

**This training can benefit** those who anticipate doing this ministry in the future as well as those who are currently in interim and transitional positions. Both full-time/fully-supported and part-time/bi-vocational models will be explored.

**SESSIONS:** 9:30am - 3:30pm, the first Monday of the month beginning October 5, 2015 through May 2, 2016. Reading and practicum assignments will be made at each session to be completed in preparation for the next.

**LOCATION: Portage, WI** (We are willing to shift to a different location should one be found more mutually convenient to the geography of registrants.)

**This course will be limited in size to maximize participation.**

**COST:** \$950 (can be paid in full or in 2 installments due Sept. 30, 2015 and Jan. 30, 2016) Includes lunch on training days and access to trainers for individual coaching during this 8-month period.

**REGISTRATION:** For application materials and questions, contact

**Email:** [Linda@sandburconsulting.com](mailto:Linda@sandburconsulting.com)

**Phone:** 608-847-5597

**\*\* Registration deadline: September 15, 2015 \*\***

**TRAINERS:** Rev. Linda Kuhn and Rev. Dave King represent over 70 years of combined experience in ministry. They have been both interim and settled pastors, full-time and bi-vocational, in solo, associate, and senior pastor positions. As **partners in Sand Bur Consulting, LLC**, they lead training programs for interim ministers and lay pastors, mediate congregational conflict, offer workshops on the missional church, and guide churches through mergers, closures, and size transitions. Much of their work and ministry has been in the Wisconsin Conference United Church of Christ, Synod of Lakes and Prairies (PCUSA), Presbytery of Milwaukee, John Knox Presbytery, and the Wisconsin Council of Churches.

## Interim Ministry Training Institute

October 2015 - May 2016



*training  
to build*

*designed*

*competency to  
help congregations through pivotal transitions and a  
time of change*

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offered by Sand Bur Consulting, LLC  
[www.sandburconsulting.com](http://www.sandburconsulting.com)

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IMTI is an intensive training program offered over an eight-month period with monthly full-day sessions and reading and practicum assignments between sessions. The format includes presentation, small group discussion, and case study analysis to teach both theory and practice.

*All pastors are interim and temporary at some level.*

*Some are more aware of this than others.*

*All congregations are in transition.*

*Some are more aware of this than others.*

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The Interim Ministry Training Institute (IMTI) offers training for those who want to be intentional about preparing for the privilege and responsibility of guiding a congregation through a time of transition and change. An interim pastor does not bring their own "agenda" to impose upon a congregation, but rather respects the church's needs, context, and culture.

Participants will learn theory and tools to assist churches to:

- seek God's Spirit at work among them in the midst of situations of grief, tension, uncertainty, challenge, and change
- explore the direction, mission and ministry to which God might be calling them
- deal with obstacles to effective ministry
- claim and develop their spiritual gifts and resources
- make healthy transitions in pastoral leadership

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## Training Sessions

### **Good Beginnings, Good Endings**

helping a congregation understand what interim ministry is about  
assessing congregational needs & setting goals & priorities  
interviewing and negotiating a contract  
staying focused  
arranging for evaluation, closure & transitioning to the next pastor

### **Congregational Care in Times of Crisis and Change**

treating the congregation as an emotional system  
dealing with grief, anger, loss, change  
developing a team approach to congregational care  
pastoring an anxious system without depleting your soul

### **Sizing Up a Church**

identifying how church size affects pastoral role and expectations  
helping a congregation navigate a size transition  
jumping hurdles to change  
recognizing signs a congregation is "stuck" and what to do about it  
cultivating an understanding of the missional church

### **Keeping Your Cool When the Heat is Turned Up**

expanding your and the church's abilities to manage conflict  
controversy, comfort zones, and patterns of conflict  
recognizing tension that helps and tension that hurts  
what to do when you become the lightning rod  
making use of behavioral covenants

### **Managing Organizational Structures & Developing Leadership**

using an adaptive leadership approach  
working with a church's polity  
assessing how a congregation's structures enable or disable  
discovering ways to develop and empower lay leadership  
wrestling with issues of power, authority, management

### **Supporting the Congregational Search Process**

respecting do's and don'ts  
using tools to help a congregation have conversations that matter  
developing and leading mission studies  
identifying core values  
preparing a congregation for an effective search process

### **Spiritual Anchors while the Ship is Moving**

fostering congregational spiritual depth  
guiding a congregation into finding their story in the Biblical narrative  
preaching during an interim time  
spiritual resources for dealing compassionately and prophetically  
with congregational grief, healing, and change

### **Reach-able & Teach-able Moments in the Life of a Congregation**

recognizing and cultivating these moments for interim purposes  
determining what we're in control of and what we're not  
celebrating congregational learning experiences  
sustaining yourself through the rigors and rhythms of interim ministry