

# BOARD OF TRUSTEES

## Update on Ministerial Transition Planning

From the Board's Transition Subteam: Clover Earl, Jackie Smith, and John Steiner-Manning

First, a quick recap: At the congregational meeting last November, Janne and Rob Eller-Isaacs formally shared their plans to retire in the summer of 2020. They had generously given the board even more advance notice, which allowed time for plenty of advance planning. At the November meeting, the board shared the decision to have a one-year interim period before a new called minister starts, or when two new co-ministers start. This means that between July 2020 and June 2021 an interim minister will be with us; as was stated in November, the interim minister will be a member of the Executive Team, along with Barbara Hubbard, Lisa Friedman, and KP Hong.

That's a lot of change that's coming quickly. And there will be many details and decisions to come. As we look ahead and plan for how we navigate through these changes, it can be helpful to think of three main areas needing our attention:

- Saying goodbye to our wonderful senior co-ministers, Janne and Rob
- Identifying a interim minister and managing that interim period
- Calling a new senior minister

As we plan for these three steps we're consulting with the Rev. Jen Crow, Senior Co-Minister at First Universalist Church of Minneapolis, who is a UUA-trained transitions coach who knows our church well, given she is one of our former intern ministers. As Jen has reminded those of us on the board's transition subteam, each of these steps must be done well and whole-heartedly as we work through this. To put it another way, to achieve our goal of having a successful new senior minister, we will need to fully attend to the other two steps. We can't rush through any part of this if we want to get this done well.

As the pace of work on these steps will pick up in 2019, the full board and the transition subteam realize the importance of keeping the congregation informed about what's coming next and the many ways the congregation will be involved. So we will be writing regular updates for the newsletter. And records of what we've shared will continue to be posted on the website, under the governance area (<https://www.unityunitarian.org/ministerial-transition.html>). Also, know that we are available to answer questions you may have.

### CONGREGATION INVOLVEMENT

There will be many ways for congregation members to be involved in working through our feelings about having to say goodbye to our senior ministers — and to ensure we are intentionally thoughtful about how we move towards that parting. There are some parallels to the process the congregation is going through right now with Ruth Palmer's approaching retirement. There will be much more to talk about regarding how we adequately plan for Janne's and Rob's retirement in the coming months as well.

On another front, a big effort this fall will be board outreach to the whole congregation to help us prepare for forming a search team. Stay tuned for more on this, but know that it is the search team that will conduct the search, not the board.

Over the fall and winter, the board will be gathering input on the qualities we need to have represented on the search team and ultimately will develop a slate of candidates based on that input. The make-up of the search committee will be finalized in April 2020, after a congregational meeting. As we finalize our plans for the process we'll share more on this in the coming months.

## ANNUAL SURVEY

How are things at Unity Church?

Short and sweet, let us know!



May is the month to complete the short and sweet 2019 Congregational Survey and let us know how things are going at Unity Church!

The Board of Trustees works with the congregation to reflect on our journey toward our shared goals, and map our progress over the next five years as we live into our Ends. The Congregational Survey is one very important tool that the board uses to gauge progress. It's critical that we hear from you.

**This year's survey is shorter**, with options to take a five minute survey, or opt for extended responses.

On Monday, May 6, you will receive an email with a link to the survey. There will also be stations set up at church to make it as easy as possible for you to participate. All church members, friends, and high school youth are encouraged to complete the survey.

Please stop by the board of trustees table after services in the Parish Hall during the month of May. A trustee will be available to answer your questions.

Thank you!