

GOVERNANCE &
DECISION MAKING AT
FIRST CHURCH IN SALEM
OCTOBER 23RD, 2022

First
Church
in
Salem,
Unitarian
Universalist

How we self-
govern

Congregational Polity

By-laws

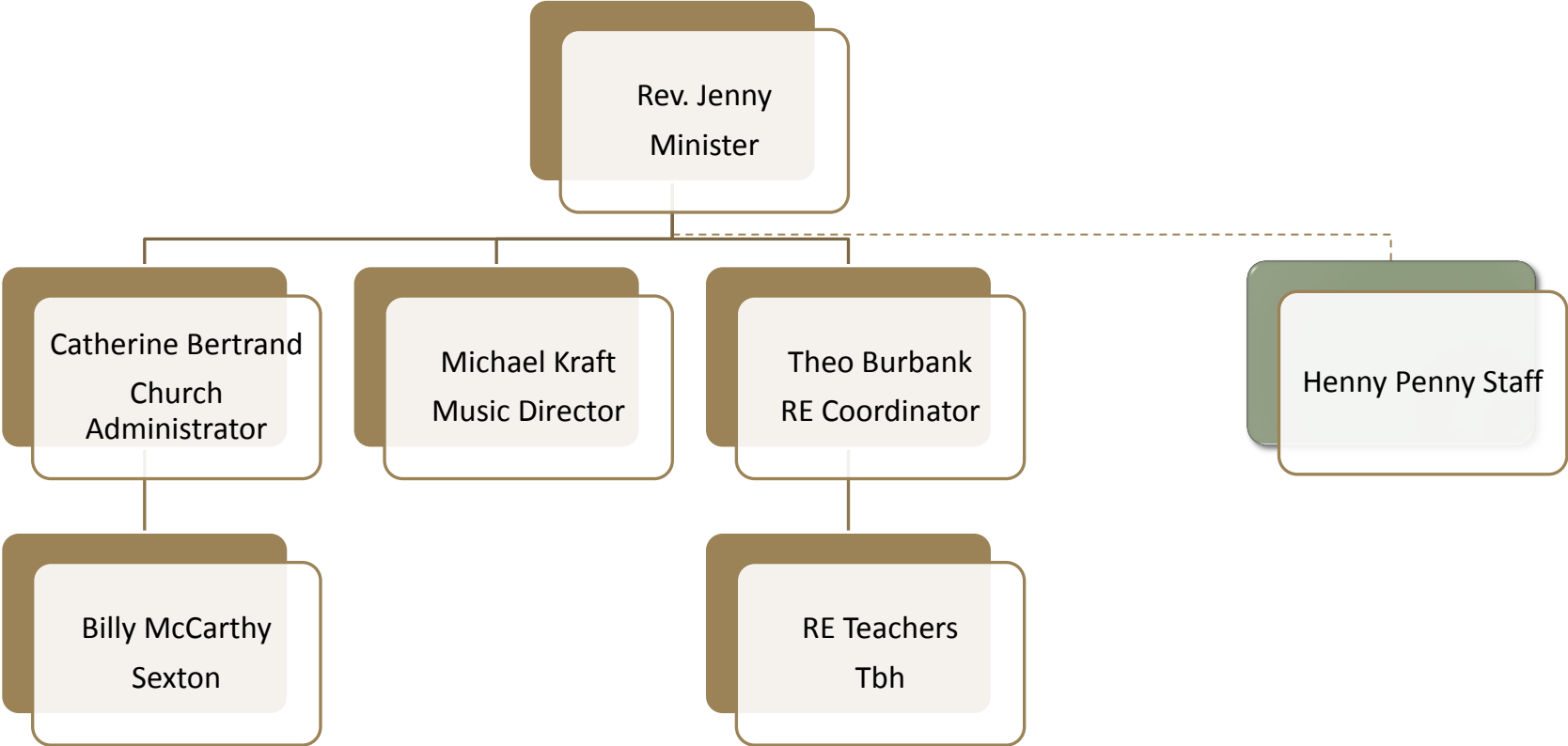
Elected bodies

Principle of rotation

Principle of continuity

Organization	Size	Term	How formed	Role(s)	Examples
Standing Committee	9	3 yrs	Elected (Congregation)	Governing Body	Budget approval, hiring/firing, building use, appointment and oversight of ad hoc committees
Membership	3	3 yrs	Elected (Congregation)	Maintenance of member rolls	New member process
Nominating	3	3 yrs	Appointed by the Standing Committee	Identification and recruitment of candidates	New Standing Committee
Trustees	3	3 yrs	Elected (Congregation)	Stewardship of funds in trust	Management of the endowment
Treasurer	1	1 yr	Elected (Congregation)	Custody of operating funds	Budgeting, finance practices
Clerk	1	1 yr	Elected (Congregation)	Recording of proceedings	Minutes of the Annual Meeting
Moderator	1	1 yr	Elected (Congregation)	Presides at Congregational Meetings	Annual or special meetings
Deacons	n/d	Life	Elected (Congregation)	Lay assistants to the Minister	Communion service, worship assistance, guidance
Ad hoc Committees	As required		Appointed by the Standing Committee	Managing specified activities and tasks	Stewardship, Human Resources, Transition Team

First Church Staff



Ad hoc committees

Archives

Fellowship

Gardens & Decorating

Human Resources

Lifebridge Service

Master Planning

Pastoral Care

Public Health Watch

Shared Ministry

Social Justice

Social Outreach

Stewardship

Vestry

Worship

New Ad hoc committees in 2022-23



Communications

Finance

Henny Penny

Transition Team

Welcoming

Transition Team

Collaborate with Jenny to listen to and engage the wider congregation in an effort:

To promote healing and repair

To discern the breadth of theology

To articulate a coherent mission and vision

To think about the desired leadership style of the next minister

To consider what role lay leaders should play in the next ministry partnership.

1

Leverage Rev.
Jenny's ministry

2

Establish and
support
Transition Team

3

Reinvigorate
congregational
activities and
committee work

4

Build
sustainable,
documented
practices for key
processes

5

Raise the bar for
two-way
communication

High Level Goals for 2022-23

Major decisions to-date



Call Rev. Jenny to Interim Ministry



Extend contract to RE Coordinator Theo Burbank



Create Public Health Watch committee



Create Transition Team



Refresh committee liaison assignments