**Disciples Interims “Interim Ministry Basics”**

**Detailed Syllabus**

A picture containing text, clipart

Description automatically generated

**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