



Unity Worldwide Ministries Mission is to develop, equip and support Unity leaders and ministries to grow in innovative, sustainable and cutting-edge ways.

## UWM Transition and Consulting Services

Transition times are pivotal times for all of us. Transitions are times of change and change always entails some loss. Embracing change and loss consciously opens us to new growth and new opportunities. This conscious embrace of the transitional process is the intention behind Unity Worldwide Ministries (UWM) Transition and Consulting Services.

Our Transitional Consulting Services are facilitated by UWM Certified Consultants who assist our ministries in creating an intentional period of transition allowing them to explore any emotions associated with the transition, to gracefully release their past, and to consciously live into their ongoing spiritual journey together. Through the transitional processes, our spiritual communities form a sense of who they are without the previous minister, thereby creating the space to form a rich and nourishing relationship with a new minister.

Our Transitional Services combine deep knowledge of the dynamics of spiritual community with skilled facilitation. With the assistance of a Ministry Consultant, Transitional Consultant, or Transitional Specialist (also called Intentional Interim Minister) communities are supported in embracing the complexities of ministry, coming to know themselves better, and beginning to intentionally create their future together.

This transitional work has 5 focal points. The consultant creates the space for the ministry to engage these focal points and collaborate in creating an intentional process for moving through the transition period, deepening relationships with one another, and embracing a new leader to support them in fulfilling its mission. The **5 focal points of transitional ministry** are:

- **Heritage:** This focal point is about exploring and coming to appreciate the journey of one's ministry. Through facilitated processes, dialogue, and storytelling, our consultants provide the space for community members to share, understand, and reflect upon their history. This helps identify organizational values, patterns of behavior, and meanings. Through this intentional process of storytelling, members develop a shared identity, and an ability to embrace the future together.
- **Mission:** This focal point is about deepening a community's sense of purpose and commitment to making a difference in the world. In *Transitional Ministry Today*, John Keydel says: "Mission brings the historical awareness of heritage into dialogue with the congregations contemporary

expressions of its identity and core values.... To have a mission is to be sent out of the present into the future, and full engagement with this focus point allows a congregation to set out on that journey with faith, clarity, and confidence.”

- **Connections:** This focal point is about discovering and deepening relationships beyond the walls of the individual ministry. We live in an interconnected world, and the transitional period provides rich opportunities to link with one’s denomination, network with community organizations, and reach out in sacred service to others. It is also a wonderful time to update technologies and social media communications.
- **Leadership:** This focal point is about exploring membership needs in light of the mission, and to organize and develop effective leadership to fulfill the mission. During the transitional period, it is important to recognize and honor leaders from the past. It is equally important to embrace new ideas, perspectives, and leaders to help move the ministry forward. This focus on leadership is about everyone and needs to focus not just on who leads, but identifying gifts, skills, and passions.
- **Future:** This focal point is about re-visioning and developing a future-oriented expression of the ministry’s core values and mission. This may entail creating new vision and mission statements to galvanize the congregation, or it may be about reconnecting and re-committing to a mission that is still alive and meaningful for the congregation. This focal point is also about engaging new clergy who fit the passions and desires of the congregation, and who can align with them around the mission.

Transitional Consulting is especially important if:

- The previous minister had a long tenure with the ministry and is deeply loved by the community.
- There was tension with the departure of the previous minister.
- There is chronic anxiety in the congregation.
- The ministry is in decline or doesn’t have a clear sense of identity.

We have several options to address the unique needs of your congregation.

Please visit <https://www.unityuwm.org/consulting> for more information.

Contact Rev. Joanne Burns, at [jburns@unity.org](mailto:jburns@unity.org) or 816-434-6845

to find out more about the UWM Certified Consultant Team, their support services, and specialized skills to offer training, consulting, and to engage a consultant to assist you.