

CONGREGATIONAL TASKS DURING THE INTERIM PERIOD

From book *Temporary Shepherds*, Nicholson, Alban Institutes

Non-resolution

Resolution

1. Coming to terms with history

Putting the tenure of the former pastors in perspective
 Acknowledging and accepting both the good and bad of the past
 Deciding what is important and worthwhile to carry forward into the future
 Appropriately ventilating feelings, grieving, accepting, and moving on

0--	25	50	75	--100
Dwelling on the past Stuck in grief, anger denial, guilt, alienation Declining membership, giving, participation Unwillingness to consider “why” of traditions Ghosts of previous pastors blocking openness to different leadership trying to clone, or find the opposite, of the previous pastor				accepting the past, while living in the present reaching state of acceptance in grief Closure of relationship with previous pastor stabilizing membership, giving, participation open to change, ready to try new ideas asking process Q’s: where are we going? What do we do now ? investment in current & future issues new mission statement healthy humor

2. Discovering a New Identity

Determining if the congregation’s self image is realistic
 Seeing the interim time as opportunity for renewal & growth
 Separating the congregation’s identity from the former pastor’s

0--	25	50	75	--100
Focus continues on the past Resistance to self-study Emphasis on what’s wrong, blaming, negative criticizing Low level of trust, lack of authentic sharing Identity confusion about who we are Leaders (& others) consulting the previous pastor Continuing old programs, even if they don’t fit present need				focus on the present & future willingness to do self-assessment congregation faces reality, affirms its true identity growing sense of excitement about envisioned future excitement over what happens next, how we can help spirit of inclusiveness & outreach rising level of trust, humor, patience with search process

