
Intentional Interim Ministry (IIM) Overview

The Ultimate Goal: Intentional Interim Ministry intentionally leverages times of congregational transition for transformation.

Congregations need IIM:

- When there has been significant conflict, betrayal, or misconduct.
- When a pastor dies.
- When there is high pastoral turnover.
- When there has been a long pastorate (recommended at 10+ years, essential at 15+ years).
- When the church is unhealthy, stalled, or wants to leverage the transition for greater health.

How IIM Happens: Three Vantagepoints¹

60,000 Foot View

- Healing
- Helping the Church get healthier
- Preparing for the new pastor

30,000 Foot View

- Pastoral Care
- Leadership
- Education

10,000 Foot View

- Get on the balcony
- Descend into the particulars
- Manage anxiety

Tools for Transition²

Stages of the Interim Period:

1. Termination/Departure
2. Direction Finding
3. Self-Study
4. Pastoral Search
5. Decision
6. Negotiation
7. Installation
8. New Beginnings

Developmental Tasks of the Congregation:

1. Coming to terms with history
2. Discovering a new identity
3. Enabling needed leadership change
4. Renewed connections to LCMC, ministries, and missions
5. Commitment to new/renewed directions in ministry

Process Tasks of the IIM:

1. Joining the system
2. Analyzing the organization as a system
3. Renewing connections to others and missions
4. Focusing and assuming responsibility
5. Exiting and evaluating

¹ Dr. Marcus Carlson, Preparing for Amazement Ministries. www.amazed15.org.

² Loren B. Mead, *A Change of Pastors ... and How It Affects Change in the Congregation*. Herndon, VA: Alban Institute, 2005.