

THE EPISCOPAL DIOCESES OF EASTERN & WESTERN MICHIGAN

TRANSITION MINISTRY:

INTRODUCTION

Who participates in Transition Ministry?

The primary shepherd of Transition Ministry activities is **the Bishop**. When there is no Rector/PIC (Priest-in-Charge), the Bishop is responsible for the administration of the congregation. This oversight is exercised in collaboration with the Vestry. Additionally, the Bishop oversees, in a general way, all of the activities of Transition Ministry, and gives or withholds consent to the calling/election of new Rectors/Priests-in-Charge. When the congregation is ready to receive names, the **Transitions Officer** posts them on the various sites, receives and vets names. Once the initial vetting process is complete, the candidate names and paperwork are given to the Collaborative Canon to present to the Search/Discernment Committee.

Day to day support and guidance for congregations in transition is provided by the **Canon for the Collaborative**. The Canon is the primary contact for questions, support, and training regarding search processes, letters of agreement, interviews and visits with candidates, election/selection processes, and any other transition activities. During transition, the Canon will primarily communicate via Wardens and/or Search Committee chairpersons, but may attend Vestry meetings or congregational meetings as needed or upon invitation.

When there is no Rector or Priest-in-Charge in place, or upon imminent departure, **the Vestry**, becomes responsible for the daily oversight of the congregation, and assumes chief responsibility for communication with the Bishop and Canon. The Vestry will engage in discernment with the Bishop and Canon about future options for clergy leadership, and will make provisions for supply services. If a Rector search is initiated, the Vestry will appoint the Search/Discernment Committee, will provide for financial support of the search and determine the compensation package to be used when a call is issued. Other than the election, the Vestry may appoint committees to assist in this work. Finally, the Vestry will

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actually elect (by vote) the next Rector, negotiate the letter of agreement, and oversee leave-taking of the previous Rector/Priest-in-Charge.

The Search/Discernment Committee is responsible for numerous tasks during a search process, including such things as developing and administering a congregational self-study, preparing a congregational profile, interviewing candidates, and selecting a finalist.

The congregation is responsible for praying for the Vestry, Search/Discernment Committee, and candidates throughout the process, participating in opportunities to provide input to the Vestry and Search/Discernment Committee about options for clergy leadership, and respecting the confidentiality of the search process.