REALITY

**NAMING OUR TRUTH:**

*Where are we?*

* Legacy reflection: naming passions, gifts and opportunities
* Finance/Conflict review
* Selecting Discernment, Recruitment Prayer, &
Hospitality Team members

GOD’S MISSION

CHANGE

**DISCOVERING GOD’S MISSION:** *What’s God up to?*

* Parish discernment of who
are we as a community
* Engaging where our church is planted (context & culture)
* Exploring how God is inviting us to participate in God’s mission
* Parish discernment of needs
& desires
* Defining desired lay & ordained leadership roles & attributes
* Parish profile, website, OTM/TMC profiles designed

 Parish Transition Process

**ENGAGING TRANSITION**:
*What are we experiencing?*

* Announcement, exit interview, leave-taking
& celebration
* Bishop of Record named
* Transition Consultants named
& Interim Rector called

**RECRUITING LEADERS:**

*Who’s God calling?*

* Candidates vetted
* Shortlist presented to Vestry
for interviews
* Vestry elects and calls

MINISTERS

NEW MINISTRY

**ENGAGING GOD’S MISSION:** *What’s our next?*

* LOA negotiated, drafted, signed
* Communication to parish
* Celebration of Transition Process
* Welcome & new ministry celebration
* Mutual Ministry Review

**Episcopal Diocese of Connecticut
Transition Process Outline**

**DISCERNMENT**

**I. Discerning Gifts & God’s Mission**

*Before the Rector departs*

* Bishop of Record is named
* Canon for Mission Leadership (CML) conducts exit interview with departing Rector
* Bishop of Record and CML reviews parish finances
* Parish celebrates life of Rector and Rector communicates how s/he leave in a healthy manner
* CML (in consultation with Bishops) identifies Interim Rector candidate(s)
* CML meets with Wardens to outline Transition Process and discuss Interim Rector candidate(s)

*After the Rector departs*

* Wardens and Vestry select Interim Rector
* CML appoints Transition Consultants
* Transition Consultants lead Vestry in retreat
* Transition Consultants assist Vestry through selection process for Transition Teams: Discernment, Recruitment, Prayer, and Hospitality

**II. Discerning the Parish’s Call to Participate with New Rector in God’s Mission of Restoration and Reconciliation**

* Building on results of Vestry retreat, the Discernment Team facilitates a variety of Listening Sessions
across parish
* The parish profile and OTM/OTC portfolios are designed and developed
* Bishop and CML review profile drafts of profile/portfolios at joint meeting of Discernment Team and Vestry
* When content is ready for publication (parish website, profile, and portfolios), the Office for Transitions launches the search by posting portfolios and the parish launches web content

**III. Recruiting the New Rector**

*Gathering the candidates*

* CML gathers letters of interest/resumes/OTM profiles from all interested candidates
* CML discusses candidates with their respective DTMs
* CML discusses candidates with Bishops and Canons
* Information is loaded into Dropbox and CML presents candidate list to Recruitment Team

*Evaluating the candidates*

* Recruitment Team vets list with initial contacts, phone/Skype interviews
* CML is notified of candidates who are no longer being considered and team notifies candidates of process
* Bishop of Record has conversation with bishops of candidates when 4-6 are selected
* A shortlist (3-4 candidates) is prepared as finalists for handoff to Vestry

*Presenting finalists to Vestry and Bishop of Record*

* Recruitment Team presents finalists to Vestry and Bishop
* Background checks are initiated
* Parish visits are scheduled, in conjunction with a face-to-face interview with Bishop of Record

**IV. Calling the New Rector**

* Vestry elects and calls candidate and informs CML of call
* CML forwards letter of agreement (LOA) template to Wardens and Rector-Elect
* Wardens and Rector-Elect negotiate terms of employment and convey results to CML
* LOA is reviewed and approved by CML
* LOA is signed by Bishop, Wardens, and Rector-Elect at Bishops’ Office
* Vestry announces call to parish and new Rector is welcomed

**V. Settling In**

* 2-6 months after new rector arrives, parish hosts celebration of new ministry with Bishop of Record presiding
* 12-14 months after new rector arrives, Transition Consultants guide Mutual Ministry Review