



Mission Resourcing

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TRANSITIONAL MINISTRY

All our churches are in a state of transitional. Originally Intentional Transitional Ministry was set up to help congregations when a minister moved and before a new one arrived. Over the years it has met the challenge of the various situations in which churches find themselves for many different reasons.

Some clergy have extended their training to include equipping themselves to handle transitions and the unique characteristics of congregational dynamics that go along with the transitions.

The transitional period is an excellent opportunity for a congregation to reflect on and review its past; to find meaning in its heritage and history; to understand who they are in the present, celebrating the gifts, skills and ministries already being exercised within the congregation; and a time to envision and discern God's call for its future in a proactive way. Other models of ministry, relative partnerships will be explored as well as what it means to be Church in the 21st Century. It is also a time to manage any conflict that may be present so the congregation can refocus on its future.

A Transitional Minister is someone who can facilitate this process in an objective and non-anxious way enabling the congregation to re-imagine its ministry and outreach to the community.

A Transitional Minister must be self-differentiated, and an non-anxious presence and in regular supervision, as well as having the ability to:

- to maintain personal, professional and spiritual balance.
- the ability to guide a transformational faith experience.
- the ability to motivate and develop a congregation to be a "mission outpost" (help church reclaim their role in reaching new believers)
- the ability to facilitate the development of and communicate a vision.
- the ability to interpret and lead change
- the ability to promote and lead spiritual formation for church members
- the ability to provide leadership for high-quality, relevant worship experience.
- the ability to identify, develop, and support lay leaders
- the ability to build, inspire, and lead a "team" of both staff and volunteers
- the ability to manage conflict
- the ability to navigate successfully the world of technology
- the ability to be a lifelong learner

Term: Maximum term 3 years but normally for 2. At the end of the designated term the Transitional Minister must leave and is **not** available to be stationed to the Parish.

Appointment: By the Synod Superintendent in consultation with the Mission Resourcing Director.

Stationing Sheet: Listed as Transitional Minister with the specified term

CRITERIA FOR TRANSITIONAL MINISTRY

Transitional Ministry is desirable in a parish where any of the following apply:

- the previous presbyter died in office
- the previous presbyter took an extended leave of absence due to physical or mental issues of his/her own or of her/his immediate family
- the previous presbyter was asked to leave (formally or informally)
- the previous presbyter served a long incumbency (10 or more years)
- the previous presbyter served an unusually short incumbency (3 years or less) especially if this is a recurring situation
- an immediate family member of the previous presbyter suffered a long, debilitating or terminal illness
- there were allegations of ministerial misconduct (sexual harassment or misconduct, mismanagement of money, other unethical behaviour)
- the demographics of the area in which your parish is situated have changed significantly in the last 5 years
- the parish has experienced significant conflict in the last 5 years – a significant number have left; worship attendance &/or financial giving have dropped in the last 2 years
- your parish is considering a need to move in a new direction or define its mission differently in the near future. You may be thinking of increasing or decreasing staff numbers
- in a multi-staff parish, there has been significant conflict within the staff in the last 3 years &/or one or more staff positions have been terminated recently
- your parish is considering a switch from full to half time ministry, or vice versa.
- when there has been a significant loss of life, buildings due to natural disasters.

*Marilyn Welch and Kathryn Walters
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