I used say "change happens." As I review my life experiences and the information gained during my transitional ministry training and experience, my saying is now "change is constant." For me the shift into a new paradigm about change was a freeing moment. Digging in and resisting change is futile. Knowing change is constant, allows me to acquire the spiritual, mental, social, and emotional tools to navigate the present change. Through a formal transitional program, a ministry can gain the skills and prepare to navigate through the change experience into a thriving future.

Purpose of Transitional Consultant:

As a certified Unity Worldwide Ministries Transitional Specialist my purpose is to be present to the challenges in the present moment while listening to you and to Spirit's guidance, to walk this transition journey with you, and know that while Unity of Santa Fe is facing a time of discovery, Unity of Santa Fe is not broken. Unity of Santa Fe does not need saving. I hold to a deep truth – that in the midst of the winds of change Spirit is co-creating with and through this community something new and very special in the world. This is a time of opening to unlimited potential.

Serving in the role of Interim Minister, the Transitional Specialist (TS) serves a spiritual community in the same role as Senior Minister–sharing the responsibility for inspiring Sunday services, enriching spiritual education, and co-creating loving, supportive community.

The TS also has the primary responsibility to facilitate the community's exploration of the developmental focuses for a successful ministry transition:

History: Connect to and allow healing of the collective past; as well as identifying the life-affirming energies and experiences that resides in Unity of Santa Fe;

Mission: Create the space to release past mission and vision focuses in order to co-create with Spirit a new vision for the world and a new mission that Unity of Santa Fe is called to fulfill;

Connections: Strengthen interpersonal links within the congregation, with the surrounding community, with UWM, and with opportunities to be Spirit at work in Sacred Service;

Leadership: Co-create a culture where everyone shares their talents and skills as an engaged member/leader in service to the mission of the church; and

Future: Bring the life-affirming energies from the other foci into co-creating Unity of Santa Fe's future. This includes the search for and hiring of the next Senior Minister—one who will resonate with the community's energy and passion to fulfill Unity of Santa Fe's mission in the world.

Commitment and Time Frame:

Conscious, intentional transition requires a commitment from the entire community to be willing to engage in the classes and processes, and trainings. ***To this end the willingness of the entire membership to commit to engaging in the individual work of transition is important.***

A transition process in a healthy congregation will take nine to twelve months with the last four months focused on an active minister search and will be a somewhat organic process as each spiritual community is different. If we move forward with my working with Unity of Santa Fe, we can define the details of our working relationship in a contract.

The following list identifies various processes and trainings that when embraced by the leadership and congregation can result in a healthier, thriving ministry that is actively manifesting its divine role in the world. ***Some or all of these may become part of Unity of Pasadena's transition period.***

Transition Council. The TS establishes with the input of the congregation a council of members (5-6) who represent the diversity of the entire congregation. Their purpose is to assist the Interim Minister and the congregation to use the time between settled ministers effectively. The members of the Transition Team advise and consult with the Intentional Interim Minister

on a regular basis, communicate with the congregation that transition is ultimately work of the entire membership, and be available to hear the concerns of members of the congregation.

Appreciative Inquiry (AI). AI is a process designed to focus on the core, life-affirming values and behaviors that have been at the heart of Unity of Santa Fe. With clarification and development these values become what Unity of Santa Fe will build upon as we live into our future. The AI process involves the entire community at differing stages and is facilitated by a team that will be created from within Unity of Santa Fe membership.

Genogram Exercise (previously known as Honoring Our Past, Creating Our Future) The Genogram Exercise is an evening and a day-long exercise involving the entire community. In a collective environment all individuals share stories of their experiences during the various eras and events of church's past. The goal is to clarify the hurts and the blessings, and to identify the unresolved energy that resides in the collective 'pain-body.' From this data we will identify both the "noble (Christ) qualities" that reside in the church's DNA as well as the "shadow" qualities that arise when the church is under great stress. A team may be created to followup with recommendations for 'hot buttons' and reoccurring issues.

Vision, Mission, Core Values. With change comes the call to review Unity of Santa Fe's role in the world. To that end we may revisit and renew the vision Unity of Santa Fe holds for the world and the mission that Unity of Santa Fe is called to fulfill. This is normally a day-long workshop for leadership and congregation.

Q Process. *The Art and Practice of Living with Nothing and No One Against You* is a six week class meeting for two hours once a week. The class includes the individual work that is a 21 Day Practice done to integrate the principles. The Q Process is done to create an understanding in the individual of what triggers them and how to defuse the triggers and replace them with positive reinforcements. The Q Process training can integrated into the basic structure of Unity of Santa Fe with the intent of raising the emotional/spiritual maturity of the church over time.

I of the Storm. These are community-wide classes using Rev. Gary Simmons' book, I of the Storm purposed to create more comfort and stability with the change that is occurring.

Conversation Skills. These are community-wide classes based on the new UWSI class: Conversation Skills TAS-100. This class utilizes both Nonviolent Communication (NVC) and Crucial Conversations' techniques combined with 7 weeks of experiential classes to familiarize congregants with the basic skills of compassionate communication–listening, observing, connecting to feelings, understanding the underlying needs, and requesting a life-affirming action.

Board/Leadership Trainings. As appropriate the TS will provide board and leadership trainings.

It is with gratitude that I provide the above thoughts as possibilities for Unity of Santa Fe. I look forward to creating a relationship with you in which Divine Spirit calls us into a new and exciting time of discovery and co-creation.

Namaste,

Rev. David Mosher
UWM Transition Specialist