



CHRISTIAN CHURCH IN OHIO

DISCIPLES OF CHRIST

A COVENANT NETWORK OF CONGREGATIONS

Interim Ministry Guidelines

Interim Ministry Network

& Rezash Fund

In the

Heartland Conference United Church of Christ

& Christian Church in Ohio (Disciples of Christ)



**HEARTLAND
CONFERENCE**

UNITED CHURCH OF CHRIST
N. KY • OH • WV

Interim Ministry provides transitional leadership during a period of pastoral vacancy when a congregation experienced pastoral leader who can help heal wounds or sense of loss, discover and explore their purpose and mission and provide a continuation in ministry.

Interim Ministry also provides spiritual and transformational leadership as the congregation seeks to discover a new identity apart from the outgoing pastor, develops a sense of God's call for their calling and the next steps, envisioning a new future, following what they believe to be God's call, direction and purpose.

1. THE MARKS

Interim ministers as all other authorized ministers are expected to embody the Marks of the Faithful and Effective Ministers.

- Exhibiting a spiritual foundation and ongoing spiritual practice
- Nurturing denominational identity
- Building transformational leadership skills
- Engaging sacred stories and traditions
- Caring for all creation
- Participating in theological praxis
- Working together for justice and mercy
- Strengthening inter- and intra- personal assets

Find the complete Marks here:

SPECIAL MARKS OF INTERIM MINISTERS INCLUDE:

- A clear sense of call to Interim Ministry.
- Commitment to and support for one's denomination, UCC or DOC
- Commitment to and support of the denomination being served as an interim
- An understanding of the transitional nature of Interim Ministry
- An understanding of the five Focus Points of Interim Ministry
- An understanding of Systems Theory and Appreciative Inquiry
- Experience with and insight into crisis intervention and conflict management
- Building community and nurturing a sense of shared focus within a congregation.
- Skills in helping clarify the purpose and calling, (vision and mission) of a congregation
- Ability to be a non-anxious presence and be an agent of healing
- A sense of humor

2. FOCUS POINTS OF INTERIM MINISTRY

- **Heritage:** celebrating the story of the congregation and how it's been shaped and formed
- **Mission:** defining and redefining sense of purpose, direction and calling (mission and vision)
- **Leadership:** celebrating the gifts of the people and nurturing leaders, as well as reviewing the congregation's ways of organizing to enhance efficiency and ministry
- **Connections:** discovering all the covenantal relationships and networks beyond itself, such as denomination and wider church

- **Future:** Acting as a resource person for synthesizing the interim work, assisting pastoral search committee concerning process and procedure in cooperation with denominational leaders

3. TO CONGREGATIONS SEEKING INTERIMS:

We are aware that in the 21st century the Church continues changing and evolving. “One size fits all” Interim Ministry no longer fits all. As a result, each congregation seeking an Interim Minister should contact their Association or Regional Minister for guidance to discern what kind of Interim ministry might be the best fit and what the interim journey might address and entail in their particular congregation.

Kinds of Interims include:

- **Interim - Intentional and Transitional**, specifically directed toward a smooth and enriching transitional journey
- **Designated** – for term or for Function or both
 - **Designated for term** is a pastor who agrees to serve for a specific length of time
 - **Designated for function** is a pastor who serves to deal with specific identified issues that need to be addressed during the interim
 - **Designated term and function** - is a combination of the two
- **Interim Supply** – Pastor who fills in the position but does not focus on interim function or process
- **Bridge** – pastors who fill in a few months in-between without commitment to interim function or process

Again, please reach out to your Regional or Association Minister to search and find the “right” interim for your church.

4. INTERIM MINISTRY WORKING GROUP

A. Purpose:

To lift up a vision of Interim Ministry and its value for vital congregational life and to support Interim Ministry and Interim Ministers in the Heartland Conference of the United Church of Christ and the Ohio Region of the Christian Church (Disciples of Christ).

B. Membership:

1. The Heartland Conference will name 4 persons, one from each of the Associations, with attention to interim experience, diverse backgrounds and gifts
2. The Christian Church in Ohio (DOC) will name 4 persons, with attention to interim experience, diverse backgrounds and gifts
3. Association, Conference, and Regional staffs will determine staff support.

C. Responsibilities:

1. Provide and coordinate ongoing education and training opportunities
2. Promote Interim Ministry among Heartland Conference/Region churches.
3. Review and update the policies and responsibilities of the Interim Ministry Working Group as needed.

4. Report annually to the Heartland Conference Minister and to the Commission on Ministry of the Ohio Region (DOC)
5. Be aware of policies, changes, opportunities, resources, and other enterprises related to Interim Ministry.
6. Process applications for the Rezash Interim Ministry Fund.

5. REZASH INTERIM MINISTRY FUND

The financial uncertainty of Interim Ministry is a concern for all Interim Ministers and for the churches and Associations who rely on interim ministers. The Heartland Conference has created a special support fund for Interim Ministers serving Heartland Conference churches, called "The Rezash Interim Ministry Fund" which will be administered by the Conference. The Christian Church in Ohio became a participant in 2005.

A. The purpose of the Rezash Fund is:

1. To provide emergency financial support for Interim Ministers between periods of employment as an Interim Minister.
2. To provide for training and continuing education for Interim Ministers.
3. To support the Heartland Conference/Region Interim Ministry Working Group.

B. Means of Financing the Support Fund.

1. To be eligible, UCC and Disciples of Christ Interim Ministers and other Interim Ministers serving Heartland UCC and Disciples of Christ churches shall contribute 2% of their salary and housing allowance to the Rezash Interim Ministry Fund. Also, each congregation served by an Interim Minister shall contribute an amount equal to 2% of the Interim Minister's salary and housing allowance to the Rezash Interim Ministry Fund. UCC/Disciples Interim Ministers serving non-UCC congregations may also participate following the same contribution guidelines. (This agreement shall be part of the Interim Ministry Covenant Agreement signed by both parties.)
2. Investment earnings from the Rezash Interim Ministry Fund accrues to itself.
3. The Interim Minister must be authorized by the their association or region to participate in the Rezash Fund.

C. Allocations from Rezash Fund are administered by Interim Ministry Working Group

1. Of the budgeted funds, eighty percent of the Rezash Interim Ministry Fund is available to be used for the subsidy of eligible Interim Ministers when they are between interim positions and for sabbatical leave.
2. Ten percent of the Rezash Interim Ministry Fund may be used annually to underwrite the expenses of the regular meetings of the Interim Ministry Working Group.
3. Ten percent of the Rezash Interim Ministry Fund may be used annually to provide:
 - support for training programs,
 - individual attendance at training programs for Interim Ministers.
4. Emergency Funds: An average of the past 5 years of contributed funds.

A. SUBSIDY FOR PERIODS OF UNEMPLOYMENT BETWEEN INTERIM POSITIONS.

Support benefits may be as much as 75% of base salary and housing in the most recent interim position but may not exceed \$3500 per month plus insurance costs for a period up to three months. The health insurance subsidy may be extended for an additional three months under special circumstances.

B. SUBSIDY FOR A SABBATICAL.

After five years of continuous Interim Ministry, an Interim Minister will be eligible to request a sabbatical. Support for the sabbatical period will consist of not more than \$2000.00 per month plus insurance for not more than two months. Five years of continuous service is to be understood as five years of contributions from the minister and congregations served. The applicant shall present a written proposal to the Conference/ Regional Interim Ministry Working Group detailing how the sabbatical plan will strengthen the ministry of the Interim Minister and the Conference/Region.

C. REQUESTS FOR SUBSIDY FOR TRAINING.

A person may submit a request for subsidy for training through the Interim Ministry Network or an equivalent training program. The expectation is that the person will serve congregations as an Interim Minister in the Ohio Conference for at least one year following the training. If the minister accepts an installed position or does not serve as an interim, a repayment plan will be established.

5. Questions about the allocation of the Rezash Interim Ministry Fund are to be directed to the Heartland Conference/Region Interim Ministry Working Group.
6. An Interim Minister who leaves the Heartland Conference or Ohio Region or accepts an installed position relinquishes all claims to funds contributed to the Rezash Interim Ministry Fund.

Updated Feb 2021, Approved May 18, 2007,
04/26/04 cdk

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Rezash Interim Ministry Remittance Form
Heartland Conference, United Church of Christ
Christian Church in Ohio (Disciples of Christ)

Interim minister name _____

Church name _____

Address _____

City _____ State _____ Zip _____

Phone number Minister (____) _____ Church (____) _____

Email _____ Date _____

Date _____

Source: 2% from minister _____ 2% from church _____

Total amount _____

Above amount reflects payment for following month(s) in the year _____:

___ January	___ May	___ September
___ February	___ June	___ October
___ March	___ July	___ November
___ April	___ August	___ December

Make check payable to Heartland Conference, United Church of Christ.

Mail to: Rezash Fund
Heartland Conference, UCC
PO Box 1230
Worthington, OH 43085

Copy to: Interim Minister



Rezash Interim Ministry Remittance Form
Heartland Conference, United Church of Christ
Christian Church in Ohio (Disciples of Christ)

Name _____ Date _____

Address _____

City _____ State _____ Zip _____

Phone number Home (_____) _____ Cell (_____) _____

Email _____

Signature _____

Amount requested \$ _____

Purpose and need for funding _____

History of participation in Rezash Interim Ministry Fund

Church served _____ Date _____

Individual contribution	Yes	No	Church contribution	Yes	No
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Church served _____ Date _____

Individual contribution	Yes	No	Church contribution	Yes	No
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Church served _____ Date _____

Individual contribution	Yes	No	Church contribution	Yes	No
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Association/Regional Minister's signature _____

FOR WORKING GROUP USE ONLY

Interim Ministry Working Group signature _____

Amount granted \$ _____ Date _____