

What does a Congregation do when a Minister is retiring?

Shared Ministry:	Interim Ministry:
A relatively new approach to transitioning between a retiring/departing Minister and a new Congregational Leader. It involves the two leaders 'sharing' responsibilities over a set time to ensure a smooth, defined leadership change.	A traditional approach to leadership transition whereby a departing Minister leaves, a temporary Minister is employed by a Congregation while that Congregation searches for a suitable replacement. The time period for this transition is typically 12-24 months.

Shared Ministry	Similarities	Interim Ministry
Stability in staff and core leadership is more likely during transition	Both Models ultimately find a new Senior Minister for our Congregation	Period of 12-24 months where leadership is in transition
	A Search Committee would be created to identify potential candidates—this Committee is selected by the Council and DOES NOT include the outgoing Minister	
	Both models will incur costs above our current level of expenditures	
Requires one Search Committee for the new Minister	The calling of a new Minister is by Congregational vote based on recommendation of the Search Committee	Requires two Search Committees: one for the Interim Minister and one for the new Senior Minister
Does not require the outgoing Pastor to remove himself entirely from the Congregation		Establishes a period of time for the new minister to establish his/her own leadership
Allows the new Senior Pastor to learn about our Congregation from the retiring Senior Pastor		No common transition time between Pastors...the new Senior Pastor begins on his/her own
Allows Congregation to continue to benefit from Pastor Rodgers' expertise and insight		Requires a clear separation between current Pastor and Congregation before moving forward
Works well in Congregations with a defined identity and healthy leadership		Works well in Congregations with a need for a new vision or new focus
Allows a Congregation to continue its vision uninterrupted		Provides an opportunity for a new Congregational vision to be created

So...what's next?

Our Past Presidents and the full Church Council *recommend* the Shared Ministry Model as the process for calling our next Senior Minister. The Congregation will vote on whether to accept this model at a special Congregational Meeting on September 21 after the 9:30 service. Depending on the outcome of the vote, the next steps in this process will begin.