

Phase I: Letting Go and Transition

In Phase I, it is important to take time to say goodbye to your current pastor and pull together as you anticipate the new thing that God is doing in your congregation.

You are encouraged to:

- _____ Hold an Exit Interview with your pastor.
- _____ Review with the pastor items to leave behind in the checklist in Closing Your Pastoral Ministry
- _____ Say Goodbye to your current pastor. Make this a celebration of the ministry you have shared. It is helpful to clarify that the person will no longer be able to perform pastoral duties in this congregation in the future. Leadership helping to support this is essential. (see resigning and retiring doc)
- _____ Appoint a Search Team for the Interim– this may or may not be the same group for the interim and the installed pastor. Consult your By-laws.
- _____ Inform the congregation of how the search is being handled and who is searching. Keep the congregation informed about the process through newsletters, Board Meetings and during worship announcements.
- _____ Set a regularly scheduled meeting for your search team, preferably weekly. It is easier to cancel an unneeded time slot than to schedule one for each time you meet.
- _____ Post the Search Steps poster in a high traffic area.
- _____ Discuss with the Regional Minister options for types of interims: Transitional or Sustaining.
- _____ Complete an Interim Search Profile. Review this with leadership. Email to the Regional Center.
- _____ Compile your interview questions for interim candidates. See sample questions in Phase III.
- _____ Select a candidate for interim and bring him or her to the appropriate body(ies) for a vote.
- _____ Extend a call to the Interim Minister – Clarify this person is not a candidate for the Installed Minister
- _____ Install the Interim Minister and get started in ministry together. You will be working on Grief Resolution, Identity Formation and Movement toward Transition.

Resources: What Happens After Retirement/Resignation, Exit Interview Questions, Closing Your Pastor Ministry Booklet – link is <https://www.discipleshomemissions.org/wp-content/uploads/2012/10/SC-ClosingAPastoralMinistry.pdf> , Sample Farewell Liturgy, Sample Covenant of Closure, Sample Commissioning of the Search Team, Ten Steps for the Search, Sample Newsletter Articles, Interim Search Profile, Sample Interview Questions (see Phase III), Interim Ministry Agreement, Sample Interim Installation Service

What Happens After Retirement/Resignation?

When a pastor resigns or retires there are usually very strong bonds that have been established with members of the congregation. This can make a retirement or resignation very difficult. It is important that a good closure happens when one pastor leaves, so the congregation can open their hearts to the new pastor who will begin to share sacred moments with you. It is during those holy moments of funerals and weddings and shared prayer that bonds were and are created.

The former minister, as a part of his/her ministerial ethics, has agreed to be the key person in setting the tone for transferring the pastoral relationship to the next pastor. The minister who leaves the congregation gracefully and with clarity can become the "beloved former pastor," while the one who pursues a course of involvement can end up destroying the past respect of the congregation and making it difficult for the congregation to pursue its mission.

The congregation is also an important part of making a healthy transition. Members need to be encouraged to release the former pastor and not request them to return. Elders can be very helpful in encouraging and guiding members to trust and depend on new pastoral and lay leadership.

What are healthy boundaries? If the minister moves out of the community, generally it is easier to disconnect. However, it is the minister's responsibility to guide any requests back to current pastoral leadership. If the minister remains in the community, it is important for pastors to make a clear break with the congregation for 1 to 2 years, especially if an interim follows the pastor. The new pastor needs time to make strong connections. This can be done by engaging in an interim, going on extended vacations or worshipping with other faith communities.

If you have church members connected to you via Facebook or other social media, try to lessen the contacts made and do not engage in pastoral conversations. Be their "friend," not their pastor.

At all times follow the ministerial ethic of: Encouraging the ministry of my successor upon my retirement or other departure from a ministry position, without interfering or intruding, and by making it clear to former parishioners that I am no longer their pastor, nor will I perform any pastoral services unless requested by the congregation's elders and current pastor.

Exit Interview

NAME: _____

CONGREGATION: _____ DATES SERVED: _____

1. How was this congregation different when you came than you expected it to be?
2. In what ways is this congregation now different than it was when you came?
3. What were some of the important achievements and learning experiences during your ministry here?
4. What were some things you hoped to accomplish and did not during your ministry here? What frustrated or blocked their accomplishment? What might have helped achieve them?
5. What do you see as the strengths of this congregation?
6. What do you see as its challenges?
7. What agenda or priorities do you feel you need to work on before you leave?
8. What are the greatest areas for growth potential?
9. How do you intend to relate to this congregation after you leave?
10. Additional Information which might be helpful for the future of this congregation:

Completed by _____

Date _____

Litany of Love and Release

Minister: "For everything there is a season and a time for everything under heaven: A time to be born and a time to die; A time to plant and a time to glean what is planted: a time to weep and a time to laugh."

Congregation: "There is a time to seek and a time to lose; a time to keep and a time to release." For _____ years you have been our pastor. You have laughed with us, cried with us, celebrated with us, served with us and walked with us through the sacred spaces of life. You have helped us to see God at work in us and through us and in you too.

Minister: I give thanks to God for the time we have shared. For the things we've learned and the way you and I have grown. I will carry with me in the years to come the memories and gifts. I come to you today to ask you to release me as your minister. There will be another person (name if known) who will be coming to serve with you. He/she will walk with you as you serve together. I want you to thrive. The ministry we have shared is too important to allow it to falter. Make room for him/her in your lives and ministry. Trust him/her to grieve with you, laugh with you, serve with you, just as you did me during our time of ministry together.

Congregation: We understand we need to release you from being our pastor. First we want to thank you for some of the ways you have touched us:

(These can be a list of things that the congregation reads or one person at a time says. The more personal the better. Such as sense of humor, style of baptizing, teaching, pastoral care, etc.)

Minister: It has been my honor to serve God by serving you. I am grateful for (pastor adds specific gifts and talents of the congregation.) Although I will no longer be your pastor, I am thankful we are all still sisters and brothers in the Body of Christ. This will never change.

Congregation: Today we release you from your pastoral duties. From this day forward we will think of you not as our pastor, but as our brother or sister in Christ. We pray that God will bless you as you continue to seek to be faithful to your calling.

Minister: And I also pray for you that the fruits of the Spirit will multiply here, that there will be much laughter and joy and that this community and the world will come to know Christ by the way you love and serve.

7/2014

SAMPLE FAREWELL LITURGY

*To be used at the conclusion of the final worship service
before the departure of the minister*

Introduction

Leader: Our church family is constantly changing. People come and go. Babies are born. Children grow up. People commit themselves to one another. Loved ones and friends among us come to the end of their lives. Individuals move into our community and church life. Others leave us, moving away to new places, new experiences, and new opportunities. It is important and right that we recognize these times of passage, of endings and beginnings. Today we share the time of farewell with _____ name of pastor _____ who is leaving.

Ending a Ministry

Leader: On _____ date _____, this congregation called _____ name of pastor _____ to serve as pastor.

Minister: I thank _____ name of congregation _____, its members and friends for the love, kindness, and support shown to me these last _____ number _____ years. I am grateful for the ways my leadership has been accepted. I ask forgiveness for any mistakes I have made. As I leave, I carry with me all that I have learned here.

All: We receive your thankfulness, offer forgiveness, and accept that you now leave to minister elsewhere. We express our gratitude for your time among us. We too ask for your forgiveness for any mistakes we have made. Your influence on our faith and faithfulness will not leave us at your departure.

Minister: I accept your gratitude, and forgive you, trusting that our time together and our parting is pleasing to God.

Vows of Release

Leader: Do you, the members and friends of _____ name of congregation _____ release _____ pastor _____ from the duties of pastor?

All: We do, with the help of God.

Leader: Do you offer your encouragement for _____ pastor's _____ ministry soon to begin as _____ future ministry _____?

-OR-

Leader: Do you offer encouragement for _____ pastor's _____ ministry as it unfolds in new ways?

All: We do, with the help of God.

Leader: Do you _____ name of pastor _____ release this local church from turning to you and depending on you as pastor?

Minister: I do, with the help of God.

Leader: Do you offer your encouragement for the continued ministry here and for the relationship this congregation will develop with another who will come to serve after you?

Minister: I do, with the help of God.

Prayer

Leader: Let us pray. O God, for remembered times when we, together, have shared the life of faith, we express our sincere gratitude. We thank you for the moments we have shared with _____ pastor _____ in worship, in learning, in service, and in Christian living. We pray that he/she will be aware of your Spirit's guidance as he/she moves to a new place in the name of Jesus the Savior.

All: God, whose everlasting love for all is trustworthy, help each of us to trust the future which rests in your care. The times we were together in your name saw our laughter and tears, our hopes and disappointments. Guide us as we hold these cherished memories but move in new directions, until that time to come when we are completely one with you and with each other, in the name of Jesus Christ we pray. Amen.

Hymn of Thanksgiving:

Closing

Leader: As a keepsake to remember us, accept this candle and light it in your next place of ministry. Remember that God's light always burns within you. Go now, surrounded by our love and led by the promises of God, the presence of Jesus Christ, and the guidance of the Holy Spirit. Amen.

Portions of this liturgy were adapted from the Book of Worship, United Church of Christ (Office for Church Life and Leadership, 1986) and are used with permission (Closing a Pastoral Ministry, General Commission on Ministry, Homeland Ministries Christian Church (Disciples of Christ), 11-12).

SAMPLE
COVENANT OF CLOSURE

1. I will separate myself from participation in the life and congregation from which I am resigning or retiring for a period of at least one year.
2. I will be a true and loyal friend to my former congregation and to its minister by not making pastoral calls, hospital calls, or counseling with members, not presiding at weddings or funerals of former parishioners, and by declining all offices, positions and responsibilities in this, my former congregation.
3. I will confer only with the Regional/Area Minister or the current minister of this congregation about any problems I perceive in the congregation, and not discuss them with members of the congregation or others.
4. I will communicate with the Regional/Area Minister should confusion, conflict or other differences arise between myself and this congregation.
5. If at the end of one year I wish to participate in this congregation, I will communicate such interest to the Regional/Area Minister who will facilitate discussion of this possibility with the congregation and its pastor. If such participation is deemed appropriate, a "Covenant for a New Ministry When the Previous Minister is Remaining in the Community" will be established.
6. I reaffirm vows as an ordained/licensed minister. Relying on the grace of God I also reaffirm my commitment to the "Ministerial Code of Ethics" of the Christian Church (Disciples of Christ).

Signed _____ Date _____

Witness for the Congregation _____ Date _____

Witness for the Region/Area _____ Date _____

(Closing a Pastoral Ministry, General Commission on Ministry, Homeland Ministries Christian Church (Disciples of Christ), 13)

Commissioning of the Search Team

This may be led by the Chair or Moderator of the church or of the Elders. If a representative can be present from the Christian Church of Greater Kansas City, this would be preferable. It is not necessary that this be distributed to all participants if the leader has a copy and directs those who are responding. For the laying of the hands at the end, notify the elders ahead of time if you desire them to come forward.

Leader: As we begin the search for our new pastor, we are all starting a time of discernment and listening for God. We have chosen a team of people who represent different groups of the whole congregation. They are people who have demonstrated their faith, their love for the ministry of this church and their willingness to serve. They will be listening to God, and to us, and preparing a profile or resume of our congregation. The profile will be shared with possible candidates. They will study the profiles or resumes of the ministers who want to be considered. The ministers they choose will be interviewed and studied. When one candidate is selected by the Search Team, that person will be presented to our Board. If our Board agrees with the call being made to this person, then the whole congregation will have an opportunity to meet him or her and a vote will be taken on whether or not to call the person as our pastor.

I want to introduce to you the people who make up our Search Team: (Have members stand up front, if possible, and introduce each one.)

As we begin this search I want to ask the Search Team, Will you promise to seek to hear God's guidance as you search for our new minister?

Search Team: We will.

Leader: Will you use your gifts of faith, wisdom and knowledge to work together?

Search Team: We will.

Leader: Will you speak the truth as you know it to each other in love and work together until you have named one person to recommend to us as our next pastor?

Search Team: We will.

Leader: (Turning to the congregation) And will we, the congregation, promise to pray for the Search Team, to encourage them in their work and to respond to them when they request our help?

Congregation: We will.

Leader: It is a part of our Biblical history, that when people begin a new and sacred responsibility, the leaders of the church lay hands (anointing is another option) on them and pray for God's strength and wisdom to guide them. Will the elders of the church come forward? (You may also have the congregation extend their hands.)

Prayer by Leader: God, we thank you for each person on this Search Team. We ask that you bring each one of them the strength to meet the challenges along the way, the wisdom to make good decisions and the joy of new discoveries along the way. Bless each of them and bring us together as a congregation as we seek to be more faithful to You. Amen.



WHAT PROGRESS ARE WE MAKING IN THE SEARCH FOR A NEW PASTOR?



1	Our congregational Board will consult with our Regional/Area Minister regarding a search for a new pastor on _____.
?	

5	Our Regional/Area Minister will send profiles of potential candidates to the Search Committee.

2	We need to appoint a Search Committee.

6	The Search Committee will create a short list of possible candidates.

7	The Search Committee will interview candidates on the short list.

8	One Candidate will be recommended to the Congregational Board on _____.

3	Our Search Committee will meet with our Regional/Area Minister for an orientation.

9	Our congregation will vote on the recommended candidate on _____.
YES NO	

4	We need to complete a Congregational Profile, Position Description and information packet for pastoral candidates.

10	We will join in worship with our Regional/Area Minister to install our new pastor.

Before the Search and Call Process Begins

The Search and Call Process: Notes from our leaders and information from the Christian Church of Greater Kansas City

Dear Friends in Christ,

By now everyone in the congregation is aware a process will soon be underway to find a new pastor.

What is that process? We will first be seeking an Interim Pastor to help us get ready for our next installed pastor.

Our Greater Kansas City Regional Center staff and the office of Homeland Missions staff will use an internet data base to help find potential interim pastors whose focus in ministry, compensation needs, and skill sets most closely match those of the congregation.

To do this we will put together a team selected by our congregational board to manage the process. They will complete a brief congregational profile for an interim that will be sent to potential candidates. Later, when we search for an installed pastor, we will complete a larger profile that is a verbal snapshot that includes information about the size, makeup, location, character and mission of the congregation and is about 10 pages long!

Candidates will prayerfully review our profile and determine if they wish to be considered to serve with us. We will review the profiles sent to us and select those that seem to best match congregational and candidate's vision, mission, and values. From that point, the Search and Call Team will schedule interviews – first by phone or Skype and later by face-to-face meeting.

In the meantime if you have any questions, contact _____. Please pray for the work of the Search and Call Team daily.

Update # 2

A Search Committee has been appointed in accordance with our congregational by-laws.

Members include: ____

Leading the team is ____.

We encourage questions about the process and you may ask any member of the Search Team questions along the way. They can tell you about what they are doing but they will not reveal any information about candidates until one is recommended to the congregational board.

Please continue to pray daily for the Search Team and for the person whom God may be calling to serve as our pastor. Thanks to everyone who is volunteering to keep the congregation strong in mission and ministry.

Update #3

Our Search Team has met with our Regional Minister, and they have completed an orientation to the Search and Call process.

Work is now underway to prepare a congregational profile to be sent to candidates who are currently seeking a call. The profile gives candidates a quick view of our mission, vision, values, and strengths.

We plan to complete the profile by _____ and to send it to the Regional Minister who in turn will send it to candidates.

Please continue to pray daily for the Search Team and for the person whom God may be calling to serve as our pastor.

Special thanks to those who continue to step up to volunteer their time and talent to keep this congregation serving and growing!

Update #4

Good news! Our Search Team has completed the congregational profile and it has been sent to the Regional Center for circulation among those pastors currently seeking a call. Special thanks to _____ and _____ who put in extra time to make sure the information was complete and accurate.

Our profile is being emailed over the next two weeks to several candidates who have expressed a desire to serve in a congregations of our size in a setting most like our community.

Within a few weeks, the Regional Minister will hear back from those wanting our Search Team to receive our profile. Our Search Team will receive the profiles (a detailed resume) of all those interested. Please continue to keep the Search Team in our prayers.

Update #5

Our first pastor candidate profiles are in and our Search Team is prayerfully reviewing each of them – looking for those candidates whose preferences, skill sets, and professional training and experience most closely match what our congregation is seeking in the next pastor.

When the Search Team meets again next _____, they will discern which of the candidates they want to interview by telephone. Those interviews are usually conducted around a speaker phone (Skype) with the team present. They will ask questions and the candidate will do the same.

Should there be sufficient interest among Search Team members, the candidate will be invited to come for a face to face interview. Once a candidate is selected and the terms of a possible negotiation are agreed upon, the candidate will be presented to the Board. If the Board is in agreement, a congregational meeting will be set to vote on the candidate and the candidate will visit the church and meet with the church at _____ (types of gatherings) so the congregation can also get to know the candidate prior to the vote.

(The flow of visits, etc. may vary a bit, so be certain you have your schedule correctly represented.)

Please remember that our Search Team members have an agreement not to share details about any candidate until they are ready to do so with the congregational board. They are happy to let you know where they are in the process and welcome your questions.

Please continue to pray for the Search Team and for candidates. Thank you for all you are doing to help this congregation be and tell the Good News of Jesus Christ in this community and beyond.

Update #6

The Search Team continues to receive candidate profiles but they come more slowly now. The current pool of candidates (those just now entering the Search and Call Process) is very small.

This is a good time for us all to remember that we share responsibility for identifying and helping to prepare and support the next generation of pastors. Who do we know in this congregation (or community) who may have a calling?

Did you know that all ministerial candidates in the Search and Call Process have an extensive criminal background check of the past seven years performed prior to the circulation of their profiles? This is one way the Christian Church (Disciples of Christ) helps us to know if there is anything in a candidate's past we need to consider before the congregation issues a call.

We will continue to keep you informed of the Search Team's progress. Thanks again for all your prayers and for your extra efforts during this time of transition between pastors.

Update #7

The congregational board has recommended we extend a call to _____. A brief biography of the candidate has been posted ___ (location).

A congregational meeting will be held ___ (time, date, location). At that time all voting members (as determined by the congregational by-laws) will be invited to vote to approve or not approve the board's recommendation.

In the meantime, please continue to pray for the candidate and the congregation as we all discern the will of God.

Thank you for all the extra effort you have made to help this congregation remain a credible witness to the love of Christ during this time of transition.

Update #8

___ Christian Church has voted to call _____ (name of pastor) who will begin ministry among us on ___(date). The vote tally was ___ to approve and ___ to not approve and ___ abstentions.

There is much to do between now and the time our new pastor begins to serve with us.

(Here list any preparatory steps; e.g. ready the parsonage, update office equipment and software, etc.)

We appreciate the work of the Search Team which is now disbanding. All candidate records have been properly destroyed and an official Letter of Calling has been signed by the chair of the congregational board and the new pastor and copies have been sent to the Region and General offices of the Christian Church (Disciples of Christ)

Let us continue to pray for the congregation and for Pastor _____.

Thank you for your continued hard work to assure we move into this next season of congregational life united, strong, and eager to be and to share the Good News of Jesus Christ in this community and beyond.

Interim Profile

Name of Congregation _____

Contact Person's Name _____ Phone _____

Email _____

_____ We are seeking a _____ full time / _____ part time trained "intentional interim minister."

_____ We are seeking a _____ full time / _____ part time, "sustaining interim minister."

Our goals for the interim time are:

- 1.
- 2.
- 3.
- 4.

How are these goals different from those you have for a long term pastorate?

Our average worship attendance is _____.

Our mission is _____.

Talents or skills we would want in an interim pastor are:

- 1.
- 2.
- 3.

Our total compensation package (including benefits, but not milage) is _____.

The expectation is that you will compensate an interim the same amount as your former pastor unless the congregation has declined and the expectation of the pastor has changed.

INTERIM MINISTRY COVENANT

This covenant between the (interims name) and (congregations name) , and the Christian Church of Greater Kansas City is effective beginning Date

Responsibilities and Duties

The Interim Pastor shall:

1. NOT be a candidate for the settled pastor position
2. Intentionally lead the congregation through the congregation's Developmental Tasks:
 - A. Coming to terms with the congregation's history
 - B. Discovering the congregation's new identity
 - C. Managing leadership shifts
 - D. Strengthen denominational links
 - E. Becoming committed to a new future
3. Fulfill the normal duties of a pastor including:
 - A. Lead and preach in the congregation's worship services
 - B. Administer church business and oversee the church staff
 - C. Work with the congregation's governing body and its program committees
 - D. Oversee the preparation of worship bulletin and newsletter
 - E. Visit members who are hospitalized, homebound, and nursing facility residents
 - F. Conduct funerals for members and friends of the congregation
 - G. Officiate at weddings for members and friends of the congregation
 - H. Provide counseling and make appropriate referrals
 - I. Teach membership classes for youths and adults
 - J. Maintain a collegial relationship with the area clergy association
 - K. Provide counsel to the Pastoral Search Committee only when requested and focused only upon the process, not upon potential pastors
 - L. Work with, facilitate and help institute visioning process + ministry plan programming with the Committees and Leaders of the church.
 - M. Help leaders evaluate these visioning process + ministry plan programs to decide whether they should be continued, altered, or replaced with a different program.
 - N. Continue study of Intentional Interim Ministry, and meet with the Interim Ministers' Network.

The congregation shall:

1. Commit to the process of self-study by working through the Developmental Tasks
2. Actively work at starting and supporting visioning process + ministry plan programs that have been developed by the congregation.
3. Seriously consider implementing programs suggested by the Interim Pastor
4. After having started, evaluated and committed to a significant portion of the new goals and programs developed and to be instituted (see #2 above) during the Interim process, actively pursue the calling of a settled pastor
5. Function as the "Body of Christ," making visits to worship guests, members in hospitals nursing facilities, homebound, and inactive members
6. Maintain education, mission, music, and other ministries of the congregation
7. Continue to provide staff support
8. Support the involvement of the Interim Pastor in denominational activities, clergy associations, and Interim Ministers' Support Groups
9. Provide time and resources for professional consultation with specialists, when needed, in order to assist the Interim Pastor in accomplishing the goals of interim ministry

Accountability

The Interim Pastor shall:

1. Be accountable to the _____ (governing body) through the _____ (i.e. Elders) and ultimately to

the congregation for the successful completion of duties

- 2. Maintain ministerial standing in his/her denomination

The congregation shall:

- 1. Support the leadership of the Interim Pastor in the congregation and community
2. Inform the Interim Pastor regularly of the progress the Pastoral Search Committee is making in preparing to call a settled pastor

Compensation

Table with 3 columns: Item, Annually, Monthly. Rows include Salary, Housing Allowance, Social Security Offset, Medical Insurance, Pension, Continuing Education, Professional Expenses, Disability Insurance, Mileage, and a TOTAL row.

- 11. The congregation shall pay moving expenses as necessary and appropriate.
12. Paid vacation: one week for each 3 months of service, or 2 1/2 days per month served.
13. One week of Continuing Education time for each 6 months of service.
14. Due to the itinerant nature of interim ministry, if the Interim Pastor does not have a call at the completion of the interim, he/she may wish to negotiate a severance equal to one month's income (numbers 1-5 above).

Renewal and Termination

This covenant is initially in effect for 12 months and is renewable in three-month increments, as appropriate and agreeable to both parties, following evaluation.

Either party may terminate this agreement with a thirty-day (30) notice.

Changes in the above covenant may be negotiated between the Interim Pastor and the _____ (i.e. Elders) of the congregation.

Interim Pastor _____ date

Congregational Representative _____ date

Regional Representative _____ date

Installation of New Intentional Interim Pastor

Regional Minister: It is my privilege to lead you in celebrating the call of _____ to serve with you. As your regional minister, I look forward to the fruits of the ministry you will have together as you work with God and each other to pursue what is next for you.

Board Chair: We want to welcome _____ as our new interim minister. The General Board has called her/him to provide spiritual leadership, pastoral care and administrative oversight to our congregation during this period of transition. He/she has been blessed with a call from Christ with particular skills, training and experience in interim ministry. We are pleased to share in ministry with _____ as our interim minister and we make a covenant together today.

Regional Minister: A covenant is a promise of faith and practice, sealed by the grace of God. _____, do you, before God and in the presence of these witnesses, commit yourself to this new trust and responsibility as interim minister of _____ Church?

Interim: I do.

Regional Minister: Do you understand that you cannot be a candidate for an installed pastoral position with this congregation?

Interim: I understand, and I will not be a candidate for an installed position with this congregation.

Regional Minister: Will you serve the people of _____ Church with energy, intelligence, imagination and love?

Interim: I will, relying on God's grace.

Regional Minister: Do you, the members of _____ Church acknowledge and welcome _____ as the interim pastor of this congregation?

Congregation: We do.

Regional Minister: Do you understand that _____ will not be a candidate for the installed position with this congregation?

Congregation: We do.

Regional Minister: Do you promise to pray with her/him, serve with her/him and work together to answer God's call as you await the coming of your future pastor?

Congregation: We do.

Board Chair: _____, we are giving you the keys to the building as a token of our commitment to you as our interim minister. Use them as you serve us in the months ahead, and return them after you have assisted us in preparing for the future and for our new installed pastor.

Interim: Thank you, and all the members of this congregation for the opportunity to serve God through the life of this congregation. May our God bless and guide us as we work together in the days ahead.

Regional Minister: Prayer of Installation and Laying of Hands