



## **The Work of the Congregation during the Interim Period: Focus Points**

In order to successfully navigate the transition period, a congregation pays attention to these Five Focus Points developed by the Center for Congregational Health.

### **Focus Points**

Heritage  
Leadership  
Mission  
Connections  
Future

*From Framework for Interim Ministry Network Interim Training March 15, 2012*

#### **Heritage:** *reviewing how the congregation has been shaped and formed*

The congregation's heritage, both corporate and individual, is the foundation upon which the present rests. Paying attention to heritage means encouraging and hearing all of the stories about the congregation's past, and embracing the rich variety that makes up this particular congregation.

#### **Leadership:** *reviewing the membership needs and its ways of organizing and developing new and effective leadership*

Transition time provides opportunity for individuals and the congregational organizations to examine the types of leadership needed. New leaders will emerge, while some seasoned leaders may re-commit or may decide to refocus their gifts.

#### **Mission:** *defining and redefining sense of purpose and direction*

The primary work in this area involves clarifying the faith community's identity and core values, working to develop mission and vision statements, and perhaps even working out short-term tactical plans.

#### **Connections:** *discovering all the relationships a faith community builds outside of itself*

Sometimes congregational life is so busy that congregations and their leadership forget to attend to their connections both to their denomination and to the network of communities around them. Transition is an appropriate time to re-asses old links and to consider new ones.

#### **Future:** *developing congregational and pastoral profiles*

Focusing on the future requires a healthy and honest assessment of the other focus points so that the congregation can turn its energy toward proactive decision-making for the future. The Intentional Interim Leader offers the congregation a variety of possibilities to engage the Five Focus Points.

Knowing that each situation is unique, the Interim strives to discern the tools that are most appropriate for the specific situation. Reflecting upon these five Focus Points helps a congregation to answer the questions, "Who are we?", "Who are our neighbors?" and "What is God calling us to do?"

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