

## 2024 IMN Annual Membership Meeting

Monday, November 18, 2024

3:00 – 4:30 Eastern Time

### AGENDA

<https://us02web.zoom.us/j/82095757903?pwd=VjFQMGG4YlhjNU1GWHB6TTFJbDc4QT09>

Meeting ID: 820 9575 7903 \* Passcode: 858719

1. Call to order and Opening Reflection – Doug Duerr, President
  - a. Remembrances
2. November 8, 2023 Membership Meeting Minutes Approval – Doug Duerr
3. Acknowledgment of Volunteer Leaders – Marvin Morgan, Vice President
4. Nominating Report and Election of Board Members – Doug Duerr
5. Financial Report – Margret O’Neill, Treasurer
  - a. 2023 Financial Audit
  - b. 2024 Financial Highlights
6. Strategic Updates – Doug Duerr and Jonathan New, Executive Director
7. Membership Discussion – Doug Duerr
  - a. What are the changes you see in your setting, denomination, and/or the wider context of religion and congregational life that call on IMN to respond in new ways?
8. Membership Discussion Groups and Reporting – Doug Duerr
9. 2024 Annual Appeal – Margret O’Neill
10. Covenanting – Jonathan New
11. Adjournment

Interim Ministry Network  
Annual Membership Meeting  
November 8, 2023

Initial conversation on Quorum (defined as 40% of registrants of the annual conference. Currently 59 in attendance- quorum met)

1. Call the Meeting to Order- by Jenny Stephens 1:05pm (Eastern Time)

Welcome & Pastoral Care Concerns, Executive Director Jonathan New's mother is in hospice, thus Jonathan is with family at the moment. Prayers for board members and faculty coming through and facing surgeries. Prayers for secretary Holly MillerShank as she anticipates the birth of her 2<sup>nd</sup> child. Prayers for those concerns within the wider membership.

Review of documents that will be referenced during today's meeting.

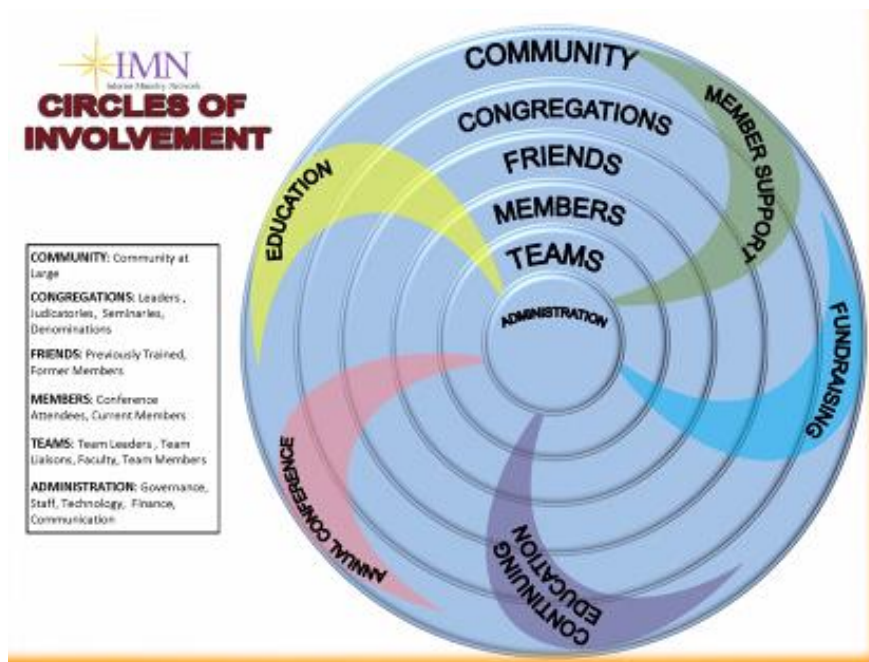
Prayers of remembrance for IMN members who have died in the past year.

2. November 3, 2022 Membership Meeting Minutes Approval – Jenny Stephens

Question on the reference on the last page to the Missouri-Synod Methodist, should be corrected to Missouri-Synod Lutheran.

**Holly Moved adoption of the Nov 3<sup>rd</sup> 2022 minutes as amended, Margret O'Neall Seconded. Approved.**

3. Acknowledgment of Volunteer Leaders – Marvin Morgan, Vice President



Appreciation of Faculty Team and their work on the revisions of the core curriculum.  
Appreciation for teams: Annual Conference, Continuing Education, Education and Finance.  
Encouragement to volunteer through IMN.  
Thank you to IMN staff and to Jenny Stephens as IMN's President.  
Jenny received a gift on behalf of IMN for her many years of volunteer service.

4. Nominating Report and Election of Board Members – Jenny Stephens

Bio's included in the meeting packet.

2023 Board Nominations:

Rev. Margret O'Neall & Rev. Doug Duerr for second terms ending in 2026

Rev. Kate Young & Rabbi Illana Gerber for first terms ending in 2026

**Jenny Stephens moves the slate, Marvin Morgan seconded.**

**To Approve the Nominating Report & Slate of Nominees, and the election of IMN Board members Margret O'Neall, Doug Duerr, Kate Young and Illana Gerber.**

**Approved.**

Continuing Members of IMN Board: Patrice Curtis, Doug Duerr, Julie Harris, Shannon Mang, Robert McFarlane, Holly MillerShank, Marvin Morgan, Margret O'Neall, Katrina Palan, Mary Slenski and John Stonesifer.

Appreciation for board members ending their terms: Emlyn Ott, Dennis Ross and James West

Slate of officers for 2023-2024

- President: Doug Duerr
- Vice President: Marvin Morgan
- Secretary: Holly MillerShank
- Treasurer: Margret O'Neall

Jenny Stephens offered words of farewell for her tenure as a board member and board president. Welcome of Doug Duerr as the incoming president of the IMN Board of Directors.

5. Financial Report – Margret O'Neall, Treasurer

Included in meeting packet- audit of 2022 and 2023 strategic update materials including financial information.

a. 2022 Financial Audit & 2023 Financial Highlights

IMN is in a stable financial position, approximately \$390,000 in revenues. In 2023 we there was no longer access to PPP U.S. federal government grants. Membership is approximately 800 members. Annual conference attendance is slightly down from prior years at 113. Class enrollment of 270 in 2022.

## 6. Strategic Updates – Jenny Stephens

Updates provided in written reports for this annual membership meeting. Highlights include:

- An evolving relationship with the EQHR center as they dissolve as an organization. Two EQHR facilitators are participating in our IMN annual conference this week.
- Attentiveness to nurturing partnerships with judicatories
- Attentiveness to strengthening relationship with our partners in Australia.
- Particular course offerings through the UUA and Rabbinical Assembly
- New Faculty Apprentices
- Curriculum revision
- DEIJB commitment as an organization and movement for a Request for Proposal for trainers.
- Intentionality of IMN being a thought leader in the area of transitional ministry- Jonathan New, Executive Director, has taken on this role in his writings and presence within the organization

## 7. Membership Discussion, 15 minutes in small group chats.

- a. What's excited you about what you've seen and heard?
- b. What challenges do you see ahead?

## 8. Membership Discussion Groups and Reporting

### **Group 1**

Excitement: multitude of offerings. Seeing people come through the training leaving with excitement, Concerns: judicatory concerns around retired clergy taking positions from mid-career clergy, need for financing. Reflection on guilds and whether guilds will continue to have denominational support and cultural value.

Challenges: Issues of diversity – to get body to appear more diverse, Ongoing impact of COVID – living into “this new time”, Congregations not being able to afford full-time ministry, etc. will be a factor for IMN – smaller pool to draw from, struck by shrinkage of membership and attendance at conferences – AND conference offerings and engagement allows for robust learning

### **Group 2**

Excited about:

- 11 different countries and 3 continents represented
- Michelle Collins' workshops
- Eric Clayton's workshop and plenary and Diane Kenaston's workshop on the Good Friday Project
- Pre-videos and getting info beforehand
- Moving leadership to next generation of leaders, important for IMN stability

First time serving on Annual Meeting planning committee – inspired and excited about commitment and faithfulness and skill and sense of humor and incredible work of staff and all who contribute to making meetings happen – thankful for year-round work to keep IMN upfront in world of transitional ministry

- Curriculum revisions – looking forward to seeing what that will look like; would be interested in more of a report about how it has gone with the test group, and their feedback – Pegi shared that curriculum will integrate lived experience with learning, not just in ministry – may be able to take modules in varying order

- Really appreciate Jonathan New's leadership this year, great in one-on-one conversations, like articles that make me think and have something to offer to move transitional ministry forward

### **Group 3**

Great Training., Chat with board members event, facility

Challenge around financial sustainability, creating new ways to bring in revenue and offering new opportunities to more diverse populations

Excited- weekly chats/expanded opp like webinars/peer groups, professional operation, its conflict materials/resources; resources to assist judicatories as they transition/transform

Challenges: use of interims in denominations decreasing, reality (thus challenge) of part time interims

### **Group 4**

What's excited you about what you've seen and heard?

- Glad to see new leaders
- Good presentations – especially music presenter, nice to see leaders developing
- Breakout rooms being the same people has been a gift – reduced re-introducing, conversations go deeper
- Early start on the west coast is challenging
- Recording sessions is good in case we miss parts, no way to be at everything
- Appreciate doing everything virtually, travel would have been hard, this is more accessible
- Different ways of staying in contact throughout the year, different offerings, all on line
- Experiments with teaching, reaching new audiences

What challenges do you see ahead?

- Bishops are less bought in to this ministry than they used to be, so less equipped clergy are being assigned
- Lack of funding to support, along with apparent lack of commitment to the basic principles
- Lack of ELCA on the Board
- Exhaustion (Covid and other factors), clergy shortage
- Clergy positions increasingly part time, demands remain high with fewer resources,
- Challenge of self care, as the work is harder and it is hard to hold the boundaries
- Aging congregations, dementia adds to anxiety

Opportunities – access to highlights of new portions, to keep up to date

### **Group 5**

. Excites: Jonathan New with us, more short opportunities to engage - nimble, flexible, fresh

Challenges: How to keep moving? changing church environment. How to connect our offerings with those who need it - how to stay at the leading edge. - trend from imbedded interims vs. non-imbedded interims

Excites-Doug as new president bringing refreshing and different style - all voices allowed and respected - our diversity - echo of inclusion - never boring

Challenges: We are outsiders and that brings a special charism to our ministry. this charism to be celebrated. Being clear that we are not ministers during the interim but do the interim work.

language of freshness, refresh, came up often

### **Group 6**

dealing with the real issues of transition ministry. Affirmation of touchstones of ministry. Helping with the nuts and bolts of interim ministry.

would more help on zoom, but exited for the beginning of that conversation about AI

### **Group 7**

Excited about the networking within and from outside the IMN community. We feel like we belong to a broad swath of experiences and expertise/ reflection. Liked priority on trauma informed ministry because that is very contextual and current. Very helpful in managing current reality

### **Group 8**

Excited about all of it!! participant has realized her call in this ministry. This year she has become aware of all of what IMN is and what is offered—doing it in an interfaith way

Challenges- opportunities are rich in a landscape that isn't standing still for anything- it is crazy making but its always open to some new venture- exhilarating but everything is changing really fast!!

one participant would like support on how do you plan for your life as an IIM – this time next year I don't know where I'll be living—financial decisions etc --- best practices—how to we manage this – how do you keep family/marriage relationships healthy

### **Group 9**

Excited about –

Curriculum development, including ways to keep it relevant over time

Judicatory conversations , stronger connections

Support groups, 90 minute webinars

Inclusion of transition consultants - where a longer term appointment is not desirable or affordable

Challenges –

Faith in transition, publically and institutionally

Deconstructing old models

Opportunity but also stress

Is paid role of a specialist sustainable

Interim ministry online or part-time  
Rural ministry

### **Group 10**

**Affirmations:** Excited to hear that there will be a new partnership with the EQHR Center, and glad that the process is accessible and affordable. Pleased to hear about the movement with the work of DEIJB within the organization. Affirmation that we do transitions well- with our new Executive Director and now the transition to new presidential leadership within the board of directors. Affirmation of trust and confidence in organizational leadership. Affirmation of resources for serving those who serve local congregations.

**Challenges:** the changing landscape of the church, fewer financial resources, part-time clergy, retired ministers serving in place-holding positions without transitional leadership training. Divisiveness within the larger culture. Ministers feeling taxed. Helping congregations to ask the hard questions and to seek creative solutions. Seeing church closures as failures rather than opportunities. Judicatories are going through major transitions themselves. Curious about offering judicatory/denominational based trainings in concert with our open enrollment trainings.

#### 8. 2023 Transitioning Forward Appeal – Margret O’Neill

Giving through IMN’s Annual Appeal makes possible: Scholarships, Emotional Intelligence, DEIJB Commitments, Mentoring programs. 100% of the IMN board and staff have made contributions to the annual appeal and we look to all members to make a contribution of any size. Current Annual Appeal totals are about half-way to our goal of \$20k. Contributions through communities of faith encouraged as well. Donations can be made on the IMN website.

2024 Annual Conference Dates of October 28<sup>th</sup>-November 1<sup>st</sup> 2024. Looking toward 2025 as an in-person gathering.

#### 9. Litany of Covenanting – Marvin Morgan & Holly MillerShank, Jenny Stephens & Doug Duerr, Board Members & Faculty, Team Leads/Members & all IMN Members.

**Prayer:** Our God and God of our ancestors, bless the leaders of this organization with wisdom, energy and understanding. Sustain them with your Spirit, Eternal One. Grant their labors be a blessing and a source of blessing. Amen.

#### 10. Adjournment by Jenny Stephens and Doug Duerr 2:30pm (Eastern)

Respectfully Submitted: Rev. Holly MillerShank, Secretary

**NOMINATING REPORT AND SLATE OF NOMINEES**  
**ANNUAL MEMBERSHIP MEETING – NOVEMBER 18, 2024**

- 1. Proposed motion:** The Board of Directors present to the Annual Membership meeting on November 18, 2024, the following slate of nominees for the Board of Directors:

Second term to 2027: Robert McFarlane and Shannon Mang

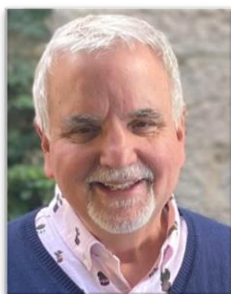
First 3-year term beginning November 2024 to 2027 (up to 5 vacancies):



**Cynthia Vermillion-Foster, Unity**

Cynthia has been supporting ministries as a consultant, coach, mediator and transitional minister since 2007. This support includes interim/transitional work, leadership development, identity work, strategic planning 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 completed the IMN’s training in 2008 and has served several communities as a transitional minister. She is certified by Conrad Grabel

University in Conflict Management and Congregational Leadership and will complete their certification in Conflict Management and Mediation in April 2025. Betty Pries is the primary teacher for both these programs, and Betty has had a significant impact on Cynthia’s work. Cynthia was a presenter at IMN’s 2020 conference and has facilitated webinars for IMN. She has also served on the Conference Team and as the Team Lead for the Continuing Education Team. She is dedicated to adaptive leadership, and to the work of IMN in supporting the health and wellbeing of faith communities. An ordained Unity minister since 1997, Cynthia has served Unity ministries in both the US and in Canada. She was Director of Member Services for Unity Worldwide Ministries from 2016 to 2021, where she oversaw all aspects of ministry services, including ministry development, consulting services, conflict transformation, ethics, ministry employment, and credentialing. 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.



**Dave Clements, UUA**

Reverend Dave Clements is an Ordained Minister in the Unitarian Universalist Faith and served as an Interim Minister at the Cape Town, South Africa Unitarian Church. He is a graduate of Meadville Lombard Theological School. Prior to his call to ministry, he worked as an organizational development consultant overseeing strategic planning, entrepreneurship and fundraising, held several management and director positions, and owned his own consulting business. He is currently serving as the accredited interim minister for the Unitarian Universalist church in

Santa Rosa, CA. Dave has served with distinction as IMN’s Annual Conference Team Lead for several years, including guiding its transition to a virtual Conference during and after the pandemic.



## **2. For information:**

The Board of Directors appointed the following to the 2024-2025 Executive Committee during its October 17, 2024 meeting:

President: Holly MillerShank

Vice-President: Doug Duerr

Secretary: Shannon Mang

Treasurer: Margret O'Neall

The Board of Directors confirmed the appointment by the President, affirmed by the Executive Committee, of the following as Team Leads for 2024-2025.

Annual Conference: Kate Young

Continuing Education: Cynthia Vermillion-Foster

Education: Arlen Vernava

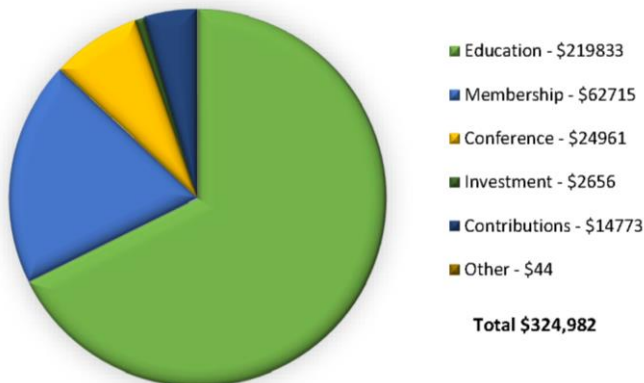
Finance: Margret O'Neall

# INTERIM MINISTRY NETWORK, INC.

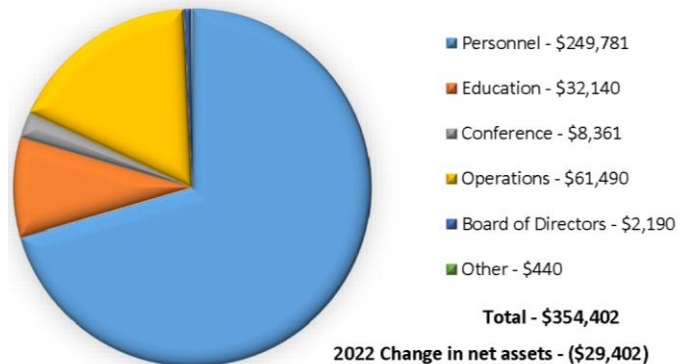
## STATEMENT OF ACTIVITIES FOR THE YEAR ENDED DECEMBER 31, 2023

	Without Donor Restrictions Net Assets	With Donor Restrictions Net Assets	Combined Net Assets
<b>REVENUES:</b>			
Education income . . . . .	\$ 219,833	\$ -	\$ 219,833
Membership dues . . . . .	62,715		62,715
Conference income . . . . .	24,961		24,961
Contributions . . . . .	13,907	866	14,773
Investment income . . . . .	2,656		2,656
Other income . . . . .	44		44
Net assets released from restrictions . . . . .	440	(440)	0
<b>Total revenues . . . . .</b>	<b>324,556</b>	<b>426</b>	<b>324,982</b>
<b>EXPENSES:</b>			
Program services . . . . .	114,265		114,265
Management and general . . . . .	240,137		240,137
<b>Total expenses . . . . .</b>	<b>354,402</b>	<b>0</b>	<b>354,402</b>
<b>Changes in net assets . . . . .</b>	<b>(29,846)</b>	<b>426</b>	<b>(29,420)</b>
Net assets, beginning of year . . . . .	187,431	9,161	196,592
<b>Net assets, end of year . . . . .</b>	<b>\$ 157,585</b>	<b>\$ 9,587</b>	<b>\$ 167,172</b>

**2023 Revenue**



**2023 Expenses**



**Report of Independent Auditors**

We have audited the accompanying statement of financial position of the Interim Ministry Network, Inc. (a non-profit organization). In our opinion, the financial statements referred to above present fairly, in all material aspects, the financial position of the Interim Ministry Network, Inc. as of December 31, 2023.

Bechanan & Company  
Certified Public Accountants  
March 19, 2024