

10.4 TRANSITIONAL MINISTRY PLACEMENTS

1 INTRODUCTION

Transitional Ministry [or Intentional Interim Ministry (IIM) as it was previously known] is a ministry of defined duration, usually of a period of twelve months to two years. The placement operates when a Presbytery determines that particular issues are to be addressed in an intentional way and/or new directions developed before proceeding to call a "normal term" placement.

This ministry takes place "in between the times" — the space between the last minister's departure and the induction of the new minister. Transitional Ministry is transient and, like John the Baptist, says "I am not the one to come, I prepare the way for another".

The basis of Transitional Ministry is a written agreement for specific tasks to be undertaken within a limited time frame, which is negotiated between the Congregation, Pastoral Relations Committee (*PRC) and the Minister. This involves a high level of discernment and intervention on the part of the Presbytery and the placement body. Transitional Ministry fills the normal pastoral roles (though the extent of this may be negotiated) and also leads the Congregation through a series of developmental tasks:-

- (i) Help the placement body come to terms with the past.
- (ii) Enable the placement body to discover a new identity.
- (iii) Facilitate shifts in power and leadership.
- (iv) Renew denominational links.
- (v) Gain commitment to new directions.

2 STIPEND & ALLOWANCES

The normal provision for placements within the synod apply.

3 LEAVE

The Transitional Minister is entitled to all the normal leave entitlements. A Transitional Minister will not take long service leave during the term of the placement, although the entitlement to long service leave accrues with the payment of contributions by the placement body.

4 MEMBERSHIP OF COUNCILS

The Transitional Minister is automatically a member of the Church Council (if in a congregational setting) and the Presbytery/Synod.

5 TRANSITIONAL MINISTRY TRAINING

This ministry calls for specific gifts that can be enhanced by Transitional Ministry training — negotiation, process and leadership skills. All congregational ministers may benefit from Transitional Ministry training. Being retired and free to move about is insufficient qualification for Transitional Ministry, which may be more demanding than normal congregational work. Systems of support for the Transitional Minister are required such as regular supervision, freedom to contract out particular tasks, regular monitoring of progress by the Presbytery. The Presbytery will hold services of induction or conclusion to a Transitional Ministry placement.

6 TRANSITIONAL MINISTRY TO PLACEMENT

A key factor in Transitional Ministry is that the person appointed does not become available for call to the placement. As with supply ministry it is important for the Transitional Ministry to preserve the emotional detachment and 'outsider view' needed for that person to be of most assistance to the congregation.