

Interim Ministry is an established response to significant moment of transition in the life of communities of faith. Transition comes in many forms; however, certain conditions prompt almost automatic direction to Interim Ministry:

- *disagreements and tension that have become obstacles*
- *serious trauma, such as sexual or financial misconduct*
- *the departure of a long-tenured (10+ years) minister or the death of a minister*
- *inadequate finances for the community of faith's life and mission*
- *major changes in the demographics of the community of faith or its surrounding community*
- *the desire of a community of faith to rediscover its identity and mission or to move in a new direction in its ministry*

(IM handbook for Regions, page 7)

While extreme cases of these conditions warrant the application of Interim Ministry and the Appointment of an Interim Minister, at this time it would be hard to find a congregation that was not experiencing some form of transition. The availability and Appointment of a trained and certified Interim Minister would be appropriate in almost every case, were it not for the relatively small pool of Interim Ministers, their availability, mobility and associated costs.

An alternative to the full-time Appointment of an Interim Minister is the use of an Interim Ministry Consultant. IM consultants have the same training and certification, but serve for shorter, more focussed periods. Consulting may be provided, at least in part, through technology, reducing costs and increasing the pool of available applicants. Consultants may serve multiple consultancies at the same time, or combine consulting with "regular" pastoral ministry in another location.

In order to respond to the rapid pace of change in our current context, and to increase the numbers of people in our Region trained and equipped to offer this important ministry, the Division of Ministry Resources of Bermuda Nova Scotia Region encourages ministry personnel to take the recommended online basic training for Interim Ministry offered by the Interim Ministry Network (IMN) <https://imnedu.org/>, and will provide bursary support for this training.

1. Payment of \$100 CAD towards initial individual membership with IMN (\$150 USD), thereby qualifying for reduced tuition for modules
2. Payment of \$500 CAD toward tuitions costs for Module 1 (\$556 USD).
3. Payment of \$500 CAD toward tuitions costs of Module 2 (\$556 USD).
4. Payment of \$500 CAD towards tuition costs of Module 3 (\$556 USD).

Up to 5 membership bursaries and 5 module bursaries will be paid per year on a first-come-first-served basis, one per person per year. Additional bursaries may be given to the same person in a year if funds remain at year-end. Applicants will also be eligible for the Region Continuing Education Fund: <https://uceast.ca/62637-ministry-personnel-continuing-education-fund-application/>.

To submit an application or for more information, please contact Region Minister David Hewitt dhewitt@united-church.ca.