

# **Innovations in Search and Call: 2014**

## **A Conversation Resource from the MESA Team for United Church of Christ Conference Staff**

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## A PEDAGOGY OF MINISTERIAL TRANSITION

*“Test everything. Hold onto the good.” – 1 Thessalonians 5:21*

This 2014 resource was created out of practical conversations across conferences of the United Church of Christ. It clarifies seven important themes for use by those in conference or association search and call ministry. It responds to conversations happening among ethnic-specific churches, small churches, large churches, denominations, conferences, ministers and consultants.

For the past several years surveys have been commissioned, meetings and focus groups convened across the UCC, resulting in the exposure of a large ocean of vocabulary in use in various areas of the country: the same concept sometimes known by different names, and the same term sometimes having different definitions, according to diverse currents. The Ministerial Excellence, Support and Authorization (MESA) Team was requested to take all this input, collate and categorize it into a common “Glossary” pertaining to local church pastoral transitions in the UCC. MESA looked not only at current practices but also at foundational documents including the UCC Constitution and Bylaws. Accordingly, this “Innovations” piece is meant to accompany the “Glossary” in examining the practice, ethos and values of UCC Search and Call.

Each section of this document leads to application questions that might guide continued decision-making and innovation by conference or association search-and-call staff. Ministers serving in judicatory settings are perceiving times of change, questioning which changes might be adaptive, and wondering which aspects of search and call show longevity. Like others practicing discernment, Search and Call staff are encouraged to pray and vision, breathe and reflect, and draw on the wisdom of a living tradition.

It is hoped you will read each section of this document. The resource begins with candidate sourcing considerations in a diverse and multi-cultural church, explores the role of the conference, dialogues with non-judicatory professionals, and then looks carefully at four models as standard umbrella categories for the United Church of Christ: intentional interim ministry, designated-term ministry, supply ministry, and – last of all but specifically not least – settled ministry.

## **DIVERSITY: CALLING FORTH AND SHARING MINISTERIAL LEADERS**

To live out their vocation, churches raise up members and develop lateral networks for promoting and identifying those gifted for ministry. Versatile skills and experiences, cross-cultural competencies, valuable leadership and professional education are all added to a minister's toolkit over time. When sourcing candidates for parish ministry, prevailing practice throughout the United Church of Christ is for conferences to report open vacancies by posting a position on *UCC Ministry Opportunities*, then to circulate to the local church an authorized minister's UCC Ministerial Profiles.

The most common way ministers are identified and formed in the United Church of Christ is when a congregation helps shape one for ministry who goes off to serve a different congregation. However, the "son or daughter of the congregation" who is raised up to serve the same congregation, is also a powerful model used some of the time within our churches. Even in this scenario, UCC authorized ministry pertains to the whole United Church of Christ. Anyone who is an authorized minister is in relationship with an association to serve in and on behalf of the whole United Church of Christ. Once given an ordained or commissioned role, a minister may follow their vocation out of one particular setting, into wider church settings, into specialized ministry settings, or into another congregation.

The purpose of leadership development can be well-served by "son/daughter" models. Likewise, ethnic-specific churches who form ecumenical partnerships and bridge-type relationships with other communities might effectively trade ministers in something of a "cohort" model among a closed circuit of churches. At the same time, any church which considers for pastoral positions *only* ministerial candidates from within its membership or closed networks is not availing itself of the resources held in covenant across the United Church of Christ. These include multi-cultural resources, educational resources, and stewardship of the vocation of ministry across generations, including gifts that return to the local congregation from that same congregation sent out years before.

The language used in the profile – containing ethical vetting across churches, associations, and conferences in the U.S. – is English. The snapshot database, however, lists 40 different languages utilized by worshipping communities. Using the snapshot pool, conferences might resource multi-lingual faith communities with profiles. Document translation services for minister and search committee can be made available with further inquiry.

### **Questions for Application**

- 1) What are the pros and cons of the “closed cohort” or “daughter/son of the congregation” models?
- 2) Where do you see these models working well, or not so well?
- 3) What is required to live into mutual covenants inter-culturally?

## THE CONFERENCE ROLE IN SEARCH AND CALL

The UCC Constitution and Bylaws places conferences in a position to serve both congregations and ministers by upholding two parts to “open search” – reporting all vacancies, and transmitting any eligible profile as requested by an ordained minister.

Currently about 130 staff members serve in the ministry of Search and Call, positioned between about 5,000 congregations and up to 10,000 ordained UCC ministers across 38 conferences. (Not to mention hundreds of Members in Discernment, those with Privilege of Call, and those seeking Ordained Ministerial Partner Standing; plus Licensed ministers and Formula of Agreement partners.) Some staff members accompany congregations and search committees; some oversee paperwork; some work to resource names; some work to validate profiles before they ever get to search committees. Processes that work with a particular church also represent covenantal systems wider than that local church.

In general, what local churches like about the United Church of Christ open search process is that it is a participatory process by the congregation, with the support of the wider church, embracing both confidentiality and transparency. Ministers like the open search system when there is clarity about what to expect, fairness to all UCC candidates, and intentionality about dealing with change.

Typically, a Search and Call staff person might take the following steps.

1. The conference or association representative meets with a congregation’s governing body, outlines a process toward new ministerial leadership, and encourages a transition team to organize important tasks in the life of the church.
2. Before advertising a church opening, the conference should verify that the church has prepared potential employment and compensation particulars,

such as type of call and salary range. Particulars vary according to interim term, designated term, settled ministry, or supply ministry.

3. At a significant juncture, the staff member advises the formation of a settled-pastor search committee, then provides the search committee with MESA resources (such as the *Sailing on Faith* DVD, a poster of key tasks, and the local church profile).
4. The settled-pastor search committee conducts a process of inquiry with church/community members, preparing a thorough local church profile for conversation with candidates.
5. The Search and Call staff member provides eligible ministerial profiles.
6. The settled-pastor search committee selects candidates for interview and, upon acceptance by the final candidate, presents the minister for final call by vote of the congregation.
7. Relevant call agreement is signed by both parties.
8. The association takes part in the installation of the called minister and in ongoing covenant for their service in a local church setting.

Most churches want to know the timeline. Setting expectations can be tricky when taking more time is appropriate, when long lists of candidates are not lining up, or when a church must do work on conflict before even being ready to form a search committee. On the other hand, there is nothing particularly spiritual about inertia, and the Search and Call minister must be organized to help lead forward movement based on where churches are at the moment.

Managing anxiety in a group and drawing out God's creative possibilities is a key mark of effectiveness in search and call ministry. A UCC congregation must make its own decisions. The wider church representative nevertheless has an opportunity to bring options and perspective, something true and something faithful, into a process which can easily operate in forgetfulness of the guidance and the surprises of the Holy Spirit.

### Questions for Application

- 1) What do you love – and love to hate – about UCC Search and Call?
- 2) What do you need in order to support local churches in search?
- 3) How often do you pray for covenantal commitments that span time and place, while you pray for the congregations and ministers within your conference?

## CONSULTANTS' LEXICON

Search and Call staff, when working with a congregation, may have occasion to know about a variety of approaches to executive leadership transition as practiced by transitional consultants within and beyond the church. A consultant selected by the congregation signs a contractual agreement with the congregation, and should work professionally and candidly with the conference setting.

In general, consultants' models respond to the desire to maximize continuity, prolong peak performance, and achieve time efficiency. A key feature of each model is the presence of the consultant. For a church not utilizing an interim minister, the outside person helps assess circumstances, facilitate a process, and ideally helps set accountability for boundaries with the outgoing minister. A consultant might be the author or practitioner of specializations such as the following, and/or might modify and contextualize the same:

**A. Seamless Transition** - (Fred Schwerdt). The congregation decides ahead of time and plans an overlapping period between outgoing and incoming minister. A third-party consultant accompanies the two ministers, ensuring a timeline for transitional tasks.

**B. Single-Phase Transition** - (Susan Beaumont). The congregation decides to utilize a minister already on staff in a temporary senior role, while a third-party consultant assists with transitional tasks in preparation for a new minister. Upon the new senior's arrival, the other staffmember retains their prior role.

**C. Succession Planning** - (Russell Crabtree). The current minister decides, and the congregation plans, a timeline where the new minister will start when the current minister leaves. During preparation and search process, a third-party consultant assists with transitional tasks.

**D. Associate Pastor Succession** - (Susan Beaumont). The congregation plans with a consultant to consider an Associate Pastor for the Senior Pastor position. This candidacy is considered first before, depending on

outcome, a public search process is begun. If the Associate Pastor is not selected for the senior position, s/he moves on.

Assessment of these models and their variations will come with time. See early case study research by William McKinney: “Alternative Paths to Pastoral Transition.” [http://www.psr.edu/files\\_psr/PastoralTransitionReport\\_booklet\\_2-1.pdf](http://www.psr.edu/files_psr/PastoralTransitionReport_booklet_2-1.pdf).

In all cases, a search committee made of representatives of the congregation works with the conference to receive ministerial profiles. Reporting of the pastoral vacancy occurs in every case (the opening is posted on *UCC Ministry Opportunities*); however, in the case of associate pastor succession this public posting happens after the search committee has considered but decided against the candidacy of the associate pastor. Search committees are free to utilize other source networks as well as the conference office, but must receive any profile as requested by a UCC minister in good standing.

Churches employing consultant-based models have more often been multi-staff, large-membership congregations, with a successful and influential departing senior minister. If such a congregation has significant resources, ongoing patterns of self-assessment, and an organizational strategic plan, then working a pre-planned transition with a consultant may be useful. These models are not recommended when a church is currently in the midst of conflict. Nor is the desire to avoid change an adaptive motivation for pre-planning leadership transition – and it may backfire. See “Navigating Change,” the next theme in this document.

### **Questions for Application**

- 1) What are some possibilities and cautions you see with pre-planned executive transitions?
- 2) To a congregation interested in this model, what would you recommend?

## NAVIGATING CHANGE: INTENTIONAL INTERIM MINISTRY

The UCC, along with the Unitarian Universalist Association, Presbyterian Church USA, Christian Church (Disciples of Christ), the American Baptist Church, United Church of Canada, and Episcopal Church have found relevant the usage of intentional interim ministers, who provide some grounding in organizational dynamics, who lift up openness to change, while also carrying out the pastoral role. Intentional interim (sometimes called transitional) ministers do not stay on in a settled role, but accompany a congregation to provide the assistance of an outsider for about 18 months, as a church deals with some difficult things.

Interim ministers have often been available and employed ecumenically. It is expected that the conference and interim-specific search committee use the UCC Ministerial Profile on every UCC candidate.

The interim minister might or might not work directly with the settled-pastor search committee (according to their philosophy and skills, and according to the call agreement). The interim minister generally should work with the congregation's transition team or governance body, to help the congregation accomplish core tasks in preparation for a settled pastorate.

Intentional interim work takes different shape according to different circumstances:

- 1) The most common purpose served by an intentional interim minister is the congregation's *preparation for a settled pastorate after the departure, death or retirement of a long-term minister*. Creative organizational adaptation may help the church make the most of a new chapter. An interim minister may be the one to initiate certain change during the time of transition, including staff change, board/council change, or other change in leadership as needed. The interim also uplifts resources available but perhaps forgotten from the congregation's traditions, wider church relationships, and current community context. At a minimum the interim supports the term of the next pastor by absorbing anxiety and the outworkings of grief related to loss and change. Interim ministry was started out of the observation of short-tenure pastorates and rapid

change following popular long-tenure pastorates – the term known as the “unintentional interim.”

- 2) A second purpose served by an intentional interim minister includes *deliberate activities to explore and heal a congregation’s internal conflict*. In this case the minister brings process tools to facilitate and mend rifts that would de-stabilize the next ministry chapter. Churches that have a legacy of pastor-churn are better served by an interim than by a called minister, if it will be difficult to find someone able to be a match for ministry with an internally-divided congregation. This version of interim ministry responds to organizations’ ability to target the leader as the problem rather than develop his or her leadership – and/or their ability to allow an established leader to mask meaningfully divergent motivations in the congregation as a whole. Again the focus of the interim term is to prepare the body with clarity for a positive next settled chapter.
  
- 3) A third purpose served by an intentional interim minister includes tasks related to *servicing a congregation after pastoral misconduct*. A congregation processing that kind of trauma from a pastor will need a minister’s deliberate approach to care, lament, and public narrative, while taking steps to deal with conference proceedings, insurance entities, and church policies and protocols. This specialization developed when judicatories noticed limited bonding and effectiveness with the immediate settled pastor. The interim ideally will leave behind a congregation that has an improved ability to trust itself in relationship with a new settled minister.

These three scenarios are very different from each other – whether the interim minister’s function is to mix things up, calm things down, or debride wounds. The effectiveness of an intentional interim term depends upon the welcome of the congregation to do specific transitional work, and on a match between congregation and minister for that particular time.

A congregation's completion of transitional work, and readiness to seek a new settled minister, precede the work of a settled-pastor search committee. Lay leaders may be guided by resources such as the following:

- United Church of Canada handbook provided to congregations' transition teams: [http://www.united-church.ca/files/handbooks/guidelines\\_transition-teams.pdf](http://www.united-church.ca/files/handbooks/guidelines_transition-teams.pdf)
- Interim Ministry Network guidebook entitled "The Work of the Congregation"

Additional purposes served by interim ministers sometimes include discernment toward revitalization, clarification of missional or strategic planning, or church closure. Interim ministry has been growing in this direction over the past decade, alongside church life-cycle realities and a paradigm shift toward a changing landscape for ministry. A church drawing upon a minister for a time of significant adaptation - if a settled pastorate is not immediately on the horizon - might begin to frame the term *not* as an interim term but a designated term instead. See "Addressing the Context," the next theme in this document. A congregation re-inventing its mission or staffing needs is better served by a short-term pastor who is not named an interim pastor, but rather a "designated term" pastor. A designated-term pastor has the congregation's commitment for a certain number of years, but unlike an interim may additionally be eligible for a settled call.

**Note:**

An individual who is trained in intentional interim transitional ministry is not in every setting ineligible to serve in other ministerial or consultant roles. However, in any particular setting, interim-specific terms of call clearly close the door to that minister being considered for the settled position in that setting.

### Questions for Application

- 1) What are some gifts and some challenges you see in the interim model(s)?
- 2) What resources help you guide a congregation as to the purpose of an interim term, and help the congregation know when its transition tasks are completed?
- 3) Where do you refer interim ministers for training and development?

## **ADDRESSING THE CONTEXT: DESIGNATED-TERM MINISTRY**

Life-cycle realities and the changing landscape for ministry drive new adaptations by churches looking not just at staffing transition, but other changes as well. Financial changes. Cultural changes. Organizational changes.

UCC conferences in resourcing “non-traditional” Search and Call opportunities have realized the Church exists in mission to serve needs and opportunities that are always evolving. Short-term ministers who accept a call for a certain number of years may bring organizational skills in merger, relocation, ministry start-up or redevelopment. Or they may be ministers who are more widely geographically available given a shorter time-frame, or who could serve a church as it closes. Titles, scenarios, and specializations abound and are multiplying for 1-year, 2-year, 3-5 year terms. The commonality among them is a designated purpose for a defined time.

The congregation in a designated-term scenario might not have capacity for a search committee, or it might. Either way local church leadership must define the term of the pastorate, and the purpose of the pastorate, before receiving profiles. It is made clear up front whether the position is renewable or commutable to a settled call, and on what basis.

In all cases the position is publicly posted.

The designated-term model is not to be used in a situation where transitional work is needed, but the congregation seeks to avoid that work. Because the conference is asked for more involvement and time investment with this model, a conference can require certain commitments and assessments by the congregation, during and at the end of the pre-defined term. For example, the congregation limits its freedom to let go the minister and conduct a search for a new one, before that date. When the term is up, the congregation may discern renewal of the minister’s term, or not, or may call her/him for a settled position.

### Questions for Application

- 1) What are some situations in which you would or would not recommend a designated term?
- 2) How does your conference make use of the New Beginnings Assessment Service (or something like it)? See <http://www.ucc.org/new-beginnings/>.

## **CONGREGATIONAL MAINTENANCE: SUPPLY MINISTRY**

A congregation that is not interested in transitional work to prepare for a settled minister, nor to intentionally evaluate and adjust its ministry, is probably not interested in either an intentional interim or a designated-term minister. A congregation may simply want a supply minister. UCC conferences are free to provide profiles for supply ministry as needed, as long as the position is also publicly posted on *UCC Ministry Opportunities*.

Good reasons for a congregation to enlist a supply minister include:

- Short-term medical emergencies
- Family leave
- A bridge period until the next pastor is available to begin
- Sabbatical
- Providing experience to a student pastor
- Ongoing sacramental need

Congregations whose only limitation is financial – offering a part-time position – are not necessarily limited to a supply ministry model. Calling a settled minister may still be an option. (See “Enduring Togetherness,” the next theme in this document.)

### **Questions for Application**

- 1) What are the pros and cons of the supply model?
- 2) When and why does your conference respond to a request for (or offer) a supply minister?
- 3) How is the beginning and ending of a supply ministry understood and ritualized?

## THE ENDURING VALUE OF TOGETHERNESS: SETTLED MINISTRY

What matters most for a called position is an intentional vision of partnership between the life of the church and the vocation of the authorized minister. A “settled” pastorate is a way of referencing this level of joyful commitment and relationship over time.

Possibilities for a settled pastor include: a part-time pastor; a yoked or shared pastor; a team of part-time pastors; a senior/associate team of ministers; a co-pastor team; or, a solo pastor. The longest-term form of ministry will usually be full-time, but full-time does not define a settled pastorate. The goal of any *called* ministry is to further God’s purposes through the partnership of minister(s) and congregation, each responding to God’s *calling* in order to fulfill more together than they could on their own.

Vocational partnerships are finite, not everlasting. Yet there are scriptural and practical reasons these partnerships take their cues in the UCC from a “covenant” model – emphasizing not transition, but duration.

The value of enduring relationship:

- 1) Scriptural. An authorized minister’s service is not defined as a managerial position with the church, nor is the church’s relationship defined as managerial over the minister. Instead the nature of a call is a mature promise between two responsible and autonomous parties, who choose to lay their service before God and – with God’s help – to pick up certain commitments toward one another and one another’s growth through time.
- 2) Practical. Teams and partnerships generally function better, the longer they are together. This includes handling both change and constancy through time.

At times settled ministry is compared to marriage, but this metaphor has its limits. First of all, the pastor’s covenant is a Three-Way Covenant, including the association of the authorized minister’s standing. Second, a pastorate is not

life-long, and is not meant to be. Third, it involves professional organizational leadership just as much as it involves qualities of love and sacrament. Fourth, dating can be stressful! Especially if you (the search committee) are going through it knowing that you have to choose a mate who will please all your relatives (the congregation)! Depending on cultural traditions, some of our templates may have to mix: whether “choosing the perfect person,” finding a “soulmate,” or living into an arranged “school for love” that must be negotiated and re-negotiated over time.

God’s Spirit has called – and is calling – the church into being in the past, present and future. There are no shortcuts to preview the future and all of its possibilities. So, selecting new leadership involves risk. It also involves preparation. The best preparation will involve a congregational self-study, a transition plan such as an interim term, a job description, a statement of ministerial boundaries binding on the outgoing pastor, a conflict resolution policy, the presence of a personnel committee to do regular reviews and to recommend annual pay increases, the presence of a pastoral relations committee, and clear encouragement about a minister’s standing and participation in the wider church. The congregation’s call agreement will reinforce best practices of compensation and employment.

Fair and just compensation in all situations is designed to allow, encourage and support sources for livelihood and a schedule for the minister on par with an appropriate community standard of living. Family health insurance, pension plan, sabbatical and continuing education are important benefits for all settled ministers. Part-time ministry position benefits should be based on a pro-rated version of a full-time version of these benefits: if there is any doubt, part-time ministry should include more rather than fewer benefits, to encourage minister retention.

### **Questions for Application**

- 1) What metaphor do you use for settled ministry?
- 2) How might congregations encourage long-term minister retention?

# Innovations in Search and Call: Appendix

## VOCABULARY: LOCAL CHURCH SEARCH AND CALL IN THE UNITED CHURCH OF CHRIST

### Introduction:

This document was created in hopes of identifying a common vocabulary of ministerial positions within the United Church of Christ. A document of this type has long been requested by judicatory staff in order to increase consistency and shared understandings of ministerial positions within local churches. The definitions outlined here focus on local church positions, not conference staff or other wider-church positions.

The vocabulary is organized into four categories of ministerial positions: Settled, Intentional Interim, Designated-Term, and Supply. Each category gives a general definition of the ministerial position, examples of the types of pastoral roles found within that category, and a list of considerations to take into account for the search and call process.

Categories were created out of a collaborative process involving research and discernment across conferences. More than two-thirds of UCC conferences responded or participated in 2014 focus groups, surveys and interviews. In sharing this fruit harvested from an inductive method, with attention to the UCC Constitution and Bylaws, MESA returns thanks for collegial partnership and hopes that this document is a positive step forward in our shared ministry.

### General Assumptions

- *All positions involve the use of ministerial profiles, which document eligibility for United Church of Christ employment.*
- *All positions involve a timely listing through UCC Ministry Opportunities, as accepted public reporting of ministerial vacancies.*

## Category 1: Settled Pastor

**Settled Pastor** (Senior Pastor / Associate Pastor / Solo Pastor / Co-Pastor / Part-Time Pastor / Yoked Pastor) – a called position intended for longer-term ministry in which the minister moves church membership to the congregation served and moves standing to related association

- ❖ *Senior Pastor* – a settled pastor position which oversees one or more authorized ministers in a congregation
- ❖ *Associate Pastor* – a settled pastor position under the direction of a senior pastor; often associate or assistant pastors have special titles and portfolios such as minister for pastoral visitation, executive minister, youth minister or other specialization
- ❖ *Solo Pastor* – a settled pastor position which is the only authorized minister on staff of a congregation
- ❖ *Co-Pastor* – more than one settled pastor serving jointly in the same congregation
- ❖ *Part-Time Pastor* – a settled pastor who works fewer than forty hours per week
- ❖ *Yoked or Shared Pastor* – a settled pastor serving more than one congregation in intentional relationship

## Search and Call Considerations for Settled Pastor Positions:

Role of the Conference/Association: The conference works with church leadership to understand the transition process, to convey guiding practices, and to establish a search committee when a church is ready. The conference provides ministerial profiles to the settled-pastor search committee. The conference further recommends clarification of practices and policies that can guard against premature pastoral turnover (compensation guidelines, job description, conflict resolution policy, personnel and pastoral relations committees, standing in association, and ministerial boundaries for the departing pastor).

Use of the Ministerial Profile: A settled-pastor search committee uses ministerial profiles for comparison and discernment of best candidates for consideration, interview and possible call. The profile also meets the employer's (the church's) obligation for background screening on UCC authorized ministers.

UCC Ministry Opportunities: The vacant settled-pastor position is listed on the opportunities website to raise visibility, deepen leadership wells and candidate pools, and fulfill "open search" provision. Settled candidates are identified by minister request, the searchable Snapshot Database, and other networking.

Ethics for the Minister: Upon departure, pastor will not return to serve the congregation or its members in any pastoral capacity. For a minimum of one year up to three years, the minister will observe a no-contact boundary with congregants and will teach congregants to observe the same. This boundary enables the past minister to fulfill the ministerial code of ethics, in support of the congregation's relationship-building with a new minister. Re-establishing contact is considered only after negotiation with the new minister, potentially in dialogue with a wider church representative.

## Category 2: Intentional Interim Pastor

**Intentional Interim Pastor** – a called position for a temporary term of congregational preparation for a settled-pastor search, in which the minister does not typically move church membership to the congregation served nor move standing to the related association

- ❖ *Interim Minister or Transitioning Pastor* – an interim pastor who fulfills the pastoral role and who also facilitates intentional transitional work with the congregation preparing for a settled pastorate
  
- ❖ *Professional Interim or Transition Ministry Specialist* – an interim pastor whose career consists predominantly of such settings; may have specializations such as head-of-staff, after-pastor, or conflict facilitation
  
- ❖ *Transitional Consultant* – a resource-person who facilitates intentional transitional work with the congregation while the congregation is served by a different pastor; may bring specialization such as seamless transition, associate-pastor succession, or other skills

## **Search and Call Considerations for Intentional Interim Positions:**

Role of the Conference/Association: The conference works with the interim-minister search committee, if there is one, to provide profiles. The conference further resources the local church's transition team with a guidebook for transitional work together with the minister during the interim period.

Use of the Ministerial Profile: Congregational leadership or interim-minister search committee uses ministerial profiles to discern a match for their needs during an interim term. The profile also meets the employer's (the church's) obligation for background screening on UCC authorized ministers.

UCC Ministry Opportunities: The position is listed on the opportunities website to raise visibility, deepen leadership wells and candidate pools, and fulfill "open search" provision. Interim candidates are identified by minister request, through the searchable Snapshot Database, and by other networking.

Ethics for the Minister: An interim minister will not be considered as a candidate for the settled position. S/he will complete the interim term but will not put aside the terms of an interim-specific call agreement to stay on indefinitely. Upon departure, pastor will not serve the congregation nor serve members of the congregation in a pastoral capacity.

### Category 3: Designated-Term Pastor

**Designated-Term Pastor** (Merger / Closure / Revitalization / Legacy / Repositioning / Redevelopment / Relocation / New Church / Healing) – a called position for a designated time period for a defined purpose, in which the pastor may move church membership to the congregation served and may move standing to the related association

- ❖ *Revitalization or Turnaround Pastor* - a designated-term pastor who is called for a specific time period and for a specific purpose: the revitalization of the congregation; after the initial designated term, the pastor is potentially eligible for the settled pastor position
- ❖ *Hospice or Legacy Pastor* - a designated-term pastor who is called for a specific time period and for a specific purpose: the closure tasks of a congregation
- ❖ *Redevelopment or Repositioning Pastor* - a designated-term pastor who is called for a specific time period and for a specific purpose: the creation of an identified new ministry within or alongside a current congregation; after the initial designated term, the pastor is potentially eligible for the settled pastor position
- ❖ *New Church Start Pastor* - a designated-term pastor who is called for a specific time period and for a specific purpose: the gathering of a new church; after the initial designated term, the pastor is potentially eligible for the settled pastor position
- ❖ *Other* - a designated-term pastor who is called for a specific time period and for a specific purpose: such as merger, relocation, reunification, cultural reassessment, staff transition, selling a building, or healing a crisis; may be eligible for the settled position or for a renewed designated term, according to initial call agreement

## **Search and Call Considerations for Designated-Term Positions:**

Role of the Conference/Association: Before receiving profiles, a church works with the conference to clarify the purpose of the next juncture (i.e. utilizing New Beginnings assessment service) to document the basis of a designated-term position. The conference supplies a select batch of profiles to church leadership or to a search committee if one exists. The conference also holds accountability at certain measuring points in time, assessing how the work is progressing. The church at pre-identified points in time is free to change to a new strategy of search and call or a new vision of its next minister; the conference may require reports or commitments of the congregation and/or minister in preparation.

Use of the Ministerial Profile: Congregational leadership uses ministerial profiles to discern a match for ministry during the marked period of time. The profile also meets the employer's (the church's) obligation for background screening on UCC authorized ministers.

UCC Ministry Opportunities: The position is listed on the opportunities website to raise visibility, deepen leadership wells and candidate pools, and fulfill "open search" provision. Candidates for designated-term pastorates are identified by minister request, through the searchable Snapshot Database, and by other networking.

Ethics for the Minister: Designated-term ministers may or may not be eligible to be considered for a renewed term or a settled position, according to initial terms of call and agreed-upon timetable. Designated-term ministers will not put aside the terms of the call agreement to stay on indefinitely. Upon conclusion of a ministry, pastor will not return to serve congregation nor serve members of the congregation in a pastoral capacity.

## Category 4: Supply Pastor

**Supply Pastor** (Short-Term Supply / Long-Term Supply / Sabbatical Supply / Bridge / Acting / Pulpit Supply / Sustaining Pastor) – a temporary position in which the pastor does not move membership to the congregation served nor move standing to related association

- ❖ *Short-Term Supply* – a temporary pastor who steps in during a time of immediate need, generally filling a position that is not tenable to leave vacant for any length of time; circumstances could be a death, serious illness, family leave, unexpected resignation, among other situations
- ❖ *Bridge Pastor* – a temporary pastor who steps in while a congregation is deciding what path they will take to fill a pastoral vacancy, or for reasons of timing before an intentional interim minister or settled minister can begin
- ❖ *Sustaining Pastor* – a temporary pastor who fills pastoral duties while a congregation is in search, who is not eligible to be called for the settled position; formerly referred to as ‘Sustaining Interim’ but with no emphasis on transitional interim work
- ❖ *Acting* – a staff member who temporarily steps up to a senior position but does not keep it; or a temporary pastor who fills the pastoral role while a congregation is in search and who remains eligible to be called for the settled position. *See preferred: Supply Minister or Designated-Term Pastor.*
- ❖ *Long-Term Supply* – a temporary pastor who fills pastoral duties indefinitely, while not called as the congregation’s minister
- ❖ *Sabbatical Supply* – a temporary pastor who fills pastoral duties while a settled pastor is on sabbatical

- ❖ *Pulpit Supply* – a temporary preacher/worship leader on a week-to-week basis
- ❖ *Student Pastor* – a temporary pastor whom the congregation agrees to help form and prepare for ministry

### **Search and Call Considerations for Supply Pastor Positions:**

Role of the Conference/Association: The conference works with congregational leadership to provide at least one profile of a minister with demonstrated capacity and willingness.

Use of the Ministerial Profile: Congregational leadership uses ministerial profile(s) to meet the employer's (the church's) obligation for background screening on UCC authorized ministers.

UCC Ministry Opportunities: The position is listed on the opportunities website to raise visibility, deepen leadership wells and candidate pools, and fulfill "open search" provision. Candidates for supply ministry are identified by minister request, through the searchable Snapshot Database, and by other networking.

Ethics for the Minister: Following a supply ministry, pastor will only return to the congregation upon the agreement of an official representative of the conference and any current pastor.