



# Workshop on Ministerial Transition

Rev. Sarah Gibb Millspaugh, Pacific Western Region



# Welcome and Self-Introduction

[Slideshow Off]



# Opening



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Chalice lighting - Sarah GM

Light for mission of First UU: Our mission is to create community, to nurture spiritual growth, and to act on our values to help heal the world. May the words and feelings we share today help this mission burn bright throughout this time of transition.

Land acknowledgement - Sarah GM



# Workshop Roadmap



Covenant

The spiritual tasks of a liminal time

Words from Rev. Kathleen, Rev. Tania, and President Sarah Ormond

What is interim ministry?

Preparing for a good goodbye (with breakout groups)

Closing



# Our Covenant For This Workshop



- ***Stay on topic; share the time:*** both in the chat and in break-out rooms, keep comments and questions relevant. “Move up, move back” to share the space.
- ***Be present as fully as possible.*** Be here with your doubts, fears and failings as well as your convictions, joys and successes, your listening as well as your speaking.
- ***Make space for silence and reflection.*** Slow down and pay attention to the voice of others without formulating a response or judgment.



# Our Covenant For This Workshop



- ***Embrace differences.*** Speak your truth with “I statements.” Listen with an open mind to others’ truth, setting aside judgments and creating a hospitable space for each other. Refrain from cross talk, side conversations, talking over, or interrupting each other. Speak from your own experience, refrain from reporting for others.
- ***No fixing or correcting each other.*** Seek instead, expanded understanding, through deep listening and the questions offered by the facilitator.



# Our Covenant For This Workshop



- *When the going gets rough for you or the group, turn to wonder.*

Turn from reaction and judgment  
to wonder and compassionate inquiry.

“I wonder why they feel/think this way?”

“I wonder what pushed my buttons?”



# Our Covenant For This Workshop



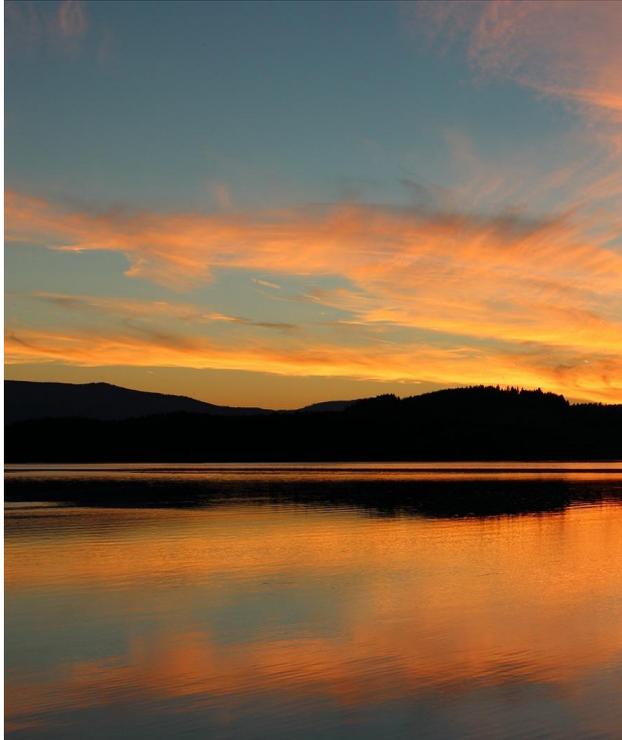
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- Embrace differences.
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# You've Entered a Liminal Time



# The Spiritual Tasks of a Liminal Time



Getting Grounded for the Journey

Being Gentle With One Another

Saying Goodbye

Embracing Uncertainty

Openness to Change

Willingness to Learn

Preparing for the New



# Comments from our leaders



- Rev. Kathleen Owens, Senior Minister
- Rev. Tania Márquez, Assistant Minister
- Sarah Ormond, President



# The Five Tasks of Interim Ministry



**Claim and honor your past** & heal your griefs and conflicts

**Illuminate your unique identity**, your strengths, your needs, your challenges

**Clarify the multiple dimensions of your leadership**, both ordained & lay, & navigate the shifts in leadership that accompany times of transition

**Renew connections** with available resources, within & beyond the UUA

**Renew your vision**, strengthen your stewardship, prepare for new professional leadership, & engage your future with anticipation & zest.



# What are some of the big questions for FUUSD?



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How do we become financially sustainable?

How do we “right-size” our staffing and programs?

How do we engage conflict proactively and lovingly?

How do we truly live in to our anti-racist multicultural commitment?

Where will we be?  
(at some point)

What does it mean to be a two-campus, bilingual congregation?



# What do we do now?



What is a good  
goodbye?



Roy Oswald, *Running  
Through the Thistles*



Acknowledge  
challenges

Seek  
interpersonal  
resolution

Honor and  
celebrate  
your journey



Everything  
won't be  
resolved with  
you and the  
departing  
ministers.

And that is  
OK too.

Let the goodbye be heartfelt and real. ❤️



Breakout groups:

- As you prepare to say goodbye to Rev. Kathleen and Rev. Tania, what can you bring to make it heartfelt and real?
- What are your sincere hopes for First UU San Diego during this transition between senior and assistant ministries?



# Questions and Answers



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# Closing (slideshow off)



## An ending, or merely prelude to glorious beginnings?

By [Michael A Schuler](#)

We have reached the end of this time

For the gathering of memory

And for letting the imagination play with future possibilities.

We have enjoyed magic moments and edified each other.

Shall it be concluded, then?

Or will this adventure, now commenced, continue?—

Our separate paths converging, meeting, merging

In the unending quest for love more perfect,

The joyous struggle for meaning more sufficient and life more abundant.

Is this ending to be an ending,

Or merely prelude to new, glorious beginnings?

I pose the question;

In your hearts lies the answer.

