



FAITH-BASED TRANSITION SUPPORT

When congregations face a transition in ministry leadership it offers an opportunity for self-examination. This process can be beneficial in determining the future in terms of leadership and mission. At the same time the congregation needs to determine how to operate during the transition, how to support the interim leadership and how to select and welcome new leadership. MacIntyre Associates have successfully led congregations through ministry transitions from their personal experience as well as consultants.

We work with clients to consider:

- Clearly understand national or other guidelines that must be followed in the transition process. These may vary by faith and structure.
- How do we currently define ourselves; who are we and how are we viewed in the community?
- What is our fiscal stability and can it continue?
- How have we functioned over the past few years: what have we done well, what have we not done as well and what have we wanted to do but didn't? Can we answer "Why" to the above questions?
- Building on the above information draft a congregational profile that describes your past and present and defines who you aspire to be.
- Create a process and responsibility for choosing and supporting transition leadership.
- Have an open process. Decision makers need to work with the congregation, not for them. Communications process needs to be detailed and constant.
- Work with a search committee to determine what you look for in a new leader. Make sure this is congruent with the congregational profile.
- Maintain your current activities, outreach and stewardship efforts. It's a time to step up, not step back.
- Put in place a welcome committee to ease the new leader and family into the congregation and community.

If you are facing a period of ministry transition we can help make it flow more smoothly. Call us....

Partnering for Mission

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