

Using the 5 developmental Task from Temporary Shepherds, by Roger S Nicholson

Interview with; \_\_\_\_\_ Date: \_\_\_\_\_

By: \_\_\_\_\_

### 1. The interim contract.

- How are the things going on the contract?
  
- What feedback if any are you getting from the congregation? Evaluation?
  
- If you needed to, how have you adapted?
  
- Is it allowing you time to deal with the 5 tasks of Interim Ministry?
  
- Are there things that need to be negotiated with the Session or Interim team that hired you?

### 2. Coming to terms with History?

- In what ways have you facilitated the congregation in coming to terms with:
  - Immediate Past Pastor and getting perspective?
  
  - Acknowledging and claiming past....good and bad? Secrets?
  
  - Determining what to leave behind and what to carry forward?
  
- Appropriate venting of feelings, grief, moving on, etc.?

### 3. Discovering a New Identity

- Is the congregation's view of itself realistic?
- Are they seeing the interim as a time of renewal and growth or just something to endure?
- Can they see themselves as a separate entity from the former pastor?

### 4. Leadership Changes

- What power control issues have arisen and how have you dealt with them? Results?
- How is the decision-making process? Open or closed?
- Are the old leaders staying engaged, or is there dropout?
- Are new leaders integrating well with old?
- What conflicts have arisen and how have you dealt with them? Results?

### 5. Renewing Denominational linkage

- Are there historic or existing conflicts in the church with Presbytery etc. that we need to be aware of?
- How can we work to strengthen the relationship with Presbytery?

- How has the liaison role been viewed by the groups and committees that they have worked with?

### **6. Commitment to New direction in Ministry?**

- Is there a shared vision of their future and new direction coming together?

How are you keeping your relationship to the congregation clear so there is the ability to make a clean exit, so they don't need an interim from the interim?