



1—Project Name: Pastorless Churches

2—If this grant is being requested on behalf of an external organization, what is that organization's name and connection with Texas Baptists? N/A

3—Please request the minimum amount needed—with a maximum of \$20,000 possible—in order to accomplish the project's goals.

\$11,600.00 (*budget attached*)

4—Overview: Give a one paragraph description of the project.

The Pastorless Churches Ministry of Texas Baptists respectfully requests \$11,600 from the Texas Baptist Foundation to strengthen our vital work guiding congregations through pastoral transitions. This funding will support interim pastor training, search committee resources, educational videos, and supplemental materials for churches in transition. The ministry provides critical support during vulnerable periods, ensuring congregations emerge stronger and prepared for their next chapter of ministry.

5—STRATEGIC: How will this project make Texas Baptists stronger?

This project directly strengthens Texas Baptists by ensuring congregations remain healthy during vulnerable transition periods. By investing in the stability of individual churches, we strengthen the collective Baptist witness across Texas. Our goal to increase our interim pastor network from 109 to 150 ministers in 2026 will expand our reach and ability to serve churches promptly.

6—SIGNIFICANT: What is the anticipated long-term impact of this project?

The long-term impact extends beyond the immediate transition period. Churches that navigate pastoral changes effectively establish patterns for healthy leadership transitions, strategic planning, and congregational resilience that benefit them for decades.

7—SUSTAINABLE: How will the grant help this project become self-supporting?

The grant creates self-supporting systems through:

- Training new interim pastors who will serve multiple churches over many years
- Creating reusable resources (manuals, videos) with long shelf-life
- Building relationships that foster ongoing collaboration

Additionally, churches that experience well-managed transitions with trained search committees and qualified interim pastors demonstrate greater stability and financial health.

This stability typically results in increased giving to Texas Baptists, creating a positive cycle where healthier churches provide more robust financial support to convention initiatives. As these churches experience renewal and growth, they naturally increase their gifts to Texas Baptists, helping sustain this and other ministries over time.

8—INNOVATIVE: How will this project break new ground?

This project breaks new ground by:

- Developing modernized video training to complement traditional resources
- Creating a comprehensive system that addresses multiple transition needs simultaneously utilizing a network approach that connects resources across the state

9—INVOLVING: How will the churches served by Texas Baptists be included in this project?

With 200+ Texas Baptist churches seeking pastors at any given time, this project will directly involve:

- Full/Partial Scholarships for at least 8 newly trained interim pastors (contributing to our goal of adding 41 more ministers to our network in 2026)
- 50+ search committees (350+ church leaders)
- Our existing network of 109 supply and interim pastors who will benefit from enhanced training and resources
- Numerous churches benefiting from consultation and resources

How many churches will be involved? 200+

10—INTERESTING: How will this project produce helpful stories and encourage donor engagement for future ministry support?

This project will generate compelling stories of:

- Churches that discovered renewed purpose during transition
- Search committees that found ideal pastoral matches
- Individuals called to interim ministry who found new purpose
- Congregations that grew stronger through what could have been a destabilizing period

I commit to systematically gathering these stories from search committees, interim pastors, area representatives, and direct ministerial experiences. These narratives will be compiled and shared regularly with the Texas Baptist Foundation board to demonstrate impact and engage donors.

11—Has this project received previous TBMF grants? If YES, list years and amounts.

2025 - \$5,000 for scholarships.

12—Is this request for an ongoing project with a new name? If YES, what was the former name of the project?

N/A

Project Description and Budget

This grant will fund four strategic initiatives to strengthen pastorless churches across Texas:

1. **Interim Pastor Training Scholarships (\$4,000)**

- a. \$350/student for basic training (20 hours) - 4 students = \$1,400
- b. \$550/student for advanced training (35 hours) - 4 students = \$2,200
- c. Supplies and additional training resources = \$400
- d. *This develops qualified transitional leaders who can guide churches through critical periods*

2. **Pastor Search Committee Manuals and Resource Provision (\$4,000)**

- a. Production of comprehensive training manuals
- b. Will serve approximately 50-57 search committees (7-8 members each)
- c. *These manuals provide structured guidance for committees making vital leadership decisions*

3. **Video Training Development (\$1,200)**

- a. Creation of supplemental training videos for search committees
- b. Professional editing and expanded content offering
- c. Accessible online resource complement to printed materials
- d. *This meets modern learning preferences and extends our reach*

4. **Relationship-Building Travel (\$2,400)**

- a. Funds for statewide travel to connect with churches, interim pastors, directors of missions
- b. *This strengthens our network and provides personalized support*