

Ministry During the Interim Time

Working Guidelines
For
United Church of Christ
Committees on the Ministry

Third Draft
5/23/03



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Parish Life and Leadership Ministry
Local Church Ministries
A Covenanted Ministry of the United Church of Christ

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INTRODUCTION

In the United Church of Christ, Interim Ministry is the ministry provided to a local church or other ministry setting during a pastoral vacancy.

Ministry During the Interim Time (Working Guidelines for United Church of Christ Committees on the Ministry) is intended to clarify the authorization issues that arise out of the unique and distinctive

nature of interim ministry in the United Church of Christ. These Guidelines are intended as a companion to Manual on Ministry. The commentary addresses the following:

- **Interim Ministry and Standing in the United Church of Christ**
- **The Nature and Tasks of Ministry During the Interim Time**
- **Three Forms of Interim Ministry**
- **The Ecclesiastical Call to Interim Ministry**
- **Expectations of Interim Ministers**
- **The Normative Practice of Interim Ministry**
- **Calling Bodies in Relation to Interim Ministers**
- **Support and Accountability of Interim Ministers**

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31 **INTERIM MINISTRY AND STANDING**

32 **IN THE UNITED CHURCH OF CHRIST**

33

34 In order to maintain standing in the United Church of Christ, all ordained ministers (including
35 ordained ministerial partners) must either have a valid call to ministry, receive a leave of absence,
36 or be retired. For persons who are currently engaged in active ministry, association Committees
37 on the Ministry have recognized a variety of calls as valid (i.e. local church pastor, seminary
38 faculty, military chaplain, pastoral counselor, conference staff).

39

40 Interim ministry may be recognized as a valid call in the United Church of Christ; it has a number

41 of

42 characteristics that make it a distinctive ministry, set apart from other ministries. Such unique

43 ministry

44 has a number of authorization issues that require clarity within the United Church of Christ.

45

46 ➤ Not all persons who serve in interim capacities are called to interim ministry, such as
47 retired ministers or persons who are themselves seeking a settled position in the United
48 Church of Christ. These Aoccasional@ interim ministers are not reliant upon their interim
49 service in order to maintain standing.

50

51 ➤ Interim ministers, on the other hand, are reliant upon an ecclesiastical call to retain
52 authorization. Theirs is an itinerant ministry in which they move from place to place in
53 order to carry out the ministry to which they are called.

54

55 ➤ For most United Church of Christ ministers, their calling body [*A calling body is an organization or*
56 *institution – a local church, Conference, pastoral counseling center, etc.. – which seeks the services of an ordained ,*
57 *commissioned, or licensed minister of the United Church of Christ.*] and the church where they hold
58 membership are one and the same. While some interim ministers may be called to interim
59 ministry by the church where they hold membership, in most cases their calling body is not
60 the church where local church membership is held. Many interim ministers are called by
61 their calling bodies to provide direct ministry to a succession of local congregations and
62 ministry settings. Interim ministry in the United Church of Christ is moving toward four way
63 covenants between the interim ministers, the local churches where they hold membership,
64 the associations where they hold authorization, and their calling bodies.

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THE NATURE AND TASKS OF INTERIM MINISTRY

69

70 Interim ministry is the ministry provided to a local church or other ministry setting during a

71 pastoral

72 vacancy.

73

74 Every change of pastoral leadership presents a unique opportunity for the local congregation

75 (or other

76 calling body) to assess its mission, consider its strengths and weaknesses, and search for a new
77 pastoral leader in cooperation with its association and conference.

78

79 The duration of interim ministry is, by definition, a limited one; limited by agreement between
80 conference/association staff, the local congregation and the interim minister. It is

81 understood that all

82 pastoral/professional relationships with the interim minister will terminate when the settled

83 ministry

84 begins.

85

86 Interim ministry may be characterized by the special functions and tasks required when
87 churches are in transition. In addition to the ongoing needs of the congregation for pastoral
88 leadership there is a significant transition to be managed. Many issues may present

89 themselves when a change of pastors occurs. How well these issues are addressed will
90 significantly impact the next settled pastorate. Some of the tasks during the interim time
91 may include:
92

93
94
95

➤ **Coming to Terms with History**

96
97 The congregation needs to complete its closure with the departed pastor, working
98 through its feelings of loss, hurt, relief, anger, guilt, etc. Gaining perspective on its past,
99 both immediate and longer range, will help the congregation prepare for the future. This
100 challenge is all the more crucial when there has been a long pastorate, an involuntary
101 departure, or a conflict within the congregation. The resolution of such dynamics will
102 greatly enhance the success of the new pastorate.
103

104 ➤ **Discovering a New Identity**

105
106 Over time, congregations change as they respond to various pastoral leaders, experience
107 changes in their world context, and modifications in their internal circumstances. The
108 interim time provides a unique opportunity for congregational self-study leading to a
109 focusing of the congregation's present reality.

110 ➤ **Allowing Needed Leadership Change**

111
112 A change of pastoral leadership often precipitates changes in the lay leadership as well.
113 Former leaders may take a less active role while new persons become more involved.
114 Many congregations address their internal leadership needs during the interim time.

115 ➤ **Reaffirming Connections with the United Church of Christ**

116
117 A change of pastoral leadership is a time when the local congregation may see its
118 relationship with the wider church in a more focused way, becoming more open to the
119 denomination's resources and advice related to the self-study and search and call
120 process. An opportunity exists to strengthen the congregation's identity as part of the
121 United Church of Christ.

122 ➤ **Commitment to New Directions in Ministry**

123
124 As the interim period progresses the congregation becomes more ready to move forward
125 under new leadership, furthering a mission which is emerging from its self-study and its
126 understanding of its opportunities for service and witness. The congregation becomes
127 eager to embrace new initiatives in partnership with its new ministerial leader.
128
129
130

131 **THREE FORMS OF MINISTRY DURING THE**
132 **INTERIM TIME**

133
134 When local congregations address the need of ministry during the interim time, they
135 typically choose from several approaches.

136 ➤ **Transition**

137
138 A Transition (Intentional Interim) Minister provides for the worship life of the congregation,
139 supplies basic pastoral care and leadership, and helps guide a church through the
140 unique complexities, challenges and opportunities inherent in this interim time, by working to
141 create

143 an atmosphere that brings about and/or sustains congregational health while allowing
144 time for
145 the search and call process to unfold in a non-anxious and intentional manner.
146
147 Bringing about successful transition ministry during the Interim Ministry time requires
148 clearly
149 developed understandings and statements outlining mutual expectations, purpose and
150 direction between the congregation, the conference/association staff and the transition
151 minister.
152
153 Transition ministry is a specialized ministry that brings specific skills and experience to
154 help a
155 congregation deal with instances such as conflict, breach of ethics, an unusually long
156 pastorate or when the previously called minister remains a part of the congregation
157 and/or
158 community after retirement.
159
160 The Transition Minister sees this form of specialized ministry as his/her vocation, has
161 specialized training and experience.
162

163
164 ➤ **Sustaining**

165
166 A Sustaining (Interim) Minister, like a Transition Minister, provides for the worship life of
167 the
168 congregation and works with committees and board. By providing full ministerial service,
169 s/he frees up the lay leadership to focus on its congregational profile and other search-
170 related
171 activities.
172
173 The Sustaining Minister may or may not see this form of specialized ministry as his/her
174 vocation. While s/he may or may not have benefit of specialized training, such persons
175 often
176 make excellent use of vast life experience as well as inherent skills and abilities, seeking
177 to
178 keep the congregation focused on the unique opportunities and challenges of the time of
179 transition.
180

181
182 ➤ **Supply**

183
184 An Interim Supply Minister, as distinct from a pulpit supply minister, fills a vital role as one
185 who provides some, but not necessarily all, of the essentials of pastoral and worship life
186 during the time of transition.
187

188
189 Whether the person providing pastoral services in the interim time is designated as a Transition,
190 Sustaining, or Interim Supply, she/he is expected to maintain a close working relationship with
191 Conference and Association staff, and full accountability to the United Church of Christ's
192 expectations of its interim ministers.
193

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195
196 **THE ECCLESIASTICAL CALL TO**
197 **INTERIM MINISTRY**

198
199 Many persons authorized for ministry in the United Church of Christ will not have experienced the
200 call to interim ministry. Some are called to a vocation as transitional ministers, moving from one
201 congregation to the next in this specialized form of ministry. Others will provide interim service

202 from time to time as interim supply or sustaining ministers without seeking a call to this specific
203 form of ministry.

204
205
206 ➤ **The Calling Body and the Setting of Ministry**
207

208 For most calls to ministry in and on behalf of the United Church of Christ, the calling body
209 is the setting where ministry occurs. For those doing ministry during the interim time, the
210 calling body may be the association in which the person holds standing, a local
211 congregation where the person holds membership or a conference seeking to provide
212 interim ministers for its congregations.

213
214 In any case, the calling body is typically separate from the position where the interim
215 minister is employed. There are both practical and ethical reasons for this.
216

- 217 ○ By its very nature, interim ministry is for "in-between times". Its purpose is to
218 provide a transition from one settled minister to another. The roles of an interim
219 minister and a settled minister may become confused when the calling body and
220 interim ministry setting are the same.
- 221 ○ An interim minister may change position often. A calling body separate from the
222 interim ministry setting provides continuity for the Interim. The call remains intact
223 even while interim employment changes.
- 224 ○ A separate and ongoing calling body provides a means of nurture and
225 accountability for the interim minister. This may be achieved through regular
226 reports to and/or periodic meetings with the calling body, communication when
227 employment changes, etc.

230
231
232 ➤ **Source of Compensation**
233

234 The calling body is not necessarily responsible for compensating the interim minister, as
235 that remains the primary responsibility of each ministry setting where the person is
236 employed. However, there are possibilities for aiding the interim in areas such as
237 administering an escrow account to be used during times when the person is in between
238 positions or for continuing education. The calling body may also serve to administer
239 health and pension benefits, providing continuity for billing and other purposes with the
240 United Church of Christ Pension Boards. For example, the calling body might receive
241 pension contributions and health insurance premiums from the employers and forward
242 those to the Pension Boards on behalf of the minister.
243

244 ➤ **Responsibility of Calling Body**
245

246 The calling body has a pastoral responsibility to provide spiritual, emotional and
247 educational support for the interim minister. A calling body can support the person by
248 providing an address for communications from the wider church, particularly when the
249 person is between interims or serving beyond the bounds of the association. The calling
250 body might also provide a home base from which to establish collegial relationships
251 among interim ministers and others in ministry.

252
253 ➤ **Accountability**
254

255 In evaluating the call to interim ministry, it is the responsibility of the Committee on the
256 Ministry to affirm that there is a valid and genuine calling body and that the individual minister is
257 not acting alone or in isolation. In evaluating the validity of calling bodies, the Committee on
258 the
259

255 Ministry
256
257 not
258 the
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260 Ministry may want to consider the following criteria:
261

- 262 ○ The organization is a recognized ecclesiastical body with an identifiable
263 organizational structure, governance, and leadership.
- 264
- 265 ○ The organization must be willing to recognize and affirm the individual's personal
266 sense of call to interim ministry.
- 267
- 268 ○ The organization must be willing and able to provide oversight for the ministry of
269 the particular individual.
- 270
- 271 ○ The organization must be committed to participate as a full partner in the
272 covenant with the individual, the association, and the local church where the
273 individual is a member.
- 274

275 EXPECTATIONS OF INTERIM MINISTERS

277 Associations must determine that a person meets all of the normal criteria before granting
278 standing to a United Church of Christ ordained minister (including interim ministers). These
279 criteria, spelled out in *Manual on Ministry* (MOM, 2001 – Section 3, page 30).
280

281

282 ➤ **Membership in a Local Church of the United Church of Christ**

283 In order to hold standing in the United Church of Christ, all ordained ministers (including
284 interim ministers) must have membership in a Local Church of the United Church of Christ.
285

286

287 ➤ **A Sense of Personal Calling Confirmed by a Valid Calling Body**

288 All ordained ministers (including interim ministers) in the United Church of Christ have a
289 sense of personal calling to ministry by the Holy Spirit which is affirmed by the wider
290 church. In addition, those seeking a call as an interim minister will have a personal sense
291 of call to that specialized ministry and be able to articulate the nature of that call.
292

293 In extending a call to interim ministry, the calling body acts on behalf of the wider church
294 to confirm God's call in this individual's life. The Committee on the Ministry considers both
295 the personal call and the ecclesiastical call in making the determination to grant ordained
296 ministerial standing.
297

298 ➤ **Seeking a Call as an Authorized Minister in the United Church of Christ**

299 Candidates seeking to be called as interim ministers must demonstrate that they are
300 authorized (or eligible to be authorized) for ministry in the United Church of Christ. Those
301 who are so authorized include: persons with ordained ministerial standing, ordained
302 ministerial partners who are qualified to seek a call in the United Church of Christ, persons
303 with Privilege of Call, certain seminarians and candidates for ordination, and persons
304 approved for ordination pending receipt of a call. These are all persons who upon receipt
305 of a call may apply for and be granted ordained ministerial standing or ordained
306 ministerial partner standing.
307

308 In particular circumstances a Committee on the Ministry may license a person to serve as
309 an interim minister while a church seeks new pastoral leadership.
310

311

312

313 ➤ **Demonstration of Considerable Knowledge, Skills and Qualities of Interim Ministry:**

the Distinctive Expectations of Transition Ministry

Transition ministry requires specialized training and skills related to ministry during times of transition. Training and skill in church dynamics, conflict management, empowerment of the laity, and an understanding of systems and the dynamics of change are also helpful in equipping a person for this ministry.

A Transition Minister must be able to quickly establish a high level of trust, have good entry and exit skills, and have a good sense of self-differentiation. In addition, interims benefit from a leadership style that is open and adaptable to the faith and traditions within a variety of local churches, and a style that relies upon the gifts, skills and leadership capabilities found within each local setting.

An individual seeking an ecclesiastical call into interim ministry as a Transition Minister will typically be able to demonstrate the requisite knowledge, skills, and qualities for this specialized ministry. Completion of an Interim Ministry Network Basic Course or other formal training program and letters of reference from persons who can attest to the candidate's abilities and qualities will be expected. In addition, a person's prior experience in pastoral ministry, service as an interim minister or life experience may help a calling body determine the skill level and competency of this individual for a call.

While these expectations clearly apply to Transition Ministers, those individuals serving as Sustaining and Interim Supply ministers will also be encouraged to equip themselves in the same way.

THE NORMATIVE PRACTICE OF INTERIM MINISTRY

In addition to the ethical standards in the Ordained, Commissioned and Licensed Minister=s Codes, there are unique standards that guide the conduct of interim ministers. These norms reflect the values and traditional practices of interim ministry in the United Church of Christ.

➤ **Limited Involvement in the Search Process**

Any interim involvement in the search process of a congregation must be clearly established with conference/association staff and explained to the search committee, prior to the involvement.

Interims are often trained and skilled in helping the committee and congregation through a self study and evaluation process that contributes to the preparation of the Local Church Profile. Any work the interim does with the committee, concludes before the search committee begins considering ministerial profiles. *The boundaries need to be clearly established by the conference/association staff person and interim minister – and then explained to the search committee.*

The interim minister should not influence the search process in any way. Names of candidates are to remain confidential within the search committee and are not to be shared with the interim minister. The interim minister must guard against being drawn into discussions that may lead to the divulging of names or offering opinions regarding specific candidates for the settled position.

➤ **Not A Candidate for the Settled Position**

The professional and ethical norm throughout the United Church of Christ is that those

368 *doing interim ministry are not candidates for the settled position.* This should be clearly
369 stated in the interim call agreement between the church and the interim minister, so it can
370 be agreed to and signed by all parties.
371

372 The rationale for the interim not becoming a candidate for the settled position includes
373 the following:

- 374 ○ An interim's candidacy compromises the principles of parity and open access to
375 opportunities by denying unknown candidates with comparable skills the chance
376 to be seriously considered by the search committee. Because the congregation
377 knows the interim in ways it cannot know other candidates, the interim has an
378 unfair advantage over others. This is in tension with the Search and Call process
379 of the United Church of Christ as expressed and set forth in the *United Church of
380 Christ Constitution and Bylaws*¹
- 381 ○ A serious breach of ministerial ethics occurs if an interim takes advantage of the
382 interim role to position himself or herself as a candidate for the settled position.
383 Such behavior demonstrates significant disregard for the Search and Call
384 processes of the United Church of Christ, a lack of respect for ministerial
385 colleagues who may be candidates for the position and a breach of The
386 Ordained Minister's Code of Ethics. A Fitness Review may result from such
387 behavior.
388
- 389 ○ All parties to the interim call agreement understand and assume an interim rather
390 than a settled call in the beginning of the relationship. When the interim is called
391 to provide ministry in the interim time there is a written agreement among the
392 church, the interim, and the conference or association representative that this will
393 be an interim relationship rather than settled call. As part of this agreement, all
394 parties understand that the interim will not be considered as a candidate. All
395 parties also agree that a genuine and good faith effort will be made to undertake
396 a search for a settled minister.
397
- 398 ○ An interim minister's candidacy may subvert the importance of matching the
399 candidate's gifts for ministry with the ministerial needs of the church. The
400 ministerial needs of the church during the interim period are significantly different
401 than they are during the settled pastorate. Calling one with significant gifts for
402 interim ministry to the settled position may result in a mismatch of gifts and
403 ministerial needs.
404
405

406 If a determination is made by the covenantal partners (conference staff, association
407 committee on the ministry, local church) that a pastoral vacancy does not exist (such as
408 during illness or a sabbatical), then other ways to meet the leadership needs of the
409 congregation may be considered. This is not interim ministry. Other labels, such as
410 "acting", "temporary", "designated", etc. may be used.

411 There are, however, rare occasions during an interim ministry when a sincere effort to
412 conduct a search for a settled minister has been made and in the opinion of conference
413 staff and the Committee on the Ministry it is not likely that continued effort will lead to a
414 call. When this is the case and when both the local church and the interim minister agree
415 to reconsider their relationship, it may be in the best interests of all involved to make an
416 exception to the normative practice.
417

418 If the interim is to be considered as a candidate for the settled position, it is important that
419 the Committee on the Ministry have established policies and procedures to consider such
420 an exception. These procedures should include:

- 421 ○ the circumstances when an exception might be considered (i.e. that further

¹ Any Ordained Minister or Ordained Ministerial Partner may confer with the Conference Minister concerning a pastoral vacancy. At the Ordained Minister's request or at the request of the Ordained Ministerial Partner, his or her name shall be submitted by the Conference Minister for consideration by the committee of any Local Church where there is a pastoral vacancy.

- 422 searching is not likely to be successful),
423
424 ○ the parties to be involved in discerning the necessity or advisability of making an
425 exception (i.e. conference staff, the local church, the minister, and the Committee
426 on the Ministry),
427
428 ○ the impact of the exception on the Search and Call Process, United Church of
429 Christ polity and practice of ministry, and the nature of interim ministry (i.e. serious
430 reflection on the reasons for the normative practice named above).
431
432

433 ➤ **Limited Length of Interim Service**

434
435 The length of time an interim serves a local church may vary, depending on the situation
436 of the church and the progress of the search process. The interim minister is to
437 encourage the church to work diligently through the search process and not allow the
438 process to slow down because of the positive feelings toward the interim minister. The
439 interim minister must not seek to extend the interim time for the sake of his or her own
440 employment needs.
441

442 ➤ **Non Interference in the Ministry of the Settled Minister**

443
444 As with the departure of a called minister from a local church, when an interim minister
445 completes her or his ministry the congregation should have been encouraged to set
446 healthy boundaries. Although the interim may remain in close geographical proximity, the
447 interim must separate from the congregation and perform no further pastoral functions. In
448 order to facilitate the congregation's bonding with the new settled leadership, the interim
449 should refrain from visiting the congregation or any of its members (for a minimum of one
450 year) or participating in any events unless specifically invited to do so by the Diaconate
451 (or other appropriate board) in consultation with the settled minister.
452
453

454 **CHURCHES IN RELATION TO ALL FORMS OF**
455 **INTERIM MINISTRY**

456 Just as the normative practices of interim ministry apply to all interims, the standards and
457 norms for interim churches in relation to ministers are applicable as these churches relate
458 to all forms of interim ministry: transition, sustaining and supply.
459
460

461 ➤ **Compensation**

462
463 All authorized ministers should be compensated according to conference guidelines.
464 Interim ministers should be compensated at a level commensurate with the compensation
465 of the previous settled pastor. For churches that have been paying below such
466 conference guidelines, compensating an interim at a higher level may be the opportunity
467 for the church to begin moving closer to what it will need to consider for the next called
468 pastor. In some cases an interim minister may be compensated at a higher rate than the
469 previous minister because of the particular skills and scope of the ministry position she or
470 he is asked to fulfill during the interim period.
471

472 ➤ **Non Consideration of the Interim for the Settled Pastorate**

473
474 It is imperative that the church understands from the beginning that the interim minister is
475 not to be considered for the position of settled minister. This should be clearly stated in
476 the interim covenant or letter of agreement between the church and the interim minister.
The rationale for this has been stated in the previous comments.

477 As stated above, there may be those unusual circumstances that would lead conference,
478 association, local church and interim minister to consider other options. Those situations
479 would be rare and must be carefully talked through and understood by all parties.
480
481
482

483 ➤ **Continue the Search Process**

484
485 The interim minister gives pastoral leadership to the congregation while the church
486 conducts a search for a settled pastor. Churches need to continue their search in a
487 deliberate way that does not stall because people are comfortable with the interim
488 minister. Many interim call agreements limit the time for which the interim is engaged to a
489 renewable defined term as a way to urge the process to keep moving.

490 It is appropriate for some Committees on the Ministry to raise questions with both an
491 interim minister and the church if the interim situation continues beyond a typical transition
492 period for that type of congregation, The Manual on Ministry allows for such an
493 intervention in the Situational Support Consultation (MOM, 2001 - Section 8, page 9).
494
495

496 **SUPPORT FOR AND ACCOUNTABILITY OF**
497 **INTERIM MINISTERS**

498
499 ➤ **Support**

500 An association in which interim ministry is conducted, whether or not it is where
501 the person holds standing, has a responsibility to provide support in the areas of:
502
503

- 504 ○ Pastoral care
- 505 ○ Fellowship with pastoral colleagues
- 506 ○ Opportunities for networking and interpersonal support
- 507 ○ Discernment and evaluative feedback.

508
509 This is particularly important in helping interims acclimate themselves to new surroundings.
510

511 Associations need to continue to act in an advocacy role for the individual and for the
512 role of interim minister as well as resourcing for continuing education. Advocacy for
513 individuals may include:
514

- 515 ○ Compensation
- 516 ○ Maintaining of contractual integrity
- 517 ○ Opportunities for support consultations and interventions
- 518 ○ Exit interview and assessment

519
520 Advocacy for the role of interim may include:
521

- 522 ○ Understand and promote the unique role, responsibilities and significance of
523 interim ministry.
- 524 ○ Deepen understanding within the association of the distinctive standards and
525 goals of interim ministry.
- 526 ○ Teach and interpret the importance of the transitional nature of the interim time
527 between settled pastorates for congregations.

528
529 Committees on Ministries are strongly encouraged to meet with interims at the beginning
530 of their ministry within the association to not only inform the Committees on Ministry but to
531 discern ways in which the association and the interim can be mutually available and
532 supportive. All this requires ongoing communication between conference and association
533 staffs with committees on ministry in both present association and association of origin

534 should they be different.

535

536

537

538

➤ **Accountability**

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Interim ministers remain accountable to the association where he or she has standing. Should accountability issues emerge, the concerns are addressed and dealt with according to established policies and procedures. The association, where standing is held, may need to seek information and cooperation with its counterpart in the oversight of authorized ministry when the interim is employed outside of the association or denomination. When such cooperation is sought, it is important to clarify the roles and responsibilities of each oversight body as well as the policies and procedures to be followed prior to the actual investigation and adjudication of the matter. The association where standing is held retains final jurisdiction over the interim minister's authorization and standing.

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THE UNITED CHURCH OF CHRIST'S EXPECTATIONS OF ITS INTERIM MINISTERS

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Faith Affirmations

- Understands and affirms the Faith Affirmations found in the *Church's Expectations of its Candidates for Ordination*
- Has a sense of call to interim ministry

Church Loyalty

- Understands and affirms the expectations for Church Loyalty found in the *Church's Expectations of its Candidates for Ordination*
- Understands and affirms the Ordained Minister's Code, particularly as it relates to interim ministry
- Is committed to guiding churches through their transition to seek and call a new minister
- Supports the church's participation in the United Church of Christ search process while providing interim ministry service to that church and refrains from interfering or becoming involved in the church's search
- Will not become a candidate for the settled position in any setting where interim ministry is provided
- Advocates for fair and just compensation for all UCC pastors, including interim ministers and those who will be the newly settled minister

Knowledge and Skills

- Has the Knowledge and Skills named in the *Church's Expectations of its Candidates for Ordination*
- Has engaged in a disciplined study of and has acquired considerable knowledge and skill in interim ministry, including
 - understanding and appreciation for the nature of interim ministry
 - knowledge regarding the developmental tasks of churches in interim transition
 - skill for the performance of interim ministry

Personal Qualities

- Has the Personal Qualities found in the *Church's Expectations of its Candidates for Ordination*
- Ability to quickly form and appropriately relinquish relationships
- Acknowledges and tends to self-care needs amidst the dynamic transitions inherent in interim ministry
- Possesses the capacity to thrive amidst constant change inherent in life as an interim minister
- Respects, honors, and adapts to the cultural milieus and traditions of a variety of local churches

