

Transition Web Page update

August, 2023

Since the initial posting on this page in April 2023, Trinity's Vestry and transition committees have made some significant steps forward. Our organizational meeting with Canon Tom Quijada-Discavage, the diocesan transition director, was held in the Great Hall on Saturday, July 29. Canon Tom reviewed the prescribed process with particular application to our own parish. We have 28 individuals who have expressed interest in contributing to the process. Of these 18 were in attendance. The others have been kept in the loop with electronic communication.

The process is detailed and has many steps, so we hope the parish will bear in mind that time spent making sure we make the correct choices will bear fruit in the future.

Canon Tom outlined the journey as a deliberate one, so we know who **WE** are before we jump in to looking for someone who might fit with our needs.

The transition process is supposed to be somewhat separate from the Vestry. Bob Bourne is the Vestry liaison to the Transition and is acting as co-chair. Gerald Penilla has been appointed as the non-Vestry co-chair of the Transition Committee.

The first step is "Story Day" formerly referral to as "History Day", but the story is ongoing, so the name has been updated. This is scheduled for September 30, and will involve as many people from the Parish – past, present or future – as can possibly attend. Canon Tom will facilitate this, and we hope to learn more about ourselves so we can communicate who we are to prospective rectors. Linda Apmadoc and Jerry Mihld are co-chairs of the committee organizing our Story Day. In conjunction with this, Trinity Camp will be holding its Oktoberfest Fund Raiser, so the story day process will have a good bit of fun attached.

Meanwhile, we will examine the demographics of our region and our town, and how our current parish demographics compare.

A parish survey will be compiled, distributed and analyzed. The diocese has a template for this, which we will of course adapt to our particular circumstances. The survey will be distributed both electronically and on paper so people can respond in the way they are most comfortable.

Our financial audits need to be completed before we can definitively move forward – this is in process and should not cause any delay in the progress of everything else.

Once all these projects are complete, our Parish Profile can be compiled to define who we are and where we want to go.

With the Parish Profile complete (or possibly simultaneously) the Vestry completes a detailed questionnaire for the diocese known as the OTM Community Form. This outlines to prospective applicants things like salary package and together with the Parish Profile defines the type of community we are and in which we reside.

When all this is complete, Canon Tom reviews with the vestry the type of search best fits our needs, and after that the profile and OTM form details are put out in appropriate fora, hopefully generating enthusiastic responses from many qualified candidates. These candidates complete a complementary form to the one we as a parish complete, then undergo a red flag screening process by the diocese, winnowing out any clearly undesirable candidates. Canon Tom assured us his counterparts in other dioceses have solemnly agreed to be brutally honest with each other in this red flag screening process. We should be clear that the diocese does not select candidates to send us, they send us *ALL QUALIFIED* candidates who have applied, and yes, there is a mechanism for people to make specific suggestions so that a priest of particular interest can be encouraged to apply.

Finally, we get to the point of a search committee, which is made up of people who are not on the vestry but are familiar with searches and with our parish's needs. They review all the qualified candidates and make recommendations (usually the top three candidates) to the vestry, whose job it is to make the final selection and to call a new Rector.

As we have made very clear already, we want this transition to be as open and transparent as possible. There are many opportunities for all members of the parish to participate in the formation of the profile through participation on Story Day and later by completing the Parish Survey. If there are those who desire a more active role, we have yet to turn away anyone who wants to work on any of the projects leading up to the compilation of the parish profile. If you are interested in volunteering in a more active way, please contact Cheryl Desloge our Parish Administrator (office@episcopalredlands.org) If you have other questions or comments, please contact Bob Bourne (drbobbourne@gmail.com) or Gerald Penilla (geraldp1983@gmail.com).