

IMN 2021 Annual Conference
Plenary and Workshop/Discussion Descriptions
as of October 27, 2021
All listed times are Eastern

MONDAY, NOVEMBER 1, 2021

PLENARY SESSION

2:15 to 4:30 pm

STAYING OPEN TO THE JOURNEY

Rev. Dr. Charles Eduardos

Entering into the Unknown. What needs to emerge? For you? For the congregation? This is a time, unlike any before, where we must let go and let come in. We must see with fresh eyes and must imagine again and again what can be.

The Reverend Charles Eduardos, C.Ht., All Saints Lutheran Church, Olmsted Falls, OH. A native of Cleveland, Ohio, Charles Eduardos has forty years of experience in ministry. He is also an Executive/Corporate Coach who sees his job is to guide you on the path of success. He specializes in helping people identify and achieve their personal goals by gaining victory over the issues that are causing them distress, anxiety, and stress. He serves on the Board of Cleveland Clinic's CPT program, is chaplain for the Olmsted Township Police Department, is a Certified Hypnotherapist, and is a Certified NLP Practitioner. Email: charles.eduardos@gmail.com

TUESDAY, NOVEMBER 2, 2021

CONCURRENT WORKSHOP

11:20 am - 12:30 pm

TRAUMA-INFORMED TRANSITIONAL MINISTRY

Rev. Dr. Shannon Michael Pater

Trauma-Informed Transitional Ministry is a perspective grounded in the science and spiritual practices of safety, connection, and social engagement. While it is a framework well suited for congregations who have experienced a significant breach of trust, it is also helpful for communities still disrupted by the pandemic or other stressors. The presentation will explore two core concepts, co-regulation and the Window of Tolerance, and teach two spiritual practices for self-regulation. Leaders who are attuned to their own nervous system are better equipped to support the congregation in the safety and connection needed for growth and change

Rev. Shannon Michael Pater, Psy.D., E-RYT 500, is a trauma-informed spiritual director and restorative yoga teacher. In 2019, after serving for 10 years as the senior minister of Central UCC, Atlanta, he left the US to live in India while also traveling in Nepal and Sri Lanka. Halted by the pandemic, his private practice is currently based in McLeod Ganj, a small mountain village of the Himalayas of northern India, the home-in-exile of H.H. the Dalai Lama. He is deeply nourished by the poetry of Mary Oliver and the companionship of street dogs. You can read more about him and his practice at www.noticethejourney.com Email: smpater@noticethejourney.com

CONCURRENT WORKSHOP

11:20 am - 12:30 pm

HOW MATTHEW 18 CAN CHANGE NORMS AND LIVES

Rev. John Beck

Rev. Beck believes that congregational norms are often unexamined until a crisis occurs, especially norms surrounding approaches to conflict. Transitional times provide opportunities for leaders to explore existing norms. The biblical paradigm found in the five steps of Matthew 18:15-20 have unfortunately been primarily understood in the context of discipline (see most congregational constitutions) and not as the foundation of reconciliation and God's gift of shalom. This workshop will explore these famous verses and other tools that can guide leaders into better communication and healthier approaches to interpersonal and congregational disagreements.

Rev. John Beck is a student of congregational and leadership dynamics and an Evangelical Lutheran Church in America (ELCA) pastor. He works to help grow capacity for ministry, especially when conflict has disrupted mission. He has a wide-ranging tool chest for working in church contexts with the goal of strengthening relational and spiritual vitality. In addition to 30-plus years of parish experience, John has training as a chaplain, counselor, and seminary professor. He is an Associate of the Kaleidoscope Institute and is a Qualified Administrator of the Intercultural Development Inventory (IDI). His graduate work in journalism has strengthened his communication skills; his PhD in Marital and Family Therapy helped his understanding of family systems in church and homes; and his experiences in three seminaries helped broaden his theology. In 2017, he became a professional Transition Specialist through the Interim Ministry Network (IMN). For the last 20 years, John has been refining his approach through work as pastor, teacher, trainer, chaplain, consultant, and coach. Email: jhbech@msn.com

CONCURRENT WORKSHOP

11:20 am - 12:30 pm

FLOW: ALONE AND TOGETHER

Rev. Arlen Vernava and Mark L. Vincent

Mihaly Csikszentmihalyi and his ground-breaking research across occupation sectors in the 1970's observed what he first recognized and named the psychological concept of "flow". It's where effort, creativity, focus, and meaning making are a seamless whole. It's when physical, emotional, intellectual and spiritual doing and being feel perfectly in sync. It's a whole. Whole team. Whole community experience.

Flow's implication for transition and interim-time? Little advances in a good and lasting way for leaders or groups without flow. Are you interested in reviewing a little brain science and exploring the being and doing of flow for Practitioner, Leadership Teams, and Community? Alone and Together, get on your flow. We will give focused attention on the implications, during question and answer time and engaged conversation time. For Practitioner, teams, groups, and community as a whole when they are about the work of identifying core values, identity and purpose.

Rev. Arlen Vernava has served, since 1985, both settled and interim congregations in the Northeast and provided leadership to ecumenical and interfaith groups and organizations. Arlen is an IMN Professional Transition Specialist, an IMN Faculty member, Team Lead for the IMN Education Team and a Senior Consultant with Design Group International. His ministry includes coaching executive leaders during organizational change and transition, helping congregations and organizations live into their vocation, and serving as embedded strategic interim during a congregation's seasons of change and transition. In March, he completed a yearlong course of study and certification in Coaching and the Enneagram, through the Madanes School of Enneagram Coaching in Israel. Email: arlenv@DesignGroupIntl.com

Mark L. Vincent, An Executive Advisor, is the Founder of Design Group International and was instrumental in the launch of the Society for Process Consulting, where he teaches the introductory and core competencies courses for those seeking a professional credential. Mark's accumulated experience includes more than thirty-five years pioneering a variety of approaches to leadership and organizational capacity-building, entrepreneurship, interim executive leadership, CEO peer-based advising, and professional development and credentialing. His focus on a process approach to helping organizations and leaders live into their mission has led to successful adaptive change initiatives with more than 750 clients across varied domestic and international marketplaces. Mark chairs the Partnership for Design Group International and serves on the boards of Cox Family Holdings, Silver Rock Consulting, and the Steward's Journey. He also sits on the Standards and Ethics Committee for the Society for Process Consulting. Email: markv@designgroupintl.com

CONCURRENT WORKSHOP

11:20 am - 12:30 pm

SURVIVING IS THRIVING—RESILIENCE AND WELL-BEING PRACTICES GIVE US THE STRENGTH TO THRIVE

Rev. Beth Kennett

In this workshop we will explore simple everyday practices that help ministers not just survive but thrive, even in the midst of a global pandemic. We will look at four building blocks for thriving based on the research of Matt Bloom, PhD from the University of Notre Dame. Participants will receive a Thriving Balance Wheel for self-assessment and a well-being checklist of simple daily practices tested and proven to help clergy (and anyone) thrive.

Beth Kennett is a Professional Certified Coach credentialed by the International Coaching Federation (ICF) and is an ordained minister with standing in the United Church of Christ. Beth has worked with the Center for Congregational Health for 16 years as a consultant, coach and training facilitator; and she has experience as pastor, educator, judicatory staff and conflict management facilitator. Over the past two years, Beth has given much attention to a Thriving in Ministry grant, which is positively impacting how she lives and works. Email: beth.kennett@healthychurch.org

PLENARY SESSION

1:30 to 4:00 pm

FORMING RESILIENCE FOR TRANSITIONAL MINISTRY

Rev. Dr. Tod Bolsinger

How can you develop the resilience for facing the inevitable congregational resistance that comes in times of change? How can you create the conditions for forming greater congregational resilience for the next season of ministry?

Rev. Tod Bolsinger, Executive Director, DePree Center Church Leader Institute and Associate Professor of Leadership Formation at Fuller Theological Seminary. Tod is the author of five books, including his latest, *Tempered Resilience: How Leaders Are Formed in the Crucible of Change*. He has served as a pastor for 27 years and speaks, consults and coaches corporate, non-profit, educational, and church organizations in transformational leadership. He was the founder of the Fuller Leadership Platform, an innovative approach to online formation and leadership development and served as a Vice President of Fuller Seminary for six years. Email: bolsinger@fuller.edu

CONCURRENT WORKSHOP

4:20 - 5:30 pm

ENGAGING CONFLICT WITH CURIOSITY

Rev. Dr. Terasa Cooley

Conflict has always been a part of congregational life, but returning to in-person worship is sure to increase the conflict, as some will want to return to "old norms." In addition, we are facing polarizing societal issues that act out in our congregations. How can we engage with them with curiosity and openness rather than trying to shut them down?

Rev. Dr. Terasa Cooley has 33 years of experience as a UU minister, working in both congregational and denominational settings. She has served congregations in Hartford, CT and Arlington, VA as well as Detroit and Chicago. She also served the UUA as a District Executive, Director of Congregational Life, and Vice President for Program and Strategy. She is an Accredited Interim Minister and currently serves in Pasadena, CA. Email: terasacooley@me.com

CONCURRENT WORKSHOP

4:20 - 5:30 pm

YOU DON'T JUST CHECK OFF THE BOX: THE TRANSITIONAL WORK OF DIVERSITY, EQUITY, INCLUSION, AND ANTI-OPPRESSION

Rev. Keith Kron and Rev. Patrice Curtis

"Sure, we're accessible. We just built a ramp." "That blouse goes with your robe so much better for you than the one you wore last week." "We want younger people to come...as long as they act like the rest of us." "All you ever talk about is racism." "If we welcome gay people, they'll take over."

The world is changing. Is your denomination? Is your congregation? Are you changing? Sunday morning may be the most segregated time of a typical week. As our members and congregations work to make sense of their place in the world, the work of intentional interim ministry can be a time when a congregation is open to more change. What are the challenges, opportunities, and learnings?

For the last two years the UUA has been proactive in working with transitional ministers on anti-racism and anti-oppression as a part of the interim time. We'll talk about what we've learned in these combined efforts—the part of ministers and congregations. How do we encourage lifelong learning and reflection—not only for congregations but for ourselves as ministers? How do we respond when events happen inside and outside our congregations? Bring questions, reflections, and hope to our time together.

Rev. Keith Kron is the Director of the Transitions Office, a position he's held since 2010. He is the former Director of the Office of Bisexual, Gay, Lesbian, and Transgender Concerns for the UUA (1996-2010). He has visited over 450 UU congregations during his time at the UUA. A former elementary school teacher and football and basketball referee, Keith also collects children's books, teaches and learns about the enneagram, and plays tennis 4-5 times a week. Email: KKron@uua.org

Rev. Patrice Curtis is the Transformational Interim Ministries Director on the UUA Ministry and Faith Development team. Patrice collaborates with and supports interim ministers in amplifying and practicing diversity, equity, and inclusion within congregations, and to disrupt unhealthy patterns that make Beloved Community difficult to realize. Before beginning ministry at the UUA in 2020, Patrice served congregations in Clearwater, FL, Washington, DC, Church of the Larger Fellowship, First Unitarian Portland, OR (intern), and as Director with UU Justice Ministry of California. Email: PCurtis@uua.org

CONCURRENT WORKSHOP

4:20 - 5:30 pm

COVID: CONFLICT, RESISTANCE AND OPPORTUNITY

Rev. Dr. Robert McFarlane

The COVID 19 pandemic has thrown up massive challenges for churches in very direct ways, especially in how we gather for worship. The pandemic has also had many other impacts related to transitional ministry, such as intensifying existing conflicts, hastening the death of moribund congregations, and adding to resistance through change fatigue. However, many opportunities have arisen through changed patterns of leadership and ways of engaging with the community, often in unexpected ways. This workshop will present the learning gleaned from 60 congregations in western Sydney (Australia) and invite participants to identify their own contextual learning.

Rev. Rob McFarlane currently serves as Presbytery Ministry Leader in the Parramatta Nepean Presbytery of the Uniting Church in Australia, with oversight of 60 congregations in western Sydney. Rob is also national coordinator for the IMN suite of courses in Australia, having taken on this role in 2005. Rob holds a PhD in New Testament studies as well as higher degrees in adult education and educational leadership. He has previously served as pastor in three congregations, as a university chaplain, as a synod director of continuing education, a presbytery mission education officer, and an adjunct theological college faculty member in Biblical studies, ethics and leadership. Email: rjmcfarlane@hotmail.com

WEDNESDAY, NOVEMBER 3, 2021

CONCURRENT WORKSHOP

11:20 am - 12:30 pm

CLEANING THE POND: SOCIAL INTERVENTIONS TO ADDRESS TRAUMA

Rev. Dr. Diana Gurley

Interim ministry happens at times of change, and often trouble, in faith communities. It is at exactly these points that individual and group stress, especially traumatic stress, comes to the forefront. That is hard enough, but it is exacerbated by a pandemic that has forced our isolation and raised the levels of fear. So how do we deal with extreme stress in a faith setting? Almost no attention has been given to creating spaces where people can heal from trauma in an informed, supportive community. This workshop will identify traumatic experience, social conditions that enable it, and ways to counteract those conditions and keep our own bearings while we do so.

Dr. Diana Gurley completed a Ph.D. in medical sociology, focusing on social theory and traumatic stress, and was a fellow for three years of postdoctoral training in psychiatry and epidemiology. She has worked with trauma for 30 years on Indian reservations, in Central Harlem and Washington Heights, in Appalachia, with the severely mentally ill, in hospitals, in residential treatment settings, and in jails and prisons. She brings stories of these experiences to community leaders who are working in high-stress environments, or with people who encounter violence and threat and struggle to cope with their circumstances. Her earliest research on the ways people make things better brought her to an understanding of the ways we make them worse. While most care after traumatic experience seems to focus on individual therapy, in fact, traumatized people live in communities and are constantly interacting with others. We are the community. Dr. Gurley looks to the ways we can make their circumstances worse, or better. Email: unitasgroup@mindspring.com

CONCURRENT WORKSHOP

11:20 am - 12:30 pm

MEDIATION SKILLS FOR DISRUPTIVE CONVERSATIONS

Rev. Joanne Burns and Rev. Candace Henry

In today's world of unconscious bias, uncomfortable conversations arise. Mediation is a platform for safe and respectful communication. Mediation is a specialized technique of listening, responding, and identifying the needs of all participants. When mediation is considered and agreed on, it is the first step in creating agreements for a dialogue creating a safe environment as neutral third parties facilitate the navigation of challenging conversations. In this workshop you will identify and understand your own response to conflict, learn how mediation is used in conversations with diverse opinions, and appreciate the importance of a neutral presence as a balance listener in the process

Rev. Joanne Burns has practiced and taught Unity Principles for over 30 years. She is a graduate of the Unity Field Licensing Program, licensed in 2010 and ordained in 2012 by Unity Worldwide Ministries with an additional ministry specialty of Youth & Family Ministry. Having served Unity as both in-church ministry and regional area leadership, she now has an online ministry (www.spark-unity.org). Joanne is a UWM Transitional Specialist, Ministry Wellness Consultant, trained in Interim Ministry, Mediation, Healthy Congregations, Bowen Family Systems, Non-Violent Communication, Q Effect shadow work, QPR Suicide Prevention, and other various support skills/services. She is currently serving as the Interim Minister at Unity Center of Tulsa, Oklahoma in a virtual and in-person hybrid capacity.

Email: rev.joanne.burns@gmail.com

Rev. Candace Henry is a 2018 graduate of Unity Urban Ministerial School and ordained by Unity Worldwide Ministries in 2019. Candace served at Unity Christian Church of Memphis for two years in transition ministry using her IMN training. Her focus is mindful commitment to the art of communication through ministry, mediation, and the realization of unconscious bias. Unity principles have supported the growth and the accomplishments of her family through the prosperity of prayer. Her many life experiences have given her certainty that we can communicate with each other despite our differences. The skill of mediation is a learned style of communication of respect while honoring each of us sharing concepts and ideas despite our differences. Email: rev.candacehenry@gmail.com

CONCURRENT WORKSHOP

11:20 am - 12:30 pm

BRICK AND MORTALS

Rev. Dr. Donna Schaper

Bricks and Mortals is a placemaking group of faith leaders and real estate experts that join together to create sustainable strategies for sacred sites in New York City and beyond. The abbreviation S4 is used frequently by the group and reflects their core value of "sustainable, strategic, sacred sites." In this workshop we will articulate ten dos and don'ts that apply universally to religious real estate. They are assets. They deserve care. They can be difficult or "out of place" in their communities. They often need to become less dowdy or old fashioned to feel comfortable to a younger generation. They regularly need planned maintenance. They are emotional places where people belong and believe. They are houses of prayer. And they require great attention to hatch, match and dispatch their future. Interim ministers can be very helpful in looking "anew" at a place where stagnation might have set in.

Rev. Dr. Donna Schaper is currently the pastor at the historic Orient Congregational Church. For the past 16 years she has been teaching at the Hartford Seminary in Connecticut. There, her students are Muslim, Christian and Jewish. She also preaches at Judson Memorial Church at the south end of Washington Square Park in Manhattan. Schaper describes the church as "a gathering place for people who seek spiritual nurture to build public capacity for social change."

Schaper is the author of numerous books, most recently *Grace At Table: Small Spiritual Solutions To Large Material Problems*. Her best seller is *Sabbath Keeping*. Other popular selections among her 31 books include *When A Parent Dies And The Art Of Spiritual Rock Gardening And Grass Roots Gardening: Rituals To Sustain Activists*. Her articles, opinions, blog posts, and essays appear regularly in a diverse mix of media, such as The Huffington Post, the National Catholic Reporter, Sojourners and Tikkun. Email: revdschaper@gmail.com

OPEN DISCUSSION/CONVERSATION

11:20 - 12:30 pm

EXITING AND EVALUATING THE SYSTEM

Rev. Keith Copeland

Exiting the system begins when you enter as an interim pastor. This conference time of open discussion will begin with a focus on two questions. The first is "What does an effective exit look like?" The second question is "How do you learn about the system?" We will engage these questions along with your specific questions in a Café Style conversation.

Rev. Dr. Keith Copeland was born in Chicago, Illinois. He graduated from the University of South Florida with a B.A. in Finance. After graduating from college he worked in management with Eckerd Drugs before answering the call to ministry. He graduated from Lutheran Theological Southern Seminary in 1992 and has served three congregations as the settled pastor and 14 congregations as interim in three different denominations. Trained as an interim pastor and now part of the IMN faculty, he received his DMin from Hood Theological Seminary with special focus on church renewal. Since then, he has been developing processes and tools for congregational renewal during times of transition between installed clergy. He is married to Cheris and his son is also an ordained pastor. Email:

drkcopeland@thegoldenmoment.org

PLENARY SESSION

1:30 to 4:00 pm

PEER LEARNING PANEL

Rev. Eleanor Scarlett, Rev. Holly MillerShank, Rev. Shannon Mang, Rev. Katrina Palan
You have been challenged over the past year. You have been creative. You have done and accomplished things that a year ago you might have thought were impossible. You have had successes and you have had "less than successes." Through it all, you have learned. This is the time during our Annual Conference where you can continue that learning from your peers who have been dealing with similar things. And share your learnings. These key questions will be explored:

- How are we handling the trauma of the disruption from COVID?
- What is the "desired return state" for our congregations and for us as individuals?
- How are people coming back to "the church"?
- How has our ministry changed?

Rev. Eleanor Scarlett, United Church of Canada, currently serving at Bolton United Church, Bolton, ON. Newly accredited Process Consultant. Email: rev.eleanor2009@gmail.com

Rev. Holly MillerShank, United Church of Christ, most recently served as the Interim Associate Conference Minister of the Southern New England Conference. Email: millershankh@outlook.com

Rev. Shannon Mang is a United Church of Canada Interim Minister who lives in Canmore Alberta and is virtually serving a congregation in Markham Ontario. Email: mangshannon@gmail.com

Rev. Katrina Palan, Disciples of Christ, serving in Illinois. Email: revpalan@gmail.com

THURSDAY, NOVEMBER 4, 2021

CONCURRENT WORKSHOP

11:20 am - 12:30 pm

THE ENTERING/EXITING BACKPACK – A FIELDWORK GROUP VIDEO PANEL EXPERIENCE

Rev. William Thomas, Facilitator

Become part of an expanded Fieldwork Colleague Learning Group (FCLG) as we celebrate the development and execution of a very practical approach to entering and exiting an interim ministry. You will engage in video/pictorial examples of how three dimensional props such as a light, tissues, mirror, compass, binoculars, playful stuffed animals, walking sticks and more help the new interim move into an interim setting, communicate while in situ, and then away from that setting when the work is done. More than just theoretical, this is a real time exposition of recent interim work by members of an IMN fieldwork group that formed in March 2021. Participants will find immediate application of the various backpack props as excellent communication tools for use in current ministry settings and will better understand the Process Tasks of Joining the System and Leaving/Exiting the System.

PRESENTERS

The primary workshop presenters completed their IMN Fieldwork requirement in July 2021 following their January 2021 FTMC training. Amy Lythgoe (Episcopal), Doug Amend (Christian Church – DOC), Mary Owens (ELCA), and Wendy Bell (UUA) will be supported by the IMN Faculty Member (Bill Thomas - Episcopal) who guided their fieldwork. Email: williamcarlthomas@gmail.com

CONCURRENT WORKSHOP

11:20 am - 12:30 pm

PARADIGM SHIFTS IN TRANSITION

Rev. Dr. John R. Throop

The five focus points of interim ministry are essential for healthy transition in a congregation. At the core of transition, however, is the need for a potential paradigm shift. The paradigm is the set of assumptions and beliefs (usually unspoken) that guide decisions and directions. Ask members and leaders to offer a sentence about their church and the answer might be, “Oh, we’re the downtown church” or “We’re a mission-driven church” or, “We’re a loving community.” But, is that self-perception who they really are? Or were? Or wish they could be? The paradigms have shifted through the centuries—and the challenge is even more powerfully before us now. How many congregations are trying to figure out what it means to be a “hybrid church”? Paradigms are unique and diverse to each church, cultural context, and demographic setting. When discerned, other critical issues can be addressed. This session will provide methods for the interim minister to surface one or more paradigms shaping the congregation’s self-perception—and to test it. Discover methods to guide leaders and members in describing a church paradigm, comparing paradigm(s) with what’s happening in the congregation, and the community and cultural trends that surrounds them (a “reality check”). Learn also how to describe a new paradigm to take them into the change process—and to finding a pastor who can help the congregation live with hope into its future.

The Rev. Dr. John R. Throop has been an Episcopal priest for 40 years. A graduate of the University of Chicago, he attended seminary at the School of Theology of the University of the South in Sewanee, Tennessee. He earned a Doctor of Ministry degree from Fuller Theological Seminary, Pasadena, California in organizational development in Christian ministries. He has served parishes in Tennessee, Virginia, Ohio, Illinois, New York, and Wisconsin. In a bi-vocational role for 17 years, Dr. Throop also was a global consultant in strategy, planning, and human resources serving non-profit and governmental

agencies. Through the years, he has served as a board member of church and secular groups. He currently is board president for the Anglican Fellowship of Prayer. Email: drthroop@yahoo.com

CONCURRENT WORKSHOP

11:20 - 12:30 pm

CARING FOR GRIEVERS

Rev. Dr. Michelle Collins

Grief is not often discussed and yet is one of the most universal of human experiences. In this program, you will not only expand your own grief vocabulary but also deepen your understanding of common grieving experiences and how to care for others who are grieving. You will receive a session plan and materials for offering the program to your lay pastoral care volunteers in your own ministry site.

Michelle Collins is a Unitarian Universalist minister, currently serving as interim senior minister at the Unitarian Universalist Church of Berkeley. She brings a decade of parish ministry experience and a passion for pastoral care, grief work, and end of life planning. She currently lives in a tiny house on wheels in an RV park in northern California. Email: mcollins@uuma.org

OPEN DISCUSSION/CONVERSATION

11:20 - 12:30 pm

ENTERING THE SYSTEM

Rev. Lynn Carman Bodden

How we enter a system is directly proportional to what we will be able to accomplish - and we are entering all the time! What do you find works best for you in your role as an interim minister? What would you like to know from other interims?

The Rev. Lynn Carman Bodden (UCC) is an Intentional Interim Minister, who has served twenty transitional ministries. Her current interim position is at the First Reformed Church of Schenectady. Lynn has been active with the IMN since 1994 and served in many roles and is currently a member of the Board of Directors and faculty. She has been a consultant and coach in local congregations and with clergy colleagues. Email: lcbodden54@gmail.com

PLENARY SESSION

3:00 to 5:30 pm

HOSTING THE THEOLOGICAL BANQUET

Rev. Janet Gear

These times have stirred up an unparalleled search for meaning, hope and purpose, along with new opportunities to make a difference in a threatened world. How do our congregations become places to wrestle with and respond to this moment? How does the church offer itself in these times? The Theological Banquet provides a lens and language to identify and name unspoken beliefs from the ground up. Transitional ministry is an opportunity for faith-first leadership as congregations gain a renewed sense of purpose and to work together respectfully and effectively across theological diversity.

Rev. Janet Gear is an ordained minister in the United Church of Canada and served as an Assistant Professor of Practical Theology and Director of Formation for Vancouver School of Theology. Janet is on the Advisory Council for Pacific Jubilee and currently preaches, teaches, and leads retreats in British Columbia. Her primary focus of consultation with congregations and their leaders is in the area of theological diversity in congregational life. In 2018, she was made a McGeachy Senior Scholar, United Church of Canada, for her Theological Banquet work.

Email: jgearchambers@gmail.com

PLENARY SESSION

6:00 to 7:00 pm

REV. ANDREW YOUNG

CHATS WITH THE INTERIM MINISTRY NETWORK'S ANNUAL CONFERENCE

PARTICIPANTS

Due to an unexpected family emergency, The Rev. Dr. Otis Moss, Jr. will not be able to join us on Thursday, November 4th. The Rev. Andrew Young has graciously agreed to step in and bring to the conference participants his life experiences, the influence of his divinity school and years in ministry, and his work for civil rights. He speaks to the unique opportunities interim clergy have in their congregational service in times of change and speaks broadly to today's Diversity, Equity and Inclusion concerns in our communities. It is an honor to welcome the former US Ambassador to the United Nations and Atlanta Mayor to the conference.

FRIDAY, NOVEMBER 5, 2021

CONCURRENT WORKSHOP

11:20 am - 12:30 pm

LOOKING IN, BUT FEEL LIKE I DON'T FIT IN

Rev. Katrina Palan

This workshop will be an exploration of why our churches (post-pandemic) seem to have lost a generation. The 20's-40's crowd, with their electronic capabilities seem to want to sit home in their jammies, drink coffee and worship electronically, but not come into the building or engage in fellowship opportunities. This group is looking to be fed spiritually, but do not seem connected to the church. The thin thread we had pre-pandemic seems broken. As interim pastors, we have an opportunity to try different strategies for re-engaging a demographic that has been tenuous for most of our congregations. How can we minister to this group of people? Do we have to come into the building? What are some ways we can accommodate their spiritual needs? How do we offer pastoral care to them when we never see them?

Rev. Katrina Palan is a seasoned Intentional Interim minister. She is an ordained Christian Church (Disciples of Christ) pastor who is currently serving a United Church of Christ congregation in Carlinville, IL. Katrina currently serves on the IMN Board and is part of the Conference planning team. She has just celebrated her 20th anniversary of ordination and 25th year of ministry. Email: revpalan@gmail.com

CONCURRENT WORKSHOP

11:20 am - 12:30 pm

NAVIGATING THE STORM – IM IN A TIME OF TURBULENCE

Rev. Helen Gheorghiu Gould, Rev. Julie Bacon and Rev. Fiona Penny

The Church of England has embarked on its own journey of using interim ministers. What can we all learn from what has worked in the UK? What unusual circumstances were encountered? How is interim ministry being received by the church hierarchy, by the clergy, by the congregations? Engage with three individuals who are deeply involved in this ministry as they share their challenges, joys and thoughts about the future of interim ministry in the UK.

Rev. Helen Gheorghiu Gould comes to Wales from the Diocese of Chelmsford. Ordained in 2010 Helen served her curacy in the Essex market town of Epping, before becoming involved in Interim Ministry and Vacancy Development, leading healing and re-visioning following parish breakdown, along with working with parishes in vacancy before the appointment of a new permanent parish priest. For the last six years, Helen has served as Priest-in-Charge of the rural parish of Nazeing, during which time she secured a

£650,000 redevelopment of one village church as a community hub. Prior to ordination, Helen served as parish development worker developing a community café and art project at a church in East London and for ten years ran Creative Exchange, a charity working with arts and culture in international and community development. Email: h.gheorghiu@btinternet.com

OPEN DISCUSSION/CONVERSATION

11:20 - 12:30 pm

FOCUSSING AND ASSUMING RESPONSIBILITY

Rev. Arlen Vernava

Clarity. Goals, objectives, outcomes. Personal agency. Collaboration. Boundaries. Listening, helping, and learning. Self-awareness. Reflect on these talking points as we consider “what’s mine to do, yours to do, ours to do together.” Unpack this Practitioner “process task”. This work begins as Practitioner enters the system (Thursday’s conversation with Lynn Carmen Bodden) and serves as mirror and coda at Exiting and Evaluation (Wednesday with Keith Copeland).

Rev. Arlen Vernava has served, since 1985, both settled and interim congregations in the Northeast and provided leadership to ecumenical and interfaith groups and organizations. Arlen is an IMN Professional Transition Specialist, an IMN Faculty member, Team Lead for the IMN Education Team and a Senior Consultant with Design Group International. His ministry includes coaching executive leaders during organizational change and transition, helping congregations and organizations live into their vocation, and serving as embedded strategic interim during a congregation’s seasons of change and transition. In March, he completed a year-long course of study and certification in Coaching and the Enneagram, through the Madanes School of Enneagram Coaching in Israel. Email: arlenv@designgroupintl.com

JUDICATORY CONVERSATION

11:20 - 12:30 pm

Rev. Jenny Stephens and Rev. Keith Kron

The COVID pandemic and resulting "pivoting" has revealed both joys and challenges for today’s faith communities. Judicatory staff are invited to share observations, learning and questions. Through peer conversation, we will gain wisdom for supporting and resourcing faith leaders and the communities they serve in these times of transition. What is the impact of these necessary transitions on the ministry of the judicatories also? What is needed for what lies ahead?

Rev. Jenny Stephens is the Office of Vocation Coordinator and Team Leader in the General Council Office of The United Church of Canada. Raised in the Methodist Church of Great Britain, Jenny has 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). Over the last 4 years, she has lead the design and implementation of a denominational Office of Vocation as part of the broader denominational reorganization from 4 courts to three councils. The Office of Vocation is responsible for ministry formation, credentialing of intentional interim ministers, and oversight and discipline of ministry personnel. She has taken the IMN training, serves as the President of IMN, and enjoys supporting the practice of interim ministry. Jenny is a trainer with the Emotional Intelligence-Human Relations Skills Center (www.eqhrcenter.org). Email: JStephens@united-church.ca

Rev. Keith Kron is the Director of the Transitions Office, a position he’s held since 2010. He is the former Director of the Office of Bisexual, Gay, Lesbian, and Transgender Concerns for the UUA (1996-2010). He has visited over 450 UU congregations during his time at the UUA. A former elementary school teacher and football and basketball referee, Keith also collects children’s books, teaches and learns about the enneagram, and plays tennis 4-5 times a week. Email: KKron@uua.org

PLENARY SESSION

1:20 to 2:40 pm

PACKING OUR LUNCH FOR THE JOURNEY HOME

Rev. Jenny Stephens

This week we have been on a journey together. Through plenary sessions, workshops, spiritual centering and social times, we have been the Interim Ministry Network – making connections relationally, with new information and insights. In the midst of rapidly changing times we have explored our resilience as leaders and how to build resilience in the people we serve. This contributes an answer to the question "Who are We?" We have seen diversity as part of God's rich tapestry and seen beauty anew. This contributes an answer to the question "Who is Our Neighbour?" We have received and offered tools and strategies to lead through complexity, and to embrace and navigate the conflict that arises in diversity. This contributes answers to the question "What is God Calling Me/Us To Do and Be?" Now it is time to pack our lunch, our learning, for nourishment on the journey home, and beyond.

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