**Intentionality Grid**

**Determining level of intentionality needed in an interim pastor**

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| --- | --- | --- | --- | --- | --- |
| **Category** | **1** | **2** | **3** | **4** | **5** |
| **Relationship between Pastor and Leadership Board** | Harmony and mutual support | Normal give-and-take | Characterized by tension; attempts at reconciliation | Tension without reconciliation | Open accusation |
| **Departure of Pastor** | Pastor retired out of this ministry | Pastor was called to another ministry | Pastor left without having another ministry | Pastor was asked to leave | Pastor was dismissed for cause |
| **Length and Character of Pastor’s Tenure** | 6-12 years, well regarded by most | 4 to 8 years, well regarded by most | 4 to 8 years, mixed reviews | More than 8 years and well regarded, or less than 4 years and not well regarded | More than 12 years and highly esteemed, or less than 2 years not well regarded |
| **Location of Former Pastor** | More than 100 miles away | More than 25 miles away | Still in community, looking to move | Still in community, no plans to move | Still in the church, or planting another church in same community |
| **Cohesiveness of Church** | No families expected to leave | Less than 10% of families likely to leave | 10% of families likely to leave | 25% of families likely to leave | More than 50% of families likely to leave |
| **Maturity of Leadership** | Leaders mature, trained, rotational turnover | Some maturity, no training, some unplanned turnover | No training, some unplanned turnover | No training, high unplanned turnover | Elected leaders have resigned due to conflict |
| **Nature of Leadership** | Healthy turnover of leadership; former leaders become good followers | Elected and non-elected leaders aligned | Same people always elected | Elected leaders are tentative, afraid to lead | Non-elected leadership in charge |
| **Leadership Meetings** | Prayer and vision dominate agenda | Short-range goals dominate agenda | Business dominates agenda | Problems and discipline dominate agenda | Survival dominates agenda |
| **Clarity of Vision** | Vision documents are clear and agreed upon | Documents present but people can’t articulate vision | Documents present but little agreement | Old documents, vision not agreed upon | No vision documents; evidence of agenda conflict |
| **Congregational Meetings** | Congregational meetings are helpful, prayerful, worshipful | Congregational meetings are mostly business | Congregational meetings are generally considered irrelevant | Congregational meetings show tension that nobody addresses | Congregational meetings show open hostility |
| **Growth History** | Growing annually by 15% or more over the past five years | Growing annually by 10-15% over the past five years | Growing by 1-10% over the past five years | Stagnant over the past five years | Declining over the past five years |
| **Effective Evangelism** | 10% conversion growth rate sustained for past five years | Conversion growth rate between 5 and 10% for past five years | Conversion growth rate under 5% for past five years | Occasional stories of conversion over past five years | No evangelistic growth over past five years |
| **Life Cycle of a Church (Bullard)** | Vision dominates; relationships and programs healthy  VRPm | Programs and relationships dominate, vision okay  vRPm | Programs dominate, little vision  vrPm | Management dominates, relationships strained  vrpM | Vision, relationships, programs, management weak  vrpm |
| **Totals** |  |  |  |  |  |

Circle the box for each category that best describes your church situation. Then add up the points down the columns and determine a total score. Add up the scores of all the columns for a grand total. The higher the grand total, the greater the need you will have for an intentional interim pastor. Scores under 20 reflect a fairly healthy church; scores between 21 and 40 require greater intentionality; scores above 40 need the skills of an interventionist.

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