

TRANSITION/SEARCH REPORT

JULY 17, 2016

I'm going to begin today by giving you a special report on our Transition/Search process. You have been receiving reports from the committees all along but I was prompted to do this because of questions I have received and concerns that are being voiced among members of the congregation. At our Vestry meeting this week we had a long and valuable conversation about the process and realized that our congregation may feel as if they are not getting enough information.

First of all, let me tell you that thanks to Fr. Winston, in his infinite wisdom, we are more than a year and a half ahead of the process if it were to be conducted north of the border. There, the process does not start until the former Rector has bid his good-byes. With Fr. Winston's blessing, we began our process shortly after his announced departure in 2014. As I said, this is unheard of in the US.

We formed our Transition Committee and they decided that they would follow the US Episcopal manual called SEARCH that would guide the parish through the process leading to the election of a new Rector. They, in turn, formed the Parish Profile Committee. You probably remember that in early 2015 we were asked to attend small, informal meetings in the garden to discuss St. Andrew's present, past, and, most importantly, what we would like for the future. We were also asked in 2015 to take an on-line survey. When the results of the discussion groups and the survey were compiled, we then had a Parish Profile that would indicate to potential candidates who we were and what we were looking for in a new Rector.

The next steps in the process were to form the Search Committee, create advertisements, and announce to the world that we were looking for a new Rector and invite applications for the position. As we were working on that part of the process we had a request on Bishop Lino's desk as he had to approve our Transition process. We finally received his blessing and in the fall of 2015 began to place advertisements in the available periodicals north of the border. We set a deadline of March 1, 2016 for applications to be received.

Beginning in March 2016, the Search Committee, working as a Committee of the Whole, took the applications received and went through them. Some were not appropriate and were rejected out of hand. After a first cut, letters were sent out to those who had been rejected. Now, following a profile developed from your answers to questions about what our new Rector should be like, the more intense work of the Search Committee began as they began to check out references, delve into documentation that had been sent by the candidates, and begin the confidential background checks (not an easy process from

Mexico as we do not have access to the data bases in the US and Canada). That has taken several months of weekly meetings by the Search Committee and I commend their tenacity.

The Committee has recently sent the financial and benefits package to their most promising candidates and are awaiting their response. To date, they have four very viable candidates and as soon as they receive notice that they are still interested in the position, the Committee will conduct more personal interviews with them via Skype or similar technology.

After that, we must give the candidates a chance to see us, as in St. Andrew's and the Lakeside community as well as the greater Guadalajara area. We are asking them to come abroad to take a position in an Anglican church on foreign soil. They will have many questions, questions we all had before we came here and found our paradise. We will give them a chance to answer those questions during an on-site visit sometime this fall. This visit, as you may remember, is already funded within our budget and has been for the last year. They will meet the Vestry, formally and informally, meet the Bishop, the Minister of Music, come to a Sunday service to meet the congregation, see the community, etc. It will be an exciting time for St. Andrew's.

I hope that this overview will lay to rest any worries you may have about the Transition process. If you have any questions or concerns, please seek out a Vestry member or a Search Committee member and we would be more than happy to speak to you.

**Respectfully submitted,
Sheree Nuncio
Senior Warden 2016**