

Interim Pastor Interview:

Using the 5 developmental Task from Temporary Shepherds, by Roger S Nicholson

Interview with;_____ Date:_____

By:_____

1. The interim contract.

How are the things going on the contract?

What feedback if any are you getting from the congregation? Evaluation?

If you needed to, how have you adapted?

Is it allowing you time to deal with the 5 tasks of Interim Ministry?

Are there things that need to be negotiated with the Session or Interim team that hired you?

2. Coming to terms with History?

In what ways have you facilitated the congregation in coming to terms with:
Immediate Past Pastor and getting perspective?

Acknowledging and claiming past....good and bad? Secrets?

Determining what to leave behind and what to carry forward?

Appropriate venting of feelings, grief, moving on, etc.?

3. Discovering a New Identity

Is the congregation's view of itself realistic?

Are they seeing the interim as a time of renewal and growth or just something to endure?

Can they see themselves as a separate entity from the former pastor?

4. Leadership Changes

What power control issues have arisen and how have you dealt with them? Results?

How is the decision-making process? Open or closed?

Are the old leaders staying engaged, or is there dropout?

Are new leaders integrating well with old?

What conflicts have arisen and how have you dealt with them? Results?

5. Renewing Denominational linkage

Are there historic or existing conflicts in the church with Presbytery etc. that we need to be aware of?

How can we work to strengthen the relationship with Presbytery?

How has the liaison role been viewed by the groups and committees that they have worked with?

6. Commitment to New direction in Ministry?

Is there a shared vision of their future and new direction coming together?

How are you keeping your relationship to the congregation clear so there is the ability to make a clean exit, so they don't need an interim from the interim?