

# Rector Transition Options

Office of the Bishop  
2010

Proclamation Discipleship Servanthood

Almighty God, giver of every good gift.  
Look graciously on your Church, and so  
guide the minds of those who shall choose  
a rector for this congregation, that we  
may receive a faithful pastor, who will  
care for your people and equip us for our  
ministries; through Jesus Christ our Lord.  
Amen.

# Mission Shaped Congregations

- Christ Centered and Healthy
- Forming numerous Leaders
- Becoming a “sending community”
- Participating in God’s Mission
  - Proclamation
  - Discipleship
  - Servanthood



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# Mission Shaped Leadership

- Grounded in God: prayerful, gospel oriented, kingdom values embodied
- Creative, flexible, innovative, courageous
- Contextual, moving out into the community
- Equipping and nurturing leaders

# Office of the Bishop Provides

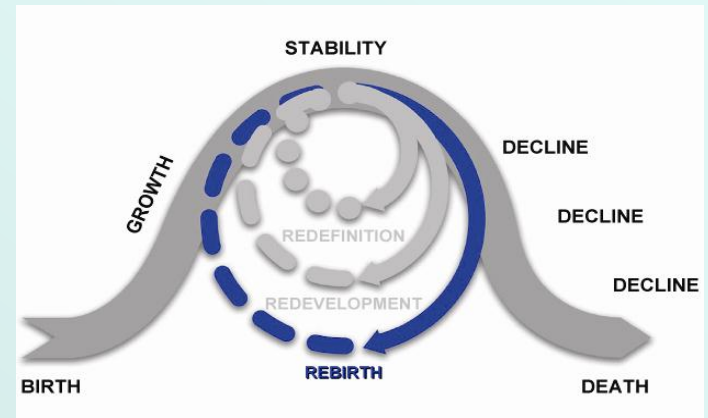
- Identification of supply or interim clergy
- Consultation and support from the Bishop and the Canon Missioner
- Materials, resources, training, and consultants
- Appropriate rector candidates
- Prayer and support during the process

# Parish Responsibilities

- Wardens and vestry are formal canonical leadership during the vacancy
- Choosing the best option for acquiring a new rector
- Giving a specific and clear mandate to search team
- Clear and ongoing communication with the parish and the Office of the Bishop

# Transition Impact

- Level of grief
- Momentum
- Financial Impact
- Systemic dynamics and shifts
- Change capacity
- Congregational Life Cycle



# The Search Process & Transition

- Choosing the traditional or abbreviated search process means that the congregation can withstand the impact of transition.
- The search process follows the natural flow of transition that begins with the current rector's leaving and the arrival of the new rector.

# Stages of Transition

Loss

Preparation

The Search

Call & Start

Adjustment

Re-visioning



# Stage One: Loss

- Issue: grief
- Emotional content: is charged with sadness, anger, and anxiety
- Leadership task: bring closure and celebrate the past
- Danger: failure to face the loss (denial)
- Icon: closing celebration for current rector

# Stage Two: Preparation

- Issue: re-assessment
- Emotional content: resolve and anxiety
- Leadership task: to look honestly and realistically at present situation and needs
- Danger: creating a fictional profile
- Icon: meeting with Canon to begin assessment work and/or hiring an interim

# Stage Three: The Search

- Issue: find the person to lead for the future
- Emotional content: anticipation and excitement
- Leadership task: finding best leader with right skills for mission shaped future
- Danger: rebound selection
- Icon: Commissioning Search Committee

# Stage Four: Call/ Start

- Issue: bonding
- Emotional content: enthusiasm and euphoria
- Leadership task: welcome & establish working relationship
- Danger: the Messiah has come
- Icon: Celebration of New Ministry (6 mos.)

# Stage Five: Adjustment

- Issue: reality vs. expectations
- Emotional content: frustration
- Leadership task: lead change, manage conflict
- Danger: focus on new rector personality or isolated areas of symbolic change
- Icon: first year mutual ministry review

# Stage Six: Re-visioning

- Issue: shared identity and common vision
- Emotional content: resolve the excitement
- Leadership task: focus on shared vision
- Danger: distracted or derailed by issues
- Icon: Vision Celebration

# Looking at the Options

- Traditional Search
- Abbreviated Search
- Appointment of a Rector by the Bishop
- Priest in Charge



# Traditional Search

- Congregational Assessment and Leadership needs – development of profile
- Profile generates names, search committee attends interview training, vestry does discernment training, Bishop's Office vets names, search team interviews and provides vestry with best 2 or 3 candidates
- Vestry makes call and notifies Bishop's Office
- Canon to the Ordinary finalizes letter of agreement with mutual ministry reviews

# Abbreviated Search

- Congregational Assessment and Leadership needs – development of profile
- Bishop's Office generates names, search committee attends interview training, vestry does discernment training, search team interviews and provides vestry with best 2 candidates
- Vestry makes call and notifies Bishop's Office
- Canon to the Ordinary finalizes letter of agreement with mutual ministry reviews

# Appointed Rector

- Congregational assessment and leadership needs
- Bishop provides best candidate
- Vestry interviews and agrees (if not Bishop provides another candidate)
- Canon to the Ordinary finalizes letter of agreement with mutual ministry reviews

# Priest in Charge

Choice **not** to do a Search:

- Following a long tenured rector
- Following a period of conflict or instability
- Parish redevelopment or rebirth
- Period of financial stress
- Keep up momentum of parish development

# Parameters of the Priest in Charge Ministry

- Priest is appointed by the Bishop with the approval of the vestry (one name offered)
- Tenure is three years
- Annual goals established and reviewed
- Priest in Charge may be selected as the rector
- If the priest does not wish to serve or the vestry chooses not to call the priest, an abbreviated search ensues. Priest stays through search process.

# Vital New Ministry

- Intentional welcoming and bonding
- Liturgical Celebrations
- Mutual Ministry Reviews
- Diocesan Support Groups: “Rookie Rectors”, Priests in Charge, CDI

# Transition Options

Traditional	Abbreviated	Appointed	Priest in Charge
Assessment & Profile	Assessment & Profile	Assessment & Needs	Needs assessment
CDO Names	Bishop provides 2 – 6 names	Bishop provides 1 name	Bishop provides 1 name
Interview & Discern	Interview & Discern	Interview & agree	Interview & agree
Call & Confirm	Call & Confirm	Confirm	Confirm

What is your best transitional  
option?

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