

COMPARISON BETWEEN INTERIM AND TRANSITION MINISTRY

COMPARISON TABLE	INTERIM MINISTRY	TRANSITION MINISTRY	NOTES
Overall aim	To work with a vacant congregation until it is in a position in which Presbytery will lift the sist from the vacancy, (or until presbytery and council take the view that progress has been made towards identified aims and objectives).	To enable the shape of ministry across an area of Presbytery to change, to enable the sustained future mission of the Church.	
Criteria	Possible Criteria (6): *After a long or short ministry *A need for development or clarity of direction *After the death, illness or extended absence of a minister *Changing parish composition *After a pastoral tie is severed or dissolved *After conflict	*A new shape of ministry across an area needed. *A group of congregations experiencing long-term vacancies or a single congregation, plus a Presbytery remit. *Area involved will have been identified and agreed as needing additional leadership to effect change.	
Placement	One substantive placement.	Either: Across a number of vacant congregations, or a single congregation, PLUS a clearly defined Presbytery Role.	
Other core work	Consultancy, mediation, acting as Interim Moderator (as capacity allows).	As capacity allows.	
Aims and Objectives of Current placement/role (broad aims and objectives only)	Developed through working with the congregation.	Agreed at a meeting of all parties prior to the start of any placement.	
Timescales	Up to 2 years (usually 12 – 18 months). Not defined at start of placement.	Three to 5 years. Defined at start of placement, but reviewed regularly.	
Employment	Employee of Ministries Council. (Cannot apply for the charge.)	Employee of Ministries Council. (May apply for the charge.)	
Application	By Presbytery, in consultation with congregation.	By Presbytery, in consultation with congregation(s).	
Support, Monitoring and Evaluation	Transition Support Group (equal numbers from Interim Ministries Task Group and Presbytery) - Ministries Council and Presbytery roles.	Initial Meeting, then Transition Group (weighted towards Presbytery), Ministries Council and Presbytery roles.	