

## What is Transitional Ministry?

Transitional Ministry is ministry during a time of transition that involves training, task and time.

**TRANSITION** is the process of coming to terms with change.

**TRAINING** prepares the leader to address the need of the congregation and to guide them as they work on their transition tasks.

**TASK** is the work that a congregation does in response to the change event.

**TIME** is defined for the work on the tasks of transition. The time limits are clearly specified in the agreement the leader makes with the congregation before beginning the work.

## IMN offering resources for leaders working with 21st century Faith Communities

Membership, IMN Annual Conference  
Workshops, Professional Speakers  
Continuing Education  
Fundamentals of Transitional Training



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**From  
Transition  
to  
Transformation**

*Training Leaders to  
Empower  
Faith Communities*

[www.imnedu.org](http://www.imnedu.org)  
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## Fundamentals of Transitional Ministry (FTM)

### Step One: The Work of the Leader (FTML)

The primary focus of this three day onsite workshop is on the work of the leader during a time of transition. Prior to arrival at the workshop, participants read three foundational theories of Interim Ministry (General System Theory, Bowen Family System Theory and William Bridges' Theory of Change and Transition). On the first day participants discuss the theories as applied to sacred stories and to congregations in transition. Tools for the Leader are the second day focus. Topics covered include appreciative inquiry listening and grief, learning styles, role of the interim leader and congregational context. The third day addresses the Tasks of the Interim Leader in the Congregation in Transition: join, analyze, connect, focus on responsibility, exit, and evaluate.

*FTM training is based upon adult learning principles. Participants are provided with readings in advance of their attendance at the programs. Active participation in all workshop sessions begin to apply the content.*

### Step Two: The Work of the Congregation (FTMC)

**Phase 1. FTMC**, a five day workshop, is designed to provide information and experiences that will be helpful to persons who plan to function in a congregational leadership role during a time of transition. Understanding that each congregation is unique and that polity, location, and dynamics of the congregation must be taken into account in every situation, IMN does not prescribe a specific plan for interim work.

FTMC offers a wide variety of tools for the leader to use in preparing a congregation to respond to these questions: Who are we? Who is our neighbor? What is God calling us to do? Five Focus Points (Heritage, Leadership, Mission, Connection, and Future) indicate areas for attention and help to direct the work of the congregation during transition.

The FTMC curriculum includes the following topics: congregational history, change, leadership development, core values, conflict, spiritual practices, transition teams, conflict, local context, resources, and search process.

**Phase 2: Fieldwork**, gives participants opportunity to use the skills and principles acquired in FTML and FTMC in their own ministry settings. Fieldwork is a distance learning process which uses both email and conference calls. A member of the IMN faculty leads the groups composed of from four

to six people through a clearly defined process of project development and reflection.

### WORKING WITH PARTNERS

While based in North America, IMN has been working with Partner Organizations around the globe since 1997. The material used in the FTM course is designed in modules which can easily be adapted to meet local needs. In addition to the core FTM courses, other subjects, relating to the impact of change and transition on faith communities, available upon request. Contact the IMN office for more information.

### MEMBER BENEFITS

Membership in IMN offers access to the IMN Member Directory, ministry resources, opportunity to participate in webinars and discounted rate to attend the Annual Conference.

### ANNUAL CONFERENCE

Held in a different location each year, this three day event offers opportunity for training, networking and fellowship.



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