

A Transition Team: One Model

Interim-time offers a powerful opportunity to attend to the Focus Point: *Leadership*. The *Transition Team* offers a meaningful place for inviting and advancing persons who are not already formally active leaders. The process for choosing a *Transition Team* creates an on-ramp for persons relatively new to the community of faith, persons who have long sat on the sidelines, persons often bypassed or overlooked because they are thought “too busy,” “too old,” or “too _____.” More than this, it signals to a small membership congregation that people resources are (more) abundant (rather than scarce), and altogether practices deepening and broadening the emotional and spiritual capacity of the community of faith.

This model believes:

- The Transition Team forms after the Intentional Interim has arrived and joined the system; the Interim collaborates with recruitment, discernment, and on-boarding the Team. - The Transition Team forms as a separate entity from the church or synagogue board/council - Prospective Team members are those who are not serving in formal or advisory leadership roles - The Governance Board does not have ex-officio Team participation.
- Team members are not eligible to serve on the “search and call” committee. - Team size and team recruitment gives attention to persons who are emotionally and spiritually mature, are by nature open-minded and generous hearted, and have the capacity to commit to the depth and breadth of the work ahead
- The Team Chairperson or Team Convener reports to Governance Board(s)

Transition Team Purpose includes:

- Moderating discussion pertaining to the Process Tasks of the interim period; • Encouraging the faith community to maintain the positive momentum • Supporting and promoting the ongoing program(s);
- Assisting the faith community and her leaders in dealing with any emerging issues; • Facilitating the grieving process;
- Determining in partnership with the Interim Pastor/Rabbi, when the faith community is ready to begin its search/call process for the Permanent/Settled Pastor or Rabbi. • Communicate, communicate, and communicate: members, friends, partners, Judicatory, Governance leaders...

The **Specific Tasks** of the **Transition Team** include but are not limited to:

- Function as the eyes and ears of the Interim Clergy
- Process dates and guide the Time-line for the Transition Process
- Facilitate opportunities for congregational members to meet, learn and discuss the transition process
- Complete whatever documents are required by the judicatory for the search/call process
 - Gather information concerning the congregation that will be pertinent to the search/call process
 - Interpret the information
 - Communicate the information to the congregation
- Assist the Interim Clergy in completing the transition process

