



New Thought Unity Center Transition Ministry Process & Building Community

8-28-11 Handout

What We Will Cover

- Why “Transition Ministry”
- Who are Transition Ministry Specialists
- Role of Transition Ministry Specialist
- Role of NTUC Community
- NTUC Transition Process & Dates
- Detailed NTUC Transition Process
- NTUC Transition Status & Next Steps



Why “Transition Ministry”?

- Rebuild community when conflict has divided
- Foster understanding & establish new identity
- Develop leadership of entire community
- Ensure spiritual services & programs continue
- Gain insight from successful transition specialists
- Renew commitment to mission, vision & values
- Commit to new leadership and direction



Who are Transition Ministry Specialists?

- Served in field ministry for at least 3 years
- Trained in a variety of skills, such as Unity Peace Making, Lombard Mediation Skills, Integral Leadership, Ethical Standards, Appreciative Inquiry
- Successfully provided transitional services to at least three other ministries
- Will not accept a permanent position with transitional placement under any circumstances



Role of Transition Ministry Specialist

- Leads congregation through agreed-on developmental tasks
 - Coming to terms with history & past
 - Discovering new identity and commitment to new directions
 - Resolving & managing conflicts
 - Identifying power issues & facilitating needed leadership change
 - Restoring healthy congregation
- Gives vision and direction to the NTUC Transition Advisory Council to help facilitate above tasks
- Facilitates development of healthy NTUC congregation – members, lay leaders, staff and



Role of Congregation/Board/Staff/Rev. George

Key Priorities:	Board	Staff	Congregation	Rev. George	
Spiritual Services & Programs	O & I	O & I	I	O & I	
Transition	O		I	I	
Transition Advisory Council	I		I		
Congregational Healing/Unification	O	I	I	I	
Finances	O	O & I	I		
Administration	O	O & I	I	I	
Hoskins Release	O	I	I		
		O = Oversight		I = Input	



NTUC Transition Process & Dates

 **Discovery & Assessment** (Jul-Aug 2011)

 **Define Requirements & Strategies** (Aug 2011)

 **Transition Ministry Specialist Selection** (Fall 2011)

 **Community Building & Transformation**
(Now through 2012)

 **Permanent Minister Selection**
(2012 or 2013)



Detailed NTUC Transition Process

Permanent Minister Selection (2012 or 2013)

Community Building & Transformation (Now - 2012)

- A giant "Who have we come here to be" discovery
- Conduct workshops, classes, retreats
- Activities and happenings for healing, involvement and sacred service

Transition Ministry Specialist Selected (Fall 2011)

- Form Transition Advisory Council with congregants and board members
- Identify candidates; review qualifications and availability dates.
- Transition ministry specialist supports us in discovering:
 - who we *are* as a community; who we *want* to be; who and how we are being right now and how it is serving us

Define Requirements & Strategies (Aug 2011)

- Map out process and transition work
- Transition or no transition?
- Use a transition ministry specialist?
- Full-time, on-site specialist or off-site specialist with rotation of Sunday speakers?
- Share with congregation requirements & strategies for a Transition Advisory Council

Discovery & Assessment (Jul-Aug 2011)

- Why go through a transition period?
- What is the role and benefit of a minister with transition ministry expertise?
- What is the transition work?
- What are the benefits of transition work?
- Who can lead us in the work?



NTUC Transition Status & Next Steps



Transition Phase	Status/Key Next Steps
Discovery & Assessment	Completed
Define Requirements & Strategies	<p>Near completion.</p> <ul style="list-style-type: none"> ✓ Transition process mapped out ✓ Assessed Transition Ministry Specialist on-site vs. off-site benefits and approaches. ✓ Transition or no transition ministry specialist? <i>Transition</i> ✓ Use a transition specialist? <i>Yes</i> ✓ Full-time, on-site specialist or off-site specialist with rotation of Sunday speakers? <i>Off-site specialist; rotation of Sunday speakers</i> <input type="checkbox"/> <i>Map out & present transition process and work for congregational understanding on 8/28</i> <input type="checkbox"/> <i>Form Transition Advisory Council</i>
Transition Ministry Specialist Selection	<ul style="list-style-type: none"> <input type="checkbox"/> <i>Identify Transition Ministry Specialist candidates and review qualifications for selection Fall 2011</i>
Community Building & Transformation	<ul style="list-style-type: none"> ✓ Small Groups Conversations started and underway <input type="checkbox"/> Healing and reconciliation of community <input type="checkbox"/> <i>Plan & schedule workshops, classes, retreats</i> <input type="checkbox"/> <i>Who we've come here to be '2012 redeclaration'</i>
Permanent Minister Selection	<ul style="list-style-type: none"> <input type="checkbox"/> <i>Minister criteria and search to be initiated in 2012</i> <input type="checkbox"/> <i>Selection TBD in 2012 or 2013</i>

Addendum

NTUC Community Building & Transformation

Workshops, Classes, Retreats



What	Who	When
Small Group Conversations	Entire congregation	Ongoing, monthly (??)
Training/Retreat	Board	Fall 2011, Fri eve/Sat all day
Healing/Peacemaking Workshops e.g. Radical Forgiveness, I of the Storm and/or The Work	Entire congregation	Fall 2011, Sun afternoon(s)
Unity Way of Life	Entire congregation	Sept/Oct 2011
Mini Workshops for Healthy Congregation	Entire Congregation – Leaders, Staff, Key Volunteers, Board	Quarterly through 2012
Creating a Shared Vision & Future	Entire congregation	TBD 2012
Core Values Work – What are they?	Entire congregation	TBD 2012
Core Values Work – Create definitions	Core Values Team	TBD 2012
Core Values Work – Revisit Mission & Vision	Entire congregation	TBD 2012
Identify Permanent Minister Criteria & Initiate Selection	Minister Selection Team	TBD 2012

NTUC Community Building & Transformation

Activities & Events through Jan 2012



What	Who	When
Potluck	Entire Congregation	July 31, 2011
NTUC Committee Projects/Events	Various Committees	On-going
World Day of Prayer	Entire Congregation & Key Leaders	September 7 – 8, 2011
Annual Picnic	Entire congregation	September 18, 2011
Being of Service (Table Top)	Led by Committees & Entire Congregation	Late Sept/Early Oct (?)
Simple Supper & Games Night	Entire congregation	Late October
Thanksgiving Feast Potluck	Entire congregation	November
Simple Supper & Caroling	Leaders, Staff, Key Volunteers, Board	2 nd Friday in December
Season of Light - Holiday Services & Festivities (Hanukah, Advent, Christmas, Kwanzaa, Burning Bowl, New Years Eve, White Stone)	Entire congregation	Dec 2011/Jan 2012
Being of Service (involvement Sunday)	Entire congregation	Late Jan 2012

2011 NTUC Committees & Teams



Committees, Teams, Groups, Volunteers

Abundance Visionaries	Love Blooms	Transition Advisory Council
Buildings & Ground	Marketing & PR	What's Happening Table
Compensation	Next Generation of Unity	Youth & Family Ministry
Earth Care	Nominating	2011 Picnic Team
Finance Team	Nursery Assistants	2011 Thanksgiving Feast
Frederick Douglass Elem. Tutors	Prayer Chaplains	2012 Dance Team
Fun Pack (<i>plan social events</i>)	Radio Team	2012 Bylaws Committee
Greeters & Ushers	Sound	
Hospitality/Kitchen Friends	Spiritual Social Action	
Kroger/Amazon	Spiritual Cinema	

Back-Up Slides

Purpose of Transition Ministry

To honor the sacredness of transitions in ministerial leadership...

by using specialized programs...

that support being a healthy NTUC...

through the transformative integration of our past with future possibilities.



Benefits of Using a Transition Ministry Specialist

- Applies and demonstrates Unity & Spiritual Principles
- Builds accountability & competency, rebuilds trust
- Congregations discover and heal lingering difficulties
- Discovers our uniqueness so we attract the right minister
- Fosters needed change in leadership dynamics of the members/board
- Models a healthy congregation that is growing
- Renews commitment to mission, vision, values
- Unifies and strengthens mission-driven services



NTUC Transition Process

Discovery & Assessment

Define Requirements & Strategies

Transition Ministry Specialist Selection

Community Building & Transformation

Permanent Minister Selection

