



**INTERIM  
PASTOR  
MINISTRIES**



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

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



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

Transition as a season of renewal  
and transformation

Pastoral search done from a posture of health

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

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



the  
bottom  
line



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

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

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Intentional Purpose

Intentional Process

Intentional Planning



- 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

- 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





*The reason I (Paul)  
left you (Titus)  
in Crete  
was that you might  
set in order  
what remains  
and appoint elders in  
every city as  
I directed you.  
-- Titus 1:5*

*Orthoo*: to make straight

**Orthodontist**: a dental specialist  
who straightens teeth

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



Intentional  
Interim Ministry

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Intentional Purpose

Intentional Process

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



IPM Roadmap

# 1. Intentional Interim Pastor Connects With The People



IPM Roadmap

## 2. Intentional Interim Pastor Guides the Transition Team



IPM Roadmap

## 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



IPM Roadmap

## 4. Intentional Interim Pastor Leads Strategic Planning



IPM Roadmap

## 5. Intentional Interim Pastor Coaches Pastoral Search



IPM Roadmap

# Time Frame for a Healthy Transition



15-18 Months

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

