



## Questions Interested Pastors Frequently Ask

### Why should I consider becoming an interim pastor?

- A meaningful and rewarding way to spend your "next career" in loving and leading churches during a pastoral transition
- Opportunity to use your years of experience and training with churches in transition that need your wisdom and skill
- The reward of leading a church to become healthier and more fruitful in the gospel
- Setting the next pastor up for success and longevity
- Interim Ministry provides supplemental income during pre-retirement years

### What is Interim Pastor Ministry's history, and what type of churches do you typically serve?

- IPM originated in 1990 by six District Superintendents of the Evangelical Free Church of America (EFCA).
- These leaders chartered IPM as an independent 501(c)(3), and the EFCA provides IPM with 25% of the churches IPM serves.
- In addition, IPM also serves 20+ Biblical, conservative, evangelical denominations, associations, fellowships, and independent, non-denominational, evangelical churches.

### What benefits does an IPM pastor-member receive?

- Regional and national placement opportunities with IPM, a nationally recognized leader in Interim Ministry
- Top Tier, Intentional Interim Training. The IPM System is a 5-Stage strengthening process to lead a church toward increased health and effectiveness. IPM interim pastors have the exclusive privilege to use this process and its tools in IPM-contracted churches.
- Excellent income and perks include an annual housing allowance, \$59 per day, nontaxable, per diem for the first year, and expense reimbursement
- Being on a team with an IPM coach who meets with IPM pastors regularly for connection, guidance, wisdom, prayer, and encouragement, as well as being prayed for by IPM staff and pastors

- Annual National Conference for IPM Interim Pastors. Known as *The Summit*. Each June, Trinity International University, in the suburbs of Chicago, is the site for this event.
- Opportunity to train for and apply to be an IPM coach after completing two Intentional Interim pastorates.
- Fruitfulness, Fulfillment, and Adventure

### Does IPM provide coaching and continuing education?

- Yes. We have an entire department dedicated to refining our training curriculum, fostering effective Interim coaching, holding annual continuing education events, and making new resources available to prepare and sharpen our pastors. (See the "Resources" tab on IPM's website, [interimpastors.com](http://interimpastors.com)).
- **How does the IPM placement process work? Where will I be asked to serve? Can I still live at home?**
- IPM seeks to connect a church with an IPM member, matching the church's needs, location, and denomination with the education, background, and skills of the IPM pastor.
- While a few IPM placements may be within driving distance of an IPM member's home, most are located further away and usually require interim housing for the IPM pastor. IPM pastors indicate on their IPM application how far from home they prefer to travel for an IPM assignment.

### What are the financial, housing, and logistical terms when a church partners with IPM?

- A contract is executed directly between the 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 you, the IPM pastor. As an IPM Pastor, you are a W-2 employee of IPM while serving an IPM-contracted church.
- If the church does not have a parsonage available for you, the church is responsible for obtaining and furnishing housing for the placement's duration.

### How and when will I be paid?

- IPM pays member-pastors monthly, by check, or by direct deposit.
- Each January, each pastor who has served in the prior year receives a W-2.

### How long is the typical IPM placement?

- Placements usually run between 12-18 months.
- Sometimes, an interim may serve a church for as short as nine or as long as twenty-four months. The church's situation, needs, and progress of the pastoral search determine the length of service.

## What does the church and its denomination expect of IPM and its Interim Pastor, and how accountable will the Interim Pastor be to the church leadership?

- The IPM church expects IPM and its Interim Pastor to be sensitive and responsive to them, the church leadership, and their denominational/fellowship and polity.
- As an IPM Interim Pastor, you will perform the expected duties of a church's Senior Pastor. When a church signs up for our 5-Stage Process, you will interview congregants, form a Transition Team to assess church health, and help facilitate strengthening actions. Once the church is healthier, the interim pastor helps them develop a ministry plan, coaches the pastoral search team, and processes with the local church leadership's consent and approval.
- The IPM Interim Pastors are ultimately accountable to IPM as their employer.

## Where can I access IPM's Statement of Faith?

- Our faith statement is available on our website - [interimpastors.com](http://interimpastors.com). Click "About Us - Beliefs."

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

- No; IPM policies, which all pastor-applicants sign and agree to abide by, prohibit an IPM member pastor from being a candidate while serving the church as Interim Pastor or at any time in the future, should the position become vacant.

## What is the Process for Becoming an IPM member?

### IPM's Pre-Membership Process

Attend IPM's one-day Tier 1 Training Event: "Is Interim Ministry for You?"

Meet the following minimum qualifications: be at least 50 years of age, have 15 years of pastoral experience as a Solo or Lead Pastor, and possess a graduate degree in Bible, Theology, or Ministry.

After attending Tier 1 and expressing an interest in serving with IPM, you will create and submit your resume in IPM's standard resume template form.

Produce and submit a 7-minute devotional video on an assigned Scripture passage.

Provide three or more denominational leadership references who you have served. IPM will reach out to them for feedback, input, and guidance on your potential effectiveness as an IPM Intentional Interim Pastor. If you did not serve in a denominational setting, we ask you to supply the Elder/Deacon/Church Council Board Chairman of the most recent churches you served

Be interviewed by IPM's *Senior Director of Pastor/ Church Engagement*. After passing the initial membership tasks, IPM invites you into their Membership Application Process.

## **IPM's Membership Application Process**

Pay an application fee of \$299 for further vetting and Tier 2 training.

IPM will conduct a criminal background check and a credit check. If these checks come back clear, you will continue the membership process.

Register for and attend the next IPM Tier 2 training, an intensive two-day online training on our 5-Stage Intentional Process.

Once all membership application requirements are complete and thoroughly reviewed, the applicants will have a final interview with our *Senior Director of Pastor and Church Engagement*.

If you have satisfactorily succeeded in these tasks, and there is consensus by both parties to move forward, IPM's President will review *your resume and an application summary*.

You are presented to the IPM Board of Directors with his approval as a membership candidate.

With their unanimous vote, you will receive a membership acceptance letter from Dr. Tom Harris, IPM's President.

## **Enter the Placement Process**

At this time, IPM lists you as an "Active Member" of IPM in our database.

You are eligible to be solicited for placements within your desired geographical area as of your initial availability date.

## **How can I learn more about becoming an IPM Interim Pastor?**

- Contact Dr. Rich Brown: National Director of Pastor and Regional Relationships
- Contact Information; 530-524-2078, rich@interimpastors.com