

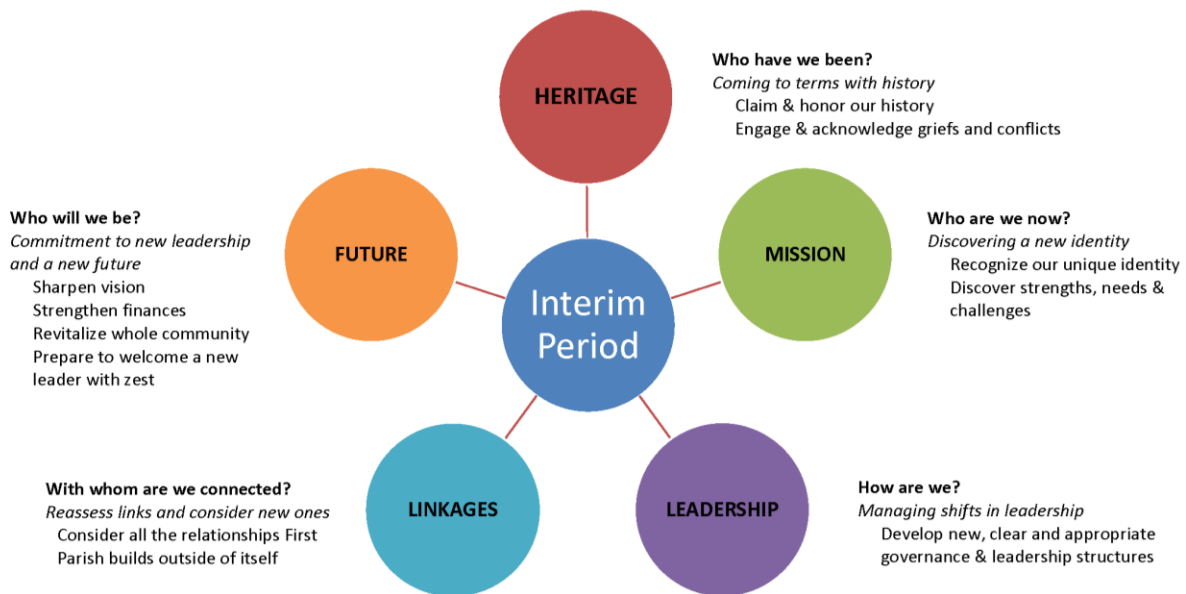
Charge to the Transition Team

The Standing Committee of the First Church in Salem, Unitarian Universalist has formed a Transition Team by selecting a group of congregation members who are widely known, knowledgeable about the congregation's history and culture, and who reflect many of the interests and communities within our congregation. The major roles of the team are to work with the interim minister: to assist other leaders in guiding the congregation through self-reflection and growth, and to promote congregational learning.

The Standing Committee charges the Transition Team as working to help the congregation reflect, heal, learn, and grow. This scope should focus on, but is not limited to, the last five to six years.

The Team should focus on, but not feel limited by, the five interim ministry focus areas (see chart below): heritage, mission, leadership, linkages, and future. Each of these focal areas presents an opportunity for the committee, and the congregation, to reflect deeply on our experiences of church, Unitarian Universalism, and this community.

Five Focus Points of an Interim Period



By engaging the congregation in dialogue, the Standing Committee envisions the Team as helping to lead the congregation in questioning aspects of our culture and values.

The Transition Team will help the congregation seek to understand not only how First Church can come to meet the diverse array member needs, but also the member responsibility to the community. Through programming and data gathering, among other methods, the Team will help the congregation figure out a path forward as it adapts to changes beyond ministerial transition.

The Team will report to the Standing Committee on a regular basis. The Standing Committee urges the Transition Team to be as transparent and open as possible with the congregation as we all embark on this journey together. Our community has been through a period of division, confusion, and flux over the last few years, and the Standing Committee is deeply committed to open communication whenever possible.

This is not a small nor singular task. As such, it is important to the Standing Committee that the Transition Team feels it has a significant amount of flexibility and freedom to discern, plan, and question aspects of the First Church. The Standing Committee is committed to championing this work and providing as much support as possible to the Team.