



# TRANSITION TEAM UPDATE

Transition Team Newsletter : Issue 4

June 26, 2016

## **“Letting Go, New Beginnings”**

An outcome of the Transition Team analysis of the responses/feedback received from participants during the ... Day of Discovery... event which was held on November 1, 2015, was the decision to provide a workshop on dealing with change for those in the congregation who were having difficulty with the departure of the Rev. Peter Woods after such a long pastorate.

To this end, the workshop and a potluck dinner was held on January 10, 2016... 17 people participated in the event.

**Task #1 – Groups were asked to share emotions /reactions to the departure of the Rev Woods.**

**Here is a snapshot of the responses:**

- ◆ Emotions were mixed.
- ◆ There clearly was shock, sadness, disappointment and a sense of loss that Rev Woods was leaving in spite of the fact that his departure was inevitable.
- ◆ There was fear of the unknown moving forward... who might we get to replace him, what would the new minister be like, can we afford the new minister and what about losing members and not having new members join us.
- ◆ There was an expression of thankfulness for the 19 years that Peter gave to Trinity.
- ◆ This is an opportunity to consider change by really looking at our future and playing a role to influence way ahead.

**Transition Team Observation – It is important to identify the emotions/reactions to an issue. Whether we support and take action on an issue, be non-committal or oppose it, really gets back to how we feel about it. Emotion and reaction are real and have to be brought to the surface and addressed in an empathic and understanding way, be willing to listen and consider these points of view and then deal with them rationally.**



**Our first goal:**  
*“Review our history, consider the present, and define a vision for the future.”*

### Transition Team:

- ◆ Diane Bennett
- ◆ Cheryl Bird
- ◆ Bill Dickson
- ◆ Walter Edwards
- ◆ Al McFadden
- ◆ Heidi Peskett
- ◆ Bob Swan
- ◆ Norma Wrightly
- ◆ Rev. Arlyce Schiebout
- ◆ Rev. Micheline Montreuil



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**Task #2 - What do I/we need to let go of so I/TUC can be in the right relationship with each other and be ready to enter into a new Pastoral relationship?**

**Here is a snapshot of the feedback on what we have to let go:**

- ◆ Anger, fear, negativity, power struggles, staying the same.

**Here is what we can do to be in the right relationship with each other and to be ready to enter into a new Pastoral relationship:**

- ◆ More gatherings... fellowship
- ◆ Work together and support one another,
- ◆ Positive attitude,
- ◆ Holy Manners,
- ◆ Serve God,
- ◆ Determine what we want and go for it,
- ◆ Recognize what works and build on it,
- ◆ Look outwards not inwards.

**Task #3 – How and what can we do to facilitate our letting go?**

**Here are their responses:**

- ◆ Promote and encourage a positive attitude, by “**GIVING IT A TRY**”, supporting one another, listening, Keep an open mind, and be willing to handle adversity with grace
- ◆ **Communicate, Communicate, Communicate** - Keep everyone involved and well informed, be a willing listener, trust one another, discuss, discern, reflect
- ◆ **Sense of Belonging** – everyone needs to feel ownership in the process, their opinions and thought matter are being heard and considered, be welcoming
- ◆ **Action** - Make Changes however small so people will see movement

## **Appreciative Inquiry**

The real take away from this workshop was the overwhelmingly positive feedback that was expressed in the evaluation of the day's activities. An Appreciative Inquiry identifies what works well, analyzes why it worked well and then does more of it. The idea of using small discussion groups to address and consider topic, issues, actions that are important to the transition process could become staple activity during Trinity's Transition process.