

# INTERIM PASTORAL MINISTRY TRANSITIONS

## "Considering the options and the process"

### 1. Decide who the search committee will be for the interim.

#### Considerations:

- What about the Constitution and Bylaws
- What have other churches done
- What will be simple yet cover all the bases
- What approval is necessary

### 2. Decide what your needs are in the interim.

#### Considerations:

- Is the church conflicted or in need of addressing transitions issues? Seek to determine the spiritual health of the congregation.
- Does the church body desire a short or long interim? Do not take the easy way out.
- How did the former pastor leave ... Good-byes determine to a great deal how you will say hello to the next minister.

### 3. Decide between the basic choices for interim pastoral ministry:

**Supply pastor or pastors** preach from week to week without pastoral duties. Church staff and deacons assume the pastoral ministry and administrative responsibilities.

**Interim pastor** preaches all services and does pastoral ministry and administration as agreed upon. This may include a specific number of days in the office but usually not a full schedule.

**Interim Pastor and Consultant** is a modified interim process designed to meet the specific needs of a transitioning or conflicted congregation. If the pain of conflict exists, it is important not to avoid such and each committee should discover how to move beyond those issues in healthy ways. A third party led process is often a beginning.

**Intentional Interim Minister** serves much like the former pastor in that he is called to do administration, pastoral care, preaching and other specific tasks during the interim. The Intentional Interim Minister is usually contracted for about the same salary and benefits as the former pastor and for a period of at least one-year.

**\*The Church officially votes to engage in a thorough self-study.**

**The Intentional Interim Minister** normally leads a Transition Team and the congregation in a self-study process around five developmental or transitional tasks:

- **Heritage:** reviewing how the congregation has been shaped and formed
- **Mission:** defining and redefining sense of purpose and direction
- **Leadership:** reviewing the membership needs and its ways of organizing and developing new and effective leadership
- **Connections:** discovering all the relationships a faith community builds outside of itself
- **Future:** developing congregational and pastoral profiles

**Considerations:**

- Talk with churches that have used this approach for their insights.
- Aversboro Road, Woodland, Trinity, Pleasant Grove, Greenwood Forest, Athens Drive, Woodhaven, Highland, Mt. Moriah, Macedonia, Knightdale, Fuquay Varina, Forest Hills and Wendell in the Raleigh Baptist Association have used this approach to interim ministry.

**Should you choose the Intentional Interim Ministry option there are two excellent sources:**

1. **The Center for Congregational Health at 910-716-9722 will be of help. Contact Dr. Chris Gambril or Dr. Les Robinson.**
2. **Center for Healthy Churches at 336-970-3578 the Contact is Dr. Bill Wilson. Web--[www.CHChurches.org](http://www.CHChurches.org)**

**4. Gather resumes and begin the search as soon as it is appropriate**

**Considerations:**

- Names may be secured from the Director of Missions of local associations and from the Baptist State Convention office ( Eddie Thompson 919-459-5644).

5. **Agree on a covenant with the interim minister (see attached model)**

Inform the church as to the terms. Terms for the interim pastor will be somewhat different from the pastor. Decide what works best for your situation and the interim.

**Considerations:**

- Be clear as to expectations--spell them out
- Be clear as to who the supervisor of the interim will be.
- It is suggested that the interim not be considered for the pastorate unless the church agrees otherwise prior to calling the interim.

**Note:** It is also recommended that the church consider making a basic agreement with the interim that he will not use his trust relationship with the congregation to present resumes of potential pastors or influence the committee unless invited to meet with the search committee for counsel.

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