Form **990-EZ**

Department of the Treasury
Internal Revenue Service

Short Form
Return of Organization Exempt From Income Tax

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code
(except black lung benefit trust or private foundation)

▶ Sponsoring organizations of donor advised funds and controlling organizations as defined in section 512(b)(13) must file Form 990. All other organizations with gross receipts less than $500,000 and total assets less than $1,250,000 at the end of the year may use this form.

▶ *The organization may have to use a copy of this return to satisfy state reporting requirements*

OMB No 1545-1150

2009

Open to Public Inspection

A For the 2009 calendar year, or tax year beginning January 1 , 2009, and ending December 31 , 20 09

B Check if applicable
☐ Address change
☐ Name change
☐ Initial return
☐ Terminated
☐ Amended return
☐ Application pending

Please use IRS label or print or type See Specific Instructions.

C Name of organization
National Association of Lutheran Interim Pastors (NALIP)

Number and street (or P O box, if mail is not delivered to street address) | Room/suite
P O Box 4416

City or town, state or country, and ZIP + 4
Bethlehem, PA 18018-0416

D Employer identification number
41-1785126

E Telephone number
610-866-1931

F Group Exemption Number ▶

• *Section 501(c)(3) organizations and 4947(a)(1) nonexempt charitable trusts must attach a completed Schedule A (Form 990 or 990-EZ).*

G Accounting Method. ☐ Cash ☑ Accrual
Other (specify) ▶

H Check ▶ ☑ if the organization is **not** required to attach Schedule B (Form 990, 990-EZ, or 990-PF)

I Website: ▶ www.nalip.net

J Tax-exempt status (check only one) — ☑ 501(c) (3) ◀ (insert no) ☐ 4947(a)(1) or ☐ 527

K Check ▶ ☐ if the organization is not a section 509(a)(3) supporting organization **and** its gross receipts are normally **not** more than $25,000. A Form 990-EZ or Form 990 return is not required, but if the organization chooses to file a return, be sure to file a complete return

L Add lines 5b, 6b, and 7b, to line 9 to determine gross receipts, if $500,000 or more, file Form 990 instead of Form 990-EZ ▶ $ 86,247

Part I Revenue, Expenses, and Changes in Net Assets or Fund Balances (See the instructions for Part I.)

Revenue	1	Contributions, gifts, grants, and similar amounts received			1	1,865
	2	Program service revenue including government fees and contracts			2	78,995
	3	Membership dues and assessments			3	5,350
	4	Investment income			4	7
	5a	Gross amount from sale of assets other than inventory	5a	0		
	b	Less. cost or other basis and sales expenses	5b	0		
	c	Gain or (loss) from sale of assets other than inventory (Subtract line 5b from line 5a)			5c	0
	6	Special events and activities (complete applicable parts of Schedule G). If any amount is from **gaming**, check here ▶ ☐				
	a	Gross revenue (not including $ ______ of contributions reported on line 1)	6a	0		
	b	Less: direct expenses other than fundraising expenses	6b	0		
	c	Net income or (loss) from special events and activities (Subtract line 6b from line 6a)			6c	0
	7a	Gross sales of inventory, less returns and allowances	7a	50		
	b	Less: cost of goods sold	7b	20		
	c	Gross profit or (loss) from sales of inventory (Subtract line 7b from line 7a)			7c	30
	8	Other revenue (describe ▶)			8	0
	9	**Total revenue.** Add lines 1, 2, 3, 4, 5c, 6c, 7c, and 8 ▶			9	86,247
Expenses	10	Grants and similar amounts paid (attach schedule)			10	1,400
	11	Benefits paid to or for members			11	0
	12	Salaries, other compensation, and employee benefits			12	9,393
	13	Professional fees and other payments to independent contractors			13	25,520
	14	Occupancy, rent, utilities, and maintenance			14	0
	15	Printing, publications, postage, and shipping			15	1,650
	16	Other expenses (describe ▶ Programs, Educational Development, Organization Expenses)			16	43,909
	17	**Total expenses.** Add lines 10 through 16 ▶			17	81,880
Net Assets	18	Excess or (deficit) for the year (Subtract line 17 from line 9)			18	4,367
	19	Net assets or fund balances at beginning of year (from line 27, column (A)) (must agree with end-of-year figure reported on prior year's return)			19	27,997
	20	Other changes in net assets or fund balances (attach explanation)			20	(223)
	21	Net assets or fund balances at end of year. Combine lines 18 through 20 ▶			21	32,141

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Part II Balance Sheets. If Total assets on line 25, column (B) are $1,250,000 or more, file Form 990 instead of Form 990-EZ.

	(See the instructions for Part II.)	(A) Beginning of year		(B) End of year
22	Cash, savings, and investments	27,207	22	31,859
23	Land and buildings	0	23	0
24	Other assets (describe ▶ Computer)	1,458	24	729
25	**Total assets**	28,665	25	32,588
26	**Total liabilities** (describe ▶ Credit Card, Payroll Liabilities)	668	26	447
27	**Net assets or fund balances** (line 27 of column (B) **must** agree with line 21)	27,997	27	32,141

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For Privacy Act and Paperwork Reduction Act Notice, see the separate instructions. Cat No 10642I Form **990-EZ** (2009)

24

Part III Statement of Program Service Accomplishments (See the instructions for Part III.)

What is the organization's primary exempt purpose? Religious, Education

Describe what was achieved in carrying out the organization's exempt purposes. In a clear and concise manner, describe the services provided, the number of persons benefited, and other relevant information for each program title.

Expenses (Required for section 501(c)(3) and 501(c)(4) organizations and section 4947(a)(1) trusts, optional for others.)

28	Annual Conference - Attendance-57; Annual oranizational meeting with educational presentation on the topic of "Health and Well-Being in Interim Times", 2 days; Radisson Hotel Greentree, Pittsburgh, PA (Grants $) If this amount includes foreign grants, check here ▶ ☐	28a	6,083
29	6 Basic Education Events - Attendance-95; Basic training for service as intentional interim pastors in congregations that are experiencing times of transition; 24 days; Luther Seminary, St. Paul, MN; Concordia Seminary, St. Louis, MO; Spirit in the Desert Retreat Center, Carefree, AZ (Grants $ 1,400) If this amount includes foreign grants, check here ▶ ☐	29a	48,163
30	1 Discernment Event - Attendance-15; Helping clergy to assess experience, leadership abilities, and calling to serve as interim pastors - 1 day - Luther Seminary, St. Paul, MN (Grants $) If this amount includes foreign grants, check here ▶ ☐	30a	1,419
31	Other program services (attach schedule) (Grants $) If this amount includes foreign grants, check here ▶ ☐	31a	7,304
32	**Total program service expenses** (add lines 28a through 31a) ▶	32	62,969

Part IV List of Officers, Directors, Trustees, and Key Employees. List each one even if not compensated. (See the instructions for Part IV.)

(a) Name and address	(b) Title and average hours per week devoted to position	(c) Compensation (If not paid, enter -0-.)	(d) Contributions to employee benefit plans & deferred compensation	(e) Expense account and other allowances
The Rev. David C. Newhart 2823 Sequoia Drive, Macungie, PA 18062	Chairperson - 2	0	0	0
The Rev. Robert F. Fickenscher 5112 Oak Point Way, Fair Oaks, CA 95628	Secretary - 1	0	0	0
The Rev. Raymond C. Hittinger 1848 Ridgelawn Avenue, Bethlehem, PA 18018	Treas./Bus. Admin. - 35	$600/month	0	0
The Rev. Peter Alexander 4329 Loma Riviera Ct., San Diege, CA 92110	Council Member - 1	0	0	0
The Rev. Cheryl Berg P O Box 7436, Fargo, ND 58106	Council Member - 1	0	0	0

Part V Other Information (Note the statement requirements in the instructions for Part V.)

			Yes	No
33	Did the organization engage in any activity not previously reported to the IRS? If "Yes," attach a detailed description of each activity	33		✓
34	Were any changes made to the organizing or governing documents? If "Yes," attach a conformed copy of the changes	34	✓	
35	If the organization had income from business activities, such as those reported on lines 2, 6a, and 7a (among others), but **not** reported on Form 990-T, attach a statement explaining why the organization did not report the income on Form 990-T.			
a	Did the organization have unrelated business gross income of $1,000 or more or was it subject to section 6033(e) notice, reporting, and proxy tax requirements?	35a		✓
b	If "Yes," has it filed a tax return on **Form 990-T** for this year?	35b		
36	Did the organization undergo a liquidation, dissolution, termination, or significant disposition of net assets during the year? If "Yes," complete applicable parts of Schedule N	36		
37a	Enter amount of political expenditures, direct or indirect, as described in the instructions. ▶ 37a			
b	Did the organization file **Form 1120-POL** for this year?	37b		✓
38a	Did the organization borrow from, or make any loans to, any officer, director, trustee, or key employee **or** were any such loans made in a prior year and still outstanding at the end of the period covered by this return?	38a		✓
b	If "Yes," complete Schedule L, Part II and enter the total amount involved 38b			
39	Section 501(c)(7) organizations. Enter:			
a	Initiation fees and capital contributions included on line 9 39a			
b	Gross receipts, included on line 9, for public use of club facilities 39b			
40a	Section 501(c)(3) organizations Enter amount of tax imposed on the organization during the year under: section 4911 ▶ ; section 4912 ▶ ; section 4955 ▶			
b	Section 501(c)(3) and 501(c)(4) organizations. Did the organization engage in any section 4958 excess benefit transaction during the year or is it aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? If "Yes," complete Schedule L, Part I	40b		✓
c	Section 501(c)(3) and 501(c)(4) organizations. Enter amount of tax imposed on organization managers or disqualified persons during the year under sections 4912, 4955, and 4958 ▶			
d	Section 501(c)(3) and 501(c)(4) organizations. Enter amount of tax on line 40c reimbursed by the organization ▶			
e	All organizations At any time during the tax year, was the organization a party to a prohibited tax shelter transaction? If "Yes," complete Form 8886-T.	40e		✓

41 List the states with which a copy of this return is filed. ▶

42a The organization's books are in care of ▶ Raymond C. Hittinger Telephone no. ▶ 610-866-1931

Located at ▶ 1848 Ridgelawn Avenue, Bethlehem, PA ZIP + 4 ▶ 18018-1636

			Yes	No
b	At any time during the calendar year, did the organization have an interest in or a signature or other authority over a financial account in a foreign country (such as a bank account, securities account, or other financial account)?	42b		✓
	If "Yes," enter the name of the foreign country: ▶ See the instructions for exceptions and filing requirements for **Form TD F 90-22.1, Report of Foreign Bank and Financial Accounts.**			
c	At any time during the calendar year, did the organization maintain an office outside of the U.S.? If "Yes," enter the name of the foreign country: ▶	42c		✓

43 Section 4947(a)(1) nonexempt charitable trusts filing Form 990-EZ in lieu of **Form 1041**—Check here ▶ ☐ and enter the amount of tax-exempt interest received or accrued during the tax year ▶ 43

			Yes	No
44	Did the organization maintain any donor advised funds? If "Yes," Form 990 must be completed instead of Form 990-EZ	44		✓
45	Is any related organization a controlled entity of the organization within the meaning of section 512(b)(13)? If "Yes," Form 990 must be completed instead of Form 990-EZ	45		✓

Part VI **Section 501(c)(3) organizations and section 4947(a)(1) nonexempt charitable trusts only.** All section 501(c)(3) organizations and section 4947(a)(1) nonexempt charitable trusts must answer questions 46–49b and complete the tables for lines 50 and 51.

			Yes	No
46	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? If "Yes," complete Schedule C, Part I	46		✓
47	Did the organization engage in lobbying activities? If "Yes," complete Schedule C, Part II	47		✓
48	Is the organization a school as described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E	48		✓
49a	Did the organization make any transfers to an exempt non-charitable related organization?	49a		✓
b	If "Yes," was the related organization a section 527 organization?	49b		

50 Complete this table for the organization's five highest compensated employees (other than officers, directors, trustees and key employees) who each received more than $100,000 of compensation from the organization If there is none, enter "None."

(a) Name and address of each employee paid more than $100,000	(b) Title and average hours per week devoted to position	(c) Compensation	(d) Contributions to employee benefit plans & deferred compensation	(e) Expense account and other allowances
None				

f Total number of other employees paid over $100,000 ▶

51 Complete this table for the organization's five highest compensated independent contractors who each received more than $100,000 of compensation from the organization. If there is none, enter "None."

(a) Name and address of each independent contractor paid more than $100,000	(b) Type of service	(c) Compensation
None		

d Total number of other independent contractors each receiving over $100,000 ▶

Sign Here

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge

▶ Raymond C. Hittinger 5/13/2010
Signature of officer Date

▶ **Raymond C. Hittinger, Treasurer/Business Administrator**
Type or print name and title

Paid Preparer's Use Only

Preparer's signature ▶	Date	Check if self-employed ▶ ☐	Preparer's identifying number (See instructions)
Firm's name (or yours if self-employed), address, and ZIP + 4 ▶		EIN ▶	
		Phone no ▶	

May the IRS discuss this return with the preparer shown above? See instructions ▶ ☐ Yes ☐ No

SCHEDULE A
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Public Charity Status and Public Support

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.

▶ Attach to Form 990 or Form 990-EZ. ▶ See separate instructions.

OMB No. 1545-0047

2009

Open to Public Inspection

Name of the organization	Employer identification number
National Association of Lutheran Interim Pastors (NALIP)	41 1785126

Part I Reason for Public Charity Status (All organizations must complete this part.) See instructions.

The organization is not a private foundation because it is: (For lines 1 through 11, check only one box.)

1 ☐ A church, convention of churches, or association of churches described in **section 170(b)(1)(A)(i).**

2 ☐ A school described in **section 170(b)(1)(A)(ii).** (Attach Schedule E)

3 ☐ A hospital or a cooperative hospital service organization described in **section 170(b)(1)(A)(iii).**

4 ☐ A medical research organization operated in conjunction with a hospital described in **section 170(b)(1)(A)(iii).** Enter the hospital's name, city, and state.

5 ☐ An organization operated for the benefit of a college or university owned or operated by a governmental unit described in **section 170(b)(1)(A)(iv).** (Complete Part II.)

6 ☐ A federal, state, or local government or governmental unit described in **section 170(b)(1)(A)(v).**

7 ☑ An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **section 170(b)(1)(A)(vi).** (Complete Part II.)

8 ☐ A community trust described in **section 170(b)(1)(A)(vi).** (Complete Part II.)

9 ☐ An organization that normally receives: (1) more than 33⅓ % of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions—subject to certain exceptions, and (2) no more than 33⅓ % of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See **section 509(a)(2).** (Complete Part III.)

10 ☐ An organization organized and operated exclusively to test for public safety See **section 509(a)(4).**

11 ☐ An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2) See **section 509(a)(3).** Check the box that describes the type of supporting organization and complete lines 11e through 11h

a ☐ Type I **b** ☐ Type II **c** ☐ Type III–Functionally integrated **d** ☐ Type III–Other

e ☐ By checking this box, I certify that the organization is not controlled directly or indirectly by one or more disqualified persons other than foundation managers and other than one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2).

f If the organization received a written determination from the IRS that it is a Type I, Type II, or Type III supporting organization, check this box ☐

g Since August 17, 2006, has the organization accepted any gift or contribution from any of the following persons?

		Yes	No
(i) A person who directly or indirectly controls, either alone or together with persons described in (ii) and (iii) below, the governing body of the supported organization?	11g(i)		✓
(ii) A family member of a person described in (i) above?	11g(ii)		✓
(iii) A 35% controlled entity of a person described in (i) or (ii) above?	11g(iii)		✓

h Provide the following information about the supported organization(s).

(i) Name of supported organization	(ii) EIN	(iii) Type of organization (described on lines 1-9 above or IRC section **(see instructions)**)	(iv) Is the organization in col (i) listed in your governing document? Yes	(iv) No	(v) Did you notify the organization in col (i) of your support? Yes	(v) No	(vi) Is the organization in col (i) organized in the U S ? Yes	(vi) No	(vii) Amount of support
Total									

Part II **Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)** (Complete only if you checked the box on line 5, 7, or 8 of Part I.)

Section A. Public Support

Calendar year (or fiscal year beginning in) ▶	(a) 2005	(b) 2006	(c) 2007	(d) 2008	(e) 2009	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	47,167	71,162	55,126	86,682	86,240	346,377
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf	0	0	0	0	0	0
3 The value of services or facilities furnished by a governmental unit to the organization without charge	0	0	0	0	0	0
4 **Total.** Add lines 1 through 3	47,167	71,162	55,126	86,682	86,240	346,377
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						
6 **Public support.** Subtract line 5 from line 4.						346,377

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a) 2005	(b) 2006	(c) 2007	(d) 2008	(e) 2009	(f) Total
7 Amounts from line 4	47,167	71,162	55,126	86,682	86,240	346,377
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	11	15	17	12	7	62
9 Net income from unrelated business activities, whether or not the business is regularly carried on	0	0	0	0	0	0
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part IV.)	0	0	0	0	0	0
11 **Total support.** Add lines 7 through 10						346,439

12 Gross receipts from related activities, etc (see instructions) . . . . | 12 |

13 **First five years.** If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and **stop here** . . . . ▶ ☐

Section C. Computation of Public Support Percentage

14 Public support percentage for 2009 (line 6, column (f) divided by line 11, column (f)) . . . . | 14 | 99.98 %

15 Public support percentage from 2008 Schedule A, Part II, line 14 . . . . | 15 | 99.98 %

16a **33⅓% support test—2009.** If the organization did not check the box on line 13, and line 14 is 33⅓% or more, check this box and **stop here.** The organization qualifies as a publicly supported organization . . . . ▶ ☑

b **33⅓% support test—2008.** If the organization did not check a box on line 13 or 16a, and line 15 is 33⅓% or more, check this box and **stop here.** The organization qualifies as a publicly supported organization . . . . ▶ ☐

17a **10%-facts-and-circumstances test—2009.** If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and **stop here.** Explain in Part IV how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization . . . ▶ ☐

b **10%-facts-and-circumstances test—2008.** If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and **stop here.** Explain in Part IV how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization . . . . ▶ ☐

18 **Private foundation.** If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions ▶ ☐

Part III Support Schedule for Organizations Described in Section 509(a)(2)
(Complete only if you checked the box on line 9 of Part I.)

Section A. Public Support

Calendar year (or fiscal year beginning in) ▶	(a) 2005	(b) 2006	(c) 2007	(d) 2008	(e) 2009	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")						
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
6 **Total.** Add lines 1 through 5						
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of $5,000 or 1% of the amount on line 13 for the year						
c Add lines 7a and 7b						
8 **Public support** (Subtract line 7c from line 6.)						

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a) 2005	(b) 2006	(c) 2007	(d) 2008	(e) 2009	(f) Total
9 Amounts from line 6						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b						
11 Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on						
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part IV.)						
13 **Total support.** (Add lines 9, 10c, 11, and 12.)						

14 **First five years.** If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and **stop here** ▶ ☐

Section C. Computation of Public Support Percentage

15 Public support percentage for 2009 (line 8, column (f) divided by line 13, column (f))	15	%
16 Public support percentage from 2008 Schedule A, Part III, line 15	16	%

Section D. Computation of Investment Income Percentage

17 Investment income percentage for **2009** (line 10c, column (f) divided by line 13, column (f))	17	%
18 Investment income percentage from **2008** Schedule A, Part III, line 17	18	%

19a **33⅓ % support tests—2009.** If the organization did not check the box on line 14, and line 15 is more than 33⅓ %, and line 17 is not more than 33⅓ %, check this box and **stop here.** The organization qualifies as a publicly supported organization ▶ ☐

b **33⅓ % support tests—2008.** If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33⅓ %, and line 18 is not more than 33⅓ %, check this box and **stop here.** The organization qualifies as a publicly supported organization ▶ ☐

20 **Private foundation.** If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions ▶ ☐

Part IV **Supplemental Information.** Complete this part to provide the explanations required by Part II, line 10; Part II, line 17a or 17b; and Part III, line 12. Provide any other additional information. See instructions.

National Association of Lutheran Interim Pastors (NALIP) **IRS EIN #41-1785126**

EXPLANATIONS

Form 990 EZ – 2009
Part I, Line 20
Correction of 2008 net assets – ($223.00)

Form 990 EZ – 2009
Part III, Line 31
1 – Building Intentional Leadership Skills Event – Attendance-10 – Training for clergy in the skills of focused leadership to help congregations work through their tough issues, allowing for fulfilled ministry; 3 days; Spirit in the Desert Lutheran Retreat Center, Carefree, AZ.

$6,162.00

1 – Claiming the After Pastor Role – Attendance-13; Training for clergy who accept calls to congregations that have experienced leaders who have committed sexual violations; 2 days; Trinity Lutheran Seminary, Columbus, OH

$1,142.00

An association of Lutherans who work with congregations in transition.

NALIP Constitution

The National Association of Lutheran Interim Pastors (NALIP) is registered as a Non-Profit Corporation under the laws of the State of Minnesota #71594.

I. MEMBERSHIP:
The members of the National Association of Lutheran Interim Pastors (NALIP) are the Interim Ministry Association, Evangelical Lutheran Church of America (IMA–ELCA), - and the Interim Ministry Conference, Lutheran Church - Missouri Synod (IMC–LCMS).

II. PURPOSE:
On behalf of its Member Associations, NALIP seeks to support and renew Lutheran congregations in transition by:

1. Promoting general awareness of Intentional Interim Ministry and its issues,
2. Advocating high performance standards in its practice,
3. Supporting the Church's servants called to interim ministry
4. Developing and offering programs for the training and continuing education of Lutheran Interim ministry practitioners, and
5. Pursuing sources of funding and exercising good stewardship of resources

NALIP will accomplish the work authorized by its Member Associations through its Coordinating Council and committees, which shall be made up of equal representation from each Member.

III. FUNCTIONS:

1. To foster communications between and on behalf of its member associations
2. To coordinate an annual conference of Lutheran interim pastors
3. To develop programs for the training and continuing education of Lutheran Interim Pastors
4. To seek funding for training, education and other joint programs
5. To coordinate other joint programs and projects as requested by the member associations

IV. GOVERNANCE:

1. The NALIP Coordinating Council (the Council) shall be composed of an equal representation from its member associations with a minimum of two members from each.
2. The officers of the corporation shall be Chair, Secretary, and Treasurer, with the usual duties of those offices. Both member associations shall be represented among the officers. Officers will be elected by the Coordinating Council.
3. Coordinating Council members shall serve one four-year term. Member associations, on a rotating basis, shall elect/appoint a Coordinating Council member every two years. Council members shall be eligible for election for subsequent terms following a one-year hiatus between each four-year term of service.
4. In the event of an unexpired term, a replacement shall be appointed/elected from and by that association (IMA or IMC) that was represented by the person who vacated the

office. The replacement representative shall be eligible for a full term upon completion of the unexpired term.
5. To accommodate for the fact that a small number of persons serve on the Council, each year an apprentice shall be appointed to participate in council meetings. The apprentice shall be appointed from and by the association (IMA or IMC) whose council member will go out of office in the subsequent year. The apprentice shall have voice but no vote. The apprentice will assume office at the conclusion of his/her predecessor's term.
6. The Council may appoint task forces, committees, and commissions as required to carry out its work. Task force, committee, and commission members shall be voting members of the member associations.
7. The Treasurer need not be a member of the Coordinating Council. If not a member, the officer will be accorded voice but not vote.
8. This Constitution may be amended by action of the Coordinating Council, with ratification by the governing boards of the member associations.

V. REPORTING AND COMMUNICATIONS:

1. The Council shall make regular reports to the governing boards of its member associations and shall prepare a report for the Annual Meetings of the member associations.
2. The Council shall make provision for regular communications to the constituents of the member associations through print and/or electronic media.

VI. FINANCES:

1. The Council will develop an operating budget and assess the member associations equally for its operating needs.
2. Any proceeds that may be received from other sources will be administered by the Treasurer.
3. The fiscal year shall be January 1 to December 31.
4. The Treasurer shall provide quarterly reports to the governing boards of the member associations and shall provide a year end report to the Annual Conference.
5. An audit shall be conducted annually. The Governing Boards of the member associations shall receive the audit, along with the annual report of the Treasurer. Copies of each will be provided for the constituents of the member associations at the Annual Conference.
6. The Governing Boards of the member associations shall provide oversight for the Council.

VII. DISSOLUTION

1. Upon dissolution, this association will disburse any assets equally between the Interim ministry Association – ELCA (IMA-ELCA) and the Interim Ministry Conference – LCMS (IMC-LCMS) or their successor organizations. If either IMA-ELCA or IMC_LCMS or their successor organizations are no longer functioning, any assets shall be disbursed equally between the Evangelical Lutheran Church in America (ELCA) and the Lutheran Church-Missouri Synod (LCMS) for the support of ministry education.

Adopted June 23, 2001
Amended June 22, 2002, May 24, 2007, May 23, 2008, June 5, 2009

Raymond Hettinger
Treasurer/Business Administrator
5/13/2010