

## **Minimum Standards and Commitments for Membership in Association of Disciple Intentional Interim Ministers**

Any person seeking membership in the Association of Disciple Intentional Interim Ministers (ADIIM) must meet **all** of the following standards (sections I & II below).

- I. Members of the Association of Disciples Intentional Interim Ministers will be able to articulate verbally and/ or in writing:
  1. A clear sense of calling to Interim Ministry.
  2. Awareness and practice of ethical standards for ministry in general and in Interim Ministry in particular including: non-candidacy for the installed position, and healthy closure with respectful relationships with one's predecessors and successors in the congregation.
  3. A positive faith stance – Christian hope.
  4. Advocacy for generally improving and upgrading the images and standards of pastoral ministry, installed and interim.
  5. Commitment to and support for the Christian Church (Disciples of Christ) and the United Church of Christ and other communions of the Churches Uniting in Christ or any denomination in which one is serving. .
  6. A clear plan for self-care during an interim including use of support networks, continuing education, denominational resources and ecumenical resources (like the Interim Ministry Network, Inc.). Developing a supportive collegial relationship with other pastors as well as one's peers in Interim ministry.
  7. A plan for continuing education, and goals set to increase usable skills for interim ministry or general ministry skills.
  
- II. Additional requirements for membership in the Association of Disciple Interim Ministers:
  1. Appropriate credentials with the judicatory in which one is serving [usually Christian Church (Disciples of Christ)].
  2. Recently completed (within 3 years or more frequently if required by the specific region) ethical boundaries training (sometimes referred to as Sexual Misconduct training).
  3. Specialized education for Intentional Interim Ministries (such as the program offered by the Interim Ministry Network, Inc. or comparable).

[Provisional membership may be granted for up to three years for persons who meet all other requirements, but are still obtaining this specialized education and/or current boundaries training].

### III Helpful Knowledge, Skills, and Attributes for Intentional Interim Ministers:

The following are **not** requirements for membership in ADIIM, but it has been found that persons with the following knowledge, skills and attributes have increased sense of competence and success in Intentional Interim Ministry.

1. Security, emotional stability and maturity with good ego strength.
2. Action - / goal-oriented.
3. Flexibility and adaptability.
4. Patience, empathy, and understanding.
5. Physical vitality.
6. A good sense of humor.
7. An understanding of the normal developmental tasks to be undertaken in the interim period and the unique dynamics of a congregation in an interim time.
8. An understanding of family systems theory.
9. The ability to enable a congregation to sort out a variety of feelings about itself, the previous minister, the Interim Minister, the Association, Conference, and Regional Ministers, and the minister who is yet to be identified and called.
10. Experience with and insight into crisis intervention.
11. Ability to guide and manage issues of difference toward healing, reconciliation, and problem-solving.
12. Nurturing a sense of shared focus within a congregation.
13. Knowledge of the process by which the congregation will search for and call a new pastor and clarity about the Interim Minister's role in the process.
14. Organizational development, including the skills to assess needs, analyze situations, develop long-range goals, and identify potential resources for reaching desired goals.
15. Strategies for coping with one's own stress as well as helping others deal with stress.
16. The discipline necessary to participate in a continuing program of growth, evaluation, and personal development with peers and colleagues in Interim Ministry. Opportunities may be available through Association, Conference, and/or Regional settings.
17. Ability to let go and leave (emotionally, as well as physically) once an interim is concluded.
18. A strong and regular prayer life.
19. An understanding of the Interim time as a time for transition and hopefully transformation.
20. Ability to work with volunteer leaders of the congregation, including committee and board structures.
21. A healthy respect for differences of opinion.
22. Understanding of strategies for dealing with old and newly developed conflicts.
23. Awareness of signs that indicate possible abuse or misconduct by a leader (pastor or lay-leader).
24. Personal time management and priority setting.
25. Ability to establish agreements and define criteria for completion of Intentional Interim Tasks and /or how to terminate an interim relationship.

#### IV. Applying for Membership

1. To become a member, fill out the attached application.
2. Mail it with dues to the address on the form.
3. Applications will be reviewed and approved by the Membership Committee of ADIIM.
4. The Membership Committee will notify the candidate of his/her acceptance.

#### V. Criteria for Continuing Membership

1. Maintenance and enhancement of the above standards
2. Continuing personal commitment to this specialized ministry
3. Current payment of dues.

Approved by the Planning Committee October 28, 2008