran Retreat Center, Carefree, AZ
- September 17-18, 2009 – Luther Seminary, St. Paul, MN
- July 28-29, 2009 - Concordia Seminary, St. Louis, Mo

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.

Bring your spouse to the event at Spirit in the Desert for an opportunity to communicate with the spouses of the presenters about professional, marital, and family issues related to interim ministry.

LEADERS

Paul N. Svingen, ELCA interim consultant/educator; Minneapolis Area Synod interim pastor; adjunct faculty, Louisville Presbyterian Theological Seminary, Louisville, Ky.

Kent Garlinghouse, ELCA pastoral consultant, educator, transition specialist, Northwestern Minnesota Synod

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.

Visit Luther Seminary: [Click Here](#)

Visit Spirit in the Desert Lutheran Retreat Center: [Click here](#)

Here's a thought...
Print an extra copy of this newsletter and share it with



Basic Education for Intentional Interim Ministry

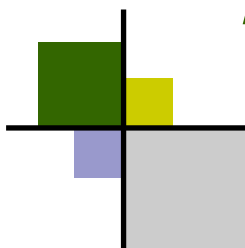
BASIC EDUCATION FOR THE PRACTICE OF INTENTIONAL INTERIM MINISTRY

Six month program, three sequential phases

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.

(continued on page 7)

The NALIP Basic Education curriculum is designed to introduce clergy and lay professionals to the practice of



Basic Education for Intentional Interim Ministry (con't)

Spirit in the Desert Lutheran Retreat Center, Carefree, AZ

Phase I – February 13-17, 2009 (*note: this new date reflects a decision to postpone the event scheduled for January 12-16, 2009 due to low enrollment*)

Phase III - July 27-31, 2009

Concordia Seminary, St. Louis, MO

Phase III - April 27 - May 1, 2009

Phase I – 2009 – November 2-6, 2009

Phase III – 2010 – Dates to be announced

Luther Seminary, St. Paul, MN

Phase III May 4-8, 2009 - Mt. Olivet Retreat Center, Farmington, MN

Phase I - October 26-30, 2009

(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 supervision 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.

Note: Participants are responsible for securing a situation in which to complete Phase II fieldwork requirements. While most participants in the program will have a ministry site, some may not. NALIP pro-

gram faculty will help you define options available for your fieldwork.

All participants who satisfactorily complete the assigned work in this educational opportunity will receive a "Certificate of Completion." Participants are cautioned that completion of the program is not to be construed as "certification" or "accreditation" as an intentional interim pastor. You are advised to speak with your district president or synod bishop about placement and further recognition.

Persons interested in enrolling in a NALIP sponsored Basic Education Events are advised to visit the site of the respective institutions at which these events are scheduled. There are slight differences in course presentations and fee structures.

Visit Spirit in the Desert Lutheran Retreat Center:

[Click here](#)

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. Ap-

plications 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](#)

Church Web Sites New Front Door

by Lynne M. Baab

Congregational Web sites have three audiences, two of them primary and one of them less prominent. One audience is congregation members. Often they come to the Web site for information.

A second audience is potential visitors. Is the time

of the worship service posted on the homepage?

A third audience congregational Web sites might consider addressing is people from other congregations who are looking for resources.

Communication scholars have noted a significant shift in communication pat-

terns in recent decades.

To read more about this topic go to the [Alban Institute Website](#) at:

[Our New Front Door](#)

Websites are being used during the call process by the call committee and the prospective pastor.

2009 Conference

Thursday, June 4

Noon

thru

Saturday, June 6

Noon

(following the IMN Conference)



Radisson Hotel Pittsburgh
Green Tree
101 Radisson Drive
Pittsburgh, PA 15205

[Conference Information](#)

[Additional Information](#)

[Conference Schedule](#)

[Conference Presenter](#)

[Online Registration Form](#)

Presenter:

The Rev. Bruce M. Hartung, Ph.D.

Dean of Ministerial Formation and associate professor of practical theology at Concordia Seminary, Saint Louis.

2009 Conference June 4 - June 6

Theme:

Health and Well-Being in Interim Times

Topic Summary:

Intentional Interim Pastors provide a great service of ministry to congregations and to the church-at-large. In doing this, they are sig-

nificantly vulnerable spiritually, physically, psychologically, and interpersonally. In our time together, we will pay attention not only to what interim pastors bring to their ministry but also what they need to have and receive to sustain them and keep them as healthy as possible.

Understanding How Systems Function

A SERIES OF THREE WORKSHOPS HAVE BEEN SCHEDULED TO HELP US UNDERSTAND HOW WE CAN FUNCTION BETTER IN THE SYSTEMS OF WHICH WE ARE A PART. EACH WORKSHOP WILL LOOK AT A MAJOR CONCEPT IN SYSTEMS THEORY THROUGH PRESENTATION AND CLINICAL WORK IN SMALL GROUPS.

WORKSHOP 1 – THURSDAY, FEBRUARY 26, 2009, will focus on SELF-DIFFERENTIATION. We will look at: the eight concepts in Bowen thought; the fundamental tension in all protoplasm (togetherness and separateness); differentiation and the immune system; and how to be self and remain connected.

WORKSHOP 2 – THURSDAY, MARCH 26, 2009, will focus on ANXIETY. We will look at: focusing especially on societal regression, chronic anxiety and acute anxiety; how to increase or reduce anxiety within an emotional system; the consequences of anxiety on thought and learning; and reasons for the increase in anxiety over the last half-century.

WORKSHOP 3 – THURSDAY, APRIL 30, 2009, will focus on LEADERSHIP. We will look at: brain theory and leadership; the role of a leader in an emotional system; scriptural views of leadership; leadership in an anxious system; and leadership in families and congregations.

Our leader, the Rev. Dr. John Martin Mann, seminary pastor at Luther Seminary, is a lifelong student of human behavior. He has a BA in Social Sciences from Clarion University, an MDiv in Pastoral Care from Duke Divinity School, a ThM in Pastoral Psychology from Duke, and a DMin from Wittenberg University and the Ohio Theological Consortium. He has studied extensively in Faith Development theory with James Fowler and Family Systems Theory with Rabbi Edwin Friedman. In addition, he has studied with Peter Steinke and Larry Foster. He currently serves on the faculty of Larry Foster's Clergy Seminars (A Family Systems Church Study and Coaching training process). Dr. Mann has facilitated clergy groups in Ohio prior to coming to the Twin Cities. He does consulting and coaching with clergy in the Twin Cities and on the East Coast.

WORKSHOP SCHEDULE:
9:00 a.m. - 4:00 p.m.

WHERE: Luther Seminary

COST: \$50.00 per workshop or \$125.00 for all three. Cost includes the noon meal.

Make checks payable to the Minneapolis Area Synod.

Mail to: Martha Moran, Minneapolis Area Synod, 122 West Franklin Ave, Minneapolis, MN 55404

Questions? Contact Roger Schwarze, 651-777-5102 or rschwarze@qwest.net

Workshop sponsored by the Bridge Builder and Healthy Congregation Teams of the Minneapolis and Saint Paul Area Synods.



Workshop Series
Minneapolis, MN

Continuing Interim Education

These short courses are designed for interim practitioners and those pastors serving conventional calls who seek advanced skills in leading the congregation to redefine its identity, working more effectively with staff, and helping congregations process their challenges and opportunities. Each course description indicates the length of the course.

BUILDING INTENTIONAL LEADERSHIP SKILLS

For those serving either interim or conventional calls

- February 17-20, 2009 – Spirit in the Desert Lutheran Retreat Center, Carefree, AZ '
- November 3-6, 2009 – Luther Seminary, St. Paul, MN

For the purposes of this training, leadership is defined as: "mobilizing a group of people to work on their tough issues." Ronald Heifetz, *Leadership Without Easy Answers*, 1994, Harvard University Business Press.

The rationale for this training event is the belief of the trainers, from personal experience and viewing the church around the country, that the church lacks skilled and trained leaders. The church has many great

managers-those who can get work done-but few leaders-those who can mobilize a group to work on their tough issues. Therefore, because of the times in which we live, it is imperative that we work to develop trained and skilled leaders who can empower congregations to work on their tough issues to lower the barriers that prevent the congregation from accomplishing its ministry.

Through the use of propositions and scenarios written to reflect the ministry settings of both interim called and conventionally called clergy, each group will work together to build their understanding and practice of intentional leadership skills. Pre-requisites for this event include reading *The 5th Discipline*, by Peter Senge; *Leadership Without Easy Answers*, by Ronald Heifetz; and completing an Insights profile.

The Building Intentional Leadership Skills course is co-sponsored by NALIP and Luther Seminary and is open to all rostered persons. Please register for the Spirit in the Desert event on the Spirit in the Desert web site (internet link listed below).

LEADERS

Paul N. Svengen, ELCA interim consultant/educator; Minneapolis Area Synod interim pastor; ad-

junct faculty, Louisville Presbyterian Theological Seminary, Louisville, Ky.

Kent Garlinghouse, ELCA pastoral consultant, educator, transition specialist, Northwestern Minnesota Synod

Susan Baldwin, personal and organizational development consultant, Accredited Insights Associate, Executive-PPL Inc.

TUITION:

\$650 base fee plus \$150 for Insights evaluator for a total of \$800.

HOUSING

Please visit the Spirit in the Desert Retreat Center web site for housing arrangements and costs.

www.spiritinthedesert.org/NALIP.html

Visit Luther Seminary:

[Click Here](#)

Contact info:

NALIP

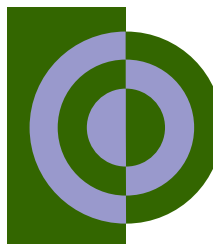
P O Box 4416

Bethlehem, PA
8018-0416

e-mail:

nalip.net@verizon.net

web site: www.nalip.net



[Website](#)



Interim Ministry Association Evangelical Lutheran Church in America

God's work. Our hands.

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.

Please add our link to your Synod website.

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.

