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The Third Sunday in Lent

From the Wardens: The Step by Step Process for Calling a Rector

Last week we received the following guidelines from the ECCT. Although we await the completion of the financial analysis by the ECCT, we have already begun the discernment process. We urge you to consider carefully the questions in #7 that the vestry must answer and share thoughts, either in the suggestion box or by email. Thank you for the thoughtful ideas and comments you have already submitted.

STEP BY STEP: THE TRANSITION PROCESS IN ECCT POST PRIEST-IN-CHARGE FULL-TIME

This is a Spiritual Process, not a hiring process. We seek God's will for the congregation. We are not hiring an employee, but calling a Priest, Pastor, and Spiritual leader. Timelines will vary.

1. Decision is made that the Priest-in-Charge will not move on to Rector.'
2. Priest-in-Charge does Exit Interview with Bishop of Record and Diocesan Transition Minister (DTM).
3. Parish says thank you and goodbye as Priest-in-Charge leaves.

4. Work on updating website can begin before departure; an updated financial analysis is completed.

5. DTM visits parish (presenting the Transition Process to the congregation, and meeting with the Vestry).

6. Transition Consultant (TC) is assigned. (Paperwork is completed and submitted to DTM.) TC meets with DTM and wardens to plan parish involvement in discernment work.

7. Vestry gathers data from congregational meeting(s) and any other sources and begins discerning: Who are we today, in this place and time? What God is up to in our neighborhood? How is our parish called to participate more fully and faithfully in this mission? What are our dreams for the future? What gifts will help us realize these dreams? Answers to these questions are then used to complete OTM, TMC forms and Transition page on website: EVERYTHING is online.

8. Discernment work is completed. A meeting is held with the Bishop of Record and DTM to review and approve materials.

9. DTM opens search for 6-8 weeks of receiving names. The posting is listed on the Office of Transition Ministry (OTM) site, Transition Ministry Conference (TMC) site, ECCT website, and posted for two weeks on the Episcopal News Service (ENS) site (the parish can opt to pay for a longer listing time on the ENS site.)

10. Vestry works with DTM on interview training, process for sorting names, Zoom interviews, development of "short list" for in person interviews, and plan for those interviews and communications with candidates. This works include Unconscious Bias/Interview training per Convention resolution and a mock interview with a clergy consultant.

11. DTM meets with Vestry via Zoom to share candidates. Following the sharing of the candidates, the Vestry will receive access to a Dropbox folder.)

12. Vestry initial screening and Zoom interviews, move on to second round of interviews, or develop a "short list" of three to five candidates.

13. "Short list" names given to DTM who initiates background checks, and Bishop to Bishop calls.

14. DTM makes sure Vestry has plan (agenda and responsibilities assigned) for finalist folks to visit and interview – Wardens coordinate with Bishops' office for candidates to meet the Bishop of Record while they're here.

15. Vestry votes. Contacts the Bishop, once approved Senior Warden contacts candidate with news and then negotiates Letter of Agreement (LOA)

16. Announcement of call is made only after the Bishop has signed the LOA and timing must be coordinated with the candidate

17. New Rector arrives

Transition Process Roles and Responsibilities

- ❖ The Bishops are the chief pastors of all congregations in ECCT.
- ❖ The Bishops are here to support your call as you select the priest who is the best possible match for you.
- ❖ The Bishops will partner with you in this call.
- ❖ The Vestry is elected by the parish and has responsibility for the call of the new Rector.
- ❖ Candidates' names and demographic data are kept confidential...the process, however, is transparent to the whole congregation.
- ❖ The Transition Consultant works with the parish and vestry to help you figure out and present who you are and who you are looking for in your rector.
- ❖ The Diocesan Transition Minister oversees the entire transition process, provides information about the "clergy marketplace" and advises along the way.
- ❖ The Diocesan Transition Minister trains, guides and supports on behalf of the Bishop.
- ❖ The Diocesan Transition Minister deeply understands the pitfalls and best practices in this process; knows what an excellent priest looks like, but will not know the voice of your next Rector when she hears it – that's your job!

An Invitation from Kathy Fricker, Chair of the Pastoral Commission

Lay Pastoral Care

There are two ways to serve in this ministry.

The first is as a Eucharistic visitor who is licensed to go from Sunday Eucharist or other principal celebrations of the Eucharist to share sacraments with members of the congregation who were unable to be present at the celebration because of illness or infirmity.

The second is as a visitor from the parish. We have several parishioners visiting and a number of people needing/wanting visits. The time spent with each home bound parishioner is mutually agreed between the visitor and the home bound person. In addition, there are several of us who can administer communion should the person request it.

If anyone is interested in becoming a lay pastoral minister please contact the office and KC Compton, our parish administrator, will forward your name and contact information to me. If you would like to become part of this ministry you must complete the Safe Church Training, which is available online through

the [ECCT website](#) .

If you know of any parishioner who needs or wants visits, please call the office and provide as your name and the name of the homebound parishioner.

This is a much needed ministry and those of us who visit are very happy to do this.

Kathy Fricker

Bible Discussion: Wednesdays in Lent at 4:30 pm

Each Wednesday parishioners are invited to discuss the readings that will be a part of the Liturgy of the Word on the following Sunday. This coming Wednesday, March 15th, we will discuss these readings:

1 Samuel 16:1-13
Ephesians 5:8-14
John 9:1-41
Psalm 23

The discussions will be held in the parish hall great room. Please come and add your voice!

This Week at St Andrew's

Sunday, 12 March :: 8:30 am

Holy Eucharist: *The Third Sunday in Lent* (spoken)

Sunday, 12 March :: 9:15 am

Choir Rehearsal

Sunday, 12 March :: 10:30 am

Holy Eucharist: *The Third Sunday in Lent* (with music) (*in-person and live-streamed*)

Sunday, 12 March :: 10:30 am

Church School

Sunday, 12 March :: 11:30 am

Coffee Hour

Monday, 13 March :: 8:00 pm

LGBTQ+ A.A. meeting

Wednesday, 15 March :: 4:30 pm

Lenten Scripture Bible Discussion

Wednesday, 15 March :: 6:00 pm

Midweek Holy Eucharist

Thursday, 16 March :: 7:00 pm

A.A. meeting

Thursday, 16 March :: 7:00 pm

Al-Anon meeting (Old Vestry Room)

Easter Flower Offering Envelopes and Easter Flower Memorials



Envelopes for special Easter offering are available in the narthex.

Please consider an Easter flower memorial in memory of a loved one. Please email KC at **office.sa.kent@gmail.com** with your Easter flower memorial names and mail a check in the suggested amount of \$60, or drop an envelope in the offering plate with the names and a check.

Don't Forget: Turn Your Clocks Ahead!



Be sure to turn your clocks one hour ahead on Saturday night so you don't miss Sunday's worship!

Mark Your Calendars for These Events...

Sunday, 02 April

Palm Sunday

Thursday, 06 April

Maundy Thursday

Friday, 07 April

Good Friday

Sunday, 09 April

Easter Sunday

St Andrew's Current COVID Status

THE PARISH IS OPEN.

We have now resumed all of our usual pre-COVID practices except the sharing of the Common Cup; we distribute the Wine in individual portions.

We will continue to livestream our 10:30 liturgy on Sundays.

Help Support the Kent Food Bank



Please help our parish family continue to support of the Kent Food Bank by sending a check in any amount to:

Kent Community Fund
P O Box 262
Kent, CT 06757
memo: Food Bank

These funds will be used to purchase vouchers for local families in need, under the direction of Kent's new Social Services Director, Samantha Hasenflue. In addition, it is useful for the Director to have IGA gift cards to give to families who are in need. Please consider purchasing a card, for \$25 or \$50, and taking it to Samantha's office in Town Hall or dropping it in the donations basket in the Narthex. (You can also place it in the offering plate, marked for the Food Bank.)

The Kent Food Bank also accepts food donations. They are especially in need of staples such as **beans, rice, tea, coffee, sugar, nuts, hot & cold breakfast cereals, peanut butter, jellies, jams and tuna**. Make certain that the 'Best by ...' dates are not past! Please remember that the Food Bank accepts pet foods as well!

You may drop off food items on Fridays from 10:00 am - 12:00 noon in the back of the Community House on Main Street. You may also place donations in the basket in the church Narthex or in the bin in the breezeway at the rear of the Rectory.

Lectons for this Week

The Third Sunday in Lent
Year A

Exodus 17:1-7
Psalm 95:1-11
Romans 5:1-11
John 4:5-42



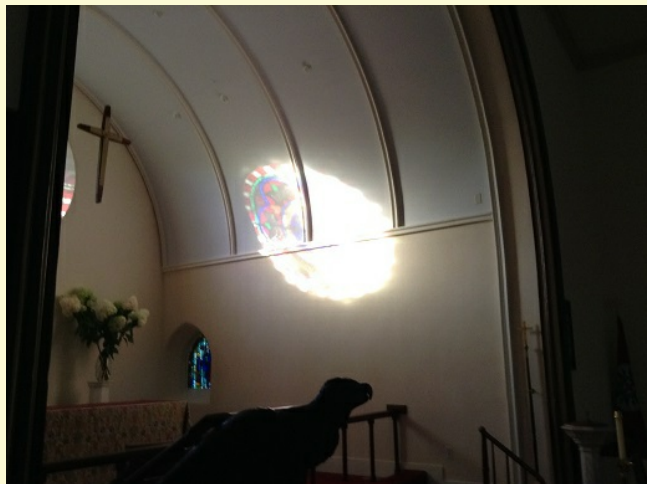
Worship Services

-Sunday-
Holy Eucharist
8.30 a.m. & 10.30 a.m.

In person
(10.30 a.m. available live
stream on YouTube)



-Wednesday-
Holy Eucharist
6.00 p.m.



12 Step Meetings

Mondays
LGBTQ+ A.A.
(Parish House)

Thursdays

Al-Anon. at 7.00 p.m.

(Old Vestry Room)

A.A. at 7:00 pm

(Parish House)



Parish Staff

Susan Guse

Organist & Director of Choirs

Ron Marasco, Ph.D.

Director of Education

KC Compton

Parish Administrator

Jane Farnol

Church School Leader

Joan I Cassel

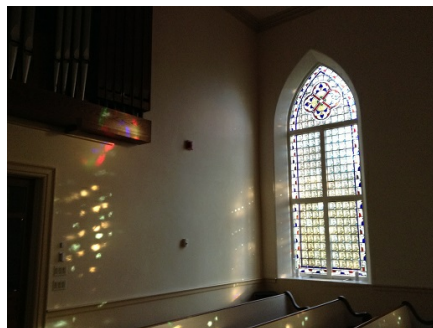
Financial Secretary

Randy Osolin

Vergers

Gloria Contreras

Sexton



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