

REV. BETH CHECK IN

St. Clare's, Pleasanton

QUESTIONS SUBMITTED LAST SUNDAY

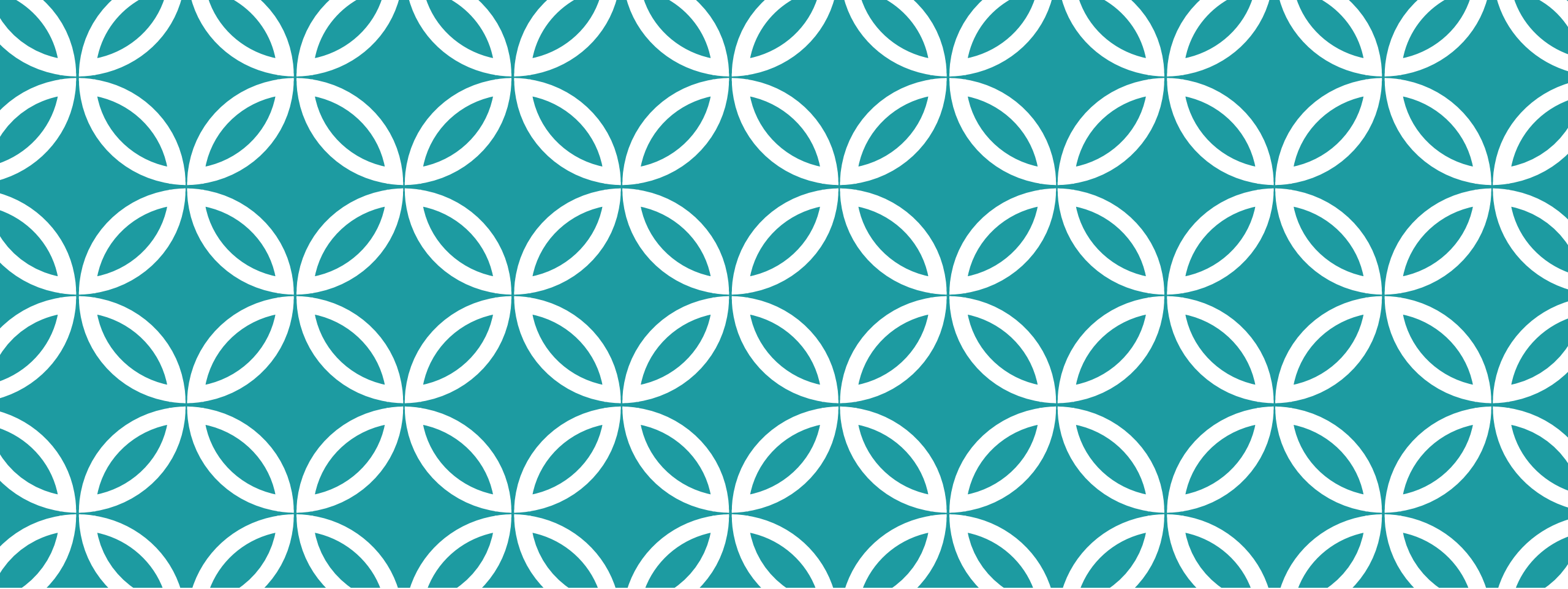
It would be nice to have a schedule of which Sunday will be Morning Prayer.

It would be nice to have an Interim who is semi-permanent. It is a long search process. It made me feel happy having Rev. Beth today.

I live close by. How long have you been doing ministry?

We have a vivacious membership. How do we keep enthusiasm going without a regular service leader?

What are the steps to this process? Is there a pool of qualified individuals to consider?



SEARCH PROCESS OVERVIEW: A FOUR PHASE STRUCTURE

St. Clare's, Pleasanton

TRANSITIONS AT DIOCESAN LEVEL

The diocesan approach to clergy transitions is changing to become more "team-based" and collaborative.

The Rev. Canon Sierra Reyes, Canon to the Ordinary is now in charge of transitions.

The Rev. Laura Eberly, Canon for Congregations

Canon Denise Obando, Canon for Compliance

PHASE 1: PREPARATION

Preparation: Search Committee assembly, website updates, timeline development

- Search committee is assembled
- Formal blessing and commissioning of search committee during church
- Website will be updated
- Timeline for search process being developed
- The Preparation stage is largely complete.

PHASE 2: DATA GATHERING

Two Community listening sessions: May 31 and June 14

On May 31 we'll gather after church with the search committee and Rev. Beth for a "history day," using the Appreciative Inquiry approach. This will build on the Vital and Thriving work done in March, 2023.

We'll create a timeline and fill it in with your memories, asking questions like:

What are the origins of St. Clare's?

When did you arrive at St. Clare's? What was it like then? How has it changed?

What are high points that you remember? What has been life-giving?

Who were leaders and clergy of St. Clare's? What did you value about them?

PHASE 2: DATA GATHERING

On June 14, we'll gather with the search committee, Rev. Beth, and Canon Sierra Reyes for a listening session focused on future leadership needs.

- *Who is St. Clare's now?*
- *Who does St. Clare's want to be in the future?*
- *What kind of rector does St. Clare's need and want going forward?*

TIMELINE REVIEW & NEEDS ASSESSMENT

At the end of the Data Gathering phase, the search committee will look at the data, review it and conduct a needs assessment for the next step.

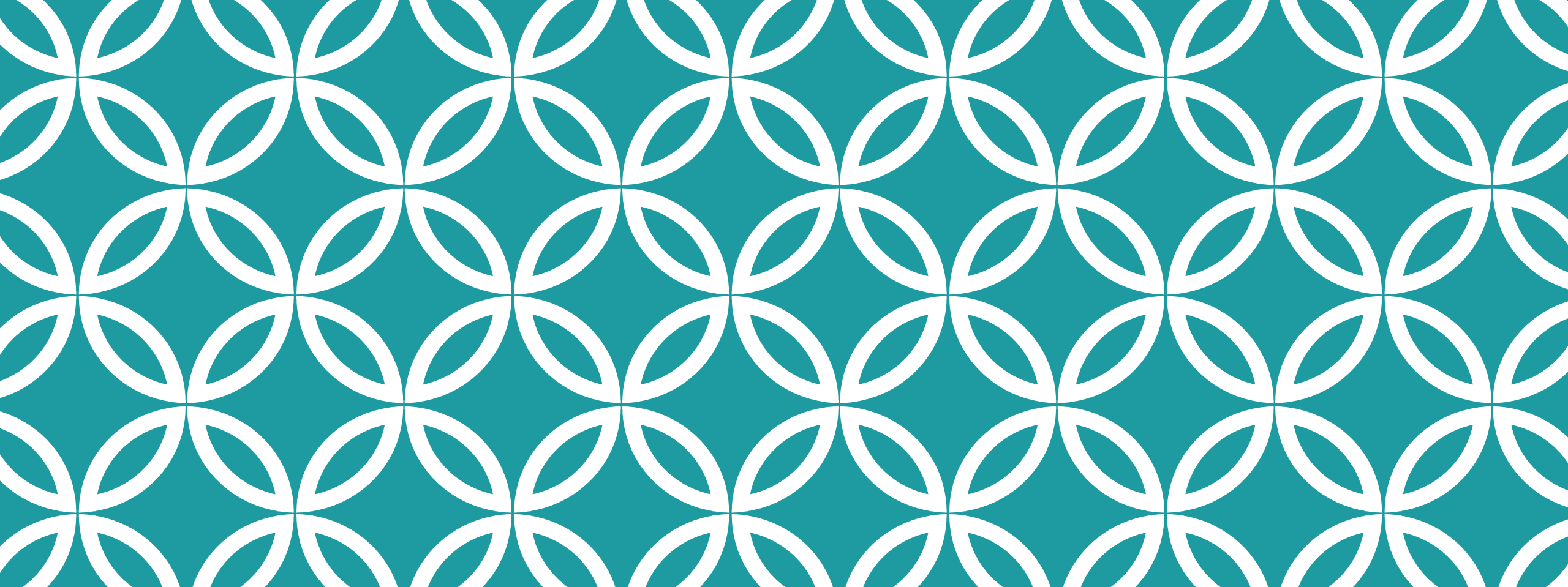
PHASE 3: POSTING

- Profile Creation: Drafting responses to essay questions for posting on the Episcopal Church website using data gathered from our listening sessions. The profile will be posted on St. Clare's website as well.
- Candidate Review: Paper review, virtual interviews, in-person finalist visits
- Candidate vetting: All applicants route through diocesan office for verification of good standing and absence of disciplinary actions before reaching the committee.
- Interview rounds:
 - Paper review of resumes and sermon links
 - Virtual Zoom interviews with search committee
 - In-person visits for finalists(s). Committee and Vestry meet candidates and spouses.

THE CALLING OF NEW RECTOR

The final decision authority to issue the call for the new Rector rests with the Vestry.

The Search Committee does all the work to prepare, evaluate, and serves as the recommender, and ideally offers more than one candidate who would be acceptable and fit the St. Clare's call.



HOW LONG WILL THIS ALL TAKE?

St. Clare's, Pleasanton

TRANSITION TIMELINE (A LIVING DOCUMENT)

- End of June, 2026
- Complete data-gathering phase
- Rev. Beth finishes her work at St. Clare's

- End of the year, 2026:
- Search committee posts position on Episcopal Church website
- Spring 2027: search committee interviews candidates
- Summer 2027: Call issued giving time for clergy relocation

QUESTIONS? DISCUSSION

Somebody wrote this question last Sunday:

Is there a pool of qualified individuals to consider?

The answer is: Yes!