
An Introduction to Vitality Interim Pastor (VIP) Ministry

The Vitality Interim Pastor (VIP) Ministry Model approaches the transition time between pastors as an opportunity for congregational reflection and renewal.

The *Vitality Interim Pastor* is a trained specialist who works with the church to focus on congregational health, rather than just filling the vacancy left by the exiting pastor. The following principles provide foundational support for the VIP Ministry Model:

1. There is a definite beginning and end to the transitional ministry period.
2. Authority and responsibility are given to the VIP to facilitate, coach and lead the congregation to achieve the eight Transitional Goals (see reverse).
3. Expectations are clearly stated between the church and the VIP.
4. FEB Central provides ongoing training and support for the VIP.
5. FEB Central provides training and support for the Pastoral Search Team.

The ultimate objective in the VIP Ministry Model is to hand off a healthier, spiritually renewed congregation ready to move forward together with the next Lead Pastor who God has brought to the congregation and who has been hired from a place of health and under the guidance of the Holy Spirit.



Vitality Interim Pastor Ministry

- Goals & Benefits -

Eight Transitional Goals:

1. Facilitating Closure
A Vitality Interim Pastor helps the church bring closure to and learn from the past.
2. Facilitating Preaching
A congregation in transition needs to hear from God throughout the period of change, through biblical messages that fit the church's season of transition.
3. Facilitating Pastoral Care
A congregation in transition needs nurture and care at a time when a permanent Lead Pastor is not in place.
4. Facilitating Administration
Regular ministry life needs to be organized to ensure continuity and consistency.
5. Facilitating Spiritual & Relational Renewal
Spiritual renewal refers to the relationship church members have with God while relational renewal focuses on the connections between people both inside and outside the church.
6. Facilitating Vision Clarity
The Vitality Interim Pastor leads a review of the church's vision, mission and core values.
7. Facilitating Organizational Health
The Vitality Interim Pastor leads a review of the church's ministries and organizational structure, in light of the church's theology, vision, mission, and core values.
8. Facilitating the Search Process
The pastoral search takes place after the congregation achieves good health and unity.

Four Benefits:

1. Focuses on Church Health
The Vitality Interim Pastor helps the church work towards greater health.
2. Creates an Atmosphere for Healthy Change
The Vitality Interim Pastor leads the congregation in reflection and renewal in a process designed to produce healthy change.
3. Builds Congregational Unity
The Vitality Interim Pastor helps the congregation grow in spiritual and relational vitality.
4. Makes the Church More Attractive to Pastoral Candidates
Churches who have Vitality Interim Pastors are often more attractive to quality pastoral candidates because they know the congregation is healthy and ready to move forward.