

## **REPORT FROM THE DIRECTOR OF TRANSITIONAL MINISTRIES**

### **Interim Ministry**

Once upon a time, “pastoral transition” was the phrase used for the time “in between” settled clergy. At that time, an “interim” was usually appointed, to walk with the congregation through the process of work learning and worship in the time “between Rectors”.

For many congregations, the time between incumbents is no longer as predictable as it once was.

A trained interim might be assigned to be with a congregation for a variety of reasons: an Interim may be a “first responder” in a situation where there has been a trauma, such as the death of the Rector. An Interim may also come to be in place because there has been a situation such as misconduct, and they have supplementary training in walking with the parish through such difficult circumstances. An Interim may be in place to assist the parish in re-evaluating the Full Time Equivalent of ministry that they now require. At times, the services of an Interim are needed to assist the parish in a path of closure, in consultation with the Diocesan Bishop.

Last year, significant work was completed in revamping the Diocesan Policy for Interim Ministries. This policy is not yet in place, but it is being fine-tuned in consultation with the National Church, as we work out details of equitable remuneration for retired and non-retired Interims. The original committee continue to work with me on this task: The Reverend Canon Susan Wells, the Reverend Canon Fran Darlington, the Reverend Canon Terry De Forest, and the Reverend Dr. Barbara Sykes. All of the Interims in the Diocese of Niagara, and the parishes in which they serve are indebted to this working group.

Interim work in the Diocese of Niagara goes in peaks and valleys. At the present time, we have only four clergy in “traditional” Interim Places, with another two in place in extraordinary circumstances.

The Interim Clergy of Niagara meet informally on a monthly basis, and at least once a year, we meet for additional training. We are indebted to the Reverend Canon Bill Thomas, former Director of Interim Ministry for the Diocese of Niagara, and currently a trainer with the Interim Ministry Network, for providing that training.

### **Fresh Start**

Fresh Start, originally a programme for healthy transition, originating with the Episcopal Church continues to serve clergy and congregations in transition in the Diocese of Niagara.

In the past year, a group of eight parishes have “graduated” from the Fresh Start programme, while a group of nine are in the midst of the programme. Five clergy and parishes are about to commence their work with Fresh Start.

During the past year, we have reevaluated our Diocesan Fresh Start programme. The balance of those who responded rated it as helpful, not only in the time of transition, but in expanding and enhancing ministry skills. We have heard how it has benefitted both clergy and congregations, and are currently exploring how other needs may be addressed to help both clergy and congregations have a “Fresh Start” with one another.

**REPORT FROM THE DIRECTOR OF TRANSITIONAL MINISTRIES (continued)**

This year, we specially thank Ms Ruth Anne Martin and the Reverend Sue Nicolls who have assisted in the administration of small Fresh Start groups in the Diocese of Niagara.

Respectfully Submitted,  
The Reverend Canon Marni Nancekivell  
Director of Transitional Ministries