



**2022 IMN Status Report:
A Report to the IMN Membership
November 1, 2022**

IMN's 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's 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's 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.

IMN's Leadership was aware that 2022 would continue to offer challenges in these uncertain times and would require it to further embrace and adapt to the virtual world. With thought, with courage, and with faith, we continue to 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 this year's journey that has brought us to where IMN is today.

The Broad Landscape

IMN does not exist in a vacuum. Individually and for our faith communities, IMN considers the influences of the world around us. This year has been no exception. The continuing concerns about the Covid pandemic and how we can safely re-enter the world has required thoughtful consideration. The war in Ukraine has reverberations across the world. Increasing inflation and gyrations in the financial markets are concerning. In the United States, the Supreme Court's decision overturning the *Roe v. Wade* decision, the mid-term elections, the political divides, the incidents of violence, the cultural shifts, the debates over what to teach in our schools, and social justice and equality divisions are among the conversations taking place everywhere. Similar themes are present in countries represented within the IMN community. While they may be played out with less polarization, the high rates of inflation and less than stellar political leadership contribute to the sense of instability and a breakdown of trust.

Within faith communities, we have noted increased church leader burnout and exhaustion, resulting in many clergy choosing to retire early or pursue other callings. Communities of faith around the globe are finding that post pandemic, worship attendance and programming has been forever changed. Many are raising the question of what it means to be faithful in "such a time as this." IMN has much to offer in responding to this question.

The IMN Landscape

IMN's Transition

As IMN entered this year, the leadership began the process of addressing the transition of its Executive Director, Cynthia Huheey. Late last year, Cynthia indicated that she desired to end her contractual service to IMN at the conclusion of her contract in December 2022. That year's advance notice gave the IMN leadership time to carefully engage in a discernment process about its next Executive Director. The Board appointed a 3Q (Three Questions) Task Force which began its work early in the year and provided guidance for the work of the Executive Director Search Team. That work proceeded according to schedule and IMN is poised to celebrate the leadership of Cynthia Huheey over these past twenty-one years and welcome a new Executive Director. More details about this transition work can be found later in this report.

The IMN Leadership

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

2021-2022 Executive Committee:



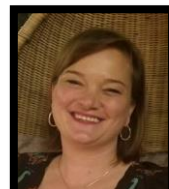
President
Jenny Stephens
UCCN



Vice President
Marvin Morgan
UCC



Treasurer
Margret O'Neill
UUA



Secretary
Holly MillerShank
UCC



Executive Director
Cynthia Huheey
UCC

Officers for IMN are elected by the IMN Board, serve one-year terms, and may be elected to serve in each office for up to three years.

2021-22 Board of Directors:



Doug Duerr
Unity



Julie Harris
EP



Shannon Mang
UCCN



Robert McFarlane
UCCA



Holly MillerShank
UCC



Marvin Morgan,
UCC



Margret O'Neill,
UUA



Emlyn Ott, ELCA



Katrina Palan, DOC



Dennis Ross,
JReform



Eleanor Scarlett
UCCN



Mary Slenski
EP



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

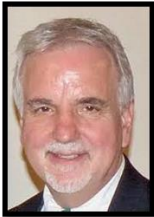


Crystal Wells
Conference and
Operations Manager



Alan Mead
Communications
Minister
(Through June 2022)

2021-22 Teams and Team Leads:



**Annual
Conference**
Dave Clements
UUA



**Continuing
Education**
Norman Bendroth
UCC



Education
Arlen Vernava
ABC



Member Support
Helen Prior
UCCN



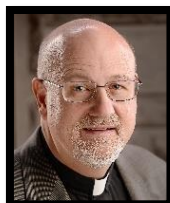
Fundraising
Margret O'Neall
UUA

IMN Faculty:

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



Norman Bendroth, UCC



Keith Copeland, ELCA



Frederick Darbonne, NBC



Susan Eibner, EP



Chris Hart, UCC



Margret O'Neill, UUA



Helen Prior, UCCN



Pegi Ridout, UCCN



John Stonesifer, EP



William Carl Thomas, EP



Arlen Vernava, ABC

Apprentices:



Neil Parker, UCCN



Heather Wright, UCCN

IMN's Accomplishments for 2022 – The Highlights Programs and Services

Under the leadership of the IMN Board and the IMN Teams, below are highlights of IMN accomplishments since the 2021 Annual Membership Meeting:

- Following the successful re-configuration of the 2020 Annual Conference for virtual delivery, with refinements in 2021, the 2022 Annual Conference remains virtual with five days of quality content addressing the challenges of today's congregations and leadership. Built around the theme of *Nourishing Transitions*, the October 31 – November 4 event includes plenary speakers and twenty educational sessions. Plenary session speakers include:
 - Judy Joseph McSween speaking to "Emotions...Impact...Ministry: An Invitation to a Journey Toward Emotional Spiritual Wellness"
 - Jack Shitama addressing "The Power of a Non-Anxious Presence"
 - Teresa Cooley exploring "Transforming Conflict: The Blessings of Congregational Turmoil"
 - Marthame Sanders sharing "The Serious Work of Play: Improvisation and the Ministry Toolbox"
 - And a special guest conversation with Otis Moss, Jr., contributing his thoughts on "Times of Transition: No Complaints, Only Compliments"

Community times have been expanded to accommodate opportunities for social interaction throughout the week-long event.

- The Fundamentals of Transitional Ministry (FTM) 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 183 individuals. Five virtual FTM: Work of the Congregation classes will be held by year's end with 81 attendees. Two denomination specific contract trainings were held this year, including the beginning of a pilot year-long integrated Leader and Congregation offering with 30 participants.
- Faculty efforts included onboarding apprentices and conducting interviews for additional apprentices to join the faculty in 2023.
- The two-day, 12-hour, virtual seminar on Effective Transitional Leadership was offered two times this year and was attended by 23 individuals. This program provides baseline education, the essentials, on transitional leadership.
- Ninety-minute monthly Webinars and several 3-hour Webinars have been offered along with webinar subscription opportunities. A total of 10 offerings attended by over 130 participants will complete the calendar year.
- Virtual half-day Transition Team Seminars have been offered three times in 2022 and were attended by almost 50 participants. The attendance expanded to include lay transition team members.
- Virtual Support Groups (VSGs), with six-month commitments by the participants, continue to be well received with eight groups and over 50 participants in each half of the year. A "Musings on Ministry" support group, with 10 participants, started in September for those using transitional ministry training and concepts in environments outside of more traditional transitional ministry.
- A Friday Support Group, open for "drop in" participation, continues with over 10 participants.
- The Board of Directors hosts weekly "Chat With Us" sessions throughout the year. Participation varies from 3 to 15 participants and is open to IMN members and related colleagues.
- 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 focused on matters related to the Executive Director transition and analyzed the data from the 3Q Task Force.
- The 3Q Task Force embarked on an examination of three key questions:
 - Who is IMN now?
 - Who do we serve?
 - What is God calling us to, and, therefore, what leadership do we need?

Using results from surveys and "town hall" conversations, the team reported these key findings:

1. Who is IMN?

IMN still has good alignment with the IMN Mission and Vision. (see the beginning of this report)

2. Who are our Neighbors?

Settled faith leaders who are aware that faith communities are in constant transition, particularly at this time of increasing awareness of diversity, equity, inclusion, and justice initiatives; and discerning a way to be church through a global pandemic.

Judicatory members who guide transition in their own denominational decisions as well as in local faith communities.

Transition specialists, intentional interim ministers and those discerning a call to that work.

Our neighbors include people around the world who crave research and analysis on leading congregations and organizations through change.

3. What is God Calling Us to Do and Be?

In programming, to expand the path through offering more models for effective transition, ongoing webinars, and forming strategic alliances with organizations specializing in leading communities through trauma or providing anti-racism training for example. Some programming suggestions would require partnership with others who hold specific expertise.

In relationships, to expand the path with a focus on equipping settled faith leaders and lay leaders to lead the congregation in transition with intentionality, humor, and deep listening.

To support judicatories in leadership as institutions are transformed and creativity is required. Strengthen collaborations with other organizations who share similar values, as we have for the Kaleidoscope Institute, for mutual benefit.

To review our communication strategies as some of the programming requested is already available.

4. And Therefore, What Kind of Leadership Does IMN Need?

The IMN Board of Directors discerned that it would pursue a succession model for the Executive Director. A position description was developed. A Search Committee was appointed whose work proceeded with great intentionality of having a process to identify the next IMN Executive Director. That process nears its completion and announcements to the IMN membership are anticipated.

Operations

- With the approval of the Board of Directors, the IMN Bylaws are now updated to reflect current practices.
- Operational foundation documents are under review, including IMN Personnel Policies and Procedures, Operations Procedures, and Operation Guidelines.
- 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. The funds received in 2021 were forgiven in 2022.
- IMN, at the end of 2020, received a US Small Business Administration loan which has been invested to be used for cash flow management purposes. With a payback period of twenty years, these funds serve as an “insurance” fund for short-term cash needs. Repayment has started on a monthly basis to cover principle and interest.
- All staff continue working from home office locations.

- Alan Mead completed his service to IMN as its Communications Minister at the end of June. We are grateful for his many thoughtful contributions we have experienced in IMN's E-Newsletters.
- The Transitioning Forward Annual Appeal is in its fourth year with IMN Board, staff, and key leaders participating with contributions equal to over 30% of the fundraising goal of \$25,000. Contribution appeals to the membership and larger audience continue through the end of the year. IMN encourages contributions through PayPal with zero fees being assessed to IMN.
- Membership in IMN has been holding steady during these pandemic times. Membership averages 800 members.
- Technology use is focused to keep IMN's productivity costs down, keep data secure and remain equipped to serve the membership.
- IMN has a presence on Facebook, Twitter, and LinkedIn.
- 2021 Audited Financials (Attachment A), show that IMN continues to operate on a thin margin. Currently IMN operations are completely dependent on financial support from dues, event registrations, and the annual appeal.
- Staff compensation for the year included bonuses, and, for the first time in 7 years, an increase in base salary.

IMN continues to practice what it preaches thanks to the faculty, the Teams and their volunteer members, and IMN staff who resource teaching and delivery of online training and create 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 these times in which we live.

INTERIM MINISTRY NETWORK, INC.

**STATEMENT OF ACTIVITIES
FOR THE YEAR ENDED DECEMBER 31, 2021**

	Without Donor Restrictions Net Assets	With Donor Restrictions Net Assets	Combined Net Assets
REVENUES:			
Education income	\$ 270,028	\$ -	\$ 270,028
Membership dues	83,975		83,975
Paycheck Protection Program loan forgiveness	27,799		27,799
Conference income	46,387		46,387
Investment income	2,460		2,460
Contributions	21,715	2,289	24,004
Other income	1,321		1,321
Net assets released from restrictions	984	(984)	0
Total revenues	454,669	1,305	455,974
EXPENSES:			
Program services	118,992		118,992
Management and general	238,383		238,383
Fund raising	0		0
Total expenses	357,375	0	357,375
Changes in net assets	97,294	1,305	98,599
Net assets, beginning of year	38,109	4,596	42,705
Net assets, end of year	\$ 135,403	\$ 5,901	\$ 141,304

