

The Five Stage Process for an Interim Pastor --

IPM (Interim Pastor Ministries)

1. Connects with People
2. Leads the Transition Team in a Church Assessment
3. Facilitates Action
4. Leads Strategic Planning
5. Coaches Pastoral Search Process

What happens during this Transitional process:

1. Connects with People
 - Relationship building
 - #1 Simply for the cause of “getting to know you”
 - #2 To learn and understand the past and present culture of the church
 - Learning the history of the church
 - #1 Every church has as unique D.N.A. that influences the present culture
 - #2 Celebrate the positives
 - #3 Develop a plan to deal with the negatives
2. Leads the Transition Team in a Church Assessment
 - The Transition Team
 - Comprised of Elders and a few Members of the Congregation
 - Informed, trusted, willing and able to commit to this process
 - The factors that go into a church health assessment
 - Administer a Church Health Survey (eg. NCD – Natural Church Development)
 - Administer a Journey Wall (an accurate picture of church history)
 - Administer a SWOT analysis (Strengths, Weaknesses, Opportunities, Threats)
 - Administer a Life Cycle Chart (Perspective on current church momentum)
 - Study Attendance and Financial Records and Trends
 - Assess Organizational Trends
 - Order a Demographic Study to understand the community
 - Summarize all of the above and Present a plan to move forward
3. Facilitates Action
 - Address and bring closure to any unresolved issues from the past
 - Challenge the congregation to deal with hard problems
 - Facilitate confrontation and repentance if warranted
 - Resolve conflicts and bring reconciliation if warranted

- Plan a church-wide Repentance and Renewal event if warranted
- Begin practices that will bring greater Kingdom effectiveness
 - Create an atmosphere that encourages positive change
 - Work with ministry leaders for continued movement toward excellence
- Organizational issues may be hindering growth

Note that the first two matters addressed above are largely subjective; they are relational, character, spiritual and emotional concerns. Organization is largely objective; Constitution, structure, 'how things get done', staffing and roles.

 - Evaluate Constitution and By-laws for possible changes (Not Doctrinal Beliefs)
 - Evaluate Job Descriptions and Staffing concerns
 - Evaluate Communication patterns and structures

Note that Step 3 has a focus on occurring during the Interim Pastor's tenure, with a goal that a pattern of dealing with problem issues and ongoing evaluations toward greater health in all ministries will carry on into the future.

Step 4 occurs under the Interim Pastor's tutelage, but has a future oriented goal.

4. Leads Strategic Planning

- #1 Evaluate Core Values: Why do we do what we do?
How do we do what we do?
- #2 Clarify Mission: What is it that God is calling us to accomplish?
- #3 Re-establish Vision: Where are we headed if we stay on Mission?
- #4 Develop a Strategy: How will we fulfill our Vision and Mission?

Depending upon time-frame of an Interim's tenure and the calling of the next new Pastor, it may also be wise to establish ONE-or TWO-year Goals and Objectives.

5. Coaches the Pastoral Search Process

- Work with denominational representatives, if connected with a denomination
- Establish a Search Team and instruct them on their function
- Prepare Church, Community, and Pastoral Profiles
- Establish a Prayer Team whose focus is the Search Process
- Advertise the Opportunity
- Receive applicants and determine those with whom to follow up
- Narrow to top 2 or 3 candidates-- then narrow to the one who will candidate
- Set plan for the weekend visit and candidating experience
- If a call is positive, set a plan for the "pass the baton" ceremony that allows the Interim Pastor to overlap with the new pastor's first Sunday.