**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

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