

2023 IMN Annual Membership Meeting

Wednesday, November 8, 2023

1:00 – 2:30 Eastern Time

AGENDA

Join the meeting by Zoom

<https://us02web.zoom.us/j/88645376604?pwd=dnBjWEppN05Rb2lkYjhNOUhiS0UvZz09>

1. Call to order and Opening Reflection – Jenny Stephens, President
 - a. Remembrances
2. November 3, 2022 Membership Meeting Minutes Approval – Jenny Stephens
3. Acknowledgment of Volunteer Leaders – Marvin Morgan, Vice President
4. Nominating Report and Election of Board Members – Jenny Stephens
5. Financial Report – Margret O’Neill, Treasurer
 - a. 2022 Financial Audit
 - b. 2023 Financial Highlights
6. Strategic Updates – Jenny Stephens and Jonathan New, Executive Director
7. Membership Discussion – Jenny Stephens
 - 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 – Jenny Stephens
9. 2023 Transitioning Forward Appeal – Margret O’Neill
10. Covenanting – Jonathan New
11. Adjournment

IMN Annual Membership Meeting November 3rd 2022

- I. Call to Order Jenny Stephens

- II. Quorum: 61 participants in attendance, quorum of 48 members achieved.

- III. Opening Prayer Jenny Stephens
 - a. Remembrances of IMN Members who have died

- IV. Recognition of Consent Agenda
 - Materials provided in the advanced meeting packet

- V. IMN Finances Margret O’Neill

The following highlights were shared in summary based on the 2021 Audit:

 - The Network is in a solid financial posture for an organization with total annual revenues of approximately \$450,000.
 - The Network has net assets of approximately \$135,000. While still short of the reserve targets equal to at least 50% of its operation expenses, IMN is making significant strides to meet that goal.

For 2022, the following items were shared:

 - Membership holds steady at approximately 800 members.
 - A 3rd virtual Annual Conference with attendance of 125 from around the globe – slightly less than last year.
 - A robust schedule of virtual FTM classes with 300 participants.
 - A monthly schedule of webinars -- attendance of 12 – 25 participants.
 - Multiple offerings of the Transition Teams and the Effective Transitional Leadership seminars with 75 participants.
 - The 4th year of the Transitioning Forward Appeal expected to achieve close to its goal of \$25,000.
 - Expenses are in line with budget projections.

While IMN has weathered the financial challenges of the pandemic, the need for attention to future financial stability remains.

The immediate thing all can do is contribute to the Transitioning Forward Annual Appeal. With a goal of \$25,000 this year, we are still short by almost \$14, 000.

- VI. Recognizing the work of IMN Jenny Stephens
 - a. Appreciation expressed for the attendance of first-time attendee, the IMN faculty, and the work of the Teams

- b. Appreciation for all IMN staff: Cynthia Huheey, Crystal Wells, Ellen Goudy, and Alan Mead who has completed his role as IMN's communications minister.

VII. Recognizing the work of IMN Teams Marvin Morgan

- a. Annual Conference Team – Dave Clements
- b. Education Team- Arlen Vernava
- c. Member Support- Helen Prior
- d. Continuing Education – Norman Bendroth
- e. Fundraising- Margret O'Neall

VIII. Report from the IMN Board of Directors Jenny Stephens

- a. Board Continues Chat with Us Sessions. Maintains an eye towards Diversity, Equity, Inclusion and Belonging. Taken on significant leadership with the retirement of Cynthia Huheey after over 22 years of service.
- b. Nominations
 1. These individuals were presented for Reelection with second 3-year terms ending 2025:
 - Rev. Holly MillerShank, United Church of Christ
 - Marvin Morgan, United Church of Christ
 - John Stonesifer, Episcopal Church
 2. In addition, Jenny Stephens, United Church of Canada is nominated for a one-year term. This is made possible through the extraordinary action by the Board of Director to allow an additional year for Jenny Stephens to serve by setting aside article 4 section 6 of the Bylaws, regarding the qualifications of filling unexpired terms.
 3. New Director, for first three-year term ending 202: Patrice Curtis - Unitarian Universalist Association
- c. Returning Directors: Doug Duerr, Julie Harris, Shannon Mang, Robert McFarlane, Margret O'Neall, Emlyn Ott, Katrina Palan, Dennis Ross, Mary Slenski, James West
- d. Departing Directors: Appreciation to Eleanor Scarlett for completing 6 years on the board.

Pause for questions prior to vote on the consent agenda.

Holly MillerShank moved, Margret O'Neall seconded the approval of the consent agenda. Approved

A. Slate of Officers Jenny Stephens

As elected by the Board of Directors, the officers for 2022-23 are:

- President- Jenny Stephens

- Vice President- Marvin Morgan
- Secretary- Holly MillerShank
- Treasurer- Margret O’Neill

This group along with the Executive Director who will serve until December 31, 2022 comprise the Executive Committee.

B. Covenant with the Board and Membership led by Eleanor Scarlett

IX. Executive Director Transition

a. Introduction Jenny Stephens

The Search Team appointed by the IMN Board, consisted of Holly MillerShank (chair), Ron Pogue, Doug Duerr, Arlen Vernava, Katrina Palan, and Keith Kron. Jenny Stephens served as support for the Search Team. From the position description provided, metrics were developed to review the more than 60 resumes received. The search committee narrowed the pool to select 7 individuals to interview. Of those, two candidates were presented to the Board in October. It is the Board’s responsibility to appoint the Executive Director.

With unanimous approval of the Board of Directors, Rev. Dr. Jonathan New was selected as the next Executive Director of IMN to start January 1, 2023.

Cynthia Huheey and Jonathan will have an opportunity to overlap in December. Town hall sessions with Jonathan will be offered to the IMN Membership early in his tenure.

This evening as part of the Annual Conference we will celebrate Cynthia Huheey’s leadership.

b. Report of the Search Committee Chair Holly MillerShank

Appreciation to the Search Committee. Brief bio of Rev. Dr. Jonathan New (in summary): An ordained minister in the United Church of Christ. Jonathan has served in interim ministry settings as well as judicatory roles. He has a gift for administration. Jonathan cares deeply about faith communities reaching their full potential.

c. Welcome by New IMN Executive Director Rev. Dr. Jonathan New

Jonathan offered an assessment of the state of religious communities in these times and the many and complex challenges they face. He shared confidence in IMN’s capacity to meet these challenges and to help not only IMN thrive but so too the organization’s members and the communities they serve. Pause for questions. None raised.

X. End of Formal Business Session of the IMN Membership

XI. Dates of November 6-10, 2023 were announced for the 2023 Annual Conference

XII. Membership Discussion Time

Jenny introduced the two questions to be considered in breakout discussion groups:

1. What story would you like to tell your colleagues next Fall about changes at IMN?
2. What are you excited about?

Discussion Results are these:

What are you excited about?

- How the new curriculum is being developed.
- Quality of the programming of this annual conference as well as other spaces throughout the year where we can make connections with colleagues.
- IMN Leadership and membership has diversified over the past 15 years.
- Connection, Communication, Collegiality, Collaboration
- Awareness of facing more complex transitions. Excited about Jonathan as the new Executive Director.
- Having videos become an IMN library. Increased work with judicatories.
- Excited and willing to tell the stories about how the spirit is leading and moving this group into deeper equity and diversity.
- Impact on theological education- making the connection on healthy transitions. Seeing ourselves as alumni to strengthen financial resources. Hope towards the revision of curriculum.
- Exploring what transitional ministry looks like in today's world. Building capacity for adaptive leadership. Data gathering and resourcing clergy and lay leaders.
- Responsive and relevant to needs of an ever-changing religious world. Thanks for IMN being nimble with technology.
- Excitement about the deep awareness we are facing more and more complex transitions, being in the midst of trying to figure out together where we might stretch and grow to meet the new and changing challenges. There is a need being expressed for more transitional trained leadership.
- New judicatories come into place and the new people do not have sufficient knowledge of what transitional ministers do and how they go about their work.

- Search committees don't always place the right person, someone who can build on the work that we do.
- We make congregations uncomfortable. Congregations have to be ready to embrace a place of discomfort.
- IMN has adapted to a post-Covid world. We have to repackage ourselves to adapt to the online world, to transition all the training modules and webinars online. This is not your father's IMN. Excited to tell people we are branching out, updating curriculum, being sensitive to where the organization needs to adapt now and in the future.
- If they do not adapt they will be left behind. Current congregation has no form of technology – trying to draw them into the current requirements and increase presence online and in the wider community through more modern technology.
- Some congregations do not have the ability or the knowledge. Current congregation is weighted to immigrants lacking funds and technological ability such they shut down during Covid due to lack of knowledge and resources. Exploring trying other means, employing young and savvy assistant to employ technologies which are more accessible to the community which mainly uses cell phones but not smart phones.
- Technology is the way of the future; we have to find ways to bring it to the congregation even if it requires being inventive.
- Excited about increased diversity
- Excited about curriculum update

What story would you like to tell your colleagues next Fall about changes at IMN?

- The new world which is emerging - instructing us and help us see where we have been, but knowing that we cannot go back.
- IMN leadership and membership has become more diversified and become more inclusive over the last 15 yrs.
- Conference in person/hybrid; updated curriculum; Networking with independent churches and extending the work into new spaces; fresh ideas with new leadership. Excited about the gift of being with colleagues, connections with others doing the work, small world.
- It is exciting to see that many of the people in training for interim work are not all ordained and not necessarily serving in congregation.
- IMN is responding to real needs with a wide invitation; excited; looking forward to hubs for face-2-face at next conference; increased engagement with seminaries; excellent

resources, strategies and tools on traditional topics and out of box thinking; wondering about adaptations to rural contexts; would be excited about increased diversity; excited about how the Spirit is leading us into increased diversity including Hispanic, Native/1st Peoples, Asian; excited about this open, welcoming, supportive tribe of colleagues.

- It will be important not to lose the energy of innovation as we move forward.
- That in transition we kept our relevancy and responsiveness, we practiced what we preached plus created new opportunities for transition learning. IMN has invested time and extended its vision for diversity and made deep changes to offer diverse opportunities to a diverse population and we've made headway in getting judicatories and denominational leadership to value our experience.
- Online library available.
- Online training allows for a better use of continuing education funds, but also a longing for some in-person connections; one expressed the sense that this was the best conference she'd experienced yet. When pressed, she mentioned the attachment workshop, as applied to congregational life; more in terms of anti-racism; systems theory good for refresher, but this other work felt like going deeper in new ways. We all noted that the curriculum is interwoven now that IMN has more experience doing an online conference, interwoven material, with a chance to go back to use material you haven't done, especially after hearing other colleagues appreciate it. Excited about ongoing changes in the development of the curriculum, necessitated by some such change around us. Excited by how careful the process was in choosing a new exec director and how many people applied, giving us such a rich pool. Content delivery woven together with format.
- The idea of key leaders talking at parallel leadership levels was meant to imply that IMN would talk directly to national church organizations, not just judicatories.
- Our group highlighted CONNECTIONS that IMN fosters, through Breakout rooms at the annual conference, through virtual support groups, and through weekly chats. Our group members have experienced isolation in our ministries at points, and IMN offers connection, community, and collegiality.
- Otis Moss comment about finding ways of integrating the IMN curriculum is good to hear. There are many new resources out there. A podcast of IMN might be a good resource. Appreciate new time slots for IMN conversation - timing is still an issue for some! Financial resources from alumni for smaller congregations who cannot afford specialists.
- Lilly should want to fund major IMN projects. A Lilly Foundation Grant.
- Integrating IMN in theological schools.

- I am thinking about the stability and long serving nature of the current Board. I see it as a great and wonderful strength for this period of transition, but when I think of the other goals we have as an organization, I hope that leadership development can soon come to the fore as for the next phase of IMN's life begins not too long after our new executive director begins. I think of younger, balance of women and men, diversities of denominations and kinds of experiences.
- IMN is not just for ministers serving between calls, but bringing transitional skills to all – helping clergy to understand what it means to be leaders of churches in transition.
- Would like to see vitality of younger people involved with IMN.
- Reconnections with Southern Baptists, Missouri Methodist Synod, etc.
- Increased participation of rabbis.
- Increased sensitivity to interfaith mentality.
- Greater diversity of faculty.
- White society tends to be disapproving of elders – would like to see us honor elders as indigenous cultures do – appreciating the depth of human experience in elder/retired clergy and ways to utilize their wisdom and experience.
- Exploration of what transitional ministry looks like in today's world that is rapidly changing and challenging old models of ministry.
- Building capacity for adaptive change in lay leaders of spiritual communities – they need to carry this work forward.
- Teaching congregations about transitions.
- IMN ministers serving as consultants/mentors to clergy.

NOMINATING REPORT AND SLATE OF NOMINEES
ANNUAL MEMBERSHIP MEETING – NOVEMBER 8, 2023

1. **Proposed motion: The IMN membership elect the following to the Board of Directors, term expiring 2026.**

Second term: Margret O’Neill and Doug Duerr

First term (up to 4 vacancies): Kate Young (see bio below)

2. **For information:**

At their meeting on November 2, 2023, the Board of Directors appointed the following:

- a. to the Executive:

President: Doug Duerr (see bio below)

Vice-President: Marvin Morgan

Secretary: Holly MillerShank

Treasurer Margret O’Neill

- b. to the Endowment Committee:

Chair: Keith Copeland

Member (up to 3 vacancies): Ron Pogue

- c. and confirmed the appointment by the President, affirmed by the Executive Committee, of the following as Team Leads for 2023-2024:

Annual Conference: Dave Clements

Continuing Education: Cynthia Vermillion-Foster

Education: Arlen Vernava

Finance: Margret O’Neill

Recommended for Election to a First Term on the IMN Board of Directors – Kate Young and Ilana Garber



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.



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 Zar-Kessler 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.

Join us in welcoming IMN's New President – Doug Duerr

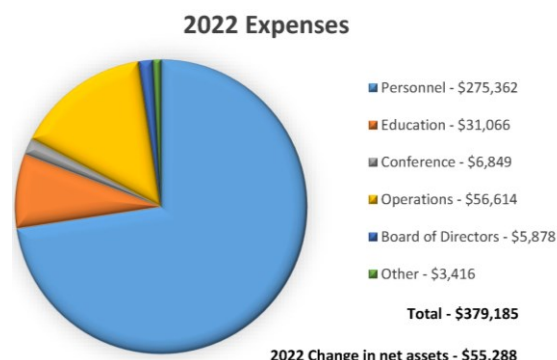
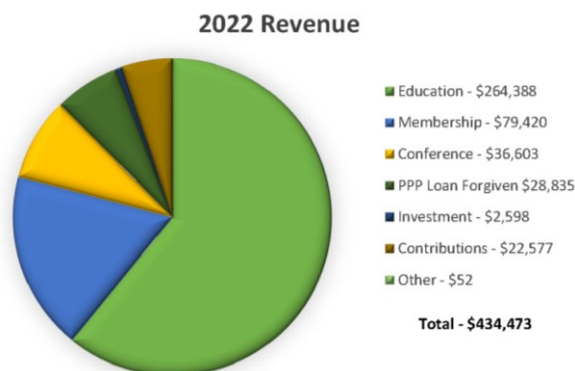


Rev. Doug Duerr is an ordained minister with the Association of Unity Churches and has served in leadership with Unity Worldwide Ministries and as a settled and Intentional Interim Minister. His ministry service and leadership began in 2007 and non-profit leadership in 2005. Doug has been on the IMN since 2021, as well as our Executive Director search team. 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 Certified Ministry Consultant, Coach, Transition Specialist, and Intentional Interim Minister with communities across the U.S. and Canada as they navigate the facets of organizational change and transition. Rev. Doug is focused on equipping and supporting faith leaders and communities in an ever-changing environment. He has been a faculty member for the Unity seminary since 2017, teaching courses on purpose, discernment, ministry leadership skills, mediation, and active listening. Doug is a published author and has been trained through Brené Brown’s Dare to Lead™. He's currently working on a book about grief and loss, describing his own journey through the deeply vulnerable and often unexpected healing gifts of grief. As he returns to his love of writing, another creative writing project is emerging, filled with daily devotionals inspired by his original photography depicting nature and God’s beauty that is often missed in the rush of our everyday lives. For more than 25 years, Doug’s heart for service and passion for organizational development, education, and process consulting are evident in his work. His coaching and consulting services are grounded in ["Unlocking the creative genius of communities and co-creating a culture of belonging."](#)

INTERIM MINISTRY NETWORK, INC.

STATEMENT OF ACTIVITIES FOR THE YEAR ENDED DECEMBER 31, 2022

| | Without Donor Restrictions Net Assets | With Donor Restrictions Net Assets | Combined Net Assets |
|---|--|---|------------------------|
| REVENUES: | | | |
| Education income | \$ 264,388 | \$ - | \$ 264,388 |
| Membership dues | 79,420 | | 79,420 |
| Conference income | 36,603 | | 36,603 |
| Contributions | 14,486 | 4,256 | 18,742 |
| In-kind contributions | 3,835 | | 3,835 |
| Investment income | 2,598 | | 2,598 |
| Other income | 52 | | 52 |
| Net assets released from restrictions | 996 | (996) | 0 |
| Total revenues | 402,378 | 3,260 | 405,638 |
| EXPENSES: | | | |
| Program services | 115,650 | | 115,650 |
| Management and general | 263,535 | | 263,535 |
| Total expenses | 379,185 | 0 | 379,185 |
| OTHER INCOME: | | | |
| Paycheck Protection Program loan forgiveness. | 28,835 | | 28,835 |
| Total other income | 28,835 | 0 | 28,835 |
| Changes in net assets | 52,028 | 3,260 | 55,288 |
| Net assets, beginning of year | 135,403 | 5,901 | 141,304 |
| Net assets, end of year | \$ 187,431 | \$ 9,161 | \$ 196,592 |



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, 2022.

Bechanan & Company
Certified Public Accountants
April 6, 2023

Board Members Concluding Their Terms - Thanks for your Service!

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 has been a trainer with the Emotional Intelligence-Human Relations Skills Center (www.eqhrcenter.org). She lives in Cambridge, Ontario, Canada. Jenny has served as IMN's President since 2020.



Rev. Emlyn Ott grew up in Rochester, New York where her parents owned and ran a manufacturing company called, surprisingly enough, "Ottco." After completing seminary at the Lutheran School of Theology at Chicago, she served as Campus Pastor to Oklahoma State University and as Pastor of Salem Evangelical Lutheran Church in Stillwater, Oklahoma for nineteen years. In 2005, she accepted a call to teach at Trinity Lutheran Seminary and to oversee the work of Healthy Congregations, Inc. She was named as the

Dean of Leadership Formation at Trinity in 2012. She has spent portions of each of the past three years providing pastoral support for colleagues currently serving in parishes who are on sabbatical. Pastor Ott did her doctoral work in pastoral counseling and congregational dynamics. In her spare time, she is an avid reader, cook, gardener and enjoys choral and instrumental music. She is currently working on the goal of hiking/walking every Metroparks in the Columbus area.



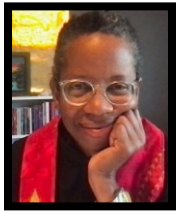
Rabbi Dennis S. Ross is the author of *When a Lie Is Not a Sin: The Hebrew Bible's Framework for Deciding* released by Jewish Lights Publishing. He also author of *God in Our Relationships: Spirituality between People from the Teachings of Martin Buber* (Jewish Lights) and *All Politics Is Religious: Speaking Faith to the Media, Policy Makers and Community* (SkyLight Paths). Rabbi Ross has written for The New York Times and blogs for *Rewire*. Rabbi Ross is an Intentional Interim Rabbi and a Licensed Clinical Social Worker

with specialized training and experience supporting congregations in transition. He has served synagogues in Lynbrook, Manhattan, Chappaqua, Monroe and Albany, N. Y., Summit, N. J., Washington, D. C., and Pittsfield and Worcester, Massachusetts. Dennis is an IMN faculty apprentice.



Rev. James West has recently retired and is residing in Colorado. His previous interim assignments were in Pennsylvania, Colorado and California. He is a former U.S. Navy chaplain. Before joining the Navy Chaplain Corps, he served as pastor in Detroit and Toledo. He received his Master of Divinity degree from Northwestern Lutheran Theological Seminary (now Luther Seminary) in St. Paul, MN. His baccalaureate degree is from Northwestern University in Evanston, IL. He grew up in the Great State of Michigan (Lower Peninsula).

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. His ministry service and leadership began in 2007 and non-profit leadership in 2005. Doug has been on the IMN since 2021, as well as our Executive Director search team. 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 Certified Ministry Consultant, Coach, Transition Specialist, and Intentional Interim Minister with communities across the U.S. and Canada as they navigate the facets of organizational change and transition. Rev. Doug is focused on equipping and supporting faith leaders and communities in an ever-changing environment. He has been a faculty member for the Unity seminary since 2017, teaching courses on purpose, discernment, ministry leadership skills, mediation, and active listening. Doug is a published author and has been trained through Brené Brown's Dare to Lead™. He's currently working on a book about grief and loss, describing his own journey through the deeply vulnerable and often unexpected healing gifts of grief. As he returns to his love of writing, another creative writing project is emerging, filled with daily devotionals inspired by his original photography depicting nature and God's beauty that is often missed in the rush of our everyday lives. For more than 25 years, Doug's heart for service and passion for organizational development, education, and process consulting are evident in his work. His coaching and consulting services are grounded in ["Unlocking the creative genius of communities and co-creating a culture of belonging."](#)



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. 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.



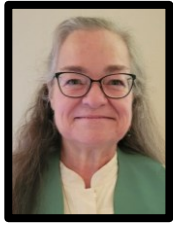
The Rev. Dr. Robert McFarlane serves as Presbytery Ministry Leader within the Parramatta Nepean Presbytery – PNP – (Synod of NSW and the Australian Capital Territory – NSW/ACT – within the Uniting Church in Australia). PNP has 60 congregations with 35 ministers, serving a region of 2,000,000 in western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



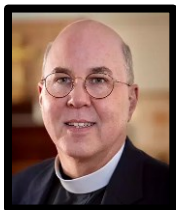
Rev. Katrina Palan is an ordained minister with the Christian Church (Disciples of Christ). She is in a time of transition having completed her ninth interim position, two of which were judicatory ministry positions. She is currently living in Broken Arrow, Oklahoma close to six of her eleven grandchildren.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



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.



The Rev. Mary Slenski enjoys bringing disparate elements together in new ways to reveal truth and beauty, most often in working with congregations, spreadsheets, or quilts. Mary 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 the last eighteen years and is currently serving his second term on the IMN Board of Directors. John is recently retired from the IMN faculty.