

# Interim Ministry Bulletin

MAY 2018

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**Welcome to your new Interim Ministry Bulletin.** The Diocese of Chelmsford will now be sending this out on a quarterly basis as a result of additional capacity building funding from the Church Commissioners' Strategic Development Fund to extend networking and training in Interim Ministry.

With these additional funds, we hope to develop and pilot test some modular training materials in Chelmsford, potentially for wider national application. We are exploring how to build these into existing diocesan CMD training, so that we are equipping people for IM at an earlier stage. We are also looking to develop some reference materials for senior staff when making IM appointments.

Much of the groundwork will continue to be done by many different dioceses, but we aim to link that work and the skills and training on offer into a national learning community on IM, using social media and periodic meetings in different regions to share experiences and explore new developments.

This bulletin will be part of that process. You are welcome to send contributions on events, news, aspects of IM, short publication reviews, and *IM focus* features about how IM is being used in particular dioceses. The next bulletin will be sent out in July 2018. **Please send contributions by Friday 29<sup>th</sup> June.**

## ***Can you organise a regional meeting in 2018/19?***

We are hoping to encourage the development of a rolling programme of twice-yearly one-day IM regional gatherings around the Church of England. If you are a diocese which has a significant input into IM, can you organise a regional event in **Autumn 2018 or Spring 2019?** Given our last gathering in February 2017 was in the south, could we go north for the next?

Past experience has shown that our practice improves when we have an opportunity to pray, share and exchange our learning together in a collaborative environment. These events are a gathering point for your own IMs, but also an opportunity to share current thinking and practice with IMs and mission and ministry staff from other dioceses.

Each diocese should be able to offer a meeting space, lunch facilities and organisational capacity. You are welcome to shape your own agenda, but as a suggestion, you might offer:

- an opportunity for input from a theologian/senior leader on the issue of church growth;
- sharing and discussion of local anonymised case studies;
- the development of a new tool or area practice;
- and of course, time for prayer, reflection and connecting.

These events should be self-funding so it is appropriate to make a small charge for participants to cover costs where necessary. It will be very important to keep a good geographical balance, so it is suggested that events alternate between York and Canterbury. *Please get in touch with Helen (below) if you are able to offer this.*

## **NEWS**

### ***Facebook group on IM***

We now have a closed Facebook group, Interim Ministry England.

<https://www.facebook.com/groups/274442863036104/?ref=bookmarks>

We have about 23 people connected. When you sign up, please say something about yourself and your involvement/interest in IM. And feel free to ask questions and seek input.

### ***IM Guidance***

If you have not yet picked up on it, the Archbishop's Council issued revised and more detailed supplementary advice on Interim Appointments in January 2018. This guidance offers far more in-depth support for appointments and processes used in IM, from pre-appointment to post-handover. It includes guidance on when it is appropriate (or not) to make an IM appointment, what duration is realistic, what gifts and support are required, and practical

matters like housing, licenses, and a set of anonymous illustrative scenarios. The supplementary advice is not formal guidance to bishops, which is also available.

Both the revised supplementary advice and guidance to bishops can also be downloaded from the Chelmsford website: Email: [http://www.chelmsford.anglican.org/ordained-ministry/interim-ministry](mailto:mailto:www.chelmsford.anglican.org/ordained-ministry/interim-ministry)

### **IM FOCUS - How is IM being used as part of the Diocese of Bristol's wider strategy on Vacancy Development?**

*Summary:* The Diocese of Bristol first started developing its approach to vacancy leadership in 2009, and developed its vacancy strategy in 2012. This has included a 2-stage process, firstly allowing a 'deliberate pause' in the appointments process to review the needs of each parish; and secondly developing a response such as leadership support, a new appointment, or for parishes needing further transition work, Interim Ministry. It includes six approaches to providing short-term priestly leadership to parishes in transition. *Read the full story in IM Focus.*

### **NEWS FROM OTHER PROVINCES**

The Interim Ministry Network, USA, has reported the death of Loren Mead – a pioneer of Im in the USA - who died at his home in Alexandria, Virginia, on May 5, 2018. 'In addition to founding the Alban Institute in 1974, Loren was instrumental in the founding of IMN (Interim Ministry Network) and CEEP (Consortium of Endowed Episcopal Parishes). Loren was a native of South Carolina, attended the University of the South, the University of South Carolina, and Virginia Theological Seminary, before being ordained an Episcopal priest. He served for fifteen years in parish ministry before he was appointed by the presiding bishop of the Episcopal Church to direct the denomination's experimental "Project Test Pattern" for its full three-year life. The project sought to renew congregational vitality by pooling information, sharing ideas, developing alternative strategies for ministries, and deploying consultants to work in and alongside congregations. He was the author of more than ten books, including his most recent *The Parish is the Issue* (2015).' (IMN bulletin, 9<sup>th</sup> May 2018) Further from <https://imnedu.org/>

### **PUBLICATIONS**

***Turnaround Teams – Grove Evangelism Series, Ev63, Simon Foulkes, Christine Smith, Anne Wood. ISBN 1-85174-539-4 £3.95.***

This booklet proves that IM is not new thinking in the Church of England. In 2000 Simon Foulkes, then evangelism advisor to Wakefield, came up with a plan to develop lay and clergy 'turnaround teams' to start exploring how parishes in difficulties could be supported, and tested out the theory and evaluated and documented the results. They came up with some key concepts. That this was about supporting 'struggling parishes' – defined as 'those on the point of death; or those that still have apparent life but lack energy or resources to be confident about the future.' They coined the term 'Interregnum Ministry' – which could only happen by invitation – to make the most of opportunities for growth and explore financial needs; A turnaround team was a lay team of volunteers from other parishes who were prepared to support change, and were led by a 'Turnaround minister'. One of the key learnings was that, while resource heavy, these projects were actually value-for-money when compared to similar mission projects. They also learned that clear expectations, accountability and appraisal/review systems and time for reflection were essential for those working in such challenging ministries. 'The reader should not underestimate just how volatile, stressful and pressured the experience can be,' say the authors. Nothing has changed! There is some very interesting learning here which is highly relevant to Interim Ministry.

***Honest Conversations in Churches – Grove Pastoral Series, p152, Elizabeth Jordan. ISSN 0144-171X. £3.95***

This is a very helpful little booklet for establishing good communications and relationships in parishes. It explores when significant conversations need to take place around change, who with, and what those conversations are for; exploring expectations (of clergy, lay people and senior staff) and good practice to support a conversation about expectations; use of language; and developing a habit of dialogue. This is a very helpful resource for Interim Ministry.

Please send any news, contributions, book reviews or enquiries to [hgheorghiu Gould@chelmsford.anglican.org](mailto:hgheorghiu Gould@chelmsford.anglican.org)

***GDPR and IM networking: The Diocese of Chelmsford is sending you this information as you have requested that we keep you informed with developments in Interim Ministry. Your data is being stored and used for this purpose and will be shared internally by Chelmsford diocesan employees for the purposes of maintaining this work. If any wider use is requested by national church institutions we will seek your consent first. If you no longer wish to receive this information, please inform Liz Watson [lwatson@chelmsford.anglican.org](mailto:lwatson@chelmsford.anglican.org) Thank you.***



The Church of England  
in Essex and East London  
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