

## Vestry Goals, Objectives, and Strategies during the Interim Period

Goal	Objective	Strategy
<i>For the maintenance of the church:</i>		
To select a sound clergy leader for the interim	To provide the parish with a priestly leader during the interim who will support and encourage the parish to resolve conflicts, attend to neglected areas, and use this time of change for clarity of mission and growth	Develop a small team of wardens and vestry to work with bishop's staff to invite applications, review materials, and select the interim minister who best fits the needs of the congregation
To keep the parish on track in its day-to-day functioning	To maintain business and administrative practices	Work with interim and office staff and offer assistance as needed
To maintain the fiscal well-being of the parish	To maintain and develop pledging	To teach and model good stewardship
To respect and support the interim as the spiritual and liturgical leader of the parish during this period	To model to the parish the appropriate placing of authority during the interim period	To actively support by presence, attitude, and action
To understand the interim's approach to the developmental tasks	To be clear about the developmental tasks and support their completion	To hear the interim approach to these tasks and provide appropriate assistance as requested

### *For the healing of the church:*

To assist the congregation in appropriate detachment and resolution	To be aware of unresolved issues regarding the parish and former clergy/staff	To work with the interim and consultant and model intentional closure
To deal with internal conflicts and help heal any divisions within the congregation	Identify any conflict and bring together divided members with common goals	Work with interim and consultant and model intentional healing
Work closely together as a vestry in developing leadership	At least quarterly, meet to assess progress and adjust goals	Engage facilitator to assist in review process

*For preparation:*

Prepare the congregation for the coming of the next rector	Build a learning community instead of a blaming one	Work on improvement in community life by participation of vestry leaders in the life of the whole parish, encouraging and modeling how to accept and grow in the midst of change
Assist in managing the natural changes in leadership throughout the parish	Affirm leadership changes, provide rest for those who are weary and opportunities for those who are new; maintain a non-anxious presence	Use newsletter, website, social media, announcements, and informal communications to consistently and appropriately connect

*For developing trust in the process of searching for a new rector:*

Honor the search committee with your trust	Acknowledge and commend the search committee publicly, support the timetable and process, do not second-guess or criticize	Demonstrate consistent verbal and non-verbal support and confidence with words, tone, and action
Provide all the necessary data for the parish profile	Use the records to which vestry has access	Report attendance, pledge and plate income and debt for the past three years
Provide appropriate compensation for the interim	Use diocesan and national standards for your parish size and community	Set appropriate compensation
Set the search committee budget for the beginning of the process	Use sample budgets and geographic parameters	Provide the budget to the search committee chair as soon as the chair is selected
Set the negotiable compensation range for the next rector	Use diocesan and national standards for your parish size and community	Provide compensation range to search committee chair
Provide the formal charge to the search committee for their work	Consider sample search committee charges	Provide vestry charge to the search committee chair and include it in a formal liturgy to commission the search committee in the presence of the congregation at Sunday worship

Senior warden's signifying of search committee authority	To convey the vestry's recognition of the search committee's call and authority in the presence of the congregation	Senior warden stands with the interim and reads the search committee's charge aloud before the committee and congregation as part of the commissioning liturgy at Sunday worship
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*For healthy transition to a new future:*

Provide sound closure for interim priest and prepare for the coming of the next rector	To say goodbye to those who have served the parish during the interim	Plan parties, events of thanksgiving; review and evaluate and file for future reference
Prepare helpful transition for new rector and family	Appoint a transition committee to work with the incoming rector	Plan move, assist in housing, support as able with resources for spouse employment and children's schools, plan welcome events
Coordinate celebration of new ministry	Mark liturgically this significant beginning with a new priestly leader	Senior warden contacts bishop's staff to find date, plan service, and prepare for festive reception
Priest and parish commitment to a new future	Consider previous mission discernment and long-term planning	New rector, wardens and vestry, search committee, and possibly consultant discern ongoing goals as revealed in present data: Who is the church now? Who are our neighbors? What is God calling us to in this time and place?