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# Eremos Consulting Group

Facilitating Transformative Experiences for Clergy, Congregations, and their Leaders



## *Transitions: Indian Summers*

I've been thinking about transitions a lot recently, for both personal and professional reasons. Even as I sit and write this, I'm looking out at a yard frosted with the first snow of the year. By the afternoon it has melted, but 24 hours earlier we went driving to find the fall foliage and hear the male elk bugling to corral the herds. And just a few days before that ... I was in shorts. This time of year is often called "Indian Summer" with the movement back & forth of temperature and precipitation. I'm beginning to plan for hot soups rather than cold salads for evening meals, or maybe we'll have both. And I can't pack away my shorts just yet because I'm sure I'll need them in the days ahead, but my fleece pants and sweaters need to be accessible as well. And there will be times I need them within the same day! However, as with all transitions, all of these will continue to co-exist, ebbing or growing on a day-to-day basis until finally we have moved from summer through fall into winter, and then into spring.

**Personal and organizational transitions carry the same dynamics.** The tools and skills and ways of organizing our lives work for a time but need to be altered, adjusted, and new ways of operating have to be incorporated otherwise we are caught wearing shorts when the snow arrives. William Bridges is an organizational consultant who specializes on the topic of transitions, having written several books on the subject. (including *Managing Transitions*, and *Way of Transition*) **Bridges writes that there are 3 elements operating continuously in any transition - Endings, Beginnings, and what he calls The Neutral Zone.** We understand endings and beginnings, but the neutral zone? It actually is the most creative time which allows us - demands from us - that we look at ourselves, our organizations, our ways of operating with new perspectives in order to effectively move into the new season. Yet it is also a time of chaos and resistance and fear when we attempt to cling to the habitual way

## October 2011 - In This Issue

Transitions

Clergy Wellness Groups Forming & Expanding

Fall Mini-Sabbaticals

Register NOW!  
Clergy Mini-Sabbaticals  
on *Gratitude*



Click on Links below for more Information

**[CLICK HERE](#)**  
**for Thursday, Nov. 3rd**  
**Ft. Collins**

(Plymouth UCC Church)  
\$50 per person including lunch

*\$55 per person after Oct. 14th*

**[CLICK HERE](#)**  
**for Thursday, Nov. 10th**  
**Denver**

of operating, assuming that our way is the right way. We feel lonely and become confused because the old ways aren't working the way they should, nor are the new ways. And everyone's anxiety shoots up.

**The Neutral Zone can often feel like a wilderness experience** - at times refreshing and exhilarating, and at other times scary and desolate. But the hope is for transformation. Having someone who can listen and offer insight can be helpful so that you don't feel so alone in the process. So whether you may be going through a personal or professional or organizational transition, I encourage you to reach out to a trusted friend, mentor, coach, or dare I say, consultant, who can walk with you on the journey. And choose one who can celebrate with you as you pull out new sweaters and discover hot soups that help you transition to the new season that is arriving.

Thank you,

**Elizabeth**

**Rev. Elizabeth Denham Thompson**  
Clergy & Congregational Care Consultant



## Clergy Wellness Groups Forming & Expanding

Professionally facilitated, these groups provide clergy with the opportunity to share with each other and to give & receive consultation on professional interests in a safe and supportive environment. A mutual discernment process is required for effective placement in existing and new groups.



Whether you would like to join an existing group, help form a new group, or are interested in the Virtual Group, there is a place for you to feel connected and where you can safely discuss your life and ministry.

## 3 New Clergy Groups Forming Now -

- Northern Colorado Ecumenical Group
- Hospital & Hospice chaplains
- A Virtual Group for Remote Clergy

**(Loretto Center)**  
**\$50 per person including lunch**  
*\$55 per person after Oct. 21st*

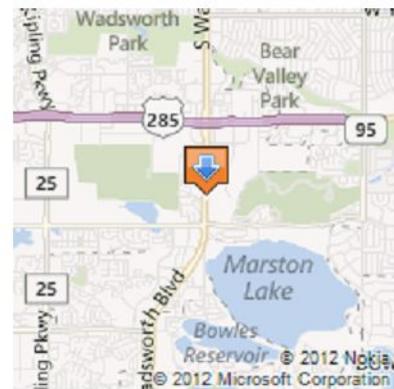
**Where:**  
Plymouth Congregational UCC Church  
916 West Prospect Rd.  
Fort Collins, CO



[Driving Directions](#)

**When:**  
Thursday November 3, 2011 from 9:00 AM to 4:00 PM MDT  
[Add to my calendar](#)

**Where:**  
Loretto Spirituality Center  
4000 South Wadsworth Blvd.  
Littleton, CO 80120



[Driving Directions](#)

**When:**  
Thursday November 10, 2011 from 9:00 AM to 4:00 PM MST

The **Northern Colorado Group** will be formed from clergy of several denominations serving in Greeley, Ft. Collins, Loveland, and other northern communities. Professionally facilitated, this group will offer experienced consultation in a safe environment. Monthly meeting dates, times, and location will be determined by the group.

[Add to my calendar](#)

**Hospital & Hospice Chaplains Group**, and chaplains with similar responsibilities have specialized ministry needs and issues. Professionally facilitated, these groups offer a safe place to discuss ministry issues, utilizing systems and organizational development theories, strengthening chaplains serving in diverse organizations with varying levels of hierarchy. Monthly meeting dates, times, and location will be determined by the group.

Taking its lead from leadership consultation groups across the country, **the Virtual Group** will meet twice a year in a retreat setting and then meet monthly using today's technology for virtual group conference gatherings. The group conference gatherings allow clergy to stay in their own location, eliminating the need for travel with long drives, wasted time and sketchy weather conditions. The retreats allow time for participants to get to know each other and experience a time of spiritual and emotional renewal.

Professionally facilitated, these groups provide a way for clergy who often feel isolated a way to connect with others serving in similar situations and provide camaraderie despite the distance.

If you are interested, or know someone who is, please forward this information along or contact:

**Rev. Elizabeth Denham Thompson**

**303-902-7805**

or email [ethompson@EremosConsulting.com](mailto:ethompson@EremosConsulting.com)

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