

## **Sample Phased Intervention Plan Pastoral Transition Crisis**

### Overview:

In light of all that has unfolded over the last several months, we would like to propose a three phase plan for reconciling, restoring and releasing (Church Name). We all know that the wounds and damages suffered will not heal overnight but we also know that God is still in the business of reconciliation. In that spirit, we want to offer this plan.

### Identified Issues:

- There are deep divisions that have been created by a vote around whether to keep the pastor. Although this process brought about a conclusion, it also served to deepen the divisions that were already taking hold.
- Divisions that are created around the support of a pastor are the hardest ones for a church to endure because the focus of the division is on a person (beloved to some and not to others) and a role (how people see, feel, respond to the pastor).
- Emotions have been and continue to be high. It is difficult to restore stability until emotions can be constructively expressed and channeled toward resolution.
- Though the current issues have come to a dramatic head, it is necessary to examine the ways that these issues have existed, on some level, for a long time. The church must grapple with this.
- As would be expected, issues of trust exist and persist. Restoration of trust is a long term endeavor and the key right now is to try and end any further reasons for distrust to be experienced.
- It seems to be a human tendency to point fingers at people when there are serious breakdowns like this (i.e. assign fault to some person or group of people) but the first evaluation should be of the SYSTEM, not the people. Once the systemic issues are addressed then usually, looking for people to blame decreases dramatically.
- The leadership structure of the church is limping.
- The departure of the Associate pastor has a play in this situation and also must be addressed as part of the mix.

### Phase I (Dates Specified)

This phase is for the purpose of providing immediate intervention for the church in order to help it stabilize. This would include:

- Using an outside consultant with expertise in conflict intervention and resolution
- Helping the board to regroup and focus
- Assisting in the planning of worship such that it intentionally becomes one of the sources for healing.

We recommend that:

- (Consultant's Name), who has the professional credentials to do this intervention, be hired and scheduled as soon as possible. S/he would work with me to determine the best strategy and be onsite as the strategy demands.
- A qualified MCC pastor who has no deep ties with (Church Name) would work with those planning worship to be intentional about healing as well as plan a renewal weekend that reasonably follows the intervention.
- As schedules will allow, a representative from OCLH will come with (Consultant Name), to call on the church to do whatever it takes to move forward so that they can resume being the church.

\*\*We will need to negotiate fees and expenses for interventionist and expenses and honorarium for (Qualified MCC Pastor)

Phase II (Dates Specified)

This phase will provide the church with some training and encouragement about how to get through this challenging transition. This phase would be particularly focus on church leaders.

We recommend that:

- (Consultant) be brought in to do some intensive work (over a weekend) on the Change Cycle as a way to equip leaders to lead as things continue to move forward.
- Education around Church Size Theory be provided and a new assessment be done.

\*\*We will need to negotiate fees and expenses for consultant

Phase III (Specific Timeline Specified)

This phase is for working with an Intentional Interim Specialist for 18-24 months. This is an appointment that OCLH will make in consultation with the board. OCLH commits to begin the search for the right person immediately if we agree to this plan in full. They would report to the OCLH Director (as is the MCC policy for interims).