

Jeremiah 29.11

“For surely I know the plans I have for you, says the LORD, plans for your welfare and not for harm, to give you a future with hope.”

The Trinity Church Parish Profile

An overview of the process
and some things to expect

Agenda

- Overview of the process for developing a Profile
- Overview of the process for searching for a prospective Rector
- Leadership during the process
- Why your input is so important during the entire process

The Profile Committee

- Dolores Andrew
- Randy Brown, Chair
- Rich Dougan
- Susan Mund
- Mark Nicholson
- Kate Wolf

The Six Steps in Searching for a Rector

- Disengaging
- The Self-Study
- The Parish Profile
- Gathering and Screening Names
- Interviews and Visits
- The Vestry Elects

Disengagement

- Celebrate the service of the outgoing Rector
- Create a time gap to explore where the Trinity congregation wants to be going
- Prepare ourselves for a new Spiritual Leader
- Define our expectations in a Rector

The Self-Study

- A Demographic analysis of the community
- The History of the Parish, including
 - Average Sunday Attendance
 - Financial Statistics
- A Congregational Survey
- Focus Group Conversations
- A Review of recent long range plans

Goal is to complete the Self Study by Easter

The Parish Profile

A Picture of who we are and what kind of leader we need

Components of a Parish Profile

- The Mission Statement and Parish goals
- The History of the Parish
- Information about our Community
- Information about our Diocese
- Descriptions of our Programs and Organizations
- Financial Summary of our Parish

Woven into the Parish Profile

- Qualities sought in a new Rector
- Our “Wish List”- the hopes and dreams of our parishioners
- Photos, tables and graphics the describe who we are

Final Steps for Profile Committee

- Approval by the Vestry
- Distribution
- Office of Transitions Ministry Database

Goal is to present the draft Profile in June

Search Process

- Selection of a Search Committee
- Developing a Pool of Candidates
- Developing a Short List
- Visits
- Recommendation to Vestry
- Role of the Bishop

Develop a Search Committee

- Dennis and Peggy King – Co-Chairs
- Remainder of team to be determined

Developing a Pool of Candidates

- Matches from the Office of Transitions
Ministry Database
- Referrals from the Bishop
- Response to Profile Distribution

Developing a shortlist

- Search Committee screens applications to develop a tentative list
- Bishop approves shortlist or may add or delete candidates

Reducing the Shortlist

- Interviews
- Reference Checks
- Visits

Recommendations to the Vestry

- Committee makes recommendation to Vestry of 3 to 5 candidates
- Bishop is notified of the list
 - Background Checks
 - Bishop to Bishop Calls
- Vestry Elects Top Candidate

Final Steps

- Notify the Bishop of Selected Candidate
- Issue a Call to Selected Candidate
- Negotiate a letter of Agreement
- Celebrate and Close the Interim Rector's ministry
- Celebrate the arrival of new Rector

Goal is to issue a call by the end of the year

Leadership During the Transition Process

- Spiritual Leadership – Interim Rector
- Congregational Leadership – Laity
- Business of the Parish – Vestry and Wardens

Why your input is important

- We are the Church
- The Profile Committee can not read your mind
- The Profile Committee wants to represent you.

Sunday Mornings in Lent

- February 28 – Our Worship, Music and Education
- March 7 – Pastoral Care and Outreach
- March 14 – Second Sunday Breakfast
- March 21 – Hospitality and Welcoming Newcomers