**Transition Process Timeline**

**Phase IV**

**MINISTERS**

Recruitment Team vets candidates, narrows list, offers Vestry shortlist of finalists

**Phase IV**

**MINISTERS**

Receiving Names as Recruitment Team prepares interview questions & protocol

**Phase I CHANGE** Farewell & Preparation Transition Leadership Team: Interim Rector TransitionConsultants

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| 2-3 months | 1-2 months | 4-8 months | 2-3 months | 1-2 months | 1-2 months | 1-3 months |

**Phase V**

**NEW MINISTRY**

Rector arrives & is welcomed

**Phase IV**

**MINISTERS**

Vestry interviews & calls new Rector

**Phase III**

**MISSION & MINISTRY**

Discernment Team leads conversations with parish, gathers data, develops Parish Profile, OTM/TMC Portfolios, and website content

**Phase II REALITY**

Address any systemic issues (*e.g.,* conflict or finance) & select Team Members

*Note: Each parish moves at its own pace and according to its own processes of discernment and recruitment. This timetable is suggested only as an aid in gauging progress and maintaining momentum*

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