

OVERVIEW OF A MINISTRY IN TRANSITION

When, for whatever reason, a Ministry has lost the services of its Minister there is a need for a Minister/Transitional Consultant. Change is situational. Transitions are psychological. Too often, church leaders fail to create an intentional process that embraces the emotional field of the entire community who undoubtedly needs time to grieve the loss of a beloved pastor or recover from a difficult ending.

You are likely ready for a new permanent Sr. Ministerial relationship when:

- You as a spiritual community are able to look back on your past and feel blessed by all that you have experienced
- As a spiritual community you are clear as to what your church stands for (core values), why your community exists (mission), and you have a clear sense of where your congregation is wanting to go (shared future)
- You are clear about what issues and fears are embedded in your church's history that may be inadvertently projected onto the new relationship
- You know the difference between searching for a surrogate parent and a spiritual coach

The primary goals of Transitional Consulting are:

- Create a value for the sacredness of transitions
- Provide coaching to the leadership in dealing with organizational challenges
- Initiate “The I of the Storm” classes and book study as a foundation for adopting “Agreeing and Disagreeing In Love” covenants
- Implement the “Making Peace with Our Past; Creating Our Future” process
- Review and/or identify the church's DNA - Mission, Vision, Core Values and Strategic Intentions
- Having a greater awareness of the difference between a community being “Minister Centric” and being “Community Centric”
- Review church Bylaws and policies to insure “best practices”
- Ready the congregation to welcome and accept a new Minister
- Lead the Congregation in Coming to Terms with Its History
- Enhance the Ministry's relationship to Unity Worldwide Ministries (UWM) and the S.E. Region

Ways the Ministry Consultant can implement these goals:

- Board Training
- “The I of the Storm” class or workshop
- “Making Peace with the Past; Creating Our Future” workshop
- “Creating Intentional Spiritual Community” – a workshop that creates new Mission and Vision statements – Identifies the communities Core Values and creates Strategic Intentions
- Assist in the format of selecting a Minister Search Team and their process
- Asset Mapping to assist groups in knowing their purpose
- Life Visioning
- Healthy Congregations

Assessing the Governance

- Review of bylaws
- Review of policies and procedures
- Board commitment Pledge
- Review of the code of ethics for a Minister, Board and church

Possible Classes

- I of the Storm class or workshop
- Unity Foundations
- Prosperity/Tithing
- Finding Yourself in Transition
- Non-Violent Communication

Questions:

- Is the Board tithing?
- Is the Church tithing?

These goals can be achieved in collaboration with the S.E. Region’s Ministry Consultant (who is also a certified Transitional Consultant). Transitional consulting provides a dynamic and transformative process for churches in transition (before beginning a Sr. Minister search process). Comprised of four to six on-site visits by the Region’s Ministry Consultant – the entire church community is guided into a series of transformative events that create a spiritual context within which to understand and appreciate the communal story. The process energizes the church community and cultivates an authentic context from which the Ministerial search process can unfold.

Suggested Timeline

Month 1-2	Board and Leadership Training
Month 2-3	The I of the Storm Workshop If a six-week class – begin in month 2
Month 4-5	Making Peace With the Past
Month 6-7	Form Minister Search Team
Month 7-8	Creating Intentional Spiritual Community