

2022 IMN Annual Membership Meeting

Thursday, November 3, 2022

1:00 – 2:30 pm Eastern

AGENDA

1. Call to Order and Opening Reading – Jenny Stephens, President
2. Financial Report – Margret O’Neill, Treasurer
 - A. 2021 Financial Audit
 - B. 2022 Financial Highlights
 - C. 2022 Transitioning Forward Annual Appeal
3. Team Activities Report – Marvin Morgan, Vice-President
4. IMN Overall Status Report – Jenny Stephens, President
5. Report of Nominating Committee – Jenny Stephens, President
6. Board Elections and Approval of 2021 Annual Membership Meeting Minutes (Minutes posted on line) – Jenny Stephens
7. Covenanting with Board – Led by Eleanor Scarlett
8. New Executive Director Announcement
9. Membership Discussion – Jenny Stephens
 - A. What story would you like to tell your colleagues next Fall about changes at IMN?
 - B. What are you excited about?
10. Membership Discussion Groups Report Outs
11. Adjournment

IMN 2022 Board of Director Nominees



Second 3 year term ending 2025

Rev. Holly MillerShank is an energetic and committed member of the body of Christ. She was raised at Myerstown UCC in Penn Central Conference. She has served the church in various capacities; as a Global Ministries Volunteer in India and Korea, with the UCC's advocacy office in Washington DC, as a member of the Local Church Ministries Board of Directors and as a Trustee for Lancaster Theological Seminary. Holly has a BA in International Relations and Business from American University and an M.Div. from Lancaster Theological Seminary. She has worked Witness for Peace and in interim settings both in local church and middle judicatory roles. For a

decade Holly served as the Minister and Team Leader for the Ministerial Excellence, Support and Authorization (MESA) Ministry Team in the UCC's national offices. Called in 2022, Holly currently serves as the Senior Minister of First Congregational Church, UCC in Shrewsbury Massachusetts.



Second 3 year term ending 2025

Rev. Dr. Marvin L. Morgan began serving as a Senior Pastor a age twenty-one. He currently serves Church of the Red Rocks, UCC, in Sedona, AZ, his seventh interim position in fourteen years. During his studies at Elon University (B.A. 1971), Duke Divinity School (M. Div. 1975), Drew University (D. Min. 1979), and during post-graduate studies at Auburn Seminary and Harvard, he was simultaneously a full-time pastor. Service as Head Chaplain for the Atlanta Police Department, a staff Chaplain with Fulton County, GA, Adjunct Faculty and Administrator at Interdenominational Theological Center, in Atlanta, GA were all meaningful experiences in ministry. However, he found his most fulfilling niche, about fifteen years ago, when Les

Robinson introduced him to the exciting world of Interim Ministry.



1 year term ending 2023

Rev. Dr. Jenny Stephens retired from the General Council of The United Church of Canada in May 2022, where she led the design and implementation of a denominational Office of Vocation as part of the broader denominational transition. Raised in the Methodist Church of Great Britain, Jenny has lived in Canada since 1982 and worked within The United Church of Canada serving in both team and solo ministry in multi-point pastoral charges as well as 16 years as the Personnel Minister in Hamilton Conference (middle judicatory). Committed to

developing leadership of faith communities, Jenny is a trainer with the Emotional Intelligence-Human Relations Skills Center (www.eqhrcenter.org). She lives in Cambridge, Ontario, Canada.



Second 3 year term ending 2025

Rev. Dr. John Stonesifer. EP. John is a leader for the Interim Ministry in the Episcopal Church (IMEC) and the ecumenical Interim Ministry Network (IMN), both of which support the training and development of interim ministers. His doctoral work in transition leadership was completed in 2015 at Louisville Presbyterian Theological Seminary.

Before embarking on his call to interim ministry, John graduated from Virginia Theological Seminary in 1984; served in parish ministry for six years; and then for nine years for two Episcopal Schools as chaplain, assistant to the head of schools, and leader of religious curriculum. As well as earning an M.B.A., John has focused on

serving as a professional interim for the last (for the last two decades), serving a total of (25) parishes in Maryland, Kentucky, Delaware, New York, West Virginia, and Illinois. He is an IMN faculty member (as well as serving on the IMN Board of Directors, having previously led the Fundraising Task Force.)



First 3 year term ending 2025

Rev. Patrice K. Curtis is UUA's Transformational Interim Ministries Director. Patrice collaborates with and supports interim ministers in amplifying and practicing diversity, equity, and inclusion within congregations, and in disrupting unhealthy patterns that make Beloved Community difficult to realize. Before beginning ministry at the Unitarian Universalist Association (UUA), Patrice served four congregations and as Program Director with the UU Justice Ministry of California. Patrice practices Tibetan Buddhist-based spirituality (20+years), has trained in teaching Shamata meditation, and studied Mindful Self-Compassion, and Mindfulness-Based Stress Reduction (MBSR).

Interim Ministry Network
Annual Membership Meeting Minutes
November 4th 2021

63 participants present

Documents were provided in advance to participants:

- Meeting Materials
- IMN 2021 Status Report

The Annual Meeting of the Interim Ministry Network began at 1:30 pm Eastern time.

- I. Opening Invocation by Jenny Stephens, IMN President**
- II. Remembrance for IMN members who have died in the past year**
- III. Financial Report by Ron Pogue, IMN Treasurer, summary below:**

As the Audit shows, the Network started 2020 with net assets of just under \$6,500.

During that turbulent year, IMN pivoted in numerous ways to end the year with net assets of \$42,705. But that was not without significant adjustments, including:

- IMN obtaining a Paycheck Protection Program (PPP) loan for IMN; Education Alliance obtained a similar loan to cover the Executive Director contract
- Switching to offering all FTM classes virtually with the grace and generosity of the entire IMN faculty
- Adapting the conference to a virtual event
- Adding Effective Transitional Leader seminars and webinars as additional revenue sources
- Obtaining a Small Business loan to provide for ongoing cash flow needs
- Making the decision to close the IMN physical office at the end of the year and have all staff function from home offices
- Actively promoting the second year of the IMN Transitioning Forward Annual Appeal that produced contributions of \$26,000

This year, 2021, IMN is seeing:

- Membership holding steady at approximately 800 members
- A 2nd virtual Annual Conference with attendance exceeding 2020 attendance
- A robust schedule of virtual FTM classes with attendance topping 300 participants
- The 2020 PPP loans obtained by IMN and Education Alliance were forgiven
- IMN obtained a second PPP loan in the amount of \$28,835 and we anticipate it will be forgiven by the end of the year
- The 3rd year of the Transitioning Forward Appeal is expected to achieve close to its goal of \$30,000
- Reduced expenses for general operations with all staff working from home offices

- Rewarded staff with bonuses in recognition of the sacrifices they have made

While IMN has weathered the financial challenges of the pandemic so far, the need for financial stability remains. The immediate action all can take is contribute to the Transitioning Forward Annual Appeal. With a goal of \$30,000 this year, and with all leadership having contributed over 45% of that amount, we are still short by \$11, 175. Ron challenged the attendees to leave this Conference having contributed to achieving that goal in gifts or pledges.

IV. Recognitions by Jenny Stephens

- a. First Time Conference Participants
- b. International Conference Participants
- c. IMN Faculty Team
- d. IMN Annual Conference, Continuing Education, Education, Member Support, and Fundraising Teams
- e. IMN Staff

V. IMN Team Updates: Marvin Morgan, IMN Vice-President

- a. Appreciation for Board President Jenny Stephens
- b. Annual Conference Team, Dave Clements, Team Lead. This team works all year to produce this Annual Conference event. They spend hours discerning a relevant theme and then search for voices of keynote speakers who can expand that theme. They review workshop proposals - selecting and curating those that will speak to our times and add to our toolboxes. And they spend countless hours thinking about how to structure the Conference to make it fully accessible to the IMN community. At the end of the Conference, they ask for feedback and thoughts for next year's conference. Please honor their work by taking a few moments to provide your thoughtful feedback.
- c. Continuing Education Team, Norman Bendroth, Team Lead. This team looks for ways to help us continue our educational journeys and right now, that means virtual delivery. This group has focused its energy on delivering 12-hour Effective Transitional Leadership Seminars, Transition Teams seminars, and multiple webinars. And they have been exploring all types of possibilities that you will be seeing after the first of the year.
- d. Education Team, Arlen Vernava, Team Lead. This team adjusted all the Fundamentals of Transitional Ministry training to be delivered virtually. And the result has been nothing short of phenomenal – fully subscribed classes, more diversity of participants, high praise for the energetic engagement by faculty, and accolades for the value of the information. The faculty members have adjusted with grace to spending hours on Zoom and creating community across the distances. In addition, the Team is undertaking a thorough curriculum

revision and is targeting next year for intensive work on this effort. Stay tuned for more information.

- e. Member Support Team, Kathy Keened and Andrew Cooley, Team Leads. This team continued offering Virtual Support Groups – seven met throughout the year – and actively supported the Covid conversations that morphed into the Chat With Us sessions hosted by members of the IMN Board of Directors.
- f. Fundraising Team, Ron Pogue, Team Lead. Their primary focus is the Transitioning Forward Annual Appeal and worked on the formation of an IMN Endowment Committee and endowment fundraising.

VI. Board Highlights from Board President

Jenny Stephens highlighted the specific work of the Board, including:

- a. IMN’s Celebration of its 41 Years (a Video)
- b. Encouragement for members to join an IMN team
- c. Encouragement for members to serve on a task force reviewing best practices in hybrid meetings
- d. Weekly Chat with Us Sessions
- e. Emphasis on Diversity, Equity and Inclusion as a board and as IMN

VII. Nominations

IMN’s Executive Committee serves as the Nominating Committee and, as supported by the Board of Directors, presents the following slate for election (bios provided) to the IMN Board. According to IMN’s Bylaws, the IMN Board consists of 15 members, each of whom may serve two, three-year terms.

Standing for re-election with second terms ending in 2024 are:

- Lynn Carter Edmands, Episcopal Church, from Cincinnati, Ohio
- Julie Harris, Episcopal Church from Martinsburg, West Virginia
- Katrina Palan, Disciples of Christ, from Springfield, Missouri

Nominees to fill the open Board positions are:

- Shannon Mang, United Church of Canada, based in Canmore, Alberta Canada
- Mary Slenski, Episcopal Church, serving in Indianapolis, Indiana

The Board members continuing are:

- Doug Duerr
- Holly MillerShank
- Marvin Morgan
- Margret O’Neill
- Emlyn Ott
- Dennis Ross

- Eleanor Scarlett
- Jenny Stephens
- John Stonesifer
- James West

Thanks were express to Lynn Carman Bodden and Ron Pogue who are completing their service on the Board of Directors.

2021-22 officers who were elected recently by the IMN Board:

- President – Jenny Stephens
- Vice President – Marvin Morgan
- Secretary – Holly MillerShank
- Treasurer – Margret O’Neill

They will each serve in these roles for the next year.

In addition to the officers, this group, along with Cynthia Huheey, the Executive Director, functions as the IMN Executive Committee.

MEMBERSHIP VOTE

Using a Consent Agenda, those present voted to receive the 2020 Annual Meeting Minutes and to elect the current slate of Board members to serve through 2024. **Vote Carried**

VIII. Covenant of Leadership lead by Lynn Carman Bodden and Ron Pogue

IX. General Conversation with Members Present

- a. Possibility of receiving donations in Canadian Dollars and submitting appropriate tax forms
- b. Discussion of participation increasing in a virtual format, in both annual conference and educational offerings
- c. Affirmation of the networking aspects of our organization

X. Small Groups

Those present were divided into small groups to address these questions:

1. *What are you getting from your IMN membership, and this conference, that you NEED and USE?*
2. *What are your challenges and emerging needs that IMN can help you meet (the ones seminary did not prepare you for)?*

Small Groups Report Back:

What are you getting from your IMN membership, and this conference, that you NEED and USE?

- *Support*
- *Level of collegiality*
- *Chat groups*
- *Shared experiences*
- *Being able to network, connecting, being able to hear about what those on the ground are dealing with*
- *Addressing, in this conference, current levels of trauma in our congregations and how to respond – appreciate the workshops on the topic*
- *Networking and connections*
- *IMN listens and responds in a timely manner*
- *Benefitting from Chat with Us weekly groups, especially for those entering new systems*
- *Appreciate the collegiality of the IMN and the Annual Conference...being with other people who understand what I do, the ecumenical aspect*
- *This is a place to expand my thinking and help me serve in other denominations*
- *The very targeted info on transitions – also is broad enough to acknowledge that everyone is in transition in some fashion*
- *Getting materials we can share*
- *Webinars*
- *Glancing through newsletters*
- *Way to find other interims from different denominations in geographical area (reached out to staff to find others with expertise to help with a particular topic/issue)*
- *Opportunities for support in so many ways*
- *NETWORK is exactly what IMN delivers*
- *Appreciate using Zoom as a content platform*
- *IMN is an immense value – WELL BEYOND the price*
- *Specialized education*
- *Terrific resources with chats and connecting with colleagues*
- *Conference with great depth and rich variety of participants*
- *Really good resources, credibility, and good connections, friends and networking. IMN has helped solidify my disappointment with the institutional church and my call to a vocation more about transformative justice*
- *Would not have gotten through my first interim without the IMN peer support group; we jelled as a group and are still together as a group; the connection and support is really good*
- *The wisdom that is in the room – always*
- *The resources available*
- *The flexibility and adaptability of the IMN staff around topics, resources and internet technology*

- *As a faculty member, the fun you get working with the different groups and participants*
- *This conference has been very stimulating and nourishing this year -- the prerecorded videos and materials have been great.*
- *Support, the sense that we're not isolated, an opportunity to interact with people in a variety of positions and denominations*
- *Interfaith and ecumenical perspectives that help break out of a single way of thinking*
- *We aren't going through this alone in terms of religious communities*
- *Recap classes/refresher courses by Continuing Education team*
- *Virtual support and discussion groups*
- *The sense of additional professional identity as an INTERIM in addition to being clergy*
- *Due diligence for the content so it's well-thought through and not just random opinions*
- *The filling of the Alban Institute vacuum for thoughtful, well-studied leadership material for congregational work*
- *Credibility to do the specialized work of transitional/interim ministry*
- *Readiness to reevaluate and update curriculum to meet needs of faith communities as society changes*
- *Faculty standards upheld*
- *Networking and building relationships that can provide support because there's mutual respect*
- *The excellent staff*

What are your challenges and emerging needs that IMN can help you meet (the ones seminary did not prepare you for)?

- *Emerging Needs*
- *Being in full communion with other denominations, maybe explore non-silo'ed work with Intentional Interim ministers...deepening the pool of resources for all denominations*
- *Engaging younger generations*
- *Responding to congregations in dire straits.*
- *Ways of engaging the lay members*
- *Can we get blanket permission to use the videos from the conference for our faith communities?*
- *HR things: how to hire staff, etc. in transition*
- *Hybrid situations skills: how to "do" the hybrid thing. And what does "hybrid" mean?*
- *How to grow the second (virtual) congregation?*
- *How is church / religious communities (incl. UU and Jewish) evolving? Our present forms of doing church with big building and bishops, etc.? Re-imaging the pastoral model...*
- *Provide some sort of listing for other interims in geographical area or list by zip code, continue to help colleagues connect*
- *Host a focus group for those coming up to retirement and making plans to continue IM work or IM consulting*

- *Always hold the space open for emerging needs to be named*
- *As search processes are not more digital, provide resources to help with those changes*
- *Work to stay up-to-date with concepts, including wider representation of transition ministers*
- *Be aware of other models for transition*
- *Might there be a need for something in person for future Conferences?*
- *Hopefully, Covid has caused paradigm shifts for the church and for society*
- *There seems to be a rise of bullying – there is a global, authoritarian shift – there has been some permissive bad behavior in this conference such as how we talk about others who are other; how can we welcome the “otherness” of people*
- *Address amalgamation of congregations*
- *Diversity, Equity, and Inclusion training for ourselves so we can lead congregations in the discussions*
- *Training for helping us help congregations re-envision themselves for the future, be it as a restart, a legacy congregation, or something else very creative*
- *How do we help congregations deal with the shortage of clergy?*
- *How can we help communities adapt to less-than-full-time clergy?*
- *How do we disciple communities to do the work that is theirs to do which has defaulted to clergy?*

XI. Closing Prayer by Jenny Stephens 2:45p.m. Eastern Time

Respectfully Submitted: Holly MillerShank, IMN Secretary