



An Introduction To
My Ministry and the Ministry of
Interim Pastor Ministries

### Pastors Leave for Many Reasons



Retirement

Call to a New Church or Ministry

**Declining Effectiveness** 

Conflict with the Leadership or Church

Forced or Pressured Resignation

### Church Members Have Various Emotions When Their Pastor Leaves





## Sometimes Churches Respond in Unhealthy Ways



Go into a holding pattern and become lax

Lose momentum

Power vacuum leads to power struggles

Try to Save \$ (Guest speakers, cut corners)

Call a Pastor as soon as possible and they make a mistake

Fail to follow up visitors and care for hurting members

### There is a Better Solution to Pastoral <u>Transition</u>



Transition as a season of renewal and transformation

Pastoral search done from a posture of health

### Big Objective



Welcoming a new Senior Pastor to a healthy, functional, spiritually renewed church community.

### It's Not About "Filling in Time" between Pastors





Its about helping a local church grow in health and build a foundation for increasingly effective ministry.

# The Best Guide to Lead Through Transition is an...



**Intentional Interim Pastor** 

### Benefits of an Intentional Interim Pastor



Help the church deal with grief

Help the church regroup

Identify and solve problems

Evaluate and improve ministry

Develop leaders and workers

Unite around shared vision/plan

Coach the pastor search process

## Intentional Interim Pastor

Intentional Purpose
Intentional Process
Intentional Planning





### **Interim Pastor Ministries**



- •25 year history
- Serving 90 churches today
- Over 925 churches served
- •150 pastors–members
- Overseen by Board of Directors
- Executive Director: Tom Harris
- Biblical Basis

### "Episterizo" in Acts 13–18



- •To support, make stable, place firmly, set fast, fix something so it stands upright and immovable
- •To make something structurally correct so that it can take pressure and not break
- •The implication is of a pillar that can bear a load and not warp or break





### **Our Mission**

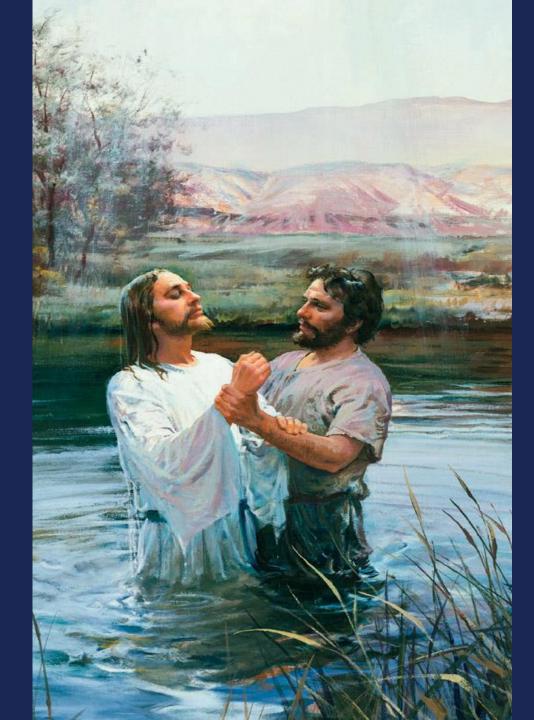




Supporting and Strengthening Churches in Pastoral Transition

Interim Models

John the Baptist





#### **Interim Models**

#### Titus



left you (Titus)

in Crete

was that you might

<u>set in order</u>

what remains

and appoint elders in

every city as

I directed you.

-- Titus 1:5



### Set in Order = Epidiorthoo

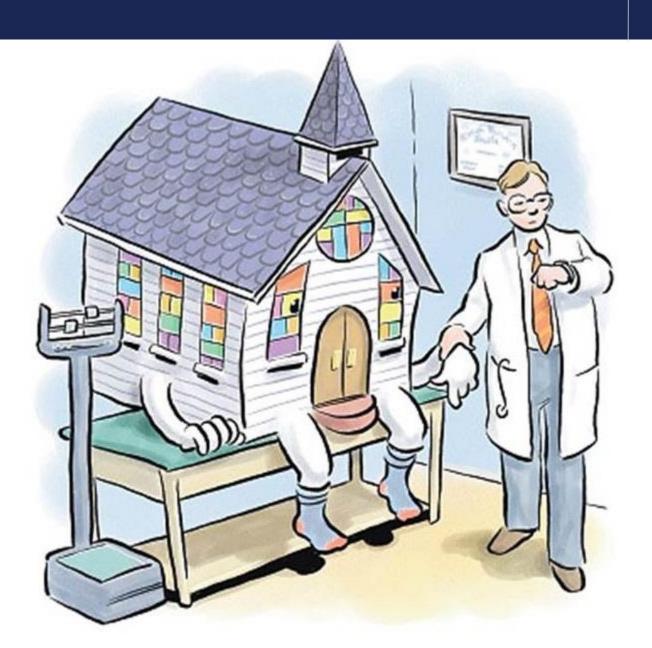


Orthoo: to make straight

**Ortho**dontist: a dental specialist who straightens teeth

**Ortho**pedic Doctor: a medical specialist who sets broken bones and straightens bent limbs





# Intentional Interim Ministry

Intentional Purpose
Intentional Process
Intentional Planning





# A Process to Support and Strengthen a Church During Pastoral Transition





# 1. Intentional Interim Pastor Connects With The People





## 2. Intentional Interim Pastor Guides the Transition Team





### 2. Intentional Interim Pastor Guides the Transition Team



Coming to terms with Church History

**Examining Church Needs** 

Assessing strengths and weaknesses

Make recommendations

## 3. Intentional Interim Pastor Facilitates Action





# 4. Intentional Interim Pastor Leads Strategic Planning





## 5. Intentional Interim Pastor Coaches Pastoral Search





### Time Frame for a Healthy Transition





15-18 Months

### Let's Partner to Strengthen Your Church During This Transition



