

## **Updates on Rev. Linda's Departure**

The Board of Trustees has been working on behalf of the congregation on a plan for ending the 9+ years of settled ministry of Rev. Linda Simmons.

Rev. Linda shared from the pulpit her proposed resignation date of June 1st 2023. It was the date that fit her need to gracefully step back from her ministry with us and her relationships with other organizations on the island.

Rev. Linda and the Board agreed that we all wanted to do what was best for the Congregation. We agreed that the Congregation wants the best for Linda and Gary. In the spirit of love and respect we have been working together to define that place where Rev. Linda's and the congregation's needs meet.

Rev. Linda and the Board reached an agreement that her resignation date will be Feb. 28, 2023. This gives us the time we need to part with grace and love without so much time that the grieving process outweighs the celebration of her ministry.

The Board has accepted this resignation with deep regret.

The Board agreed to continue giving Rev. Linda her full compensation until June 1, 2023. In addition, we agreed to pay her for medical coverage until September 1, 2023. With this agreement in hand, we can begin plans to celebrate all that Linda and Gary have been to us.

We will be looking for a few volunteers to be on a Celebration Team to help plan the celebration of her ministry in February. I'm sure you have ideas of how to celebrate. Let's hear them. Let's share them. The Board of Trustees and the Committee on

Ministry welcome your ideas and your participation. Please join us in planning and celebrating a beautiful ministry.

With faith in us all,

**Your Board of Trustees:**

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**Your Committee on Ministry**

Nancy Adrian	Chair	room4fitness@comcast.net
Anne Perkins		anne.maclennan.perkins@comcast.net
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**MOTION:** the Board agrees to the changes discussed here today, adopts the agreement as amended on the next page, and presents it and the following supporting pages to Rev. Linda Simmons. If she agrees and signs same, then the Board authorizes President Loretta Middleton to sign same for the Board and distribute the Agreement page to the congregation (without endnote annotations).

All ministries will end<sup>1</sup> – Our Agreement.

Your Board of Trustees and our beloved Minister Rev. Linda Simmons agree as follows:

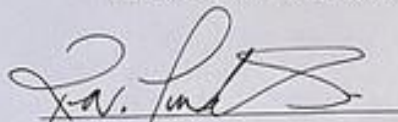
- A. Rev. Linda has announced her resignation<sup>2</sup>.
- B. After discussion, Rev. Linda has determined to conclude her Ministry with us on February 28, 2023, and will move out of our Parsonage on or before that date;
- C. We wish the best for each other, and are working together to make this leaving joyful, fair, and beneficial for all;
- D. The UUA<sup>3</sup> recommends a departure within 4 – 6 months of a resignation announcement;
- E. The Minister's Letter of Agreement between Rev. Linda and our congregation is hereby extended as-is to February 28, 2023, and Rev. Linda will continue her Ministry generally as outlined in that Letter of Agreement .
- F. As recommended in the Transitional Ministry Handbook pages 5 – 8 (in particular:

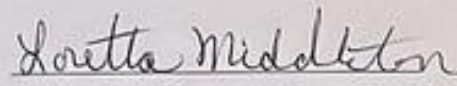
"The scope of ministry lessens to a focus on preaching, pastoral care, one-on-one conversations as requested by congregants, appropriate staff supervision, abiding by the covenant(s) in place, readying information for the next minister, and setting boundaries around their role with the congregation once the ministry has concluded.")

Rev. Linda will disengage from her activities and involvement in the larger Nantucket community, bringing her participation in all of these (except membership on the Interfaith Council) to a graceful close by the end of 2022 .

The Minister will not start any new projects between now and February 28, 2023;

- G. Rev. Linda will conduct services and preach to us every Sunday but one per month ;
- H. The Board asks the congregation to join us in approving its offer to Rev. Linda of a parting expression of our gratitude equivalent to approximately 3 months compensation, plus an additional 3 months (June through August) of paying [her] for her medical insurance premiums,
- I. And, based on all of this, the Board of Trustees accepts with profound regret Rev. Linda's resignation as of February 28, 2023.

  
Rev. Linda A. Simmons

  
Loretta Middleton, President, Board of Trustees  
Authorized by vote of the Board 8/30/2022

<sup>1</sup> [https://www.uua.org/files/pdf/1/1/transitional\\_ministry\\_handbook.pdf](https://www.uua.org/files/pdf/1/1/transitional_ministry_handbook.pdf), page 5

<sup>2</sup> Letter to the Board dated 8/9/2022

<sup>3</sup> Transitional Ministry Handbook, "Leaving Well", page 5