



Church Leaders' Frequently Asked Questions

Tell me about IPM's history, and what type of churches do you serve?

- IPM was formed in 1990 as an independent 501c3 by six District Superintendents of the Evangelical Free Church of America (EFCA) to provide a better solution for the challenges of pastoral transition.
- One-third of the churches that IPM serves are EFCA, one-third are other denominations, and one-third are independent churches.
- Our Statement of Faith is available on our website: interimpastors.com.

What is your mission? Strengthening churches in pastoral transition for greater effectiveness.

When should a church or denominational leader contact IPM?

- When a church knows that its pastor is departing, it is important to contact IPM immediately since it usually takes ten or more weeks for a church to receive an IPM interim pastor.

What types of interim pastors do you provide?

- IPM provides traditional and intentional interim pastors.
- Traditional pastors are best if the church is healthy, vital, and missionally effective. This IPM traditional interim pastor will provide all the regular services of your departed pastor.
- Intentional interim pastors provide all the services of your departed pastor, and they also lead your church through a 5-stage strengthening process, helping your church identify and solve challenges and uniting around a shared vision for the future.

Why should our church consider using an intentional interim pastor?

- IPM's President Dr. Tom Harris, has identified "7 Ways an IPM Interim Pastor can help your church thrive during a pastoral transition." Click on the link below, or go to interimpastors.com

<https://interimpastors.com/7-ways-a-seasoned-skilled-and-strategic-intentional-interim-pastor-can-help-your-church-thrive-during-a-pastoral-transition/>

How does IPM work with our denomination/fellowship of churches?

- IPM Interim Pastors trains its pastors to contact your denominational leader soon after arrival to gain their insight, clarify issues and establish an ongoing line of communication.

- Our organization recognizes that we are with the church for a season, and we seek to strengthen and enhance the relationship and cooperation with its regional team for they will be there for you long after we are departed.

What is the process for matching an IPM Interim with a given church? Will he be from our denomination/ fellowship of churches? Can we request a specific IPM member with whom we have a relationship and already know?

- IPM recommends Interim Pastor pastors who are a good fit for a church, its congregation, and community. In seeking an interim pastor candidate for. your church.
- IPM considers the size of the church, its needs, location, culture, complexity of challenges, and distinctives.
- We will make every effort to provide someone from your denomination/fellowship. If we don't have someone from your fellowship of churches, we will find an interim pastor who will aligns with your Statement of Faith and who will support and bolster the existing relationship between you and the denomination/fellowship.

Will we have a choice in who is selected to be our IPM interim pastor?

- Yes. You will have the opportunity to vet and interview potential candidates supplied by IPM to discern who might best fit your needs and desired outcomes. You'll be encouraged to conduct interviews, preferably by video conference, follow-up with the candidate's references, and preview their sermon samples. We also suggest inviting the potential candidate for a weekend on-site visit to have a chance to interact with you, the congregation, tour the area and preach on Sunday.
- If you are interested in a particular IPM interim pastor, we will do our best to facilitate their service to you

How much will it cost our church to have an IPM interim pastor? What are the financial, housing, and support arrangements when a church partners with IPM. Is a contract required?

- A contract is executed directly between your church and IPM. The church pays a fixed, contracted amount to IPM each month and IPM, in turn, handles the payroll and associated issues directly with our interim pastor. He is a W-2 employee of IPM while he is placed in the church. If the church does not have a parsonage available for the IPM Interim Pastor to reside in, you will be responsible for obtaining and furnishing outside housing for the duration of the placement.
- When an IPM representative meets with your Church Board, by phone or video conference, they will provide a thorough explanation of the costs in partnering with IPM, and how the financial formula is calculated. Then, you will have a thorough understanding of the salary piece works to decide if IPM is a good fit for your church.

What expectations should we have of IPM, and how accountable will the Interim Pastor be to our church leadership?

- You should expect IPM, as a partner in ministry, to be sensitive and responsive to you, the church leadership, and your denominational/ fellowship of churches polity.
- An IPM Interim Pastor will perform all the expected duties of a church's senior pastor. When serving intentionally, he'll lead a process to connect with people, assess church health, facilitate action items, and lead strategic planning. With your consent and approval, he can help coach the pastoral search process. The IPM Interim Pastor is ultimately accountable to IPM as his employer.

Can an IPM Interim Pastor be a candidate for the permanent position?

- No. IPM policies prohibit a member from being a candidate while he is serving the church as Interim Pastor or at any time in the future should the position become vacant again.

How long is the typical IPM placement?

- Placements generally run between 12-18 months. The length of the time between pastors depends upon the situation, needs of the congregation, and constraints of the pastoral search.

What vetting and requirements are applied to IPM members? What about Coaching and Continuing Education?

- IPM has stringent membership requirements. Each candidate completes a thorough application, provides 5 references to verify their character and competencies, submits two preaching samples for review, undergoes a background and credit check, and is interviewed twice by IPM staff. With good results, the IPM board of directors votes on each candidate, and with an affirmative vote, they are ready to serve inquiring churches.
- We have an entire IPM division dedicated to the ongoing refinement of our training curriculum, fostering effective Interim coaching, holding annual continuing education events, and making new resources available to prepare and sharpen our members.

What else should our church know about IPM that would encourage us to use your services?

- A seasoned, skilled, and strategic IPM Interim Pastor will help your church prepare for a much healthier future - a future that will help you attract the next permanent pastor of God's calling.
- Typically, "Pastor Next" will be excited about following an IPM Interim Pastor, knowing that his way has been paved and that he's walking into a healthy, revitalized church that is ready to thrive and be led forward.

How can we learn have a more in-depth conversation about these topics and how IPM might align with the needs of our church?

Visit our website: www.interimpastors.com

Contact Dr. Rich Brown, our IPM representative. He will welcome your inquiry!



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