

2024 IMN Annual Membership Meeting

Monday, November 18, 2024

3:00 – 4:30 Eastern Time

AGENDA

<https://us02web.zoom.us/j/82095757903?pwd=VjFQMg4YlhjNU1GWHB6TTFJbDc4QT09>

Meeting ID: 820 9575 7903 * Passcode: 858719

1. Call to order and Opening Reflection – Doug Duerr, President
 - a. Remembrances
2. November 8, 20223 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’Neall, 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’Neall
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 2nd child. Prayers for those concerns within the wider membership.

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

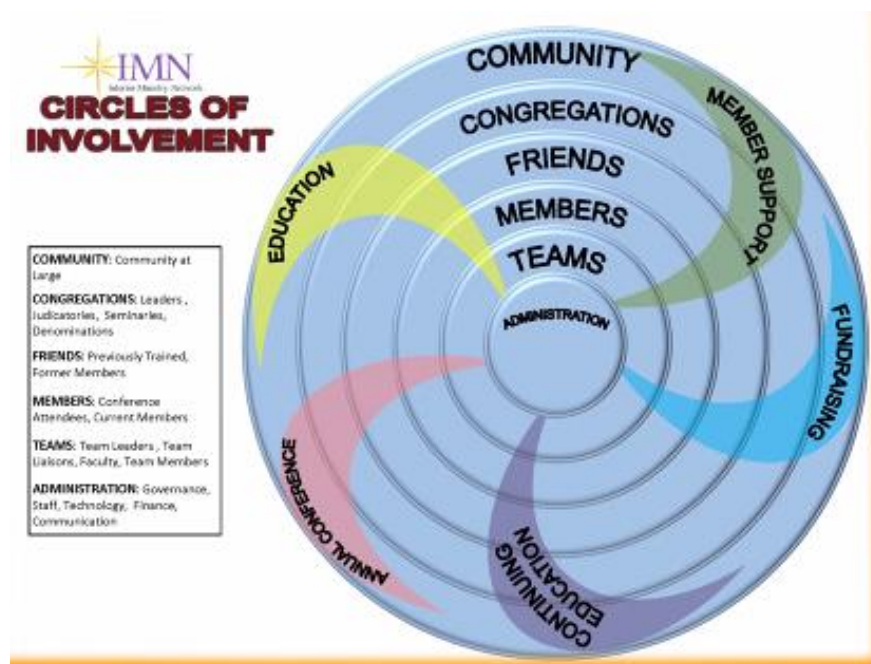
Prayers of remembrance for IMN members who have died in the past year.

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 3rd 2022 minutes as amended, Margret O'Neill 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'Neill & 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'Neill, 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'Neill, 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'Neill

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'Neill, 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 judiciaries
- 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’Neall

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 28th-November 1st 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

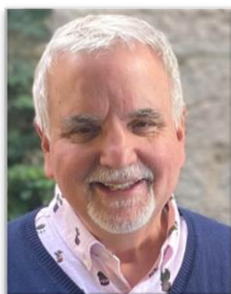
First 3-year term beginning November 2024 to 2027 (up to 5 vacancies):



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'Neill

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

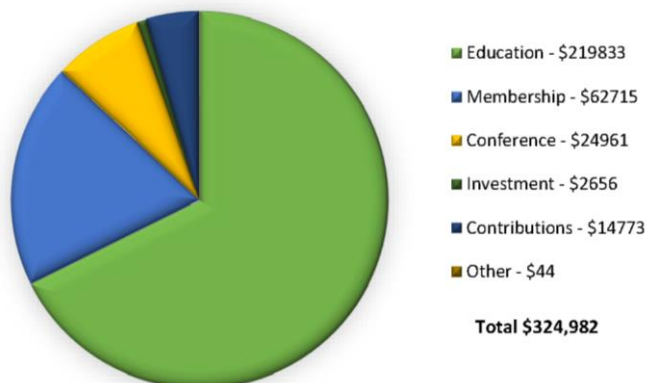
Finance: Margret O'Neill

INTERIM MINISTRY NETWORK, INC.

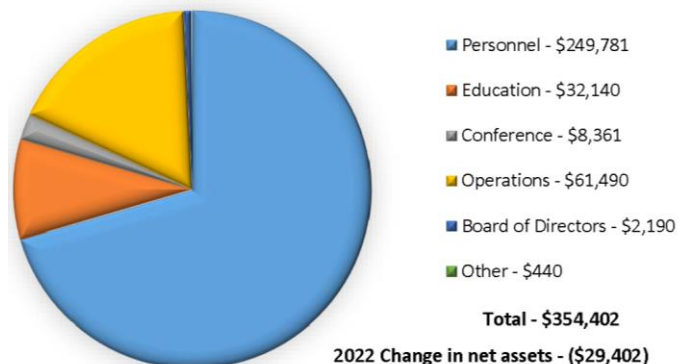
STATEMENT OF ACTIVITIES FOR THE YEAR ENDED DECEMBER 31, 2023

	Without Donor Restrictions Net Assets	With Donor Restrictions Net Assets	Combined Net Assets
REVENUES:			
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
Total revenues	<u>324,556</u>	<u>426</u>	<u>324,982</u>
EXPENSES:			
Program services	114,265		114,265
Management and general	240,137		240,137
Total expenses	<u>354,402</u>	<u>0</u>	<u>354,402</u>
Changes in net assets	(29,846)	426	(29,420)
Net assets, beginning of year	<u>187,431</u>	<u>9,161</u>	<u>196,592</u>
Net assets, end of year	<u>\$ 157,585</u>	<u>\$ 9,587</u>	<u>\$ 167,172</u>

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

Board Members Concluding Their Terms - Thanks for your Service!



The Reverend Julie N. Harris is an ordained priest in the Episcopal Church.

Although currently serving in a settled pastorate as Rector of Trinity Episcopal Church in Martinsburg, WV, she has been involved with IMN since 2000. During that time, she has been active as a member of the Annual Conference planning team, a member of the Board of Directors and as Vice President. Julie has also been active as a Board Member of Interim Ministries in the Episcopal Church since 2010. She finds energy in times of transition and believes that all ministry is transition ministry. She is a healer and administrator who has assisted several parishes discover hope and new life in the aftermath of conflicted pastorates. Julie finds the nexus of her ministry in the words of the prophet Micah: What does the Lord require? To do justice, love kindness, and walk humbly with God.



Rev. Katrina Palan is an ordained minister with the Christian Church (Disciples of Christ). She is in a time of transition having completed her ninth interim position, two of which were judicatory ministry positions. She is currently living in Broken Arrow, Oklahoma close to six of her eleven grandchildren. 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 Doctorate of Ministry 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".



The Rev. Mary Slenski is an Episcopal priest, ordained since 2008. She knew from the first IMN course in 2010 that interim ministry was a fit. She has served congregations as Interim Rector from Monument Circle in Indianapolis to Indiana's edges on the Ohio and the Wabash plus one more in Chicagoland, five thus far. Since finishing her last interim in Dec 2020, she's taken a sabbatical and is now serving regular Sunday supply at two small congregations in transition, wondering where the Spirit will send her next. She has earned a BSE (Engineering Science), an MBA (Finance), and a Master of Divinity. More recently, she has completed graduate work

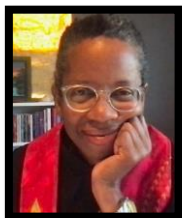
in Philanthropic Studies at the IUPUI Lilly School of Philanthropy. Mary is also a retired Air Force Reserve officer, wife, mother of two adult daughters, grandmother to one gray tuxedo cat, and then there's a black kitten named Fred who adopted Mary and her husband late this summer.



The Rev. Dr. John DeWitt Stonesifer is an Episcopal priest with 38 years of service in ordained ministry. His focus the last twenty-five years has been on interim ministry. This has lead him to serve in parish, life-care community and school settings, having recently completed his 25th position. John is a graduate of Clemson University (B.A.) and the Virginia Theological Seminary (M. Div.). Post-graduate work has included studies in marketing and church management, having earned his MBA from the Templeton Institute, and being named a Templeton

Fellow. He also earned his Doctorate in Ministry (D.Min) from Louisville Presbyterian Theological Seminary for his work on interim leadership. Additional areas of study have included Appreciative Inquiry with Clergy Leadership Institute, Mediation Training with the Lombard Mennonite Peace Center, and credentials as a life and business coach. John has been an IMN faculty member for the last eighteen years and is currently serving his second term on the IMN Board of Directors. John has recently retired from the IMN faculty.

Members Remaining on the Board



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



Rev. Doug Duerr is an ordained minister with the Association of Unity Churches and has served in leadership with Unity Worldwide Ministries and as a settled and Intentional Interim Minister. He aligns with IMN as an organization dedicated to "strengthen the spiritual and organizational health of faith communities by equipping and supporting those who lead during times of transition." Doug is passionate about the value of the interim period and the substantial results of effective transitional guidance and leadership. He currently serves as a Ministry Consultant, Student Cohort Leader, Coach, Transition Specialist, and Intentional Interim Minister with a focus on organizational change and transition. Doug's passion for organizational development, education, and process consulting are evident in his work. Rev. Doug is a faculty member for the Unity seminary teaching courses on purpose, leadership, and mediation skills. He is a published author and is Dare to Lead Trained™ from Brené Brown. His latest book, *Resonance*, is filled with daily devotionals inspired by his original photography depicting God's beauty in nature that is often missed in the busyness of life. His ministry is grounded in ["Unlocking the creative genius of communities and co-creating a culture of belonging."](#)



Rabbi Ilana C. Garber is the Senior Director of Rabbinic Leadership for the Rabbinical Assembly, a global membership organization of over 1,600 rabbis who are associated with the Conservative/Masorti Movement of Judaism. Previously, she served the synagogue community of Beth El Temple (West Hartford, CT) for fifteen years. A graduate from the double degree program of List College (Talmud) and Barnard College (Religion) in 2000, she received her MA from the Wm. Davidson Graduate School of Jewish Education in 2003, and was ordained by the Jewish Theological Seminary in 2005. A visionary Jewish educator, Rabbi Garber created SULAM (Seek, Understand, Learn, Act, Marvel) in a complete overhaul of Beth El Temple's religious school. Passionate about the mikveh, she wrote the curriculum to train mikveh guides for Boston's Mayyim Hayyim: Living Waters Community Mikveh. Currently she serves on the board of Greater Hartford's Mikveh Bess Israel. Rabbi Garber has been recognized as a leader throughout her career. In 2007, she was named a "Mover & Shaker" by the CT Jewish Ledger. She received the inaugural Arnold Zarkessler Outstanding Alumni Award from Solomon Schechter Day School of Greater Boston in 2014. Ilana is married to Dr. Adam Berkowitz, a web developer, and they are raising their two sons in West Hartford, CT. She has written about Jewish parenting, raising a child with special needs, and being a cancer survivor – all at the same time.



Rev. Shannon Mang, based in Western Canada, has been in paid accountable Ministry since 1989. She did the Intentional Interim Ministry training early in her career, and her first formal IIM was at Trochu-Elnora, Alberta in 1994-1995. She applied Interim Ministry tools and skills to several short-term appointments, and to a ten-year ministry with St. Andrews United Church in Calgary, re-entering formal IIM with Living Spirit United Church, Calgary (2017-2020). At present, she enjoys life in the Rocky Mountains in Canmore, Alberta and is doing a virtual IIM with St Andrew's United Church in Markham, Ontario, some 2000 miles/3500 km away,

teaming with an "on-the-ground" ministry partner. Raised in the United Church of Canada and ordained in 2005, Shannon brings significant ecumenical experiences: as a steward at the 1983 World Council of Churches meeting in Vancouver, as a student at an ecumenical seminary (Vancouver School of Theology), as a college chaplain (joint United-Presbyterian at the University of Calgary), and as a Director of Religious Exploration with the Calgary Unitarians. She is drawn to justice and contemplative practice, is an avid singer and learner, and one who loves to play in the snow.



The Rev. Dr. Robert McFarlane serves as Presbytery Ministry Leader within the Parramatta Nepean Presbytery – PNP – (Synod of NSW and the Australian Capital Territory – NSW/ACT – within the Uniting Church in Australia). PNP has 60 congregations with 35 ministers, serving a region of 2,000,000 in western Sydney, characterized by cultural diversity and new housing areas.

This means that he works with congregations to help them be as healthy in their own life, and as strong in their mission and service in their communities as they can be. Rob also works with ministers to help them be as spiritually and emotionally

healthy as possible, and as effective in their ministry as they, too, can be. Rob oversees the placement of ministers in congregations (including IIM), continuing education for ministry, and ministry retreats. He also works with congregations in mission planning and discernment using IIM-related skills, notably Appreciative Inquiry and Asset Mapping.



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

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



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

However, he found his most fulfilling niche, about fifteen years ago, when Les Robinson introduced him to the exciting world of Interim Ministry.



Rev. Dr. Margret O'Neill an accredited Interim Minister and Professional Transition Specialist serving Unitarian Universalist churches in times of transition and development. Margret holds academic degrees in Community Development and Sociology and earned her Master of Divinity from Meadville-Lombard Theological School. She entered intentional interim ministry following a 35-year career working in the public and private sectors, and her call to ministry follows her passion for the transformation process that individuals and organizations may engage with intention in times of change. Since entering the ministry in 2009, Margret has served interim ministries in Sarasota, FL; Buffalo, NY; Schenectady, NY and Phoenix, AZ, and is now serving a 5-year Developmental Ministry in the Unitarian Universalist church in Cherry Hill, NJ. Margret is a member of the IMN faculty.



Rev. Kate Young has served in ministry in the United Church of Canada since 1987. From the large cattle ranches of south Saskatchewan to the silver and copper mines of the near north in Ontario, in rural, urban, and suburban congregations, single, and multi point, small, medium, and large congregations she has always found people dedicated to serving God and neighbor, especially through change and transition. A proud mom of 3 grown daughters, a nana of 3 small grandsons, Kate and her husband Neil make their home in Mississauga, Ontario. She has just completed her first official intentional interim position with a Toronto congregation. Kate has lots of experience in governance and judicatory boards at all levels of the church.