

TRANSITION TIMELINE

Time line can vary depending on discovery phase and then the number of candidates and schedules

PHASE I INITIAL DIOCESAN INFORMATION SHARING

Meet with Canon for Congregations to understand Transition process

- Focus on saying goodbye.
- Obtained additional member(s) for the Discernment Committee to ensure that the committee reflects all demographic groups of this community.
- Supply clergy to be found for all worship services.
- Arrangements are made with local clergy for emergencies pastoral care.
- If interim rector is not needed then the entire congregation is asked to participate in the discovery phase.

PHASE II DISCOVERY PHASE

Diocesan Office of Transitional Ministries – The Office of Transition is responsible for obtaining names of discerning priests through national Diocesan Transition meetings, networking and web-based information sharing – Peggy Bean, our Canon for Congregations is currently searching and obtaining names.

- Candidate names coming into the Office for Transition.
- Peggy will be meeting on an ongoing basis with the Discernment Committee to have a better understanding of the ministry of our congregation. This will aid her in better evaluate potential candidates to be considered.

Discernment Committee - Christian theologian, Soren Kierkegaard wrote, "*Life can only be understood backwards; but it must be lived forwards.*" The Discernment Committee will look at our history and address the following to better understand who we are:

- How does the past impact the identity of this parish community today and tomorrow?
- Is the current focus and mission of the church addressing the needs of its context?
- Explore and understand the dynamics of today through a variety of conversations. *Please participate as often as you can – all voices are needed to be heard together.*
- The committee begins to compile and assimilate the information gathered.
- The committee completes the portfolio for the National Office of Transition Ministry.
- The portfolio information is communicated to the wider church.

PHASE III INTERVIEWS

Preparation - Discernment Committee prepares for phone interviews, putting together interview questions based on the discovery phase; coordinate interview logistics. The committee will also:

- Review OTM (Office of Transition Ministry) portfolios.
- Review resumes.
- Research online presence – read blogs, hear sermons etc.
- Rate candidate portfolios and resumes in relationship to the parish goals and the qualities we are seeking.

Phone interview candidates

- Discern additional information about candidate through the personal conversations.
- Discern the candidates and the strengths of each as compared to the church's needs and priorities.
- Discern those candidates the committee wants to visit?

PHASE IV CONGREGATIONAL VISITS TO DISCERNING PRIESTS' PARISHES

- Visit parishes to observe the environments and the candidates' interactions with parishioners.
- Observe and interview the candidates in their parish environment.
- Meet and interview wardens.
- Review the results of visits – which candidates to move to the next phase.
- Discuss and chose candidates to invite for a site visit.

PHASE V VISIT BY DISCERNING PRIESTS

- Vestry interviews candidates; committee serves as hospitality.
- Show candidates the area.
- Candidates meet with the Bishop.
- Decide the candidate to call.
- Notify Bishop Miller of the committee's decision.
- Issue the call.
- Draft Letter of Agreement and Covenant of Mutual Expectations, including receiving the Canon for Congregations' review.
- Candidate and wardens sign the Letter of Agreement.
- Bishop Miller signs the Letter of Agreement.
- Announcement made to the parish and the wider church.

<https://www.freeconference.com/> The church can sign up for Free conferencing to be sure those who are traveling are in on the conversation.

For Video conferencing try Zoom.com <https://zoom.us/meeting>

Congregational Meeting

A Process for Gathering Information – to better understand the congregation and the leadership it seeks

AGENDA

Opening Prayer/Welcome

Introductions:

Why we are here

What is the Transition process – Review timeline

Explanation of meeting process:

Appreciative Inquiry introduction;

- An appreciative stance is to see what is working well – what we want more of – and to focus on life giving forces
- Inquiry is to seek understanding through a process based on asking questions. To draw out powerful stories about the past and present as a way to see what works well together.

Small group input (every voice is heard)

Small group formation allows us to bring out stories and to deepen our relationships with one another. (Tables of 6-8 participants, 1 facilitator, sticky notes, chart paper)

Four Questions will be asked. Follow the steps for each question.

1. Personal: Write your answer to the question on a sticky note or two.
2. In Pairs: Share your answer with your neighbor, listen to her/his answer.
3. Table Conversation: Each pair shares with the table.
4. Report out: Each table reports to the whole room.
5. Facilitator collects all sticky notes to be given to Vestry/Discernment Committee.

The Four Questions that will be asked:

1. Remember a moment that was a high point, when you felt our church was doing God's work and fulfilling its mission... What was happening?
2. Name the three things you value most about your congregation.
3. Look back over your entire life...recall a time when you most appreciated the ministry of a priest. What was happening? What did you appreciate?
4. What will be our congregation's 3 most exciting, energizing and important accomplishments to you over the next 3 years?

Thank you and closing prayer.

All Sticky Notes collected by Vestry/Discernment Committee.