



EXECUTIVE DIRECTOR *Opportunity Profile*



Interim Pastor Ministries provides temporary pastors to strengthen churches during pastoral transition for greater effectiveness.

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About IPM:

Since 1990, Interim Pastor Ministries has provided interim (temporary) pastors for churches between pastors, strengthening churches in transition. This transition in the life of a church, whatever the cause, is an opportune time to regroup, self-examine, deepen spiritually, strengthen leadership and programs, and discern a shared vision for the next season of ministry.

Congregations need unique guidance to move forward with confidence. Our ministry was developed as a response to this need. We train qualified, experienced pastors for this unique time in a church's life.

Since our origin, our goal has been to assist in the development of healthy churches. We seek to support and serve with district and denominational leaders, and act as a resource for these leaders and the churches we serve.

Our Interim staff is spread throughout the country. We currently serve 45 evangelical churches of varying sizes.

Our pastors agree with our statement of faith and have been prescreened regarding ministry effectiveness. They have served in a variety of evangelical fellowships in various parts of the United States and ministered in other parts of the world. Many of our pastors have experience in multiple staff ministries and some have doctoral degrees.

Mission:

- To strengthen churches during pastoral transition for greater effectiveness;
- To help churches get healthy and stay healthy;
- To recruit, train, and coach Interim Pastors.

Vision:

We desire to be able to respond to the needs of evangelical churches of all sorts, providing well trained and continually coached pastors to guide the church from the departure of a pastor to the arrival of his successor, for greater Kingdom effectiveness.

Values:

1. We value church health and effectiveness. We want to support, stabilize and strengthen the churches our interim pastors serve.
2. We value The Great Commission and the Great Commandment. We want to help churches make more and better disciples who love God and others.
3. We value high-quality, godly, interim pastors with strong track records.
4. We value coaching our interim pastors to ensure the highest quality of service.
5. We value partnering with churches and agencies, both denominational and nondenominational.





IPM EXECUTIVE DIRECTOR OPPORTUNITY PROFILE

Summary:

Interim Pastor Ministries (IPM) has been supporting churches in pastoral transition for over 35 years by providing qualified, trained, and coached interim pastors. IPM's mission is to strengthen congregations during these critical times, partnering with denominational leaders to promote church health and effectiveness. The organization is respected nationwide for its experienced staff, thorough training and matching processes, and commitment to coaching. With pastors situated across the country, IPM continues to help churches navigate change and prepare for their next season of ministry, aiming for a strong and vibrant future.

Current Strengths:

- Staff and board
- Training and matching of candidates
- 5-Stage Process
- Coaching
- Brand identity and national respect

Preferred Future:

A robust organization that provides well trained and coached interim pastors to help evangelical churches to move toward greater Kingdom effectiveness during their pastoral transition.



POSITION DESCRIPTION

Summary:

Interim Pastor Ministries is looking for a dynamic Christian leader with a passion for God's church to lead the organization into its next chapter of ministry. He must be a self-starter and a strategic thinker with excellent communication and interpersonal skills.

Qualifications:

The ideal candidate for executive director should have a Master of Divinity degree and at least 15 years of experience in church ministry, along with corporate experience and an understanding of organizational behavior and finance. He needs to be a visionary leader with proven capabilities in public speaking, training, working with boards and developing teams. He may live anywhere in the USA, but must be willing to travel. Compensation will be commensurate with qualifications and experience.

Accountability

IPM Board of Directors

Overview of Duties and Responsibilities

A full description with fuller details of each of the following primary duties and responsibilities can be found in Addendum A.

- Provide strategic leadership for IPM in carrying out its mission
- Provide oversight of IPM staff
- Promote IPM among church, regional and denominational leaders in order to respond to their needs
- Train potential interim pastors and communicate regularly with the interim pastors serving in churches

THE SEARCH PROCESS:

- The Board of Directors will serve as the search committee. Resumes may be sent to Dr. Ken Moberg at ken@interimpastors.com, and will be received through June 15, 2026.
- The search committee will vet resumes, interview candidates and check references before appointing the new executive director of IPM.



EXECUTIVE DIRECTOR Position Description

1. The Executive Director is a missional leader and managing director of this ministry.
2. He is the chief champion for this ministry's mission.
3. The primary role of the Executive Director, in collaboration with the Board, is to design, develop, and implement long-range strategic plans for the future of this ministry.
4. He establishes plans to achieve goals set by the Board of Directors and implements policies, subject to approval by the Board of Directors.
5. The Executive Director is responsible for the day-to-day operations, including:
 - a. Building partnerships with denominations and denominational leaders
 - b. Promoting the ministry to potential interim pastors
 - c. Bringing into membership every qualified pastor that God sends our way
 - d. Training potential interim pastors
 - e. Matching interim pastors with churches culminating in a contract
 - f. Connecting our placed interims with IPM coaches for quality control
 - g. Communicating regularly with the interim pastors serving in churches
6. The Executive Director oversees all accounting functions, including those necessary for auditing, budgeting, financial analysis, capital asset and property management, and payroll in accordance with generally accepted accounting principles.
7. The Executive Director handles all aspects of human resource management, including but not limited to, training, hiring and termination, developing position descriptions, setting compensation, and working with employees.
8. The Executive Director must have demonstrated ability to develop our social media exposure, as well as to pursue additional means of raising funds.
9. The Executive Director is accountable to the Board of Directors and reports to the Board on a regular basis. He ensures compliance with Board directives and applicable federal and state requirements.

INTERIM PASTOR MINISTRIES STATEMENT OF FAITH

God

1. We believe in one God, Creator of all things, holy, infinitely perfect, and eternally existing in a loving unity of three equally divine Persons: the Father, the Son and the Holy Spirit. Having limitless knowledge and sovereign power, God has graciously purposed from eternity to redeem a people for Himself and to make all things new for His own glory.

The Bible

2. We believe that God has spoken in the Scriptures, both Old and New Testaments, through the words of human authors. As the verbally inspired Word of God, the Bible is without error in the original writings, the complete revelation of His will for salvation, and the ultimate authority by which every realm of human knowledge and endeavor should be judged. Therefore, it is to be believed in all that it teaches, obeyed in all that it requires, and trusted in all that it promises.

The Human Condition

3. We believe that God created Adam and Eve in His image, but they sinned when tempted by Satan. In union with Adam, human beings are sinners by nature and by choice, alienated from God, and under His wrath. Only through God's saving work in Jesus Christ can we be rescued, reconciled and renewed.

Jesus Christ

4. We believe that Jesus Christ is God incarnate, fully God and fully man, one Person in two natures. Jesus—Israel's promised Messiah—was conceived through the Holy Spirit and born of the virgin Mary. He lived a sinless life, was crucified under Pontius Pilate, arose bodily from the dead, ascended into heaven and sits at the right hand of God the Father as our High Priest and Advocate.

The Work of Christ

5. We believe that Jesus Christ, as our representative and substitute, shed His blood on the cross as the perfect, all-sufficient sacrifice for our sins. His atoning death and victorious resurrection constitute the only ground for salvation.

The Holy Spirit

6. We believe that the Holy Spirit, in all that He does, glorifies the Lord Jesus Christ. He convicts the world of its guilt. He regenerates sinners, and in Him they are baptized into union with Christ and adopted as heirs in the family of God. He also indwells, illuminates, guides, equips and empowers believers for Christ-like living and service.



The Church

7. We believe that the true church comprises all who have been justified by God's grace through faith alone in Christ. They are united by the Holy Spirit in the body of Christ, of which He is the Head. The true church is manifest in local churches, whose membership should be composed only of believers. The Lord Jesus mandated two ordinances, baptism and the Lord's Supper, which visibly and tangibly express the gospel. Though they are not the means of salvation, when celebrated by the church in genuine faith, these ordinances confirm and nourish the believer.

Christian Living

8. We believe that God's justifying grace must not be separated from His sanctifying power and purpose. God commands us to love Him supremely and others sacrificially, and to live out our faith with care for one another, compassion toward the poor and justice for the oppressed. With God's Word, the Spirit's power, and fervent prayer in Christ's name, we are to combat the spiritual forces of evil. In obedience to Christ's commission, we are to make disciples among all people, always bearing witness to the gospel in word and deed.

Christ's Return

9. We believe in the personal, bodily and glorious return of our Lord Jesus Christ. The coming of Christ, at a time known only to God, demands constant expectancy and, as our blessed hope, motivates the believer to godly living, sacrificial service and energetic mission.

Response and Eternal Destiny

10. We believe that God commands everyone everywhere to believe the gospel by turning to Him in repentance and receiving the Lord Jesus Christ. We believe that God will raise the dead bodily and judge the world, assigning the unbeliever to condemnation and eternal conscious punishment and the believer to eternal blessedness and joy with the Lord in the new heaven and the new earth, to the praise of His glorious grace. Amen.

Note: Text cited has been adopted verbatim from the Evangelical Free Church of America.

IPM ORGANIZATIONAL CHART

