

Transition Team Covenant – March 1, 2023

We, the Transition Team of the First Church in Salem, come together to guide our church community in a process that will help us look at and understand our recent past and provide the groundwork for a strong and cohesive community in the future. We strive to bring our best selves to this process and to act with generosity of spirit toward our fellow team members.

To show our respect for one another and the expert guidance offered by the interim minister, we will:

- Be prepared for each meeting by reviewing the agenda, minutes, and handouts in advance.
- Arrive on time and be attentive and engaged during each meeting.
- Follow the agenda set forth by the co-chairs in consultation with the interim minister so that we can cover necessary business, make our time together productive, and end on time.
- Make our best effort to be present at meetings. Let the co-chairs know if we cannot attend and review the minutes and/or recording as soon as possible.
- Respond to TT emails promptly to facilitate scheduling and get our best team results.
- Brief team members about content and dates of TT events before making public announcements.
- Recognize that it is beneficial for TT members to be involved in spiritual and social activities of the church.
- Call each other back into covenant.

To foster open dialogue, we will:

- Assure that every member will have a chance to speak and be heard.
- Seek out the points of view of groups not represented on the committee.
- Assume each team member comes to the process with positive intent.
- Speak from personal experience and avoid blame.
- Encourage people to speak directly to one another with kind and honest feedback and not triangulate conversations.
- Avoid using email to voice concerns, issues, or questions.
- Bring personal concerns about the committee to the whole group and avoid parking-lot conversations. Know that chairs and the interim minister are available to help facilitate this process.
- Communicate with the congregation individually and as a team throughout the transition process and continue to educate them about the role of the TT with its specific responsibilities and limitations.
- Maintain confidentiality about sensitive team discussions as well as personal information shared with members of the team.

To make decisions, we will:

- Engage in vigorous but respectful debate with one another.
- Come to a consensus whenever possible.
- Vote, when a consensus cannot be reached, and abide by the majority decision.