



***MESSAGE FROM OUR SR. WARDEN  
PAM FERGUSON (9.23.18):***

**Dear Parish Community,**

As mentioned last week, since Phase I (understanding the process) and Phase II (the discovery phase of who we are and our vision of the future) are complete, we now enter the next phase of our transition – the Interview Process.

In Phase III, the Vestry prepares for phone interviews and putting together interview questions based on the discovery phase. The Interview Process begins with Phone Questions by Skill Areas. The categories of questions include: Preaching, Liturgy, Congregational Development/Resistance to Change, Christian Formation, Pastoral Care & Spiritual Guidance and Outreach and Administration. These questions will enable the Vestry to discern additional information about candidates through personal conversations and discern their strengths as compared to the church's needs and priorities. The information that we gather from our interactions will determine if we move on to the next phase of the interview process.

We, collectively as St. Mary's community, have worked diligently and should be very excited about entering this next important phase in choosing our new leadership. The Vestry will continue the process of keeping you updated, every step of the way, as clergy candidates are presented for consideration.

Blessings,  
**Pam Ferguson**