



A MANUAL FOR PARISHES IN TIMES OF TRANSITION

From the Canon for Transition Ministry to the People of St. Michael's Cathedral

The transition process in the Diocese of Idaho has changed significantly since the last time the Cathedral was in transition. We now use a Manual for Transition, crafted within our diocese of the last 10 years, to guide our entire process. As your Canon for Transition Ministry I will work with your Vestry and Search Committee to work through the Manual.

Throughout this time of transition, you will continue to be led by Canon Emily, Archdeacon Rick, and associated clergy. Bishop Brian is working to find the right Interim Rector to join your leadership. The Interim will oversee the daily business of the church, preach and celebrate the Eucharist with you often, and work with you to set goals for your time together.

Soon, I will begin working with your Vestry to form the Search Committee. This committee will have 15-18 people, including one member of Vestry (not a Warden). If you are interested in being on the Search Committee, please contact the Cathedral Administrator Debbi Mills-Havey during the month of February to get an application to be a member of the Search Committee. Applications must be returned to Debbi by Friday February 28th. I know filling out an application may seem arduous; we want to make sure that everyone who is interested in being on this important committee has an equal opportunity to be considered. From the applicants, the Senior Warden and Bishop Brian will pick the committee chair, then the Vestry and I will work together to pick the rest of the committee. There will be more information about what it means to be on the Search Committee in the February Chime.

Once the Search Committee is finalized, we will begin meeting monthly to work through the Manual. During the course of our work we will have all parish meetings where I will lead you through large group work. There will also be times where members of the Search Committee will meet with smaller groups or individuals to gather stories of why the Cathedral is a special place to you, how you experience God here, and what ministries are making a difference in your life and in the Boise community.

The work of the Search Committee will come together into a parish profile. From there we will post the position far and wide, interview candidates, and then have a new Dean of St. Michael's Cathedral. I cannot tell you now how long it will be until we welcome this new clergy person. This process takes as long as it takes to complete. We cannot rush God's time. We can help it along by encouraging everyone's participation and staying dedicated to completing a healthy process.

With all of this in mind, I ask two things of all of you. First, that you pray. Pray for those in leadership. Pray for the work of the ministries here. Pray for the Holy Spirit to guide our discernment and work. Second, that you work to stay informed and be a source of accurate information.

I look forward to working with you all and learning more about what makes St. Michael's Cathedral such a special place.

Canon Lauren Schoeck

Frequently Asked Questions

Q: Why are we doing this?

Whenever a clergy person leaves or enters a parish, the dynamics of the parish change. What we know to be true at a certain time in the history of the parish may not continue to be true in this present time. Clergy are called to serve parishes at different points in the history of that parish, and the needs, circumstances, and yearnings of the parish change. This parish isn't the same as it was in 1950, or 1975, or even 2019. The transition process is about re-discovering who we are, what we are called to become, and who we are called to serve.

Q: How long is this going to take?

This is a question that is asked often during the process. The simple answer is, "It takes as long as it takes." Search processes are affected by the time it takes to get everyone on board to form a Search committee, complete the parish tasks of transition, write the profile, have Vestry and Bishop approve of the document, interview prospective candidates, and find the right clergy fit for the parish. It can take 12 months or several years. The standard amount of time is generally about 18 months.

Q: Who can be on the Search Committee?

The Search Committee is made up of people who are members in good standing of the parish and who have been appointed by Vestry to serve on this sub-committee. Vestry will seek persons who have the skills sets needed (as outlined by the Transition Minister), who are able to devote the time needed, and have the ability to work well together as a team in order to aid the parish in this process. More information about what it means to be a member of the Search Committee will be in the February Chime.

Q: We've done this before. Why can't we use the old profile document?

You have changed; the parish has changed; the community around you has changed; and the transition process has also changed. The old profile document led you to the clergy leadership you chose to partner with you at that time, under those circumstances. This profile document will lead you to the clergy person who will partner with you under the current circumstances and into the near future.

Q: How can I help?

If you fit the criteria for the Search committee, let the Cathedral Administrator Debbi Mills-Havey know that you would like to serve in that capacity so she can give you an application. If not, then serve on the many ministry teams of the parish that need good, positive leaders during this time of transition.

Q: How can I contact Canon Lauren?

The best way to contact Canon Lauren is by email. Her email address is LSchoeck@idahodiocese.org. She can also be reached on her cell phone, please contact the Diocesan Office or the Cathedral Office to be given her cell phone number.