

**Rev Nancy Retirement April 12, 2020 – Next Steps
Annual Meeting January 19, 2020**

Notifications of retirement

Once verbal/written notification of retirement was received by RVCC Council, the following people were notified:

- Maine Conference UCC on 12/28/19
- Maine Conference Church and Ministries Committee on
- A letter mailed on January 9 to the RVCC congregation from Rev Nancy with an addendum from the moderator

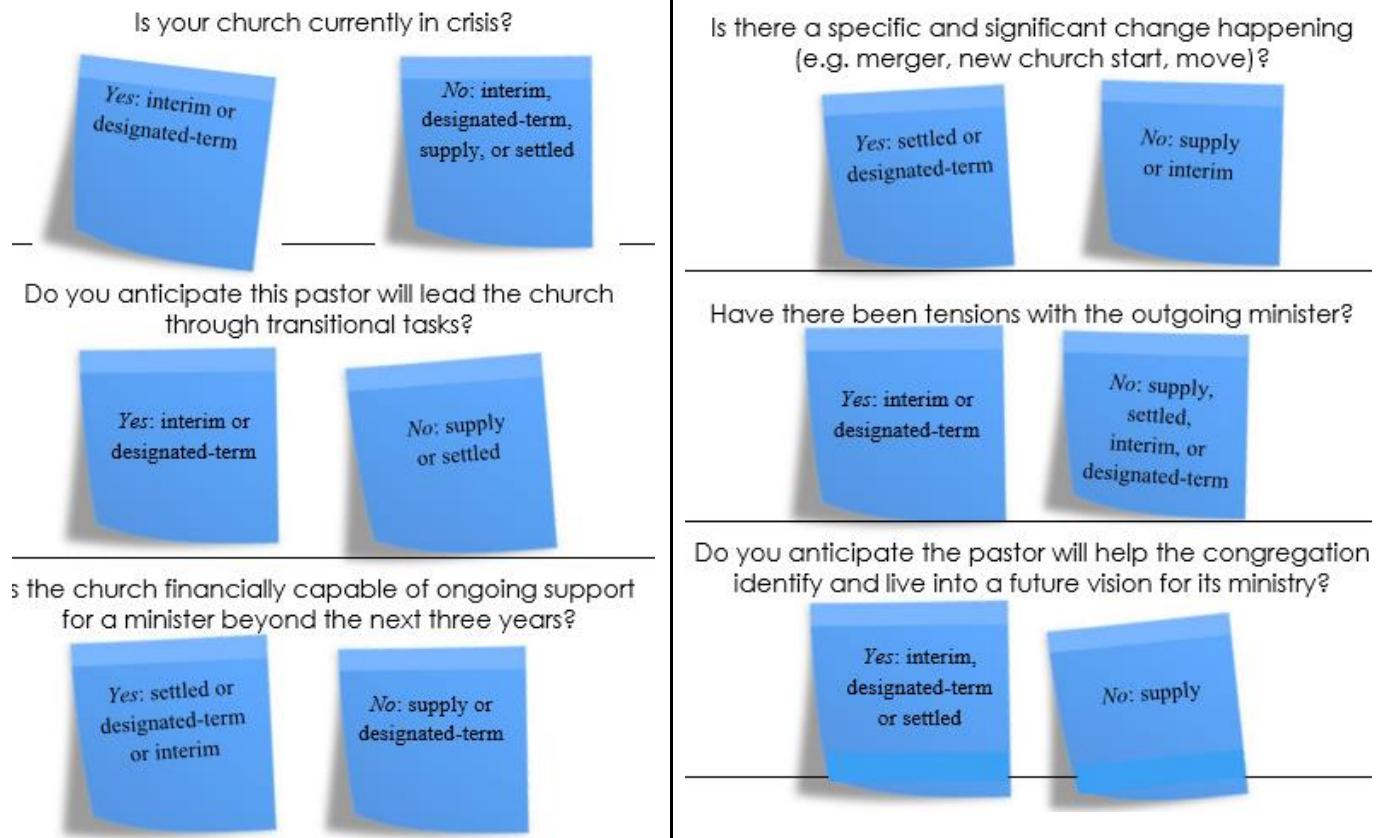
Next Steps – Two paths

1. Work with Rev Nancy as she transitions away from RVCC and celebrate her ministry here
2. Determine RVCC path forward regarding ministry. There are decisions to be made by the governing body (RVCC membership), now and in future
 - a. Affirm that RVCC is a UCC church and, therefore, will seek an authorized minister of the United Church of Christ.
 - b. For a church to be operational and even “vibrant” it takes everyone. Need the congregation to indicate whether the congregation will actively seek to keep the church open. If not, assume that “whatever happens, just happens” (a passive approach)
 - c. If the b = actively seek to keep the church open, then have people “stand up and be counted” for who will do that work
 - d. Determine the top 3 priorities for the next pastor in addition to leading worship/visiting the sick
 - e. *There will be more after annual meeting!*

What type of pastor are we seeking?	
Settled	The goal of a settled pastorate is partnership in ministry over time. A settled pastorate may be full-time or part-time. Varieties of settled pastor titles include: Senior Pastor, Lead Pastor, Associate Pastor, Solo Pastor, Co-Pastor, Yoked or Shared Pastor.
Interim	The goal of an intentional interim pastorate is a successful transitional season, with specific tasks that prepare the congregation for its next settled pastor. A congregation’s investment in an interim pastorate is typically 18 months with compensation equivalent to what will be provided to the settled pastor.
Designated Term	The goal of a designated-term pastorate is to work toward the church’s declared purpose for a specific season; often the pastor’s skills match the congregation’s declared goals. Examples of designated term pastors include New Ministry Start Pastor, Revitalization Pastor, Hospice/ Legacy Pastor, or other for the purpose of a merger, relocation, reunification, cultural reassessment, staff transition, selling a building, or healing a crisis.
Supply	The goal of a supply pastorate is to focus on the maintenance of pastoral care and regular worship for a year or less, usually at a time when the congregation is not positioned for an intentional process of pastoral leadership transition.

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Guide to choose the type of pastor for RVCC



What is Intentional Interim Ministry?

Intentional interim pastors work with a church using skills such as conflict facilitation, strategic planning, and process management. Such skills are often drawn from and recognized by professional consultants and executives who are not pastors. Intentional interim ministry is spiritually grounded and theologically-minded, as pastoral work is. Yet practitioners are prepared to move themselves every 18 months on average, supporting or equipping different congregations as needed with the perspective of an outside resource person.

As unique as the work is for every church, one contribution of an intentional interim minister is to help leaders *attend to excellent communication*. A second contribution is *to help the church note a clear sense of progress and/or learnings in preparation for a successful search for their next pastor*. During the time they work together, *the intentional interim minister often requests a transition team named by the church to help lead churchwide activities toward important assessment, learning, reflection, and discovery that will draw this community of faith together and onward*.

The intentional interim minister is not eligible for the subsequent call, but rather focuses on chosen transition tasks to help the church advance into its future. Used well, the interim time has a purpose to unify a congregation, in order for the church to confidently call a new settled pastor in an open-ended commitment to God’s ministry among and ahead of them.