

Interim Pastor Guidelines

Interim Pastors offer a vital service to the churches they assist. They provide much needed leadership in the transition between pastors. Three types of Interim Pastoral roles are as follows:

Intentional Interim

Intentional Interims are experienced ministers who have served as senior pastors. They have gifts and experience in congregational renewal, leadership development and strategic planning. They are solicited by a church that is looking for an interim who can come in and work with the governing board, as well as performing other assigned pastoral duties including staff oversight and primary preaching responsibility. They have a key role in helping to implement needed changes in the church as deemed necessary by the board and congregation in order to prepare for the next permanent pastor. A suggested salary would be 75% of the former pastor's salary and would involve the person 4 days per week. More likely a church would need a full-time pastor and would compensate the interim at the same rate as the former pastor.

Pastoral Interim

Pastoral Interims are persons who may have limited governance responsibility. They are hired by a church to exercise pastoral care and preaching responsibilities considering the loss of a permanent pastor. It is not a requirement that they have prior senior pastor experience, even though that would be preferred. A suggested salary would be 30-40% of the former pastor's salary and would involve the person 2-3 days per week.

Pulpit Supply Interim

Pulpit Supply Interims are persons whose sole responsibility is to fill the pulpit on Sundays with the possibility of filling other major teaching roles. Salary is determined on a per Sunday basis, with the current IRS guidelines for travel expenses taken into consideration.

Interim Ministers in Converge

1. In Converge, the Interim Minister must agree with the Statement of Faith of Converge Worldwide (Baptist General Conference) and agree with the Converge District Office.
2. Selection, remuneration, ministry reimbursement, and a detailed job description of their responsibilities, must be approved by the governing board of the church and the prospective interim minister before their tenure can officially begin.
3. The Interim Minister and governing board must agree, prior to assuming this role that they will not be a candidate for the permanent position of senior pastor and once a senior pastor has been secured, he will leave the church. This can be adjusted under certain very specific circumstances if deemed acceptable by the incoming permanent pastor, governing board, and congregation.
4. The Interim Minister agrees to work with Converge. The Executive Minister or his designee is available for consultation with church concerns or when the Interim Pastor is seeking procedural clarity regarding their role with the congregation.
5. The Interim Minister will be under the overall direction of the governing board as established in the expectations document. This document is signed by both parties at the beginning placement of the pastoral interim.
6. This is a temporary position, and if the placement is not meeting expectations on one side or the other the Converge Regional office may be consulted to make changes.
7. At the end of the interim period, an evaluation of the experience will need to be completed by the pastor as well as the governing board for the Converge Regional office. An evaluation form can be found on the p³ website.