

Recommendation from the Visioning Committee for Intentional Interim Ministry

Executive Summary

The Visioning Committee, mandated to prepare the congregational profiles and staff position descriptions in preparation for the search for ministry staff, has come through the work done to date, to the recommendation that:

St. Andrew's United Church engage in a period of intentional interim ministry and search for a full time intentional interim minister for a period of up to two years beginning July 1, 2020. If it is not possible to engage the appointment of an intentional interim minister, that the congregation contract with a consultant/coach in interim ministry to work with and support current staff and congregational lay leaders (primarily the Council) in undertaking the work of intentional interim ministry.

Background

Over the past year the Visioning Committee has met with congregational committees, individuals, staff and conducted a congregational survey to determine the leadership needs of the congregation. Through the process, the committee has learned about the congregation's range of experiences and priorities. We learned that the worship life and the wonderful music program are highly valued. We heard that many in the congregation are proud of the connections we make through our outreach programs. The survey showed us that the areas of ministry we value most, are also the areas of ministry where are most likely to experience dissatisfaction and have a longing to do them better.

We have also learned and experienced in our interactions that there are areas of congregational life where we are not functioning as well as we could. We have told that this is not unusual in the transition following a long standing pastoral relationship. Some of the things we might point to as being less our best selves includes: the ability to engage new volunteers in areas of ministry; the ability to communicate well and clearly with each other and between committees and groups; the ability to financially sustain everything the congregation would hope to undertake; the ability to articulate priorities for mission and ministry; the optimal functioning of governance; the building of a strong Ministry and Personnel committee; a common agreement regarding staffing models. These areas of concern have led the Visioning Committee to recommend that St. Andrew's would benefit from a period of intentional interim ministry.

What is Intentional Interim Ministry?

(from United Church of Canada resources for Interim Ministry)

Intentional interim ministry (often referred to simply as interim ministry) is an opportunity for a community of faith to take an intentional time out to seek spiritual and organizational renewal, to rediscover its identity, and to revitalize its mission.

Intentional interim ministers are trained to help communities of faith take risks to transform themselves. These ministers know about change and transition processes. They know the ways a community of faith can get stuck, and bring tools to assist the community with self-study. They also understand how individuals may react to the prospect of change, and they can help people cope by offering spiritual guidance and pastoral care. Intentional interim ministers anchor the transition process in the great biblical stories, so the community of faith knows that it is not alone in the disorientation that comes with change.

For interim ministry to be transformational, ***the community of faith must accept the work as its own***. If interim ministry was entered into reluctantly or is seen as imposed, the natural response is resistance, which the transition team will need to address. For the community of faith to choose well for its future, it will need to practise, experiment, and learn new skills and behaviours.

Each community of faith sets unique goals for the interim ministry. There is also work that every transitional ministry has in common; the term used for this work is focus points: Heritage, Leadership, Mission, Connections, and Future. The focus points are not a linear progression. Each one will be revisited multiple times throughout the interim, with deepening understanding.

What happens to existing staff during the Intentional Interim Ministry?

The Visioning Committee understands that the congregation will be wondering what a decision to undertake intentional interim ministry would mean for the other staff position. The Visioning Committee would offer its advice that the second staff position be continued through the interim ministry period in its original 25 hours per week form. There would likely need to be a review of the actual position description in light of priorities that would be identified and in the effort to make the position most effective during the interim time.

Full recommendation

- a) **Decision to engage in intentional interim ministry**

St. Andrew's United Church engage in a period of intentional interim ministry and search for a full time intentional interim minister for a period of up to two years beginning July 1, 2020. If it is not possible to engage the appointment of an intentional interim minister, that the congregation contract with a consultant/coach in interim ministry to work with and support current staff and congregational lay leaders (primarily the Council) in undertaking the work of intentional interim ministry.

b) Staffing Model during Intentional interim ministry

St. Andrew's United Church renew the appointment of Tracy Davis DLM effective July 1 2020 to Jun 30 2022 (?) at 25 hours per week, and that the Interim Ministry Transition Team, the Ministry and Personnel Committee in consultation with Tracy develop an agreed upon position description to be approved by Council.

c) Funding of interim minister position

St. Andrew's United Church Council in consultation with the Planned Gifts Committee consider the request to supporting the costs of intentional interim ministry position up to a \$48,000 over the 2 year period.

d) Name a Transition Committee

St. Andrew's United Church Council be authorized to recruit an Interim Ministry Transition Committee to work with the intentional interim minister

e) Intentional Interim Minister Job Description

That the Visioning Committee in consultation with the Interim Ministry Transition Committee, as soon as it is named, develop a position description for use in the search process for an intentional interim minister

f) Search Committee

That the Council recruit and authorize a search committee of not less that 5 persons to search for an intentional interim minister. The search committee to be operational by November 15, 2019.(?)