

# BOARD OF TRUSTEES / MINISTERIAL SEARCH TEAM



## Transition Is Hard

Jess Landgraf, Trustee

"Transition is hard." This sentence was a common refrain in my childhood and throughout my career as an outdoor educator. We said it to each other to remind ourselves to prepare the group we

were with for upcoming transitions, to hold the day's plans out loud so we shared some of the decision making power, and to have compassion for the different readiness levels of the group members. Currently, the primary moments I say or think "transition is hard" are in the company of friends' toddlers — they remind me of holding compassion for self and each other, especially around transitions.

We as a congregation are on the cusp of another step in our church's transition — transition that is hard. We all know that Rob and Janne will be retiring in May. This month, the Board of Trustees are convening a congregational meeting on April 18 for voting members to consider designating the Revs. Rob and Janne Eller-Isaacs as our Ministers Emeritus/Emerita upon their retirement. Later events (see page 2) will sprinkle opportunities to engage in formal farewells, as we transition from their leadership into an interim minister's leadership starting August 2021. I commend previous boards for being open about the transition decisions and steps. I see compassion for all parties involved woven into the process of saying goodbye well.

Across the congregation, we have people at varying levels of readiness for our ministerial transition. Some likely want to jump wholly into the future of what Unity can become under fresh ideas. And some are likely grieving the loss of leadership we know and love so well. Of course, there are folks broadening the spectrum of readiness beyond which I can know. For all, we hold compassion, for we are covenanted together as members of Unity Church. Transition is hard, and there is and will be a diversity of reactions to this transition. We are embarking on transition together, with one step on April 18 in considering minister emerita/emergitus designation. Please join the board, in the transition, in holding compassion for each other, and at our congregational meeting.

## Special Meeting of the Congregation

Sunday, April 18 • 1:00 p.m. • Zoom

All voting members of the congregation are invited to a special congregational meeting to consider a resolution to grant Emeritus and Emerita status to Rob and Janne Eller-Isaacs upon their retirement. Watch for details and the full resolution in a forthcoming communication.

*From the Unitarian Universalist Association: The title Minister Emeritus or Minister Emerita is granted to honor long and meritorious service to a congregation where the minister has given devoted and competent ministerial leadership.*

## Greetings from the Ministerial Search Team

Marg Walker, Ministerial Search Team

The Ministerial Search Team, appointed by the board and congregation last fall, has begun the work that will result in the selection of new minister(s) in the spring of 2022.

Over the first weekend of March, we held a virtual retreat facilitated by our UUA Transition Coach, Jen Crow. We got to know each other and examined the roles and tasks ahead. We also reviewed our group profile from the Intercultural Development Inventory, and discussed how the IDI can guide our efforts as a team. And we began to form a covenant that will be at the heart of our work on behalf of this congregation and Unitarian Universalism.

There will be many opportunities for your engagement and input in the coming months. We are committed to representing you with honesty, care, and respect.

Thank you for placing your trust in us as we embark on this time of great change, possibility, and potential.

## Ministerial Search Team

Our co-chairs are Avi Viswanathan and Betsy Hearn. The team is pictured below: Avi Viswanathan, Betsy Hearn, Dan Huelster, Jake Rueter, Lia Rivamonte, Marg Walker, Mary Baremore, Morgan France-Ramirez, Pauline Eichten, and Jen Crow.

