

# Disciples Interims “Interim Ministry Basics”

## Detailed Syllabus

**Dates:** Mondays, July 11 through August 22, 2022, via Zoom – 6:00 PM to 8:00 PM Central Time. Cost for the course is \$450.

**Application Deadline:** Monday, June 13, 2022

**Contact:** For application and other questions - Rev. Becky Kirby, Disciples Interims Administrator – [disciplesinterims@gmail.com](mailto:disciplesinterims@gmail.com)

The “textbook” for the course is *Interim Ministry in Action – A Handbook for Churches in Transition* by Norman Bendroth, 2018 Rowman and Littlefield.



### Unit 1 (July 11) -- What is the purpose of interim ministry?

- What does it look like today?
- A brief history of Interim ministry
- Case studies to encourage conversation
- What is our context in the Christian Church (Disciples of Christ).
- The world is changing, the church is changing. Churches need specialized leadership in these transition times: interim ministers.
- How is Interim Ministry different than settled ministry?
- Self-assessment tool

### Unit 2 (July 18) -- Interim ministry basics –

- Creating a roadmap for the interim time
  - getting acquainted,
  - forming a transition team,
  - setting goals,
  - doing the work in the interim time tailored to the congregation,
  - and sharing information with the search committee.
- Creating a covenant/contact with the congregation
- First steps as an interim

### **Unit 3 (July 25) – “Five Focus Points” to guide the congregation during the interim time**

- Heritage,
  - reviewing how the congregation has been shaped and formed
- Leadership,
  - reviewing the needs of the church and its ways of organizing and developing new and effective leadership
- Mission,
  - defining (redefining) sense of purpose and direction
- Connections,
  - discovering all the relationships a faith community builds outside of itself
- Future
  - ideas and processes to help the congregation discover who they are and where they are headed. Creation of congregational and pastoral profiles
- The five focus points help the congregation answer the questions:
  - Who are we?
  - Who are our neighbors?
  - What is God calling us to do?

### **Unit 4 (August 1) – Visioning -- Helping the congregation understand its context and calling: in light of who we are and who is our neighbor, what is God calling us to do?**

- Introduction to Appreciative Inquiry
- Three questions for visioning
  - Who are we?
  - What is our context?
  - What is God calling us to do?
- Discussion of future story and ministry plan process
- Introduction to Asset Mapping
- Conversations around:
  - Stewardship
  - Spiritual gifts

### **Unit 5 (August 8) – Navigating the System of the Local Congregation**

- Introduction to Family Systems Theory (Bowen Theory)
  - Scriptural basis and discussion
  - Resources
  - Role of interim in the system
- Eight concepts of Bowen theory
- Case studies on systems
- Video from Healthy Congregations
- Communication and leadership

**Unit 6 (August 15) – Change Theory, Conflict Transformation and My Role** as an Interim Minister

- Overview of change theory
  - *Leading Change in the Congregation* by Rendle
  - *Managing Transitions* by Bridges
  - Technical vs adaptive change
  - Processes to help bring about change (Mead, Bridges, Rendle)
- Introduction to Conflict Transformation
  - Built on the teaching of the Lombard Mennonite Peace Center
  - Key steps
  - *Agreeing and Disagreeing in Love* resource
  - Techniques and tools

**Unit 7 (August 22) – Constant Retooling** – Learning tools and techniques in interim ministry - finding the resources that help in your local context: where to find them, when to use them. Assessing our growing edges as interim ministers and committing to being life-long learners in our field of ministry.

- Ideas and resources for your tool-belt
  - Self-Assessment
  - History Wall exercise
  - Life Cycle of Congregations (Bullard)
  - Asset Mapping
  - World Café model for conversation
  - Holy conversations
  - Spiritual Gifts inventories
  - By-Law and policy revisioning
  - Financial policies and stewardship resources
- Life as an Interim minister
  - Contracts
  - Ministerial Code of Ethics
  - Self Care
  - Evaluation