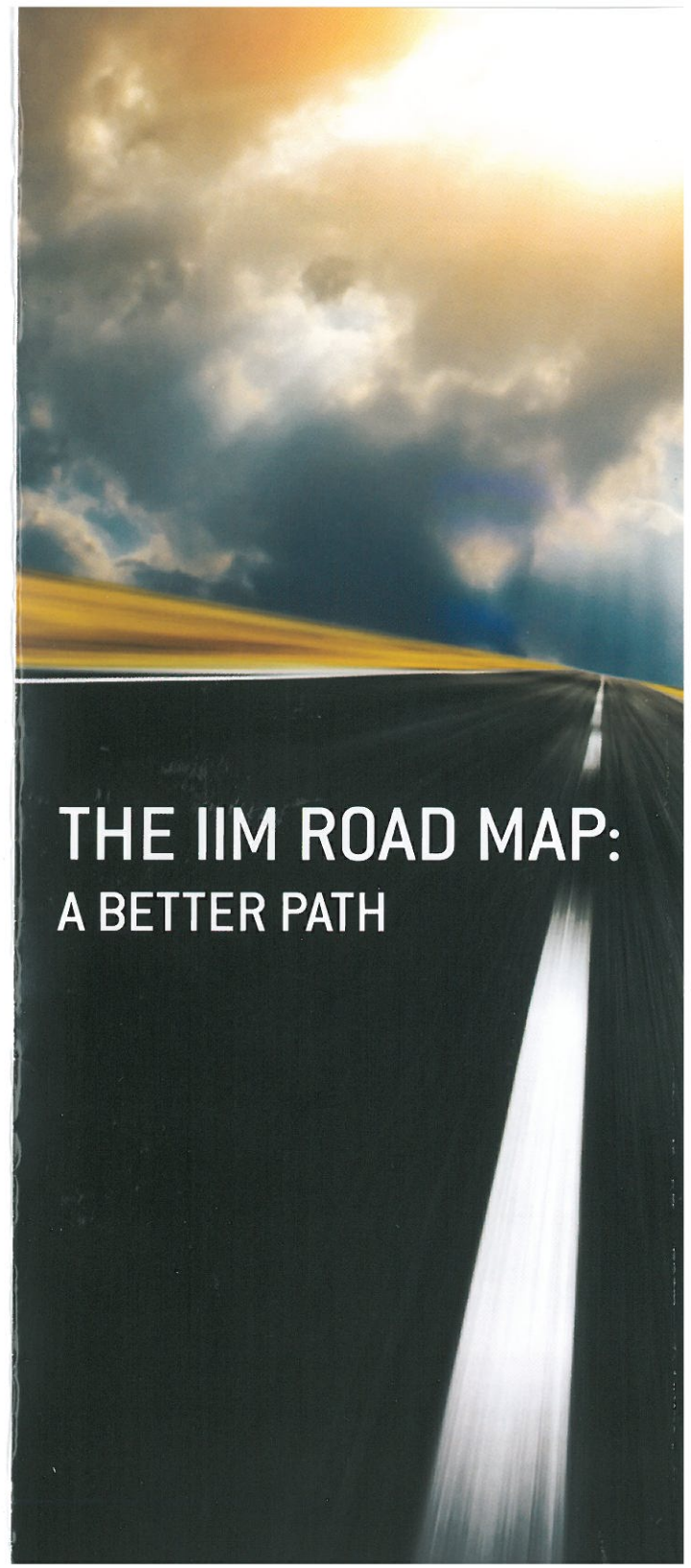
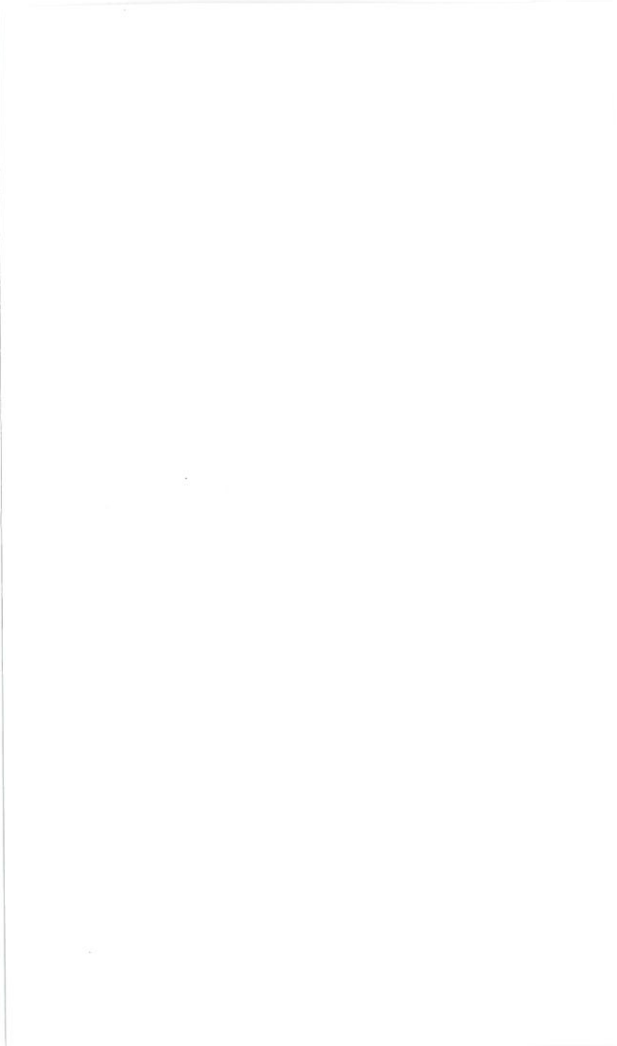


The Intentional Interim Ministry (IIM) is designed to help your church through pastor transitions. Finding a new pastor can be a challenging process, especially without the right organization and leadership. Many churches lose focus, vision and momentum during this time. This brochure will guide you during the interim period and help your church community stay united through the search.

Although no two IIM processes are alike, its step-by-step approach helps churches identify the right candidate and develop mutually healthy church-minister relationships.

The process will vary depending on the church, the circumstances and group dynamics. Your church's transition team and interim pastor will design the specifics of the process, ensuring that major issues in each focus point are addressed. The IIM includes an initial consultation, search assistance, committee training, team building sessions, training manuals and many other resources.

Use this map as a general guide and prepare yourself for a meaningful and enriching experience.



THE IIM ROAD MAP: A BETTER PATH



THE BEGINNING

- 1. Hearing about the Intentional Interim Ministry (IIM):** This is where it all begins. Your church needs a pastor and you hear about the IIM from other churches and denominational resources.
- 2. Presentation to Leadership:** The Leadership & Worship Team of the ABSC provides a formal presentation to the church's leaders.
- 3. Presentation to Church:** The IIM is introduced to all church members. A united, full-church vote is recommended.
- 4. Pastor Search:** A directory of candidates is provided by the ABSC to the interim pastor search team. Our IIM referral list consists only of qualified and committed pastors with prior experience and formal IIM training.



FIRST STEPS

- 5. Church Vote & Covenant:** The search committee recommends a single candidate to the church. The congregation votes on the candidate and a covenant that lists the expectations and duties of the interim pastor and the church.
- 6. Time of Prayer & Interviews:** At the start of the interim period, the interim pastor conducts interviews and gets to know the church and the issues. This initial stage is a special time for prayer.
- 7. Selection of Transition Team:** Once an interim pastor is present, the church must nominate a transition team. The interim pastor helps with the team's formation using the recommended methods.
- 8. Transition Team Retreat, Commissioning & Organization:** At this time, the interim pastor holds an orientation retreat to train the team and provides them with spiritual foundations, team building, and organization methods.



IIM SELF-STUDY

- 9. The Self-Study—Addressing 5 Focus Points:** The transition team encourages dialogue and unity in the church and addresses the 5 primary focus points (Heritage, Leadership, Connections, Mission and Future). As a goal, a minimum of one interactive congregational session should be held for each focus point.



WHO ARE WE?

- 10. The Implementation:** The church creates a Church Profile and a Pastor Profile to help guide the Pastor Search Committee during their search.



WHO DOES GOD WANT US TO BE?

- 11. Pastor Search Committee—Selection, Commissioning & Training:** The PSC is commissioned and works together with the interim pastor throughout the search process. The PSC usually consists of some transition team members.



HOW ARE WE GOING TO GET THERE?



IIM AFTERMATH

- 12. Reflection & Review:** The Transition Team works with an ABSC facilitator to review and evaluate the IIM process and the interim pastor's work.
- 13. Pastor Search Continues:** While the new pastor search continues, the interim pastor spends more time in pastoral duties.
- 14. New Pastor Selection:** A pastoral candidate is presented to the congregation "in view of a call." The interim pastor assists in planning for the arrival of the new pastor.
- 15. Interim Pastor's Farewell:** Once the new pastor has accepted the call, the interim pastor is ready to leave. The church holds an official farewell ceremony.
- 16. Installation of New Pastor:** This is a great time for spiritual awakening and renewal. An installation service is held for the new pastor and the church begins its next chapter of serving God.

