

TRANSITIONS IN THE ORGANIZING TEAM

Most community-change efforts will at some point have to deal with transition – young people may move away for college or a job, and adults may relocate or find they no longer have the time to commit to your group. It is much better to be prepared for such transitions than to be caught off guard.

In KLCC II, the Mi Casa and Benton Harbor sites lost their adult evaluator. Although both sites found adult members to step in – at Mi Casa, a local university professor agreed to work with the group’s board, and in Benton Harbor, a board member moved into the evaluator role – transition within an organizing team can be difficult, particularly in a close-knit group.

We’ve gathered some tips to help you bring new people on board and make transitions more seamless.

- If possible, transfer all knowledge before a person leaves the team! This includes getting a list of daily, weekly, and monthly activities for the new team member.
- Have the departing team member brainstorm the most important qualities needed in the person who will take over the position.
- Let the team know about the transition as soon as possible, so that you can answer questions and allow the group to feel a part of the process.
- Whenever possible, keep ties open with people who leave. You’ll want to call on their knowledge in the future!
- When looking for replacements, use the community and an advisory board (if you have one) to help. Because they know the project best, they will know the best people.
- And remember: Transition can be positive for your group. Use it as an opportunity to bring in new ideas and add energy to your project.