

**IMN 2022 ANNUAL CONFERENCE
PLENARY AND WORKSHOP/DISCUSSION DESCRIPTIONS**

All events will be presented in Eastern Time Zone

As of 10/19/22

Monday – October 31, 2022: 1:30 – 4:30 pm Eastern

PLENARY SESSION

Emotions...Impact...Ministry, An Invitation to a journey toward emotional and spiritual wellness

Judy Joseph Mc Sween

EMOTIONS IMPACT MINISTRY is highly interactive inward journey, that invites you to pause and explore the correlation between your emotions, thoughts and behaviours on your emotional and spiritual wellness and by extension your ability to be the most effective Interim Minister that you can be, with both you and your congregations, experiencing nourishing transitions.

Judy Joseph Mc Sween is a certified coach, specializing in the areas of Emotional Intelligence, Spiritual Intelligence, Conversational Intelligence® and Mindful Meditation. She is a trained Organization Development Consultant and holds an MBA in Export Management and International Business and a BSc in Industrial Chemistry. Her theoretical background, 30 years of practical experience at executive levels in the corporate sector along with her highly intuitive skills, provides diverse resources as she engages her corporate and faith based clients in transformational experiences.

She is a Board Member and Trainer with the US-based Center for Emotional Intelligence and Human Relations (EQHR) providing training for faith leaders and faith-based organizations. She is a Trainer and former board member for the NTL Institute for Applied Behavioral Science, USA.

Her unique combination of theoretical knowledge, industry wide practical experience and contemplative practice have been applied to the development of the Time Out Suite of Interventions. Time Out is a highly introspective approach that facilitates individuals, teams and organizations in journeying to greater consciousness and higher performance levels. As a Time Out Specialist, she takes her clients out of their busy work schedules and day to day routines, encouraging them to PAUSE, reflect and explore the impact of their personal behavior patterns and that of those they lead, on the overall wellness in the workplace.

Monday – October 31, 2022: 5:00 – 6:00 pm Eastern

MEET AND GREET

What have you done to creatively say 'hello' in new congregations? What props have you used? How does your 'hello' connect to your 'good-bye'?

Tuesday – November 1, 2022 11:00 am – 12:15 pm Concurrent Workshop

Nourishing Attachment: Yours, Theirs, and Ours

Shannon Michael Pater

"Attachment" describes our emotional bonds with others. Originally shaped by our relationships with early caregivers, the attachment benefits and consequences continue to impact our relationships throughout our lives. Times of transition or significant stress can strain even healthy attachment bonds, create ruptures in relationships, or resurface old patterns we thought

Program events are subject to change without notice. 1

we left behind. Thankfully, attachment wounds can be repaired with nourishing and skillful support.

In advance, you will explore three attachment styles and consider the style you carry from your childhood and the style you bring to your ministry setting. In the live discussion we will explore the attachment styles within ministry settings: the styles of the congregation, between the minister and the congregation, and among leadership circles. This workshop will provide exercises to strengthen a secure attachment style and support the repair of attachment wounds in individuals, communities, and in the relationship between them.

The Rev. Dr. "Shannon Michael" Pater is a trauma-informed spiritual director and clergy member of the United Church of Christ. In the early days of 2019, after 25 years of ordained ministry, he wanted to experience his own interim period and pilgrimage so he sold, donated, and gave away most of what owned him and moved to India on a one-way ticket. In March 2020, he suddenly became an international COVID refugee while traveling in the Himalayas. He was in near-solitary lockdown for over 70 days and spent 21 months stranded in a small mountain village. At the end of 2021, he was finally able to safely repatriate to the U.S. The fortitude, solitude, and other nourishing gifts of the Spirit that arrived via street dogs and cups of chai with strangers during periods of strain and stress, loneliness and isolation continue to be integrated from the intensity of his interim pilgrimage. For more information about his practice, visit: www.noticethejourney.com

Tuesday – November 1, 2022 11:00 am – 12:15 pm Concurrent Workshop

Preaching that Nourishes Transitions

Rev. Michael Newheart

Consider the various ways that we preach as interim ministers. This workshop will look at such questions as: What are your goals for preaching? How does your preaching fit with your goals for interim ministry at a church? To what extent do you use the Revised Common Lectionary? How do you use preaching to address the three questions (Who are we? Who is our neighbor? Who is God calling us to be?) and the five focus points (heritage, leadership, identity, connections, future)? How do you feel about your preaching? How do you prepare and present your sermons? How would you like to improve your preaching? We will discuss these questions in both large group and small group contexts and devise ways in which we can be supportive of one another in the preaching task.

Rev. Michael Newheart has served interim pastorates in Wisconsin, New York, Connecticut, and Rhode Island after retiring from divinity school teaching. He is an Interim Ministry Specialist with Transition Ministries of American Baptist Churches USA (TM-ABCUSA). He has a BA from William Jewell College (MO) and an MDiv and a PhD from The Southern Baptist Theological Seminary (KY). Michael is Professor Emeritus of New Testament Language and Literature at Howard University School of Divinity (DC), where he taught for 26 years. His home is in College Park, MD, with wife Joy and younger daughter Miranda. Their elder daughter Anastasia lives in Boulder, CO. michael.newheart@gmail.com

Tuesday – November 1, 2022 11:00 am – 12:15 pm Concurrent Workshop

The Gentle Art Of Asking Instead Of Telling

Beverly and George Thompson

Ours is a "do-and-tell" society. We typically assume that those in positions of authority are to have answers for issues and problems that their groups or organizations face. So what happens when transitions, especially unanticipated ones, occur and do not respond to business as usual? How can someone committed to transitional ministry help a faith community address its transitions faithfully and effectively? This workshop will introduce the emerging communication and relationship art known as "humble inquiry." Humble inquiry opens up new opportunities for a faith community to gain important self-insight that lead to creative, productive action. The

workshop is adapted from Edgar Schein's small book, *Humble Inquiry*, and will launch participants toward a ministry of deep and creative listening. Participants will learn to distinguish between the practices of telling and listening, will learn the three "Cs" of humble inquiry, will comment on presented scenarios, and will share in practicing what humble inquiry questions "sound like."

The Rev. Drs. Beverly and George Thompson have served a number of churches and have taught on seminary faculties. They continue to coach pastors and congregations and have written several books for churches and the wider public. They specialize in processes of transition and transformation and see humble inquiry as a key element in any effective change process. George's training includes a PhD in theology and the human sciences, and he has taught leadership and ministry practice for two decades. Beverly holds a DMin in spirituality and is a gerontologist and spiritual director. They are Presbyterian clergy and live in Black Mountain NC. They contributed to *Transitional Ministry Today* with a chapter on "Transitional Ministry as an Opportunity to Lead." The Thompsons' book, *Grace for the Journey: Practices and Possibilities for In-Between Times*, (Alban Books, 2011), is designed especially for churches in transition. drbeverlythompson@gmail.com; revdr3george@gmail.com

Tuesday, November 1, 2022: 11:00 am – 12:15 pm Eastern Concurrent Workshop
Open Discussion: No Church Too Small (Adapting to Change) Open Discussion
Todd Yonkman

In these times, many congregations are thinking they are "too small" to do any number of things. And yet, many small congregations are finding ways to do creative things with their buildings, with their leadership, with spiritual renewal and creating impact in their communities. While the reality of reduced membership, shrinking funds, building upkeep and maintenance, fewer volunteers, etc. must be acknowledged, there may be alternatives yet unexplored. This is an opportunity to share and hear from others with experience of working with and in smaller congregations.

Rev. Todd Yonkman a pastor, author, and coach who works with individuals teams, and organizations in creating new, life-giving futures. He has been engaged in professional ministry for the past 25 years serving congregations in the midwest and northeast as a settled pastor, Transitional Senior Minister, Senior Co-Minister, and church planter. Todd is currently serving as Designated Term Transitional.

Tuesday – November 1, 2022: 1:00 – 4:00 pm Eastern
PLENARY SESSION

The Power of a Non-Anxious Presence
Jack Shitama

A non-anxious presence has a positive impact on the individual and the people around them. It's important to understand that this power is different than authority or the ability to control others. In fact, it's quite the opposite. It's about positive influence and helping others be their best. When non-anxious leaders take responsibility for themselves (and nobody else) they encourage others to do the same. When a system is anxious and stuck, there are some, if not many, who would like to define themselves in healthy ways, but they hold back. The costs of doing so are too high because the reactivity of the highly anxious is so unpleasant. When you self-differentiate, especially in the face of surrounding togetherness pressure, those who have been holding back gain the courage to say what they believe while giving others the freedom to disagree. When this happens it creates momentum and inspiration for those who want to be a non-anxious presence. One non-anxious leader can make a difference. You can be that leader.

Rev. Jack Shitama is an author, teacher, speaker and coach. His family systems approach to leadership helps congregational and nonprofit leaders achieve their best spiritually, physically and professionally. He is an avid learner with a passion for taking the most recent secular

learnings and applying them to spiritual leadership. He is an ordained elder in The United Methodist Church and currently serves as the Executive Director at Pecometh Camp & Retreat Ministries in Centreville, MD. He is also the Director for the Center for Vital Leadership. He was President of the International Association of Conference Center Administrators from 2003-2007 and served on the United Methodist Camp and Retreat Ministries Association Board from 2007-2015, including as Vice-Chair (2011-2013) and Chair (2013-2015). Jack is the author of *Anxious Church*, *Anxious People: How to Lead Change in an Age of Anxiety*, *One New Habit, One Big Goal: Change Your Life in 10 Weeks*, and *If You Met My Family You'd Understand: A Family Systems Primer*. Jack and his wife of 40 years, Jodi, have four adult children and three grandchildren. Jack is an avid runner and has completed the Baltimore Marathon three times. He plays guitar and bass in the Jacob's Well Band, his church's worship band. He enjoys all kinds of sports, cooking, reading, traveling and, most of all, seeing people experience spiritual growth. <https://thenonanxiousleader.com/>

Tuesday – November 1, 2022 4:15 – 5:30 pm Concurrent Workshop

Building Belonging

Patrice Curtis & Lily Rappaport

Religious life reminds us that we are bound to one another and that we are to care for one another. Yet, we know we struggle to live into this dream of building a culture of belonging and inclusion within congregational life. Unconscious biases guide us into behaving in ways counter to our beliefs, values, and faith's call to throw out oppression and racism. This session will share a proven three-part approach that helps break unconscious bias and increases a sense of welcoming and belonging. The foundation of the approach is contemplative practices. The workshop will model and provide examples of how to transform these practices, and there will be opportunities for deeper learning in breakout sessions.

Interim religious professionals are not being asked to create new programming. Rather, participants will leave with concrete ideas of how to align existing contemplative practices toward Beloved Community.

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 UUA in 2020, Patrice served four congregations and served as Director with UU Justice Ministry of California. Patrice practices Buddhist-based spirituality (20+years), has trained in teaching shamatha meditation, and studied Mindful Self-Compassion, and Mindfulness-Based Stress Reduction (MBSR).

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Rev. Lily Rappaport has been a religious educator in the Unitarian Universalist denomination for 27 years and for the past 10 years has specialized in transitional and developmental work for the children and youth ministry. She serves as the president on the Board of the Guild of Interim Religious Educators and is a facilitator of its online Interim Training Program for UU professionals. She works with congregations in the US and Canada to help assess, design, and develop faith development for all ages within the life of the congregation. Lily is a practicing Reiki master and teaches others in the art embodying energy and movement.

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Tuesday – November 1, 2022 4:15 – 5:30 pm Concurrent Workshop

Trusting Change: Ten Skills for Threshold Living

Karen Hering

Change echoes. Personal, congregational and global changes reverberate in our lives, allowing us to make use of change on one level to bring about change on other levels. How can our ministries invite those we serve to participate in change as a way to make it more trustworthy? How does wisdom found in nature, our bodies and our communities help us build trust in the

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motion of change? We'll experience and discuss exercises from Karen Hering's new book, *Trusting Change: Finding Our Way through Personal and Global Transformation* (Skinner House Books, 2022), while considering ten skills for living through significant change, as well as exercises and spiritual practices for small groups and individuals to use in developing those skills. Key learnings will include reflections and practical tools that underscore the importance of embodied wisdom, companionship, and the connection between personal and collective change.

Rev. Karen Hering is an ordained minister in St. Paul, Minnesota, and serves as a threshold guide to people and communities on the cusp of change. She is the author of *Writing to Wake the Soul: Opening the Sacred Conversation Within*, winner of a silver Nautilus award and named one of the best spiritual books of the year by *Spirituality & Practice*. Her writing has appeared in literary journals, periodicals, and anthologies. She leads retreats and programs in a literary ministry that engages writing as a spiritual practice and a healing tool for personal and social change. karen@karenhering.com

Tuesday – November 1, 2022 4:15 – 5:30 pm Concurrent Workshop

The Resurrected Church: Discerning Your (Next) Mission

Thomas Conroy

In 2014, Episcopal Church of the Resurrection (Alexandria, VA) began an eight-year journey of discernment and transformation. Struggling with declining membership and costly overhead on a two-acre plot of land with an aging building, the congregation faced either dissolution or a radical transformation. This workshop tells the story of Resurrection's journey. Starting with twenty possible mission scenarios, their discernment led to an affordable housing endeavor on their property: The Spire, a 113-unit structure, opened in early 2021. They also consecrated their new worship space at the Easter Vigil of 2021. Using Episcopal Church of the Resurrection as a model for other congregations facing similar issues, this workshop will provide a framework to discover and name assets and liabilities and to discern what God is calling them to do. The benefit for the interim minister will be to have paradigms in mind when entering a community where these sorts of missional transitions are beginning or are already in process.

Dr. Thomas Conroy is a second-year seminarian in the Master of Divinity program at Virginia Theological Seminary. He recently completed IMN's Fundamentals of Transitional Ministry training and sees interim ministry as a primary formation and vocational focus while completing his seminary studies. His interim work experience comprises serving as interim musician (organist/music director) for several parishes of various denominations throughout the United States. During the 2022-2023 academic year, Tom will be serving as residential seminarian for Episcopal Church of the Resurrection, Alexandria, VA for his Contextual Ministry Internship. Tom has been a faculty member at Texas A and M University, University of Houston, Ball State University, Ivy Tech Community College, and The San Francisco Conservatory of Music. Courses taught include harmony, counterpoint, musicianship, music history, English for Speakers of other Languages, and introductory courses in philosophy, ethics, religion, and Homeric Greek. A member of Actors' Equity Association, Tom has performed on several national tours and in regional theaters around the country. He is a member of the American Guild of Organists and recently earned the Colleague (2020) and Associate (2021) certifications. tconroy@vts.edu

Wednesday – November 2, 2022 11:00 am – 12:15 pm Concurrent Workshop

An Interim Leader's Guide to Evaluating Church Finances

Paul Grier

COVID-19 wreaked havoc with many congregations' financial health, especially those smaller churches who have suffered significant membership decline over the years. Now more than ever, an evaluation of a congregation's income streams is an essential component of any interim ministry engagement. In this workshop, we will discuss strategies and specific steps for

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analyzing the church's income and the likelihood of its continuation. You will learn techniques for studying whether members' giving matches your community's philanthropy markers, whether the church is overly dependent on a very small number of donors or its very oldest donors, which generational cohorts are most likely to give and most likely to give generously, ideas for saying "please" and "thank you", and whether other revenue streams are sustainable.

Paul Grier has served the Presbyterian Foundation as a senior leader since 2003. He has worked with congregations and their members to cultivate and develop gifts for ministry purposes, and, later, worked with congregations and institutions of the Church that are exploring new ways of undertaking their mission, and the financial implications that such reinvention entails. Whether helping a congregation evaluate its member-giving patterns and practices, assisting a church that is considering selling excess portions of their campus, or designing a new financial-reporting system, Paul draws upon his 20 years of business and financial-management experience to aid church leaders in equipping their ministries for sustainability and expanded mission effectiveness. paul.grier@presbyterianfoundation.org

Wednesday – November 2, 2022 11:00 am – 12:15 pm Concurrent Workshop

Moral Injury: Identify & Assist Veterans During Transitional Ministry

Katrina Palan

Because the United States has been "at war" overseas since 2001, we have several generations of men and women who have come home with "moral injury". Moral injury and Post Traumatic Stress Disorder (PTSD) are different. They have some similarities, but PTSD is a mental health diagnosis, while moral injury is not. The biggest complication with Moral Injury is that it is silent and can lead one to death by suicide. This workshop is designed to inform and help the attendee to understand what causes Moral Injury and to define and better understand the thoughts, emotions, feelings, and ideas of a person who has moral injury. You will also explore how family and loved ones are impacted and look at ways to support the person with moral injury. This workshop will show how the use of spiritual disciplines and other religious traditions can serve as an outlet for healing in one who struggles with the impact of moral injury.

Rev. Katrina Palan is an ordained minister with the Christian Church (Disciples of Christ). She is currently serving her ninth interim position, two of which were judicatory ministry positions. Katrina is completing service to a United Church of Christ in Carlinville, Illinois. Katrina is on the Interim Ministry Network Board of Directors and serves on its conference planning team, the hybrid conference task force, the conference meditation site planning team, and the instructional design team. She is also a VSG co-host and a "Chat-With Us" co-host. Katrina is a military veteran and serves on the Moral Injury Institute Board of Directors. She has experience in hospital, police, and sheriff chaplaincy. Katrina is currently a level-3 Chaplain with the Salvation Army Disaster Team. She has extensive experience in working with people in traumatic situations. Katrina is currently working on her DMin at Brite Divinity in Fort Worth, TX. Her Dissertation title and emphasis is "How Can Spiritual Practices Help to Minimize the Consequences, Responses and Feelings Encountered by Veterans Impacted by Moral Injury". revpalan@gmail.com

Wednesday – November 2, 2022 11:00 am – 12:15 pm Concurrent Workshop

What Happened to You? Trauma, Healing and Resilience

Ruth Rinehart and Keith Kron

Last year the book of this title was required reading for new UU interim ministers. One minister used the book as a common read with congregational leaders and the congregation found this transformative. We'll discuss what we've learned for interim ministry from the book and the congregation from its use. Congregations in transitional times have often suffered systemic traumas; long after clergy misconduct has occurred, trauma-response patterns can persist in congregations. Congregants were invited into a monthly drop-in zoom discussions throughout the year. Of course, many individuals recognized their own trauma histories, and could continue

– or even begin – to come to terms with what it had meant in their own lives, and their own behaviors. How do we shift the question from “What is Wrong With You?” ... to “What Happened to You?” You will learn brain science fundamentals for understanding how trauma is played out in individual lives and how to apply individual trauma experience to the congregational system. Congregational leaders will learn to recognize collective human responses to trauma within congregational systems, and to respond with caring, grace and love in the healing process.

Rev. Ruth Rinehart is a Unitarian Universalist minister focused on building beloved community for long-term healing and recovery from addictions. Founder of the emerging congregation, JUUST Living, Ruth believes in the healing nature of connection, person to person, real-time, face-to-face. Long-term healing and recovery from addiction is itself counter-cultural, resisting the materialist, consumerist culture we live in, too often driven by fear and division. Building beloved community is the work for our times. What holds UUs together is the deep and sacred promise to walk together in religious community. At the core of the UU covenant is Right Relationship, a commitment to increase our conflict competency, and stay in relationship even when the going gets tough. Living in Golden, CO, with her husband Dave, Ruth enjoys their permaculture suburban food production, along with bees and chickens. Daughter Lora lives in Texas, and daughter Amelia is exploring the world at large. ruth.rinehart@gmail.com

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. KKron@uua.org

Wednesday – November 2, 2022 11:00 am – 12:15 pm Concurrent Workshop
Open Discussion: Congregations Behaving Badly

Leader: Pegi Ridout

In general, we expect this session to explore concepts of unacceptable behaviors being experienced in congregations post Covid. Bullying is just one of the behaviors being reported. This can be a time to explore healthy ways to respond to congregation members exhibiting less than their best selves. The session could also look at steps to take to limit the disruption such behavior creates. In addition, clergy are feeling more tender from all the stress of the past two years. Use this time to see what your colleagues are doing to minimize their anxieties.

Rev. Pegi Ridout (she/her) has been an Intentional Interim Minister for the past 2 decades serving seven congregations and a retreat centre. In 40+ years of ordained ministry in the United Church of Canada, she has served a variety of rural, urban and suburban churches, in Southwestern and Niagara regions of Ontario, Canada. As well as being a member of the IMN Faculty, she coaches interims, is a conflict mediator, and works for intercultural competency and racial justice. pjridout@rogers.com

Wednesday – November 2, 2022: 1:00 – 4:00 pm Eastern
PLENARY SESSION

Transforming Conflict: The Blessings of Congregational Turmoil
Teresa Cooley

Conflict is endemic to congregational life. Because congregations exist to help us find meaning and purpose, we find it difficult to realize that not everyone shares our understanding or approach. Many of us have cultural backgrounds that teach us that conflict is bad or to be avoided. Conflict Transformation, on the other hand, treats conflict as an opportunity to learn and grow, both individually, and institutionally. Exploring new understandings of how our bodies and minds respond to conflict, Cooley offers concrete strategies for personal growth and healthy

congregational functioning. Anticipating new conflicts that may arise from recent traumas of pandemic response and political division, Cooley offers a way to make painful conversations sources of healing. Drawing on over 30 years of experience as a parish minister and denominational official, Cooley weaves personal reflections with intellectual theory.

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. terasacooley@me.com

Wednesday – November 2, 2022: 1:00 – 4:00 pm Eastern

PLENARY SESSION

Times of Transition: No Complaints, Only Compliments

Rev. Dr. Otis Moss Jr.

Host: Rev. Dr. Marvin Morgan and Rev. Dave Clements

An Open Conversation with Dr. Otis Moss, Jr., Pastor Emeritus, Olivet Institutional Baptist Church, Cleveland, OH. Hear his thoughts and observations for making succession models of congregational transition times of meaningful mental, spiritual and moral engagement. Hear his views of how transitions affect the spirit of both the congregation and the community. Be sure to watch his video in advance to learn more about his personal transitional journeys.

Rev. Dr. Otis Moss, Jr. is a theologian, pastor, and civic leader. Raised in LaGrange, Georgia, Rev. Moss received his Bachelor of Arts degree from Morehouse College. He received his Master of Divinity degree from the Interdenominational Theological Center and the Doctor of Ministry degree from United Theological Seminary. He was called to ministry at the age of 17. Reverend Moss has consulted with presidents, been honored for his work in civil rights, and has delivered the Word of the Gospel all across the globe. He was named to the White House Faith-Based and Neighborhood Partnership panel by President Barack Obama in 2009, where he served a one-year term. This panel was a newly established 25-member White House Advisory Council that works to form partnerships between government at all levels and non-profit organizations, both secular and faith-based, to more effectively serve Americans in need. He is recognized and revered for his dedication to all humankind.

Reverend Moss has an impressive career in the ministry. In 2008, Dr. Moss retired from Olivet Institutional Baptist Church located in Cleveland, Ohio, following thirty-three years of distinguished service with that congregation. He formerly served as co-pastor at Ebenezer Baptist Church in Atlanta and worked closely with Dr. Martin Luther King, Sr., the Senior Pastor. Rev. Moss enjoyed a close and personal relationship with Dr. Martin Luther King, Jr. and has continued his important work fighting the ills of our society. Active in many causes, he unceasingly pursues equal opportunity for all in making a more just society, including Ohio's families and children.

Thursday – November 3, 2022: 11:00 – 12:15 pm Eastern Concurrent Workshop

If You Met My Family, You'd Understand

Jack Shitama

The key to effective leadership is the ability to be a non-anxious presence. This workshop will dig deeper into the topic covered in Jack's plenary session. Understanding your family of origin will help you unlock what's behind your patterns of behavior and how you can rework them to better lead your team. Whether this is your first encounter with family systems theory or a refresher, you can move further along your journey toward becoming a non-anxious leader. From this workshop, you will understand the connection between your family of origin and your

current leadership style and you will learn the concept of self-differentiation and its impact on your own leadership.

Rev. Jack Shitama is an author, teacher, speaker and coach. His family systems approach to leadership helps congregational and nonprofit leaders achieve their best spiritually, physically and professionally. He is an avid learner with a passion for taking the most recent secular learnings and applying them to spiritual leadership. He is an ordained elder in The United Methodist Church and currently serves as the Executive Director at Pecometh Camp & Retreat Ministries in Centreville, MD. He is also the Director for the Center for Vital Leadership. He was President of the International Association of Conference Center Administrators from 2003-2007 and served on the United Methodist Camp and Retreat Ministries Association Board from 2007-2015, including as Vice-Chair (2011-2013) and Chair (2013-2015). Jack is the author of *Anxious Church*, *Anxious People: How to Lead Change in an Age of Anxiety*, *One New Habit, One Big Goal: Change Your Life in 10 Weeks*, and *If You Met My Family You'd Understand: A Family Systems Primer*. Jack and his wife of 40 years, Jodi, have four adult children and three grandchildren. Jack is an avid runner and has completed the Baltimore Marathon three times. He plays guitar and bass in the Jacob's Well Band, his church's worship band. He enjoys all kinds of sports, cooking, reading, traveling and, most of all, seeing people experience spiritual growth. <https://thenonanxiousleader.com/>

Thursday – November 3, 2022: 11:00 – 12:15 pm Eastern Concurrent Workshop
Jewish Perspectives on Intentional Interim Service
Dennis Ross

The literature of Judaism is a reflection of the transitional experience of the Jewish people. This interactive workshop will feature selections from the Hebrew Bible and Jewish Midrash to illustrate "Jewish Perspectives on Intentional Interim Service." You will be equipped to explain and utilize approaches drawn from Jewish teaching when confronting matters such as conflict, leave taking, and inclusion as a non-anxious presence.

Rabbi Dennis Ross serves as Intentional Interim Rabbi at Temple Am Echad in Lynbrook, NY. He is Acting Interim Program Specialist for the Central Conference of American Rabbis and a member of the Interim Ministry Network Board. He is author of *A Year with Martin Buber: Wisdom from the Weekly Torah Portion* for the Jewish Publication Society Daily Inspiration Series. This book was recently named one of the "Top Ten Books of the Year 2022" by the Academy of Parish Clergy. dennis@dennisross.net

Thursday – November 3, 2022: 11:00 – 12:15 pm Eastern Concurrent Workshop
An Adapting Ministry in an ever-changing context: A NLP Modelling process
Johan (Joh) Bester

Several congregations in the workspace of the Netherdutch Reformed Church of Africa are losing viability and sustainability due in large part to isolation. Isolation is defined here as the inability of the congregation to move away from maintenance and an inward focus towards making necessary adjustments on the way to a dimension of missional focus. Where congregational constructive change occurs, the focus moves to undertaking congregational ministries where they gain insight into their own situation, but also become aware of God's calling for them within their specific context. The result of this change in focus is that the whole ministry of the congregation adjusts accordingly and begin to ask "For whom do we exist?" Research undertaken to expand Osmer's four questions of practical theology by using the modelling process of Neuro Linguistic Programming (NLP) so that congregations may succeed in making the necessary adjustments has been very instrumental in these congregations This workshop delves into the basic of NLP and introduces you to its use in helping to guide the

congregation to discover its own identity, its spirituality, and to experience that new calling as it takes form in faithfulness to God's calling.

Dr. Johan Bester, PhD, NLP, is an International Senior Management Consultant and a Certified Neuro Linguistic Programming (NLP) Practitioner with over 30 years of extensive experience. His expertise lies extensively in the areas of Neuro Linguistic Programming, life coaching, customer service excellence, and advanced skills in such areas as communications, influencing, learning styles, negotiation, adaptability, self development, and performance management. Dr Bester is currently a Modeller & Mental Performance Coach and Process Facilitator. He is a Certified International Instructor/Facilitator, Mentor and registered Assessor. Through his company, Winning Strategies, Dr. Bester has been training company executives and top athletes since 2001. He has studied the field of mind performance coaching since 1996 under various international mind and performance coaches. Dr. Bester has vast experience in helping people to unlock their full potential. johansgb@nhk.co.za

Thursday – November 3, 2022: 11:00 – 12:15 pm Eastern Concurrent Workshop

Open Discussion: Reclaiming Joy in the Midst of Exhaustion

Cynthia Vermillion-Foster

The past several years have challenged leaders in many ways. Those of us already doing work on cultural change have found ourselves diving more deeply into change and transformation than ever before. Some may feel stressed and weary, AND the call to serve Spirit is more needed than ever before. Continuing to serve in this dynamically changing world calls us to be resilient. A key aspect of resilience is connecting with joy. In this conversation, we will share our experiences and practices of reclaiming joy.

Rev. Cynthia Vermillion-Foster has been consulting with ministries in the US and Canada for 15 years. This includes interim and transitional work, leadership development and conflict transformation. She is passionate about systems thinking, supporting cultural change, and creating spaces for communities to discover and express their full potential. Cynthia is Interim Ministry Trained, a Healthy Congregations Facilitator, and is working on certification as a mediator through Conrad Grebel College in Kitchener.

An ordained Unity minister of 25 years, Cynthia served as the Director of Member Services for Unity Worldwide Ministries where she oversaw all aspects of ministry services. With her husband, Rev. Don Foster, Cynthia served ministries in Chantilly, VA and Hamilton, ON. She is the 2016 recipient of Unity Worldwide Ministries' Myrtle Fillmore Award and Unity Canada's 2017 Northern Lights Award. Cynthia's first career was as a ballet dancer. The metaphors of dance and movement continue to inspire Cynthia on the spiritual journey which she views as an ongoing dance of discovery and growth. revcvermillion@gmail.com; www.openheartconsulting.org

Thursday – November 3, 2022: 2:45 – 5:30 pm Eastern

PLENARY SESSION

The Serious Work of Play: Improvisation and the Ministry Toolbox

Marthame Sanders

How do we understand God's faithfulness to us in a world full of chaos and uncertainty? What does it look like to reclaim our Joy in the midst of the often-serious demands of ministry? Improvisation may be part of the answer to these questions. Examples abound in scripture of an "improvising God", a God who works with us in creative, surprising, and life-giving ways. Through playful exercises and conversation, we will explore these themes. And in doing so, we will imagine and discover together the sacred gifts they give us.

Rev. Marthame Sanders is an Atlanta-based podcaster, producer, musician, improviser, and consultant. A graduate of Yale University and the University of Chicago, Marthame has served in ministry as international mission staff, youth director, and solo pastor. Marthame and his wife, Elizabeth, keep busy parenting their two sons, ages 11 and 15, who are awesome but—let's be honest—kind of immature. Marthame appreciates the fact that his two sons give him cover to play with Legos®. He will tell anyone who will listen (and some who won't) about the documentary film series he and Elizabeth produced and the indie rock compilation he engineered. Unfortunately, his bragging undermines his "street cred." marthame@mudeif.com

Friday – November 4, 2022 11:00 am – 12:15 pm Concurrent Workshop

Inspire Teams: Map Transitions and Avoid Mission Drift

Martin Lee

A visual picture of each ministry team in relationship to one another on a single map will help congregational members and leaders see ministry together as a whole. Ministry mapping will allow leaders and members to make better transitional decisions by viewing ministry through criteria that helps to inspire teams: alignment with core mission, excellence in execution, leverage, and community building. You will explore scripture references on how to effectively address transitional challenges in a comprehensive and integrated manner, how to motivate leaders and ministry teams to partner and collaborate, how to align resources, and how to assist leaders to formulate ministry descriptions. Depending on where a ministry activity is placed on the map, Gospel Imperatives will emerge for each participant; that is, which ministries to grow ("The Star"), contain costs ("The Heart"), increase impact ("The Money Tree"), and renew, revitalize, redevelopment, or redemptive death ("The Intervention Sign")

Rev. Dr. Martin Lee serves as a Transitional Specialist at Palisades Lutheran Church, Pacific Palisades, CA. He has extensive experience in teaching practical theology, congregational stewardship, and church finance having served eleven congregations in five districts over the past twenty-five years. Trained in portfolio management and non-profits at UBS PaineWebber, he also serves as a fiduciary at Charles Schwab-TD Ameritrade. Prior to seminary he served on several missions: Malawi, Beijing, Manilla, and with LAMP (Lutheran Association of Missionary Pilots). He was born into a biracial family and named after Martin Luther King, Jr. At the age of seven he was adopted after living in seven foster homes. He is married to Anne (an attorney) and together they have five children: Kyle, Kelsey, Justin, Rachel, and Katie. He enjoys running and completed the 125th Boston Marathon in 2021. churchorganizers@gmail.com

Friday – November 4, 2022 11:00 am – 12:15 pm Concurrent Workshop

Restorative Practice During Interims

Bill Bickle and Dr. Anne Martin

Restorative Practice (RP) is an intentional and explicit way to be in community to repair broken relationships, grow relational capacity and capital, and help communities learn to work through inevitable conflict. This workshop will use examples from congregations in transition, and interim ministry case studies, to demonstrate the difference a restorative approach can make.

Experience with leadership vacuums, role conflict, unresolved conflicts raising its head, and arguments about how to move forward will be discussed. Contexts that often produce conflict, such as following a long-term incumbent, a much-loved pastor, or a difficult departure will be considered. Dealing with the past and moving forward together well are addressed in a holistic fashion, in a both/and way, so that communities don't get stuck rehashing history forever, and also don't move too quickly to 'moving on'. As a participant, you will gain an understanding of the origins of RP, the principles behind it, and its foundational elements. You will learn how the practice works in congregational settings, especially during interim times and you will have enough information to decide if you wish to proceed with Restorative Practice.

Bill Bickle is the owner of Fordelm Inc., a consulting practice specializing in strategic growth planning including the identification and removal of barriers impeding organizational

effectiveness and growth. Fordelm works extensively with church communities in organizational health and leadership development. In addition to his work with FaithCARE, Bill is the National Partner for Natural Church Development (NCD) in Canada. He has a banking background, an MBA in Organizational Behaviour, and lives in Port Hope. bill@fordelm.com

Dr. Anne Martin is a restorative practice trainer, workshop leader and facilitator. She is the Director of Restorative Practice Services at Shalem Mental Health Network and a founding member of FaithCARE. Her experience working in and with the Church includes 10 years at the General Council office of the United Church in small group ministry, and over a decade with Shalem offering proactive and responsive services to faith communities, schools, workplaces and families. Anne has a PhD in Religious Studies and lives in Toronto. annem@shalemnetwork.org

Friday – November 4, 2022 11:00 am – 12:15 pm Concurrent Workshop

The Repercussions of Misconduct

Terasa Cooley

Clergy misconduct, whether it be sexual, financial or bullying of staff and lay leaders, is unfortunately all too common in congregations. It leaves a uniquely destructive mark on a congregational system, and it is important to understand the dynamics that occur in such systems in order to address them effectively as Interim Ministers. This session will guide you to a greater understanding of what gets left in the wake of misconduct and what you can do to address it and calm the situation.

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. terasacooley@me.com

Friday – November 4, 2022 11:00 am – 12:15 pm Concurrent Workshop

Judicatory Open Conversation: Nurturing Judicatories who Nurture Transitions!

Jenny Stephens and Keith Kron

The COVID-19 Pandemic has changed the lives of faith communities. Most faith leaders find themselves leading transition in this new world. This Open Conversation is an opportunity for those working for the systems which support faith leaders and faith communities to share needs and resources, identify opportunities and challenges, and support one another through this demanding time of shrinking judicatory resources. Judicatory staff unable to attend the full conference are invited to join this conversation by reaching out to Crystal Wells at crystal@imnedu.org for the zoom link to this conversation.

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.

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. KKron@uua.org

Friday – November 4, 2022: 1:00 – 2:30 pm Eastern

Integration and Action

Host: David Clements, IMN Conference Team Lead

Plenary Speakers: Judy Joseph Mc Sween, Jack Shitama, Terasa Cooley and Marthame Sanders

Complete your conference experience with this one opportunity to explore how our plenary speakers' messages can be integrated for your use in your ministry. Use this session to ask questions and start your personal action plan. This culminating time will surely leave you energized and grateful for making this time to participate in this IMN conference.