

CLERGY Goal 2.2

CLERGY TRANSITION PLAN

- a) Within 8 months, we will develop a *Clergy Transition Plan* with a comprehensive plan to effectively manage Clergy transitions at Parishes; and
- b) Within 12 months thereafter, we will implement our *Clergy Transition Plan*.

CLERGY GOAL 2.2 ACTION PLAN			
Specific Key Actions Necessary To Achieve Clergy Goal 2.2	Who Must Do Each Action	Timetable: How Many Months or Days To Finish Action From Previous Action	How Will We Know When This Action Has Been Completed
1. Recruit Clergy Goal 2 Task Force ("CLTF2")	Clergy Strategic Planning Task Force and the Goal Captain	1 month after Start Date	CLTF2 members agree to serve
2. Identify experienced interested stakeholder ("IS") individuals who can identify Clergy transition issues (new Clergy, new parish assignments, retirement, etc.), including recently retired clergy and presbyteres	GC & CLTF2, Chancellor, Clergy Syndesmos representatives, Sisterhood of Presbyteres	1 month after step 1	IS identified
3. Interview IS & develop a list of the most important Clergy & Parish transition issues	CLTF2	2 months after step 2	Interviews completed
4. Develop training and other programs to assist with Clergy transitions	CLTF2	4 months after step 3	Programs developed
5. Make programs available on Metropolis Resource Center Portal ("Portal") and develop regional training programs for Parishes	CLTF2	1 months after step 4	Programs loaded on Portal
6. Identify talented and experienced individuals who can provide training to Clergy and Parishes	CLTF2, GC, Chancellor, Clergy Syndesmos	Simultaneously with step 5	Trainers identified
7. Start to deliver training to Clergy and Parishes, including at least: (a) to each new Metropolis Clergy member (whether new priest or newly transferred into Metropolis); and (b) each Parish in which Clergy transition is taking place	CLTF2 and recruited trainers	Beginning 1 month after both steps 4 and 6 are completed and continuously thereafter	Regional training has been delivered to each new Clergy member and Parish at least once in every region throughout the Metropolis
8. Create feedback mechanism to measure effectiveness of programs, make changes to program as needed and follow up with IS	CLTF2	4 months after step 7 and continuously thereafter	Feedback mechanism made a part of Portal and programs are revised