

	<b>The One Year Interim</b>		<b>The Two Year Interim</b>
<b>Year One</b>			
	<ul style="list-style-type: none"> <li>*Make sure the nuts and bolts of a the program are running smoothly.</li> <li>*In the interim time, identify essential programs and allow some things to wait for later.</li> <li>*Introduce the interim process as connected to the normal work of the congregation.</li> <li>*Introduce the concept that this is the work of the whole congregation - not the interim professional and not soley the religious education department.</li> <li>*Connection with community and denomination shouldbegin here.</li> <li>*Assessment of leadership changes and needs is also good from the beginning.</li> <li>*Assess the safe congregation policy and begin needed updating work.</li> </ul>		<ul style="list-style-type: none"> <li>*Make sure the nuts and bolts of a the program are running smoothly.</li> <li>*In the interim time, identify essential programs and allow some things to wait for later.</li> <li>*Introduce the interim process as connected to the normal work of the congregation.</li> <li>*Introduce the concept that this is the work of the whole congregation - not the interim professional and not soley the religious education department.</li> <li>*Connection with community and denomination shouldbegin here.</li> <li>*Assessment of leadership changes and needs is also good from the beginning.</li> <li>*Assess the safe congregation policy and begin needed updating work.</li> </ul>
<b>August</b>			
	<ul style="list-style-type: none"> <li>*Begin a process to aid congregation in assessing and understanding its religious education heritage.</li> <li>*Set a date with regional staff and advertise for an interim RE Start-up to engage the essential leaders and congregation in interim RE work. It should take place no later than November. October is better.</li> </ul>		<ul style="list-style-type: none"> <li>*Begin a process to aid congregation in assessing and understanding its religious education heritage.</li> <li>*Set a date with regional staff and advertise for an interim RE Start-up to engage the essential leaders and congregation in interim RE work. It should take place no later than February. Sometimes, a January/February start-up is a good time because there is a better understanding of the congregational needs.</li> </ul>
<b>September</b>			

<b>October</b>	*Continue work on heritage.*Continue to work with congregation to assess religious education leadership, connection to community and safe congregations policies.		*Continue work on heritage.*Continue to work with congregation to assess religious education leadership, connection to community and safe congregations policies.
<b>November</b>	*Begin work on mission/current identity. *Continue any work needed on heritage, safe congregation, leadership and connection to denomination and community. <b>Please note that most of this is difficult to do in such a short time and priorities will have to be established.</b>		*Continue work on heritage. *Continue to work with congregation to assess religious education leadership, connection to community and safe congregations policies.
<b>December</b>	*Continue work on mission/identity and heritage. *How are you doing on safe congregation work, leadership and connection to the community and denomination? <b>Remember established priorities. What can the congregation easily do in the short time period?</b>		*Continue work on heritage. *How are you doing on safe congregation work, leadership task and connection to the community and denomination?
<b>January</b>	*Must begin vision work so congregation is ready to begin search process for a settled professional		*Begin work on mission/identity *Continue work on heritage, leadership and connection tasks.

<b>February</b>	*Should have a search committee in place ready to advertise in march. *Hold congregation town meetings on vision, assess professional needs to carry out the vision*What is the religious education vision of the congregation and how do you best staff this vision?		*Continue the work of former months-Heritage, Leadership, Connection, Identity
<b>March</b>	Full-blown search in process. Advertising in full swing.		*Continue the work of former months-Heritage, Leadership, Connection, Identity
<b>April</b>	Begin interviews		*Continue the work of former months-Heritage, Leadership, Connection, Identity
<b>May</b>	Interviews		Heritage, Leadership, Connection, Identity
<b>June</b>	have candidate in place, finish negotiations. Healthy good-bye to the interim religious educator		Enter summer programming for interim period, get ready for next year's religious education program
<b>Year Two</b>			
<b>July/August</b>	New Candidate begins		*Enter summer programming for interim period, get ready for next year's religious education program

<b>September</b>			*As new program year begins, enter into religious education visioning process. Use information and observations from year one to direct visioning work.
<b>October</b>			*Finish religious education visioning and other interim tasks.
<b>Novmeber</b>			*Finish religious education visioning and other interim tasks. Identify: what professional resources should the congregation employ to reach religious education visions?
<b>December</b>			*Begin work on search committee and job descriptions for identified religious education professional (s)
<b>January</b>			*Finish any of the congregation's interim work, search committee begins work.
<b>Febraury</b>			*Advertise for new religious education position
<b>March</b>			*Search Process - Advertise and begin interviews
<b>April</b>			*Search Process - Advertise and interview
<b>May</b>			*Finalize canidate and job agreement

<b>June</b>			*Healthy good-bye to interim religious educator
<b>July/August</b>			*New settled religious educator begins