

Frequently Asked Questions (FAQs) Regarding the Transition Process

Q: What are the steps in the transition process?

A: The Bishop provides a list of qualified candidates to be interviewed for Interim Priest. The Vestry interviews and selects an Interim Priest from that list. The Vestry then creates a Search Committee of 8-10 parishioners. The Search Committee will work with a diocesan consultant with specialized training in parish transitions to create a document called the Parish Profile. The Parish Profile describes Grace St. Paul's and will be used to attract applicants for the position of permanent Rector. The Search Committee will evaluate the applicants and recommend the best candidates to the Vestry. The Vestry will interview those applicants and decide which to call for the position of permanent Rector. All of this is expected to take no less than 12 months and possibly longer.

Q: How will the Interim Priest be selected?

A: The Bishop will provide a list of qualified candidates and the Vestry will interview and select an Interim Priest from this list.

Q: What sort of qualifications are we looking for in an Interim Priest?

A: At Grace St. Paul's, this will be a full-time, salaried position. We will seek a priest with significant experience as a rector and/or training as an interim priest in a parish with characteristics similar to GSP's.

Q: How long will it take to select an Interim Priest?

A: An Interim Priest should be selected by June 1, 2008. If the Interim Priest does not already live in Tucson, there may be a period of time before he or she is able to relocate to this area. In that case, we will rely on our Priest Associates and a Supply Priest, if necessary, to provide sacramental services.

Q: Who is responsible for leading the parish until an Interim Priest is selected?

A: The Senior Warden is legally responsible for parish administration until the Interim Priest is in place. Existing staff will continue to perform their day-to-day responsibilities during this period, subject to the direction of the Senior Warden and the Vestry.

Q: Once the Interim Priest is in place, will he/she be responsible for leading the parish?

A: Yes. The Interim Priest will be responsible for the liturgical, pastoral and administrative life of the parish, including supervision of day-to-day operations and supervision of staff.

Q: Are the present or past clergy at Grace St. Paul's eligible to serve as Interim Priest or for the permanent Rector's position?

A: No. In both cases, we will seek applicants from outside the parish.

Q: How long will the Interim Priest serve?

A: An Interim Priest typically serves until a permanent Rector is hired and installed. We expect this period to last about 18 months.

Q: Is the Interim Priest eligible to be called as the permanent Rector?

A: No, the Interim Priest cannot be a candidate for the permanent position.

Q: What is a Parish Profile?

A: The Parish Profile is an official document that describes the Grace St. Paul's community, our liturgy and worship styles, our many ministries, and our goals and vision for the future. It's a bit like a personal ad for a parish!

Q: What will the Parish Profile be used for?

A: The Parish Profile will be available to qualified priests throughout the country who are seeking a position of rector. It allows priests searching for a new church to know something about GSP and whether or not our congregation would be a good match for their own ministerial call.

Q: When will the search for a new Rector begin?

A: The search for a new Rector will begin once the Parish Profile has been completed and approved by the Bishop.

Q: How will the search be done?

A: The Vestry will appoint a Search Committee to evaluate the candidates who apply and narrow the number of applicants to the three most qualified. Those finalists will have further interviews with the entire Vestry. The Vestry then issues a call to the candidate that they deem to be the best qualified to lead GSP into its vision of the future.

Q: Who serves on the Search Committee and how are they selected?

A: The Vestry selects the Search Committee, which will be composed of parishioners who are considered to be wise and experienced leaders of the Grace St. Paul's community. Staff members, paid or unpaid, whether clergy or lay, may not serve on the Search Committee. The Senior Warden will serve on the Search Committee.

Q: How long will the search for a new Rector last?

A: The search will continue until a new Rector has been called and accepts the position. We anticipate this will take about 18 months at GSP, but the length of the process will depend on the number and quality of the applicants for the position to lead our unique and vibrant parish.

Q: What are the costs associated with the transition process?

A: The expenses related to a search can range from a few thousand dollars to over \$50,000, depending on the kind of search that is undertaken. Costs may include: paying a set fee (\$750) and travel expenses for the diocesan consultant to the Search Committee; advertising the position in national publications; travel expenses for

candidates for permanent Rector, along with partners/spouses, who come to Tucson for interviews with the Vestry; travel expenses for any members of the Search Committee who travel to a candidate's home church; and relocation costs for the individual who becomes the Rector. The Vestry will monitor expenses closely and do everything possible to keep these costs down.

Q: What is the role of the Bishop's office during the search process?

A: The Bishop will provide assistance in assembling a list of candidates for the Rector's position, as well as some initial pre-screening and background checks. The Bishop and Diocese desire the same thing as our own Search Committee: to find the best and most able clergy to serve this congregation. They are committed to making the search process as open, fair and easy as possible, and they are ready to help our congregation in any way necessary during this time of transition. A copy of the Deployment Policies for the Diocese of Arizona is posted on the bulletin board in the Parish Hall next to the most recent Vestry minutes. Please contact the Senior Warden if you would like a personal copy of the Diocesan policy.