



2021 IMN Status Report: A Report to the IMN Membership

As of November 2021

IMN Mission: The Interim Ministry Network strengthens the spiritual and organization health of the church-at-large by equipping and supporting those who lead during times of transition.

IMN Vision: As a result of the work of the Interim Ministry Network, church bodies are stronger because they have effectively managed transition and are better able to share with their members and society God's love that brings hope and joy in times of change.

IMN Core Values: Providing praxis-oriented education and training for clergy and lay leaders. Providing learning experiences that reflect professionalism, excellence, and innovation. Seeking and affirming inclusivity in living out the mission. Strengthening faith communities. Building healthy relationships among colleagues and within faith communities.

This has been another monumental year for the world, for our congregations, and for us individually. It has also been a monumental year for IMN. As we started this year, we reflected on what we had been through and experienced in 2020. We knew that 2021 would be equally challenging as we continued to live in uncertain times and adapt further to the virtual world. With thought, with courage, and with faith, we consider and pray about the future of IMN and express gratitude for what we have achieved this past year. This report tells the story of the journey to where IMN is today.

The IMN Leadership

IMN operates with a Board of Directors, an Executive Committee and Teams and a staff headquartered in Baltimore, Maryland.

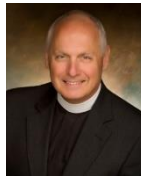
2020-2021 Executive Committee:



President
Jenny Stephens,
UCCN



Vice President
Marvin Morgan,
UCC



Treasurer
Ron Pogue, EP



Secretary
Holly MillerShank,
UCC



Executive Director
Cynthia Huheey

Officers are elected by the IMN Board and serve for one-year terms.

2020-21 Board of Directors:



Lynn Carman Bodden, UCC



Doug Duerr, Unity



Lynn Carter Edmonds, EP



Julie Harris, EP



Margret O'Neill, UUA



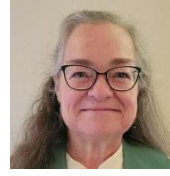
Holly MillerShank, UCC



Marvin Morgan, UCC



Emlyn Ott, ELCA



Katrina Palan, DOC



Ron Pogue, EP



Dennis Ross, JReform



Eleanor Scarlett, UCCN



Jenny Stephens, UCCN



John Stonesifer, EP



James West, ELCA

Board members serve three-year terms and are elected by the IMN membership.

IMN Staff:



Cynthia Huheey, Executive Director



Ellen Goudy, Education and Membership Manager



Crystal Wells, Conference and Operations Manager



Alan Mead, Communications Minister

2020-21 Teams:



Annual Conference
Dave Clements, UUA



Continuing Education
Norman Bendroth, UCC



Education
Arlen Vernava, ABC



Member Support
Andrew Cooley, EP
Kathy Keener, PCUSA



Fundraising
Ron Pogue, EP

IMN Faculty:

One of IMN's core educational programs is the Fundamentals of Transitional Ministry offering in 3 parts: The Work of the Leader, The Work of the Congregation, and Fieldwork. These IMN Faculty deliver the training:



Norman Bendroth,
UCC



Lynn Carman
Bodden, UCC



Samuel Colley-
Toothaker, EP
(retired)



Keith Copeland,
ELCA



Frederick
Darbonne, NBC



Susan Eibner, EP



Chris Hart, UCC



Peggy Hickman,
DOC (retired)



Margret O'Neill,
UUA



Helen Prior, UCCN



Pegi Ridout, UCCN



John Stonesifer, EP



William Carl
Thomas, EP



Arlen Vernava,
ABC

Faculty Apprentices:



Becky David, UCC



Neil Parker, UCCN



Heather Wright, UCCN

IMN Accomplishments for 2021 – The Highlights

Programs and Services

Under the leadership of IMN Teams and the IMN Board, here are highlights of what IMN has accomplished since the November 2020 Annual Membership Meeting:

- Following the successful re-configuration of the 2020 Annual Conference for virtual delivery, the 2021 Annual Conference has also been designed for virtual delivery, November 1-5. Developed around the theme of "Reimagine Your Transactional Impact", the event features speakers Charles Eduardos, Tod Bolsinger, Janet Gear and Andrew Young (replacing Rev. Dr. Otis Moss, Jr.). Additional education is available in the form of 15 different workshops, four topic-driven

open conversations, and a Peer Learning Discussion mid-week to focus on learning from one another. Community times have been expanded to accommodate times for social interaction throughout the week-long event.

- The Fundamental of Transitional Ministry training, all phases, have been delivered virtually via Zoom. Class start times and daily schedules have offered a variety of choices for participants. Eleven virtual FTM: Work of the Leader classes have been successfully offered and attended by 192 individuals. Six virtual FTM: Work of the Congregation classes will be held by year's end with 113 attendees. Two denomination specific contract trainings were held this year.
- Faculty efforts included onboarding four apprentices with two scheduled to fully complete their apprentice training. Three new apprentices were identified this summer and will begin their onboarding with the 2022 classes.
- The two-day, 12-hour, virtual seminar on Effective Transitional Leadership was offered four times this year and was attended by 60 individuals. This program provides baseline education, the essentials, on transitional leadership. The year will conclude with an additional offering of this program for denomination specific delivery.
- Virtual Support Groups (VSGs), with six-month commitments by the participants, continue to be well received with seven groups and 50 participants in each half of the year.
- Ninety-minute Webinars have been offered along with webinar subscription opportunities.
- Virtual half-day Transition Team Seminars have been offered three times in 2021 and were attended by 50 participants.
- The Board of Directors hosted twice weekly (once weekly for the 4th quarter) "Chat With Us" sessions throughout the year.
- Communications to the membership included a weekly (Wednesday) IMN Focus and an every-other week IMN Fridays to complement the IMN E-Newsletter published on alternate Fridays.
- The Board of Directors completed its work to revise the "Standards for the Practice of Transitional Ministry". Those Standards have been published and shared with the membership and have been incorporated into the FTM classes.

Operations

- IMN applied for and received Paycheck Protection Program funds in 2020 and in 2021 – the US Small Business Administration program available to non-profits and other small businesses in response to the pandemic economic impacts. The funds received in 2020 have been fully forgiven by SBA.
- At the end of 2020, IMN received a US Small Business Administration loan which has been invested to be used for cash flow management purposes.
- The IMN physical office was vacated as of January 1, 2021. All staff are now working from home office locations.
- The Transitioning Forward Annual Appeal is in its third year with 100% of the IMN Board, staff, and key leaders participating with contributions equal to over 42% of the fundraising goal of \$30,000. Contribution appeals to the membership and larger audience continue through the end of the year.

- IMN created a PayPal avenue to accept its Transitioning Forward Annual Appeal contributions with zero fees being assessed to IMN.
- Development of an Endowment Committee and endowment formation was approved by the IMN Board of Directors in late summer. The development of legacy giving programs is underway.
- Membership in IMN appears to be holding steady during these pandemic times. Membership averages 800 members at any given point in time.
- Members committed to continuing their professional growth are recognized as Professional Transitional Specialists and can use PTS as part of their professional credentials.
- Technology and equipment upgrades improves IMN's productivity and maintains data security.
- IMN transitioned to a new website platform giving the staff greater control of website content and website design, functionality, and organization.
- IMN has a presence on FaceBook, Twitter, and LinkedIn.
- 2020 Audited Financials (Attachment A), show that IMN continues to operate on a thin margin. IMN operations are completely dependent on financial support from dues, event registrations, and the annual appeal.
- Staff compensation for the year included bonuses, but no increase in base salary.

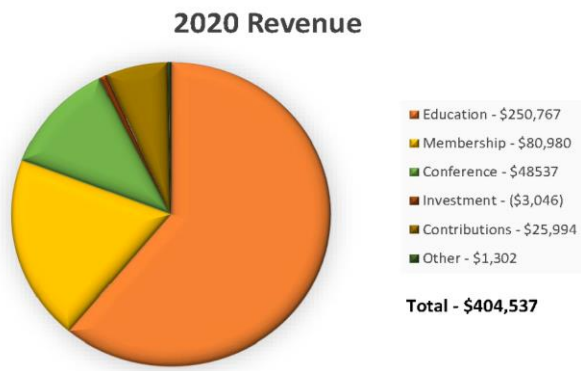
IMN continues to practice what it preaches thanks to the faculty, the Teams and their volunteer members, and staff who resourced the move to teaching online and creating new programs and services. The Officers and the Board of Directors are grateful for the creativity, generosity, and the commitment of these "heroes of IMN."

We thank the IMN members and IMN friends for sharing the good news and supporting one another through this pandemic and the times in which we live.

INTERIM MINISTRY NETWORK, INC.

**STATEMENT OF ACTIVITIES
FOR THE YEAR ENDED DECEMBER 31, 2020**

	Without Donor Restrictions Net Assets	With Donor Restrictions Net Assets	Combined Net Assets
REVENUES:			
Education income	\$ 250,767	\$ -	\$ 250,767
Membership dues	80,980		80,980
Conference income	48,537		48,537
Investment income	(3,046)		(3,046)
Contributions	22,741	3,253	25,994
Other income	1,305		1,305
Net assets released from restrictions	0	0	0
Total revenues	401,284	3,253	404,537
EXPENSES:			
Program services	117,354		117,354
Management and general	250,924		250,924
Fund raising	0		0
Total expenses	368,278	0	368,278
Changes in net assets	33,006	3,253	36,259
Net assets, beginning of year	5,103	1,343	6,446
Net assets, end of year	\$ 38,109	\$ 4,596	\$ 42,705



Report of Independent Auditors

We have audited the accompanying statement of financial position of the Interim Ministry Network, Inc. (a non-profit organization). In our opinion, the financial statements referred to above present fairly, in all material aspects, the financial position of the Interim Ministry Network, Inc. as of December 31, 2020.

Bechanan & Company
Certified Public Accountants
March 23, 2021