



Office of Formation and Transition Ministry *Transition Thoughts*

Some Transition Questions that might come up:

(adapted from Church of Our Saviour / San Gabriel)

Has the model described in our introductory meeting with The Rev. Thomas Quijada-Discavage been followed by other parishes in the diocese? Have the other parishes been successful with this process?

The process described, rector retires, an interim pastor (or priest-in-charge) is placed, the parish profile is developed, then a decision is made on how to call a rector has been used for several years in this diocese. Tom+, from the Office of Formation and Transition Ministry indicates that this process has been successful in the majority of parishes following the model.

As with other large corporations or large businesses, is there a vetting process, in regard to selecting a new rector?

The initial information gathering on interested clergy is conducted by Tom+ and the Diocese. As soon as a congregation begins transition, due to retirement or leadership change, the opening is posted on the Diocesan Clergy website. (This site is only accessible by clergy). Once the profile is completed, approved, and the type of search is decided upon, the position could go as far as the National Church's site of available positions. Tom+ and the Office of Formation and Transition Ministry is in direct and close contact with other Diocesan Transition Ministers in our Province and across the Episcopal Church.

Are priests on staff able to be promoted to rector?

No. Canon law does not permit a congregation to do this.

Can we "choose" our interim priest?

Not really. The Vestry can have some say in the skill set of the individual they feel is needed, but the Diocese, Bishop Taylor, in consult with transition colleagues, has the ultimate say in selection.

What is the difference between an interim priest and priest-in-charge?

An interim priest's duties are mainly preaching and some pastoral duties. The duty of running the church falls to the Senior Warden and the Vestry. A priest-in-charge takes on all duties of a rector but does not have tenure. This person cannot be considered in the search process and called as the new rector.



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What are the choices the vestry can make after the parish profile has been completed?

When the parish profile has been completed by the Profile Committee, it is then submitted to both the Vestry and the Diocese for review and approval.

The Vestry would decide the type of search they wish to engage. There are 2 possible paths to take from this point. One would be an actual search process. There are a variety of search types, mainly in the breadth of location names might be considered from. Names of potential candidates would be given to the search committee. The search committee does it's work and submits 3 names to the Vestry for final consideration.

The other option is to ask the Bishop to appoint a Priest-in-Charge/Under Special Circumstances. This person would be in place, as rector, with all duties of a rector, for approximately 12 months. At 6 months a Mutual Ministry review is conducted. Then after 12 months the Vestry can decide to call the PIC/USC as the new rector. If it is not a good match. The process starts again.

How long will this process take?

Any transition is considered an organic process. Timelines are rarely given, as many factors will come into play that may speed up or slowdown the process at any point. It is most important to take the time needed to develop the Parish Profile, so it accurately represents the hopes, dreams, and needs of the congregation.

What is the difference between a priest-in-charge and a priest-in-charge/under special circumstances (PIC-USC)?

A priest-in-charge is a priest placed within a congregation on a temporary basis that assumes all duties of rector but cannot be called to be rector.

A Priest-in-Charge/Under Special Circumstances in an individual placed in a congregation with all duties as the rector, that can be called as rector after a mutually agreed upon time by the PIC/USC and the Vestry.

Can we choose our priest-in-charge/ under special circumstances?

No. The Vestry does not have a direct say in who the individual is. This person is selected by the Bishop, in consult with transition colleagues, after careful consideration of the Parish Profile and the OTM (Office of Transition Ministry) Profile of possible candidates.



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Simple Transition Clergy Title Definitions

Interim Pastor - A priest trained for interim ministry to serve either full-time or part-time while a search for a new rector is being conducted.

Priest-in-Charge - A priest retained full-time or part-time with a letter of agreement, who is responsible for liturgy, pastoral care, and administrative tasks as negotiated with the vestry. A Priest-in-Charge is not normally eligible to become the rector. The precise role of the Priest-in-Charge is determined by the letter of agreement.

Priest-in-Charge/Under Special Circumstances - This person, engaged the same as Priest-in-Charge, would be in place, as rector, with all duties of a rector, for approximately 12 months. At 6 months a Mutual Ministry review is conducted. Then after 12 months the Vestry can decide to call the PIC/USC as the new rector. If it is not a good match. The process starts again.