

***IMN
TRAINING
LEADERS TO WORK
IN FAITH
COMMUNITIES
DURING CHANGE***



5740
Executive Drive,
Suite 212,
Baltimore, Maryland
21228

www.imnedu.org

410-719-0777
Fax: 410-719-0795



**From
Transition
to
Transformation**



Training Leaders to Empower Congregations

Interim Ministry Network
www.imnedu.org 1-800-235-8414



Interim Ministry Network
5740 Executive Drive
Suite 212
Baltimore, Maryland 21228



800-235-8414
www.imnedu.org

Cynthia Huheey, CAE, Executive Director: HuheeyC@aol.com
Ellen Goudy, Membership and Education: Ellen@imnedu.org
Crystal Wells, Program and Finance: Crystal@imnedu.org

The Professional Transition Specialist PTS

The PTS professional designation identifies those interim ministers who have gone the extra mile. Applicants warrant their personal record in the profession and submit verification of their professional accomplishments in four areas.

Fundamentals of Transitional Ministry. PTS members have successfully completed all training requirements for academic course work in the field of intentional interim ministry.

Advanced Education. Applicants verify formal academic work, especially expertise in a sub-specialty such as consulting or coaching.

Direct Experience. To be accepted, applicants must verify at least two years of relevant transitional ministry experience. They also submit letters of good standing from their denomination.

Current Knowledge. Educational resumes are submitted every three years. Applicants must meet a standard of current training.

PTS members in good standing are permitted to use the PTS designation. They are listed in an IMN searchable data base and given a one-page entry to give details about their career and expertise.

The PTS application and directory are in the IMN Website.

www.imnedu.org



IMN Membership

Individuals who are committed to intentional interim ministry often feel a professional obligation to keep their knowledge current. IMN offers continued support through its professional association membership program. Membership provides access to these programs.

IMNEDU.ORG

This interactive website publishes the IMN Members Area with news of the day, expert commentary and academic archives. It is a popular and useful tool for keeping up with educational offerings.

News E-Letters

A monthly professional newsletter, this print publication contains detailed articles on the trends and topics current within interim ministry. One of its missions is to see that the concepts and analysis given at the Annual Conference by the keynote speakers are delivered to all the membership.

Annual Conference

IMN holds the major annual event focusing on interim issues. This three-day event generally offers six major plenary events and some 24 workshops plus networking opportunities and a chance to catch up with peers and friends.

Continuing Education Events

As topics are identified, stand-alone education events are offered to explore topics in more depth.

Mission Statement Interim Ministry Network

Preamble

For millions of people, the church nurtures spiritual development and community. In our ever-evolving society, change affects religious bodies within and without. Change offers these bodies opportunities to focus on their health through self-evaluation and renewal. The body can move toward clarity of mission, greater cohesiveness, spiritual growth and positive acceptance of new leadership with the guidance of a person trained in intentional interim ministry.

Mission

The Interim Ministry Network strengthens the spiritual and organizational health of the congregation by equipping and supporting those who lead during times of transition.

Vision

As a result of work of the Interim Ministry Network, church bodies are stronger because they have effectively managed transition and are better able to share with their members and society God's love that brings hope and joy in times of change.

Core Values

- Providing praxis-oriented education and training for clergy and lay leaders
- Providing learning experiences that reflect professionalism, excellence, and innovation
- Seeking and affirming inclusivity in living out the mission
- Strengthening faith communities
- Building healthy relationships among colleagues and within faith communities

5740 Executive Drive; Suite 212
Baltimore, Maryland 21228, 410-719-0777

IMN Mission and Vision affirmed by the Interim Ministry Network Board of Directors, November 2011 and adopted Core Values, March 2012.

Training Leaders to Empower Congregations

The people who have hired you or are thinking of hiring you appreciate the quality of your education and experience. You demonstrate your value to them by keeping up-to-date, maintaining a peer network and acquiring specialized expertise.

Making sure that your value appreciates is the best decision you can make to protect your family in rough times. Whether you are looking to a career as an intentional interim minister, enhanced opportunities as a supply pastor or increased skills as a settled clergy in a church undergoing transition, the education and training of the Interim Ministry Network will give you that needed edge. For 30 years, the association has prepared dedicated clergy in navigating the currents of change.

In the modern world, there are three main models of dealing with selecting a new Senior Pastor. The previous IMN President Rev. John Keydel defines them this way.

First Tier. A healthy church retains a short term consultant and a supply pastor for 6-12 months to prepare for and execute a Senior Pastor search. The congregation is not basically in conflict, the administrative systems are dynamic and the internal and external systems are not in a significant state of flux.

Second Tier. Trained intentional interim pastors take 12-24 months to guide a congregation through a series of steps designed to find contemporary answers to the questions "What is God calling them to be and what is God calling them to do in this time and place?"

Third Tier. There are, unfortunately, churches where fundamental values have been disrupted. Highly trained and experienced specialists may come to such congregations in the dual role of ordained pastor and trained consultant. Over two to three years, the pastor will deal with shock, pain and anger caused by basic misconduct or malfeasance. After that, a healing congregation considers a new call.

Interim Ministry Network provides year-round training classes in all three of these areas plus preventative work for settled pastors who want to anticipate and deal with crisis issues before they occur.

Here is how we do it. . .

The Professional Church Consultant

In cooperation with Center for Congregational Health, IMN offers specific education for church consultants who want to provide personalized, content-specific help to congregations in need. Two courses are offered: a residential lab for five days of hands-on instruction and a peer-mentored field-work experience. Instructors are ordained ministers with decades of consulting experience. Graduates are listed in a searchable database accessed through IMN's Website.



Curriculum. While individual class emphasis may vary, enrollees will be exposed to the following topics:

Clarifying issues
Determining a new vision
Creating a strategic plan
Lay leadership and team building
Decision-making and discernment
Creating a path to resolve conflicts

Who Should Attend?

- Current intentional interim pastors wanting advanced skills
- Therapists wanting to expand their practice to church ministry
- Settled pastors wanting to offer consulting or coaching services
- Denominational administrators and executives wanting to upgrade their skills
- Lay leaders wanting to serve in a non-ministerial position

Fundamentals of Transitional Ministry:

The Work of the Congregation

For those who are serious about the calling to be a professional interim pastor, this advanced program provides a proven path to success.

The five day course emphasizes the work of the congregation. The fundamental tasks of the congregation, framed as **Focus Points**, are to successfully navigate the transition period:

Heritage – *Reviewing how the congregation has been shaped and formed.*

Leadership – *Reviewing the member needs and its ways of organizing and developing new and effective leadership*

Mission – *Defining and redefining sense of purpose and direction*

Connections – *Discovering all the relationships a faith community builds outside of itself*

Future – *Developing congregational and pastoral profiles*

Reflecting upon these five **Focus Points** helps a congregation to answer the questions of “Who are we?”, “Who are our neighbors?”, and “What is God calling us to do?”

Eligibility. Attendees submit an application, including confirmation of good standing from the appropriate governing body or its equivalent. Attendees must have successfully completed the *Fundamentals of Transitional Ministry* course within the previous two years.

Class. The five day program is scheduled Monday through Friday with evening sessions. Participants should plan for pre-reading and evening homework. Classroom hours are devoted to application of content.

Fieldwork. In order to receive a *Certificate of Completion* for the training program, participants must demonstrate practical application of the concepts learned in class. Each participant will be assigned to a 6 member Fieldwork group and through E-mails and teleconferences, you will select and present a project and participate in a peer reflection program.

Who Should Attend?

- Experienced pastors who feel a call to intentional interim ministry
- Senior administrators needing advanced conflict management skills
- Consultants or coaches to congregations facing long term adjustments
- Settled or called ministers with congregations undergoing major transitions
- Seminarians interested in developing consultant skills

Fundamentals of Transitional Ministry:

The Work of the Leader

The three-day, self-contained *Fundamentals of Transitional Ministry: The Work of the Leader* course introduces theories that are foundational to interim ministry. The class hours are devoted to providing opportunities for experiential learning through the use of case studies and sacred story. The work of the interim leader is presented and discussed along with tools and resources that facilitate the work of the transitional leader.

While this course emphasizes the work of the transition pastor, it is helpful to judicatory and lay leaders to make informed and healthy choices about clergy leadership during times of transition.

The three days are focused on:

Foundations of Interim Ministry. Using *General Systems Theory*, *Bowen Family Systems Theory* and William Bridges’ *Theory on Change and Transition*, attendees explore the unique dynamics of congregations in transition and understand how a congregation as a system responds to loss/changes and begins to explore alternative responses. The day emphasizes importance of differentiation of self for the transition leader and resources to help others understand current relationships.

Tools for the Interim Leader. Devoted to developing leadership skills that are basic to the practice of transitional ministry, this day explores the value of intentional and thoughtful listening, why power analysis is important in a congregation and the importance of taking care of self as a precursor to knowing and leading a congregation in transition.

The Work of the Interim Leader. Examine the process that a leader goes through from beginning to end in an interim situation. This process includes **Joining the System, Analyzing the System, Discerning Responsibility and Establishing Priorities, Connecting the Congregation and the Denomination, and Evaluating and Adjusting to a New Future**

Who Should Attend?

- Senior or associate pastors wanting to gain skills in managing transitions
- Retired or partially retired pastors wanting to advance skills in change management
- Experienced ministers considering a call to the professional specialty of intentional interim ministry. (Pre-requisite course for interims.)
- Current interim pastors trained more than five years ago
- Lay ministers or leaders with management responsibilities
- Denominational middle management
- Seminarians interested in change/conflict management specialization

IMN's 35th Annual Conference

June 14-18, 2015

The Conference Center at
the Maritime Institute
Linthicum, Maryland



<http://imnedu.org/annual-conference/>



John Roberto

Each year IMN invites thought leaders in their field to share their latest work. Members are exposed to state-of-the-art thinking and application. Attendees come away with a new dimension.



The Rev. Dr. Loren Mead

Old friends and new ideas are the heart of an IMN conference.



The IMN Annual Conference is the one place and the one time you can upgrade skills and knowledge, surrounded by your peers and colleagues. Register today!



Dr. Hannah Harvey

IMN has been training ordained ministers and dedicated lay leaders in the arts and science of effective change management longer than anyone.

5740 Executive Drive, Suite 212
Baltimore, Maryland 21228
www.imnedu.org
<http://imnedu.org/annual-conference/>

Phone: 410-719-0777;
800-235-8414
Fax: 410-719-0795