

QUESTIONS AND ANSWERS ABOUT SPECIALIZED TRANSITIONAL MINISTRY

1. How does a Specialized Transitional Minister find placements?

STMs are not assigned to particular churches by Thrive. Instead:

- Thrive gets a request from a church (from the council president, outgoing pastor, search committee chairman, etc.) for assistance in finding an STM. Thrive staff then look at availability and compatibility, and give the church the names and contact information of all STMs who are available and suitable. The church then engages with these STMs that they want to interview. A contract is negotiated when the church and an STM have come to terms.
- Occasionally, but very rarely, a church will ask the staff of Thrive to provide an STM. If the STM agrees then the church and the STM work out the logistical and scheduling details.
- Sometimes an STM becomes aware of the need for an STM and contacts the church directly. In such cases it is mandatory for the STM to involve Thrive staff during the contracting process.

The process for finding an STM resembles the process for calling a pastor. This often includes vetting, reference checking, interviews and negotiation of the contract before the STM is hired.

2. What support do the Thrive staff provide?

- To the STM:
 - Making churches aware of STM availability.
 - Providing information (such as sample contracts), encouragement and a place to talk about their unique situations.
 - Hosting an annual gathering of endorsed STMs, underwritten by Thrive.
 - Providing support through cohorts of STM colleagues.
- To the churches:
 - Assisting them in discerning what kind of transitional leader is needed.
 - Providing the names and contact information of available STMs.
 - Providing information (such as sample contracts, interview questions) and answering questions.

3. Are STM assignments generally full-time or part-time?

Most often STMs are full-time (and the ideal), but part-time involvements are also common. The specifics of how this plays out vary greatly. The church and STM form contracts that identify and bind everyone involved to these specifics.

4. How is remuneration determined?

Thrive advises churches to use, as a starting point, the greater number of the following: 110% of the salary of the pastor that just left or the average for the region as defined by the pastor compensation survey. The salary is agreed upon by the church and the STM. It is expected that the contract will include provision for an extra 2-4 weeks of pay for the STM after the placement has been concluded.

5. What responsibilities does a church have for housing and insurance?

- Housing: This is part of the negotiation process. Suitable housing for the STM (and spouse) is the responsibility of the church. Some STMs commute and housing is not needed.
- Insurance: The church is responsible for insurance provisions, pension and social security, as needed by the STM, and agreed upon by the church and the STM. The needs of an STM who is retired are different from those of an STM who is not.

6. What have STMs done to maintain some kind of home base?

Most continue to maintain a home which they own. Sometimes the spouse remains living there. The role of the spouse's "involvement" with the church varies from very little to very much. This should be talked about during the interview process, to establish clear expectations.

7. Do STMs usually take some break between assignments or go from one to the next?

Thrive encourages a short break (a minimum of 2 weeks), but this is the decision of the STM. Most STMs take a break.

8. What generally is the time frame between an assignment and arriving at the church?

This is dependent on the needs of the church and the availability of the STM. Sometimes the STM arrives in a week or two after contract negotiations have been

completed. Sometimes after a month or two. The arrival time is negotiated and determined by the church and STM.