

Appendix 2A: Why Intentional Interim Ministry?

What is intentional interim ministry?

Intentional interim ministry is what happens during the in-between time when a former pastor has left and a new, settled pastor has not yet been called. While this can be an anxious time with uncertainty about the future, it can also be a wonderful time in which a congregation's sense of identity and mission is reaffirmed and clarity is gained about where and how God is leading them.

Why call an intentional interim pastor? Why not use pulpit supply until your new pastor comes?

Intentional interim pastors are specially trained to help congregations navigate the ups and downs of the in-between time of interim. They serve fully as your pastors (preaching, teaching, providing pastoral care, etc.) while also leading you to discover where and how God is calling your congregation in the next step of its ministry together.

How do you secure the services of an intentional interim pastor?

Your synod staff will provide resumes and background information about candidates available for interview. Your congregational leaders will interview these candidates and choose the one who is the best match for your congregation. If a preferred interim pastor is not available immediately, the synod can help to arrange for a bridge (short-term) interim pastor to serve in the meantime.

What are the expectations for a time of interim?

Your interim pastor will work with church leaders to:

1. bring closure to the previous pastor's ministry;
2. attend to the tasks identified and negotiated in the Letter of Agreement (see pages 15-17)
3. provide ministry of Word and Sacrament, as well as tend to the congregation's day-to-day ministry needs;
4. attend the synod's monthly meetings for interim pastors;
5. prepare the congregation to enter the call process;
6. refrain from influencing the call process in any way;
7. explicitly remove herself/himself from consideration for call as your new pastor;
8. provide regular ministry updates to the congregation and synod staff through the congregation's newsletter;

9. help the congregation answer the **Three Questions of Interim**:
 1. Who are we?
 2. What is God calling us to do?
 3. Who are our neighbors?
10. use the **Five Focus Points of Interim** to answer #9 above:
 1. Heritage: how the congregation has been shaped and formed over the years;
 2. Leadership: the effectiveness of the leadership to meet the congregation's needs;
 3. Connections: the congregation's relationships outside its four walls;
 4. Mission: the congregation's sense of purpose and direction;
 5. Future: the congregation's vision for the future.

