

# How Do We Find a New Priest?

**Please back date to October 24 if possible**

## Process

There are multiple phases to the process, which are described here with draft timelines. The timelines are goals, and may shift as we learn more and go through each step.

### Discovery + Develop Materials

**Timing:** now through the end of 2020

We create a community profile and a summary of

- Who we are as a community, and who we want to be;
- What gifts and qualities we are looking for in a priest, based on our community needs and input;
- What we can support financially, which will be determined by the vestry, in consultation with the finance committee.

We will reflect on our experiences within this community; the data from the Holy Cow survey; information from past community discussions; and on input, responses, and reflections from you. We are already planning towards some small group discussions - stay tuned!

### Posting + Application and Review Period

**Timing:** January - March 2021

Our materials will be published, and potential applicants will discern if they feel called to apply. We may ask you to share the job postings with your networks. The transition team will receive candidate names after some ECMN-level review, then the transition team reviews each candidate's materials and chooses who to interview.

## Interviews

### Timing: April - June 2021

Initial interviews, rigorous reflection and conversation within the team, further interviews with a few finalists, and then the transition team presents our recommendation to the Vestry. Upon Vestry acceptance of a candidate, the Wardens negotiate contracts and issue an offer.

## Questions? Suggestions?

You can reach us at [transitionteam@saintmarysepiscopal.org](mailto:transitionteam@saintmarysepiscopal.org). You can read more about the transition team here.