

<https://oga.pcusa.org/section/mid-council-ministries/ministers/interim-pastors/#expectations>

What can a Congregation Expect from an Interim/Transitional Pastor?

Like all pastors, Interim/Transitional Pastors offer to the congregations they serve:

- Worship leadership and preaching
- Pastoral care
- Work with the session to provide for the life and ministry of the congregation
- Administrative work including supervision of other staff persons
- Staff support for programs and committees of the congregation

In addition, an Interim/Transitional Pastor leads a congregation during the transition time after an installed pastor has departed, helping the congregation prepare to welcome the leadership of a new installed pastor. Interim/Transitional Pastors understand the dynamics of a congregation in transition, including feelings of grief, loss, and, sometimes, relief or anger.

Interim/Transitional pastors will help the session provide for continuity of essential programs, and may assist the session in assessing needs for changes in programs and ministries of the congregation.

Some Interim/Transitional pastors have special skills and experience that can help a congregation recover from a time of conflict or after the disclosure of clergy sexual misconduct or other trauma.

Ordinarily, an Interim/Transitional pastor is not eligible to serve as the next installed pastor, or co-pastor, or associate pastor of the congregation (G-2.0504c). The Interim/Transitional pastor may, if the session and the Committee on Ministry approve, work with the session in a mission study or assist the Pastor Nominating Committee in gathering data for the writing of the Ministry Information Form. With those possible exceptions, the Interim/Transitional pastor may not be involved in the work and discernment of the PNC.

A good Interim/Transitional pastor will “hit the ground running,” beginning his/her time with the congregation with intensity and energy, and will leave with intentionality, engaging in a “good goodbye” with the congregation and its staff. A good Interim/Transitional pastor is fully present with the congregation from the beginning, and really leaves when she/he leaves.