

## Transition Timeline

Horizon <i>a time of listening and discernment</i>	
January 2022-May 2022	<ul style="list-style-type: none"> <li>• May listening event</li> <li>• Recommendations to Council:               <ul style="list-style-type: none"> <li>○ <i>Continue the Horizon Team work through October 2022</i></li> <li>○ <i>Begin the hiring process for a new Minister of Music</i></li> <li>○ <i>Reconsider organizational staffing, pastoral, and volunteer structures to fulfill ministry needs and support existing programs.</i></li> <li>○ <i>Continue, enhance, and integrate our social justice ministries into all programs.</i></li> </ul> </li> </ul>
June 2022-October 2022	<ul style="list-style-type: none"> <li>• Congregation Timeline</li> <li>• Mindful Walks</li> <li>• Discernment Circles</li> <li>• Reformation Event with sharing of Discernment Circle               <ul style="list-style-type: none"> <li>○ <i>Welcome a spirit of renewal</i></li> <li>○ <i>Act for social justice</i></li> <li>○ <i>Praise the spirit with vibrant worship</i></li> <li>○ <i>Expand diversity and inclusion</i></li> <li>○ <i>Encourage strong social and spiritual connections</i></li> <li>○ <i>Expand and deepen an intergenerational community</i></li> </ul> </li> </ul>

Transition Team <i>a time of preparation</i>	
March 2023	<p>March 25<sup>th</sup> – First Transition Team meeting</p> <ul style="list-style-type: none"> <li>• Focused on the purpose and responsibilities of the Transition Team. Assigned team members tasks to that need to be completed in preparation for completing the Mission Profile.</li> </ul>
April 2023	<p>April 13<sup>th</sup> – Team meeting</p> <ul style="list-style-type: none"> <li>• Reviewed the assignments completed by team members</li> <li>• Completed tasks: Draft of updated Lead Pastor Job Description. Review of policies and procedures, notified Council of the need to update the Constitution, assessed the congregation’s building and property.</li> </ul> <p>April 29<sup>th</sup> – Team meeting</p> <ul style="list-style-type: none"> <li>• Assessed the staffing plan and proposed changes</li> <li>• Discussed and developed recommendations to the Council related to Kyler’s requested change in his position responsibilities.</li> <li>• Identified how we would approach answering the questions in the Mission Profile.</li> </ul>
May 2023	<p>May 11<sup>th</sup> – Team meeting</p> <ul style="list-style-type: none"> <li>• Review of financial situation</li> </ul> <p>May 25<sup>th</sup> – St Andrew Structure Workshop</p> <ul style="list-style-type: none"> <li>• Convened a meeting with Transition Team, key leaders of the Council, finance team, stewardship and HR to review and improved the processes for financial management, stewardship and human resources.</li> </ul>
June 2023	<p>June 8<sup>th</sup> – Team meeting</p> <ul style="list-style-type: none"> <li>• Confirmed plans for Table Talk, Vision Workshop and considered a draft Mission Statement</li> <li>• <i>In a Spirit of Renewal, the people of St. Andrew welcome all generations, and encourage them to grow strong social and spiritual connections as we expand diversity and inclusion, praise the spirit in vibrant worship, care for the earth and all creation, and act for social justice.</i></li> </ul> <p>June 13<sup>th</sup> – Presented Transition Team report at the Annual Meeting  June 24<sup>th</sup> – Team meeting</p> <ul style="list-style-type: none"> <li>• Approved Transition Timeline</li> <li>• Discussion of Reflections to aid in completing the Mission Profile.</li> </ul>
July 2023	<p>July 2<sup>nd</sup> – Invite congregation members to provide their view on how we function as a Community and our Leadership Style</p> <p>July 29<sup>th</sup> – Team meeting</p> <ul style="list-style-type: none"> <li>• Discussion of Reflections to aid in completing the Mission Profile.</li> </ul>
August 2023	<p>August 1<sup>st</sup> – Invite congregation members to provide views on Our Programming and Theological Perspective</p>

	August 10 <sup>th</sup> – Team meeting August 26 <sup>th</sup> – Team Meeting <ul style="list-style-type: none"> <li>• Prepare for Visioning Event and Ministry Fair</li> </ul>
September 2023	<ul style="list-style-type: none"> <li>• September 9<sup>th</sup> Visioning Event – develop an ideal unique, image of the future for the common good.</li> <li>• September 10<sup>th</sup> Engage congregation members in helping answer key questions needed to complete the Mission Profile.</li> <li>• September 26<sup>th</sup> Sponsor Table Talk to engage in an open conversation around the question of calling a leader that defies stereotypes facilitated by Pastor Susan Kintner</li> </ul>
October 2023	<ul style="list-style-type: none"> <li>• Complete the Mission Profile</li> </ul>
November 2023	<ul style="list-style-type: none"> <li>• Council Approval of Mission Profile</li> <li>• Submit final Mission Profile</li> </ul>

Call Process <i>a time of search and discernment</i>	
Date to be determined	<ul style="list-style-type: none"> <li>• Receive names of candidates for St. Andrew leader pastor position</li> </ul>
Dates to be determined	<ul style="list-style-type: none"> <li>• Prepare to interview candidates</li> <li>• Review the candidate(s) qualifications</li> <li>• Perform initial phone/Zoom interviews with candidates</li> <li>• Perform in person interview with selected candidate(s)</li> <li>• Make recommendation to the Council for Call of selected candidate.</li> <li>• Work with Council and HR committee to develop a compensation package.</li> <li>• Hold a special Congregation meeting for vote to call selected candidate, and the compensation package.</li> <li>• If call approved and candidate accepts - Welcome a new Lead Pastor</li> <li>• If call is not approved or candidate declines, receive a new list of candidates.</li> </ul>