



Transition Team Communication #11

November 2022

Search Progress

Our Search Committee has been conducting interviews with prospective ministers. We have been very intentionally expressing who we are as a church and what we are striving towards, in this ongoing process to welcome a new permanent minister.

Anti-Racism Reflection

The pandemic has prompted many of us to re-examine our biases, as situations where prejudice against particular racial groups became more overt and visible. We are being pushed, because of these new circumstances, to ask ourselves questions and to speak to others in ways we are not accustomed to. We continue to operate with biases that are largely unconscious, until something significant pushes us to explore where our biases came from. As a church, we are trying to tread the difficult path of learning and growth, and fundamental change, to experience an outcome of deeper love for, and understanding of our brothers and sisters around the world.

On October 30, we set aside time to discuss our personal experiences with racism and to reflect on

Your in-person Transition Team Facilitators on Oct. 30



how we can move toward being an anti-racist Church. Discussions of micro-aggressions, advocacy, hurts and hopes allowed us as a community to share the weight of our present, pasts and futures. Sitting together as we shared the racism we've seen or experienced in our workplaces, neighbourhoods, grocery stores, and schools, and highlighted the importance of this work. But we also heard of diverse communities, welcoming events and activities, and respect, free of judgment; praying this momentum persists.

We will remain in this place of continuous growth, while we extend grace to one another and hold each other accountable. Our church is a place where people have come and felt loved and welcomed, and this anti-racism work is another step toward being a place where all feel safe, loved and included.

Reaching the End of the Transition Period

With 3 months remaining in our Intentional interim time, we are beginning our evaluating and reporting stage. This stage is a final evaluation of the transition work; it will describe how effectively our goals as a church have been met and what, if any, follow-up is needed. An evaluation of Rev. Shannon will also be completed, both will be sent to the regional council for comments.

The final evaluations are carried out by the transition team, the governing body, the M&P Committee, and the congregation. These evaluations are an opportunity to assess how much progress has been made on each of our goals, affirm accomplishments and learnings, note areas that need to be strengthened, and plan for the future so that the changes made will be sustained.

Participating in evaluating the interim ministry will allow our congregation to reflect on its progress toward the goals, to share personal and collective experiences, and to commit to continuing the work begun during this interim period. Prayerfully, this evaluation will help us strengthen connections, affirm our mission, and be more aware of next stages for the future and the leadership it needs. We ask that you join us in this time of reflecting and evaluating.

In Christ,

Your St. Andrew's United Church Transition Team