



## 2020 IMN Status Report: A Year in Review

As of November 2020

*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.*

This has been a monumental year for the world, for our congregations, and for us individually. It has also been a monumental year for IMN. As we started the year, we expected to focus on celebrating IMN's 40<sup>th</sup> Anniversary. While we still celebrate that achievement, the Executive Committee and the Board of Directors has had to make many decisions during the year that could not have been imagined on January 1, 2020. With thought, with courage, and with faith, we considered and prayed over the directions taken. 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.

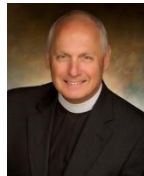
#### 2019-2020 Executive Committee:



President  
Les Robinson, UCC



Vice President  
Jenny Stephens,  
UCCN



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.

#### 2019-20 Board of Directors:



Kevin Buchanan,  
PCUSA



Lynn Carman  
Bodden, UCC



Lynn Carter  
Edmands, EP



Julie Harris, EP



Keith Kron, UUA



Holly MillerShank,  
UCC



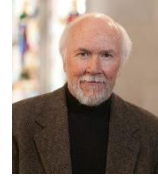
Marvin Morgan,  
UCC



Katrina Palan,  
DOC



Ron Pogue, EP



Les Robinson,  
UCC



Eleanor Scarlett,  
UCCN



Jenny Stephens,  
UCCN



John Stonesifer,  
EP



James West, ELCA



Rabbi Michael  
Remson, JReform  
served until his  
death in January  
2020

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

**2019-20 Teams:**



Annual  
Conference –  
Keith Copeland,  
ELCA, Team Lead



Continuing  
Education –  
Norman  
Bendroth, UCC,  
Team Lead



Education – Arlen  
Vernava, ABC,  
Team Lead



Member Support  
– Andrew Cooley,  
EP, Team Lead



Fundraising –  
John Stonesifer,  
EP, Team Lead  
with co-  
leadership of Lynn  
Carter Edmands  
and Ron Pogue

**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:



Margaret Bain,  
UCCN (Deceased  
July 2020);



Norman Bendroth,  
UCC



Lynn Carman  
Boddin, UCC



Samuel Colley-  
Toothaker, EP



Keith Copeland,  
ELCA



Molly Dale Smith,  
EP



Frederick  
Darbonne, EP



Susan Eibner, EP



Chris Hart, UCC



Peggy Hickman,  
DOC



Martin Homan,  
LCMS



Bonnie Moore,  
UCC



Margret O'Neall,  
UUA



Helen Prior, UCCN



Pegi Ridout, UCCN



Rabbi Michael  
Remson, JReform  
(Deceased January  
2020)



John Stonesifer, EP



William Carl  
Thomas, EP



Arlen Vernava,  
ABC

## IMN's Response and Accomplishments for 2020 – The Highlights

Under the leadership of IMN Teams and the IMN Board, here are highlights of what IMN has accomplished in these challenging times.

- The Annual Conference, November 9-13 has been re-configured for virtual delivery. Executed around the theme of “The Character of Leadership Today – With Hope for Tomorrow”, the event features keynote speakers, Arthur Boers and Betty Pries, along with 20 different workshop discussions and plenty of time for social interaction and connections. All Conference content is recorded and available through April 2021 for Conference registrants.
- While we started the year with three in-person classes, the Fundamental of Transitional Ministry training, all phases, has been revamped to deliver virtually. Structure and timing of the offerings has been tested. Eight virtual FTM Work of the Leader classes have been successfully offered and attended by 139 individuals. Three virtual FTM Work of the Congregation classes will be held by year's end with 72 attendees. A denomination specific contract training attended by 20 individuals was also held virtually in August.
- A two-day virtual seminar on Effective Transitional Leadership was launched in October to provide baseline education, the essentials, on transitional leadership. A second offering takes place in December.
- Virtual Support Groups (VSGs), started last year, continue to be well received with seven groups and 54 participants, including an international group.
- Monthly 90-minute Webinars have been offered on topics such as church finances, church amalgamations, strategic planning, agreement making, well-being, bylaws, and others.
- Monthly topic specific Conversation Cafes have been offered, addressing such topics as finding an interim position during a pandemic, managing anxiety while changing ministry settings, handling conflict in an interim, maintaining healthy boundaries, closing a church or deciding to merge, and other relevant topics for transitional leaders.
- Weekly COVID Conversation Cafes were started in late March and will continue at least through the end of the year.
- Virtual half-day Transition Team Seminars have been offered four times in 2020.
- A series of Holy Currencies webinars were offered early in the year. Participants could choose to attend the entire series or select individual seminars to meet their needs.
- Communications to the membership were expanded to include a weekly (Wednesday) IMN Focus and an every-other week IMN Fridays to complement the IMN E-Newsletter published on alternate Fridays.
- A pilot offering of Author's Conversations is launching in November – with Roy Oswald discussing his latest book, *Emotional Intelligence for Religious Leaders*.
- The Board of Directors completed its work to revise the “Standards for the Practice of Transitional Ministry” and will be sharing it with the membership, in the FTM classes, and with judicatories.

**On the Operational Side of IMN, significant adjustments have been necessary:**

- To support operational expenditures, IMN applied for and received Paycheck Protection Program funds – the US Small Business Administration program available to non-profits and other small businesses in response to the pandemic economic impacts.
- IMN has applied for and received a US Small Business Administration loan to be used for cash flow management purposes.
- Staff worked from home offices during the peak of the pandemic.
- Revenues for the organization have been reduced and concurrent expenses reduced.
- The IMN staff, as of January 1, 2021 will be working from home office locations to minimize office expenditures. The current physical IMN office will be vacated at the end of the year.
- The Transitioning Forward Annual Appeal is in its second year with 100% of the IMN Board, staff, and key leaders participating with contributions equal to over 25% of the fundraising goal of \$40,000.
- Development of a legacy giving program is underway in the Fundraising Team with plans to launch it in early 2021.
- 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 keep IMN’s productivity cost down, data secure and equipped to serve the membership.
- IMN has a presence on FaceBook, Twitter, and LinkedIn.
- 2019 Audited Financials (Attachment A), showing 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.

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, 2019**

	Without Donor Restrictions Net Assets	With Donor Restrictions Net Assets	Combined Net Assets
<b>REVENUES:</b>			
Education income . . . . .	\$ 337,294	\$ -	\$ 337,294
Membership dues . . . . .	72,772		72,772
Conference income . . . . .	59,338		59,338
Investment income . . . . .	12,619		12,619
Contributions . . . . .	20,695	1,881	22,576
Other income . . . . .	1,860		1,860
Net assets released from restrictions . . . . .	5,654	(5,654)	0
<b>Total revenues . . . . .</b>	<b>510,232</b>	<b>(3,773)</b>	<b>506,459</b>
<b>EXPENSES:</b>			
Program services . . . . .	281,743		281,743
Management and general . . . . .	258,519		258,519
Fund raising . . . . .	0		0
<b>Total expenses . . . . .</b>	<b>540,262</b>	<b>0</b>	<b>540,262</b>
<b>Changes in net assets . . . . .</b>	<b>(30,030)</b>	<b>(3,773)</b>	<b>(33,803)</b>
Net assets, beginning of year . . . . .	35,133	5,116	40,249
Net assets, end of year . . . . .	<u>\$ 5,103</u>	<u>\$ 1,343</u>	<u>\$ 6,446</u>

