

Resolution 3 – 2014 Greater Milwaukee Synod Assembly
Resolution Encouraging Intentional, Called Interim Ministry in our
Synod

Submitted by the Waukesha Cluster

WHEREAS some pastoral transitions create unique stresses in congregations due to an especially beloved, long, or troubled pastorate; and

WHEREAS trained interim pastors have long been seen as vital to facilitating successful congregational transitions to future settled pastors; and

WHEREAS retaining a trained, motivated, and caring group of interim pastors has long proved difficult due to the uncertainty of compensation between calls; and

WHEREAS the uncertainties of consistent compensation often cause interims to leave an interim call prematurely or entirely in order to assure ongoing employment; and

WHEREAS the Bishop of the Synod should have maximum latitude and flexibility in assigning interim pastors to the settings in which their gifts are most needed and that this flexibility should be unrelated to the immediate capacity of any one congregation to fairly compensate that particular interim pastor; therefore be it

RESOLVED that the Greater Milwaukee Synod call and compensate on a full-time basis at least four duly trained pastors to serve the congregations of the entire Synod on an ongoing basis as interim pastors; and be it further

RESOLVED that the initial such call be issued beginning in 2015 and the program be fully implemented by the end of 2016; and be it further

RESOLVED that congregations to which these Pastors are assigned reimburse the Synod for employment expenses incurred during their stay; and be it further

RESOLVED that congregations reimburse the Synod for these employment expenses on a sliding scale set by the Synod Council and ranging between 75% and 110% of total costs with the scale taking into account the congregation worship and budget size and costs previously incurred by the congregation (or expected to be incurred) with a settled pastor; and be it further

RESOLVED that the Synod budget to pay the balance of costs for interim pastors not to exceed \$20,000 per year per pastor and not to exceed \$75,000 in aggregate for all interim pastors once the program is fully implemented; and be it further

RESOLVED that the calls for these interim pastors be issued by the Synod Council and their assignment to be under the authority of the Bishop and her/his staff in regular consultation with the Cluster Deans and Synod Council.