**Transformation Team Charter**

**Submitted to Standing Committee on 3/18/15**

First Parish has adopted in its mission the challenge of transforming into a multiracial, multicultural, justice-making congregation. Because we recognize the unique role and impact of racism in the histories and present situations of our country, of Cambridge, and of Unitarian Universalism, our Standing Committee has charged Transformation Team with the role of facilitating this process.

To that end, Transformation Team creates space to challenge racism and to educate ourselves and our congregation about racism and multiculturalism. While this is our focus, we also recognize that racism intersects with other forms of oppression that many of us experience.

* **Congregation at large:** Within the congregation at large, the Team works to keep conversation about transformation alive by creating opportunities for education, sharing, and action. We facilitate communication among leadership, the Team, and the congregation at large about issues around racism and transformation. We often work in collaboration with and in service to other committees and groups within the church.
* **Congregational leadership:** Transformation Team provides tools and resources for leaders to effectively address issues of racism and oppression in all aspects of congregational life. First Parish has made a commitment to provide anti-racism training for our leaders and groups, and Transformation Team is a key driver in this process.
* **Broader community:** Transformation Team, along with other leaders in the congregation, participates in broader conversations and actions around racism and multiculturalism in the Unitarian Universalist community and the Cambridge/Boston area.
* **The team:** Transformation Team is a multiracial, multicultural group of First Parish congregants. Members of the Team provide support, education, accountability, and growth opportunities for each other. These are especially important given the difficulty of this work in what is, at present, a majority-white congregation.

The work of transformation is bold, joyful, and deeply enriching. We acknowledge that all of us at First Parish are imperfect and often wounded. Yet we commit ourselves to this work, to continue to heal ourselves, each other, and our world. Although pain and discomfort may come up in the course of transformation, we maintain hope and joy in the process.