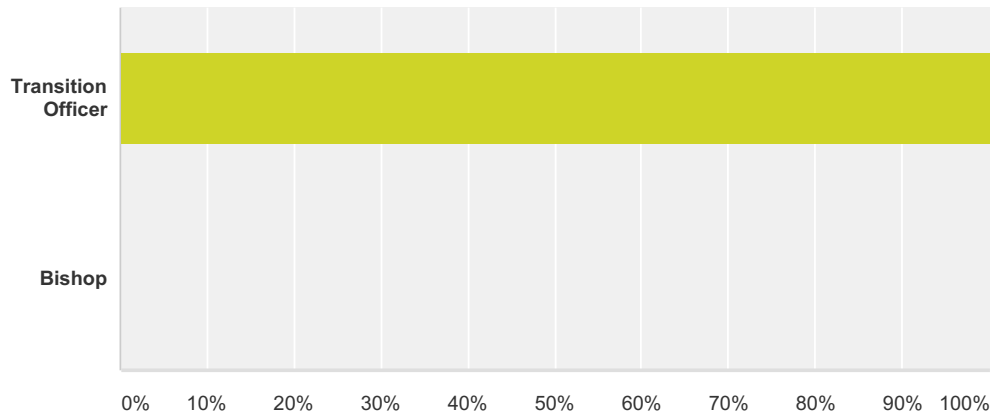


Q1 Your Role in the life of the Diocese:

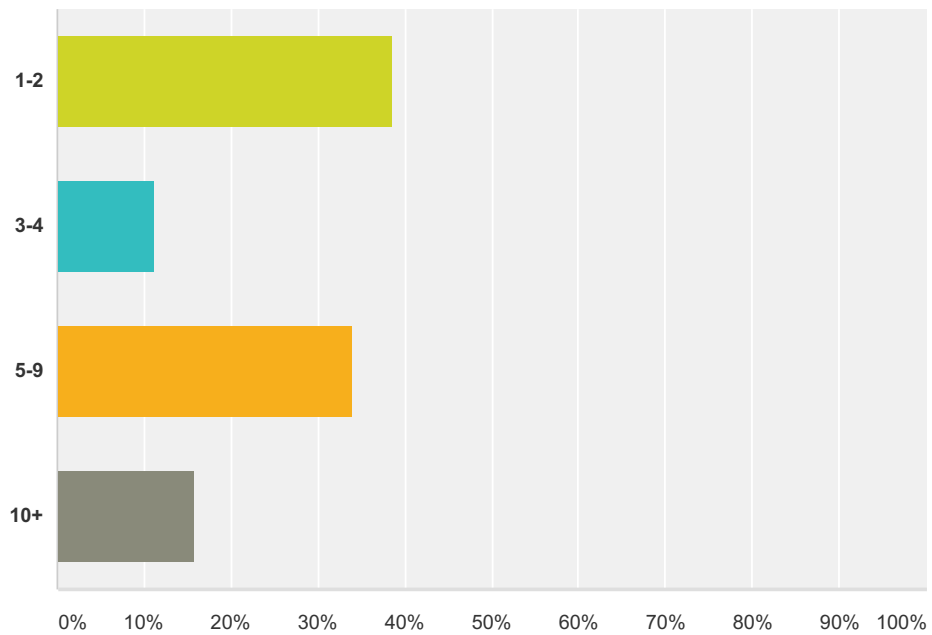
Answered: 40 Skipped: 4



Answer Choices	Responses
Transition Officer	100.00% 40
Bishop	0.00% 0
Total	40

Q2 For how long have you served in this ministry?

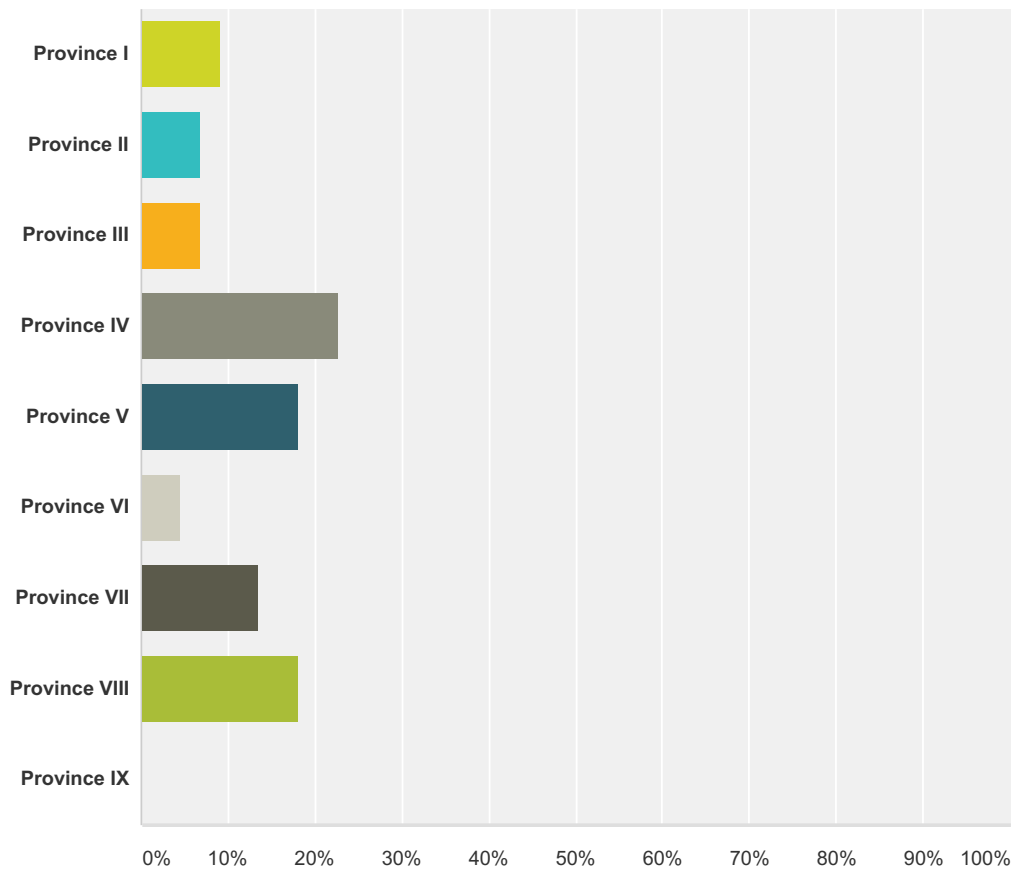
Answered: 44 Skipped: 0



Answer Choices	Responses
1-2	38.64% 17
3-4	11.36% 5
5-9	34.09% 15
10+	15.91% 7
Total	44

Q3 In which Province of the Church do you serve?

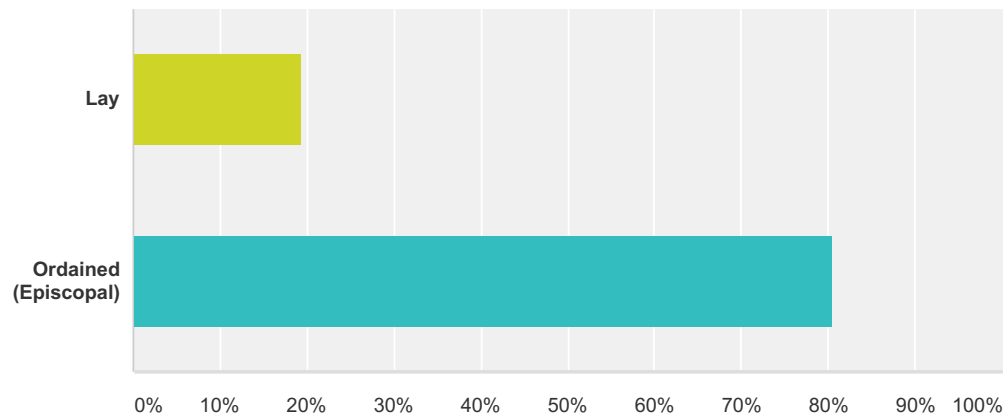
Answered: 44 Skipped: 0



Answer Choices	Responses
Province I	9.09% 4
Province II	6.82% 3
Province III	6.82% 3
Province IV	22.73% 10
Province V	18.18% 8
Province VI	4.55% 2
Province VII	13.64% 6
Province VIII	18.18% 8
Province IX	0.00% 0
Total	44

Q4 If you are the Transition Officer (skip if not applicable), are you:

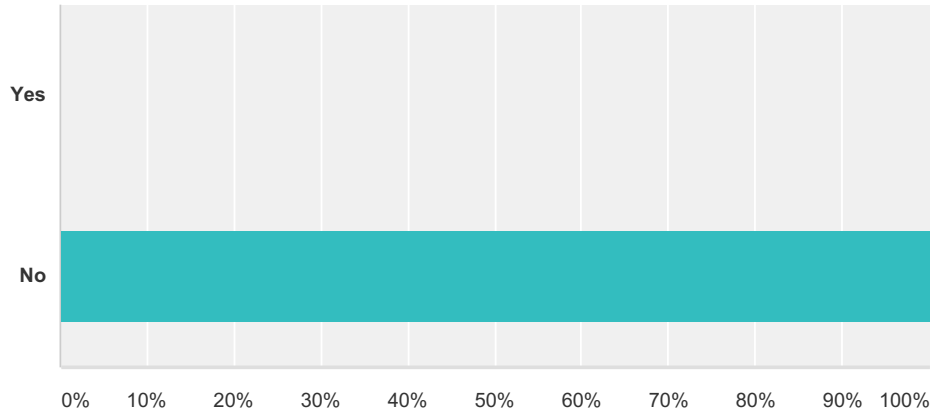
Answered: 41 Skipped: 3



Answer Choices	Responses
Lay	19.51% 8
Ordained (Episcopal)	80.49% 33
Total	41

Q5 If you are the Diocesan Bishop (skip if not applicable), do you have a Transition Officer?

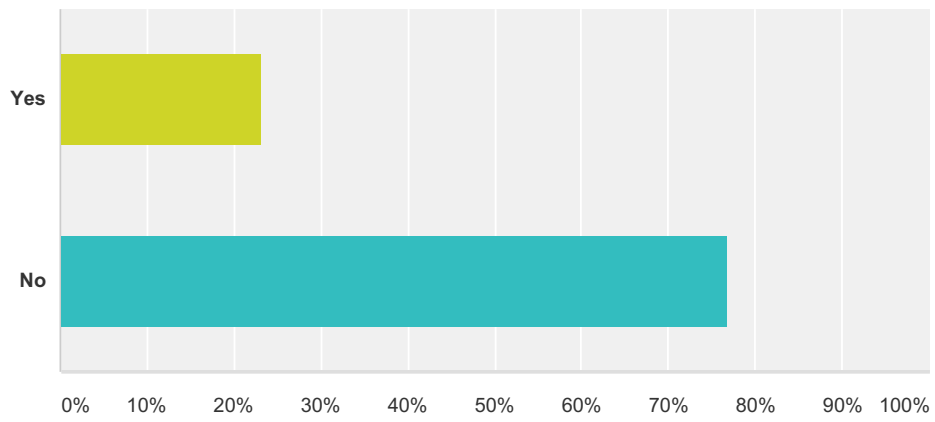
Answered: 1 Skipped: 43



Answer Choices	Responses
Yes	0.00% 0
No	100.00% 1
Total	1

Q6 Have you received specialized training in interim ministry?

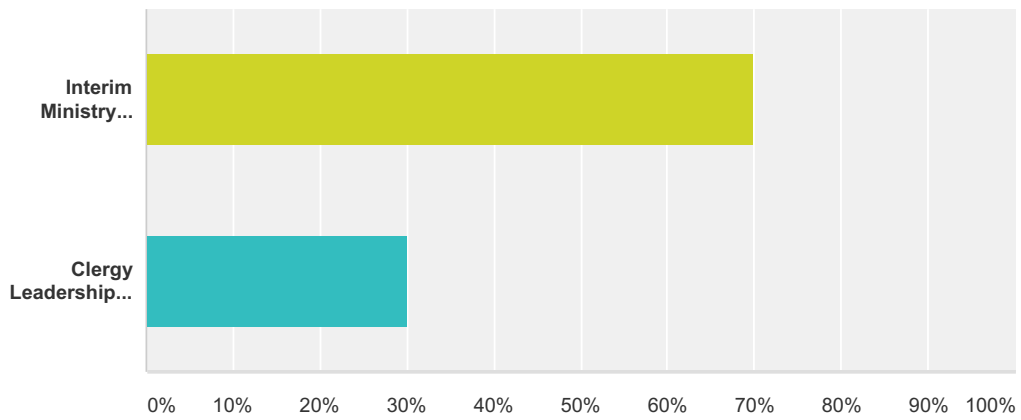
Answered: 43 Skipped: 1



Answer Choices	Responses	
Yes	23.26%	10
No	76.74%	33
Total		43

Q7 If "yes," where did you receive your training? (Check all that apply)

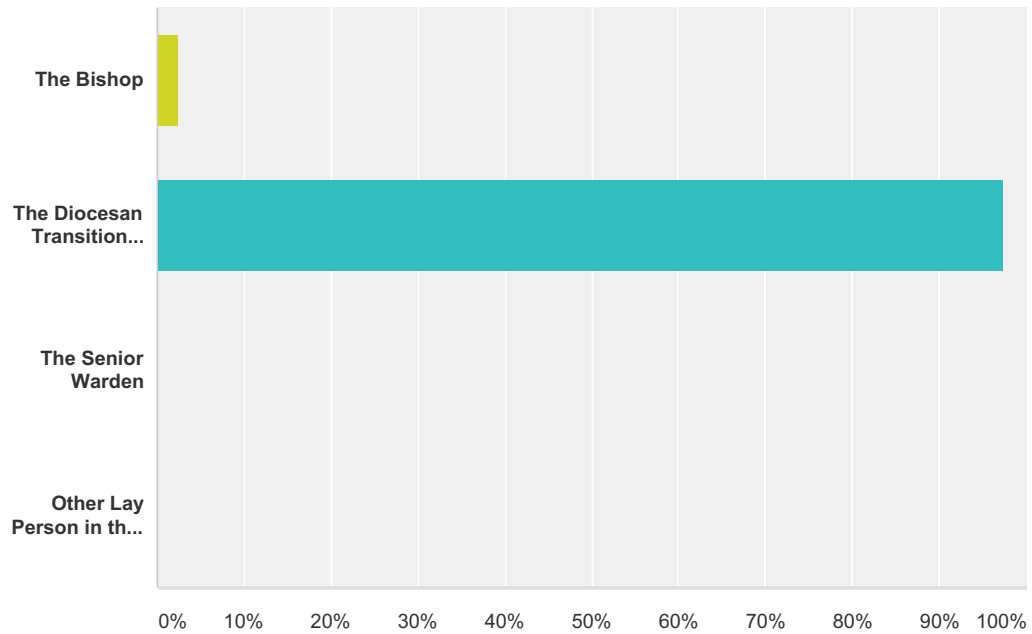
Answered: 10 Skipped: 34



Answer Choices	Responses
Interim Ministry Network (IMN)	70.00% 7
Clergy Leadership Institute (CLI)	30.00% 3
Total Respondents: 10	

Q8 When a congregation in your Diocese needs an Interim Rector, do you prefer the first contact with the interim to be made by:

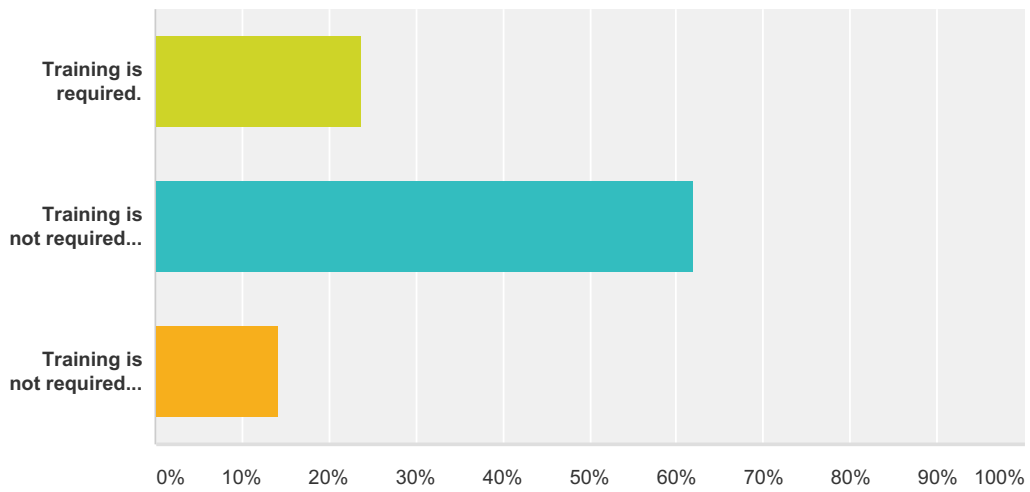
Answered: 41 Skipped: 3



Answer Choices	Responses
The Bishop	2.44% 1
The Diocesan Transition Minister	97.56% 40
The Senior Warden	0.00% 0
Other Lay Person in the Congregation	0.00% 0
Total	41

Q9 What is the preference of your Diocese regarding trained Interims?

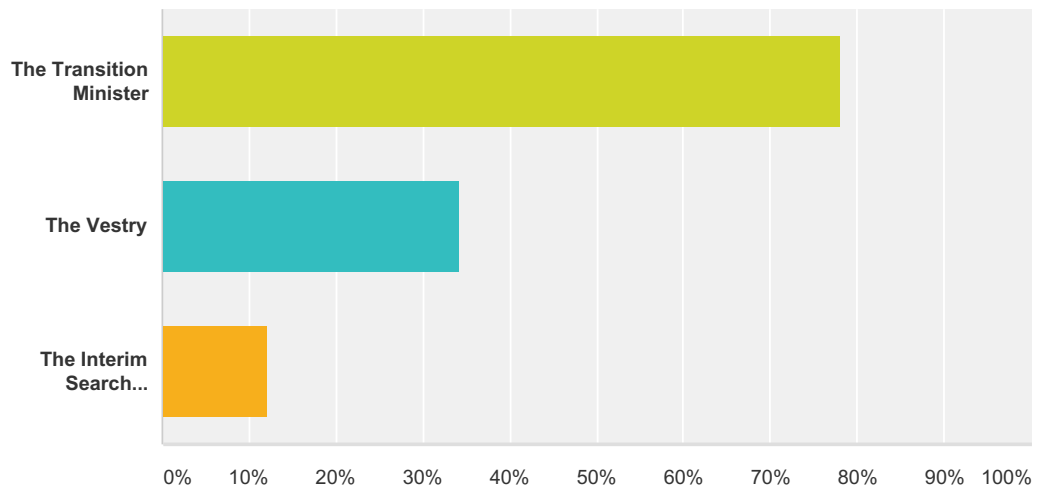
Answered: 42 Skipped: 2



Answer Choices	Responses
Training is required.	23.81% 10
Training is not required, but is preferred.	61.90% 26
Training is not required nor preferred.	14.29% 6
Total	42

Q10 In the search for an Interim, do you prefer that the candidate(s) work with:

Answered: 41 Skipped: 3



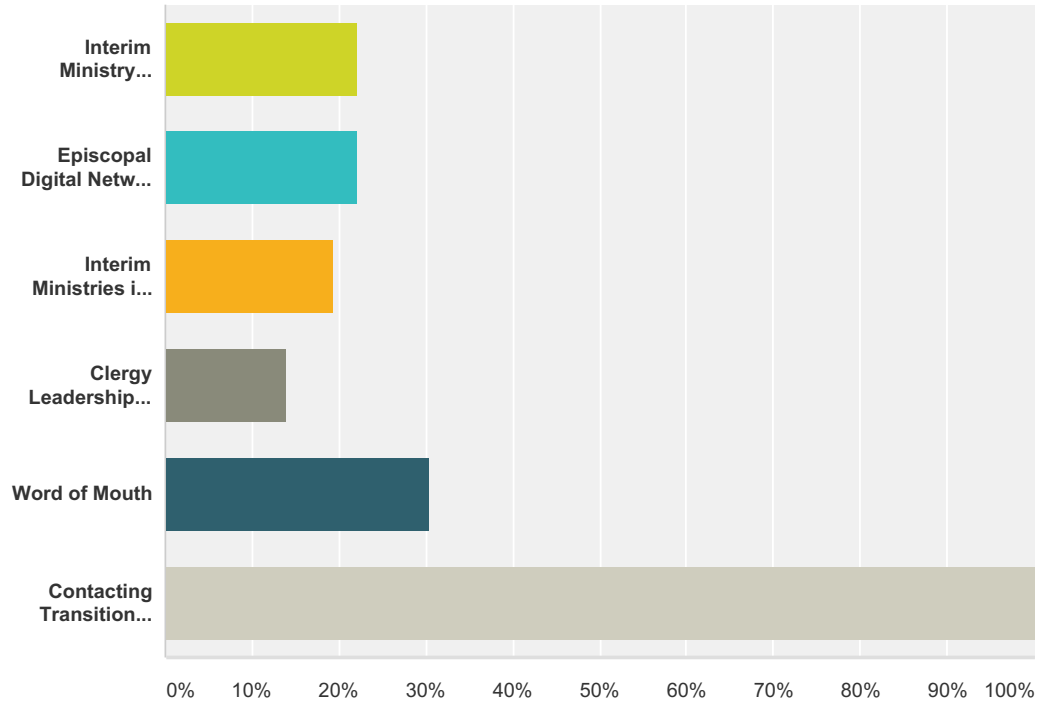
Answer Choices	Responses
The Transition Minister	78.05% 32
The Vestry	34.15% 14
The Interim Search Committee	12.20% 5
Total Respondents: 41	

Q11 When and how do you perform your screening and reference checking on an Interim candidate?

Answered: 40 Skipped: 4

Q12 How do you prefer for congregations to receive names of prospective Interims? (Check all that apply)

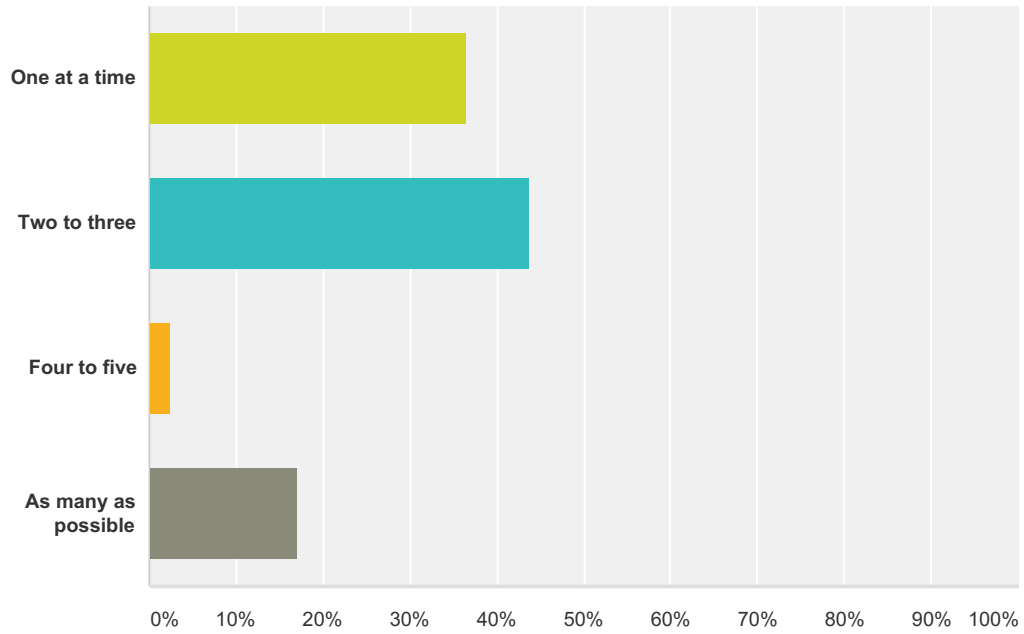
Answered: 36 Skipped: 8



Answer Choices	Responses
Interim Ministry Network (IMN)	22.22% 8
Episcopal Digital Network (EDN)	22.22% 8
Interim Ministries in the Episcopal Church (IMEC)	19.44% 7
Clergy Leadership Institute (CLI)	13.89% 5
Word of Mouth	30.56% 11
Contacting Transition Officers	100.00% 36
Total Respondents: 36	

Q13 When you have a congregation in need of an Interim Rector, how many candidates do you advise them to consider at one time?

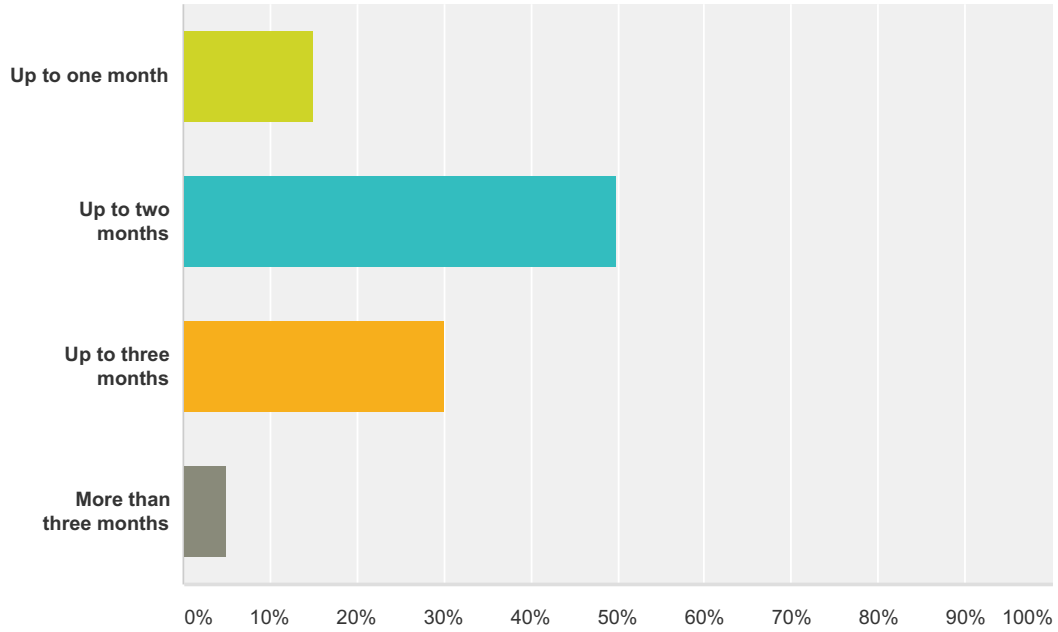
Answered: 41 Skipped: 3



Answer Choices	Responses
One at a time	36.59% 15
Two to three	43.90% 18
Four to five	2.44% 1
As many as possible	17.07% 7
Total	41

Q14 In your opinion, what is the most reasonable length of time for an Interim Rector search to take, from first contact to signed letter of agreement (LOA)?

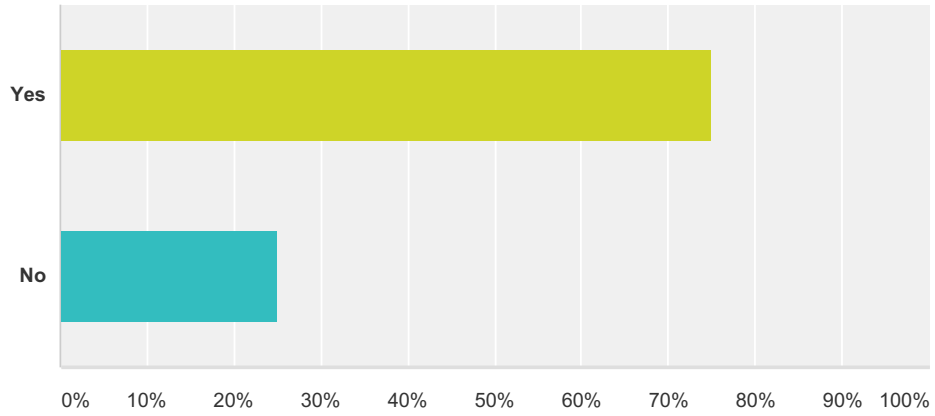
Answered: 40 Skipped: 4



Answer Choices	Responses
Up to one month	15.00% 6
Up to two months	50.00% 20
Up to three months	30.00% 12
More than three months	5.00% 2
Total	40

Q15 Are Interim Rector candidates required to meet with the Bishop during the interview process?

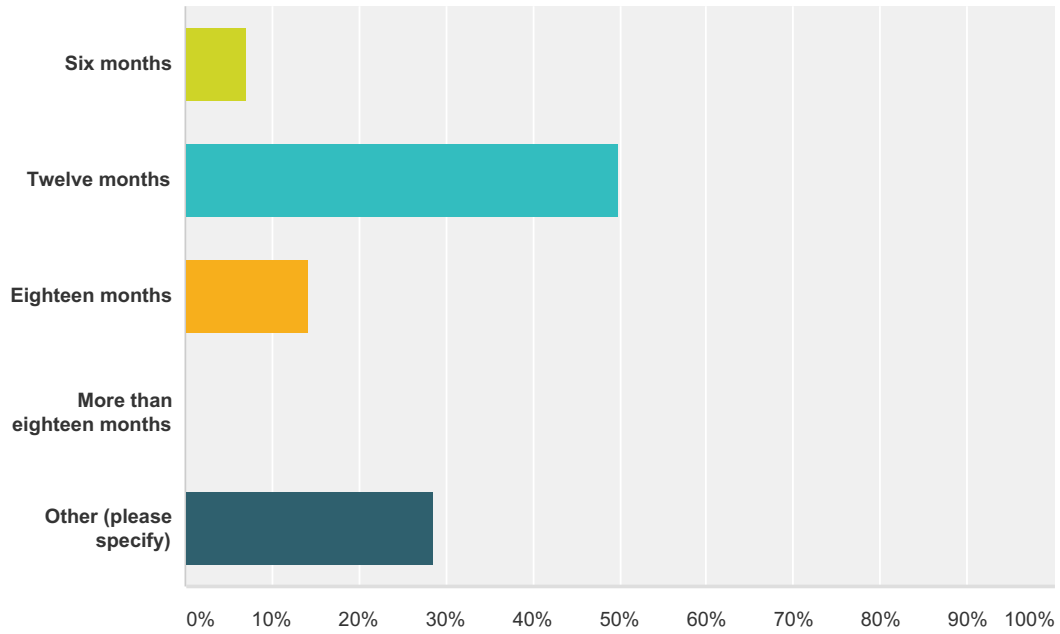
Answered: 40 Skipped: 4



Answer Choices	Responses	
Yes	75.00%	30
No	25.00%	10
Total		40

Q16 What do you consider a reasonable tenure for an Interim engagement in a "healthy" parish whose rector has been there seven years or less?

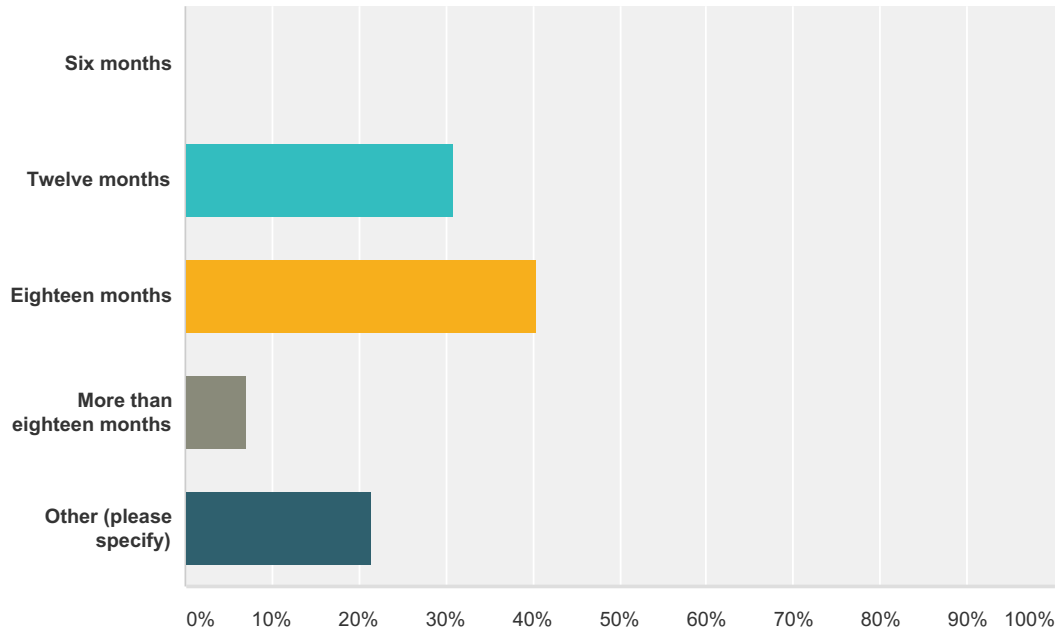
Answered: 42 Skipped: 2



Answer Choices	Responses
Six months	7.14% 3
Twelve months	50.00% 21
Eighteen months	14.29% 6
More than eighteen months	0.00% 0
Other (please specify)	28.57% 12
Total	42

Q17 What do you consider a reasonable tenure for an Interim engagement in a parish whose rector has been there more than seven years?

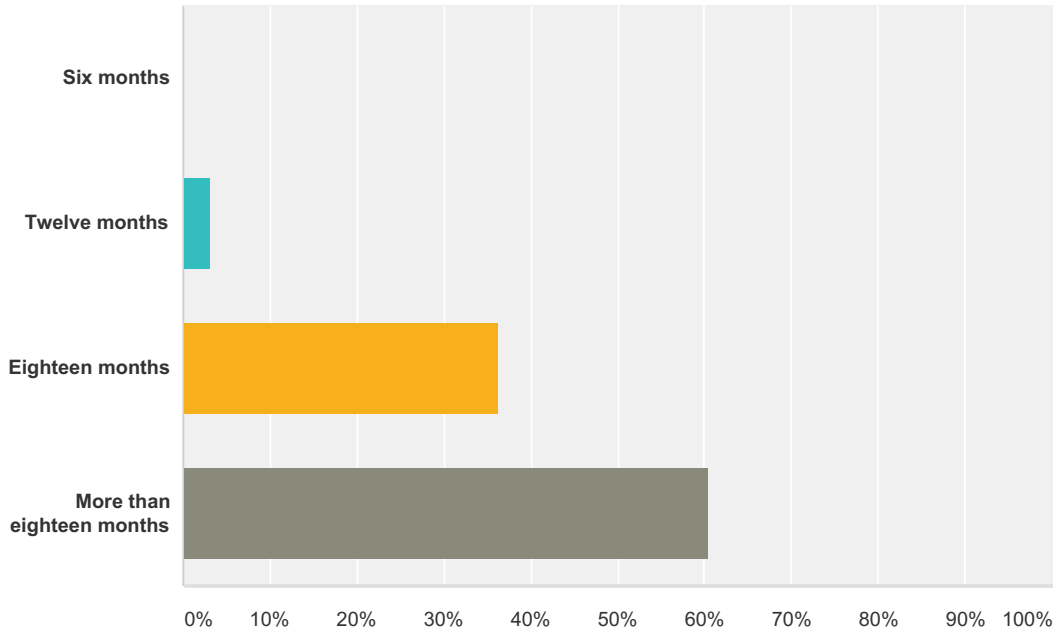
Answered: 42 Skipped: 2



Answer Choices	Responses
Six months	0.00% 0
Twelve months	30.95% 13
Eighteen months	40.48% 17
More than eighteen months	7.14% 3
Other (please specify)	21.43% 9
Total	42

Q18 What do you consider a reasonable tenure for an Interim engagement in an "unhealthy" parish, regardless of the amount of time the former rector served there?

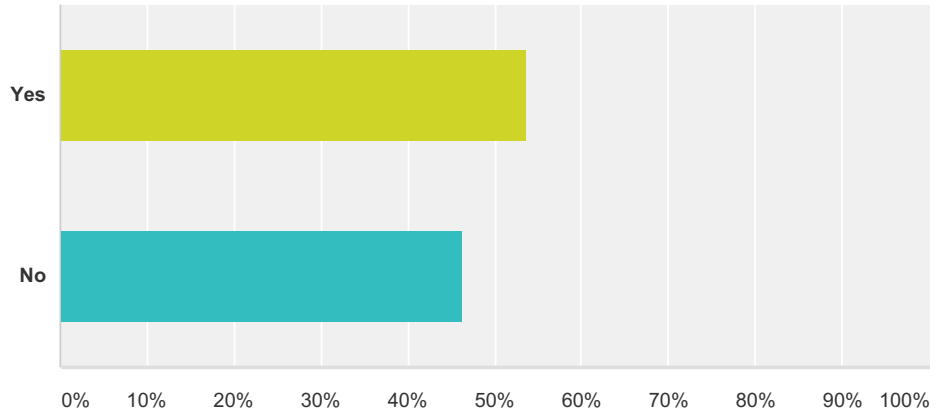
Answered: 33 Skipped: 11



Answer Choices	Responses
Six months	0.00% 0
Twelve months	3.03% 1
Eighteen months	36.36% 12
More than eighteen months	60.61% 20
Total	33

Q19 In your Diocese, have you had Interim Rectors who have served less than a year in a particular congregation?

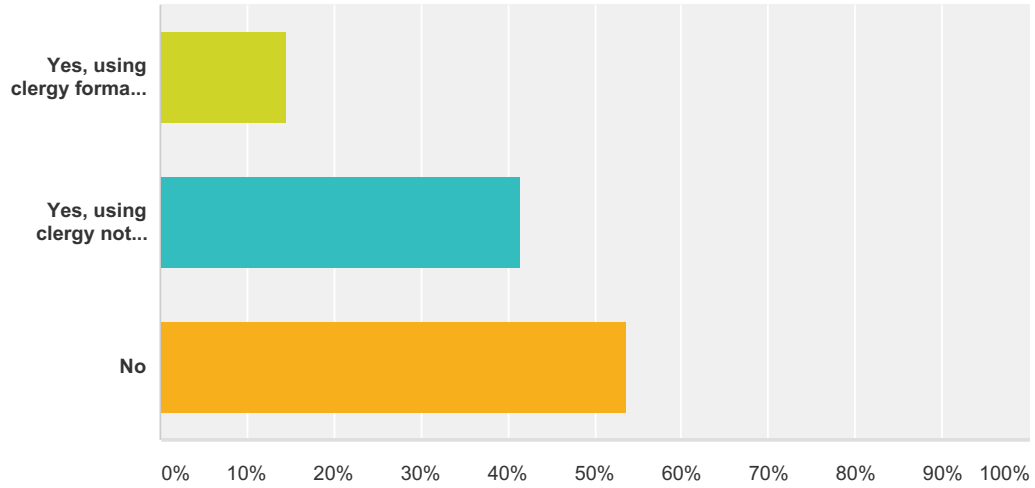
Answered: 41 Skipped: 3



Answer Choices	Responses	
Yes	53.66%	22
No	46.34%	19
Total		41

Q20 Do you have experience in your Diocese using an "After-Pastor" (following clergy misconduct)?

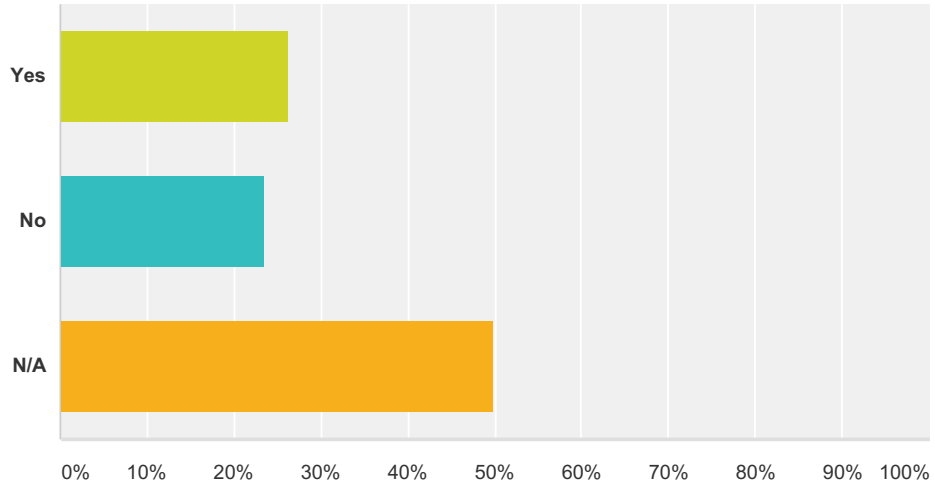
Answered: 41 Skipped: 3



Answer Choices	Responses	
Yes, using clergy formally trained in after-pastor ministry	14.63%	6
Yes, using clergy not formally trained in after-pastor ministry	41.46%	17
No	53.66%	22
Total Respondents: 41		

Q21 If you use or have used the After-Pastor model, is the placement process different than for a traditional Interim Rector?

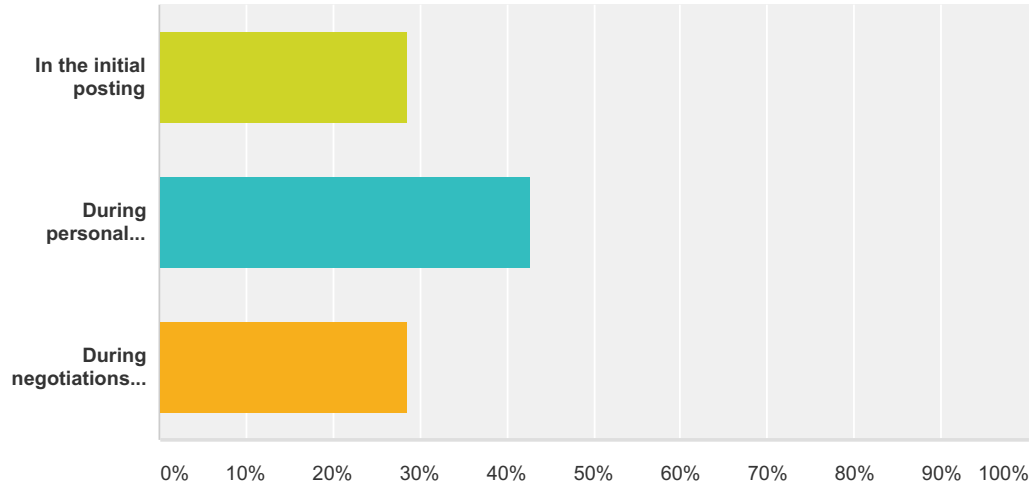
Answered: 38 Skipped: 6



Answer Choices	Responses
Yes	26.32% 10
No	23.68% 9
N/A	50.00% 19
Total	38

Q22 When does your Diocese feel it most appropriate for compensation and components of a LOA to be discussed?

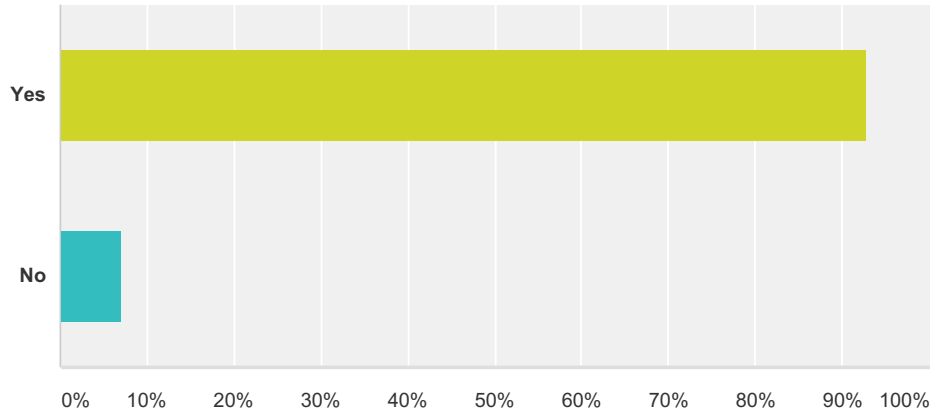
Answered: 42 Skipped: 2



Answer Choices	Responses
In the initial posting	28.57% 12
During personal interviews	42.86% 18
During negotiations of the LOA	28.57% 12
Total	42

Q23 Do you think compensation should be listed in the OTM portfolio of a parish seeking an Interim?

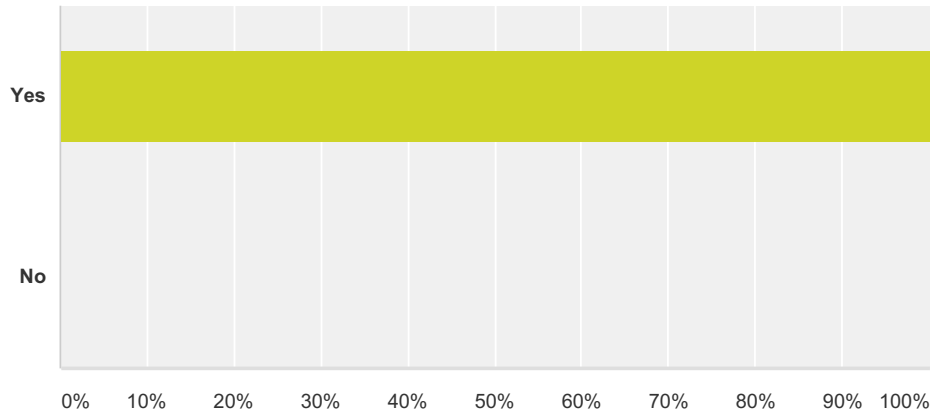
Answered: 42 Skipped: 2



Answer Choices	Responses
Yes	92.86% 39
No	7.14% 3
Total	42

Q24 If a residence is provided, do you make Vestries aware of the implications of its impact for the total compensation package and for computation of the Interim's SECA reimbursement and pension?

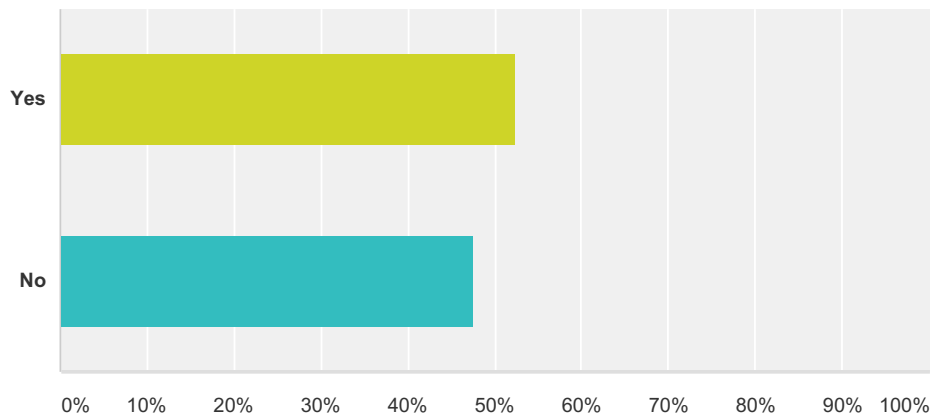
Answered: 41 Skipped: 3



Answer Choices	Responses
Yes	100.00% 41
No	0.00% 0
Total	41

Q25 Do congregations in your Diocese normally reimburse for SECA?

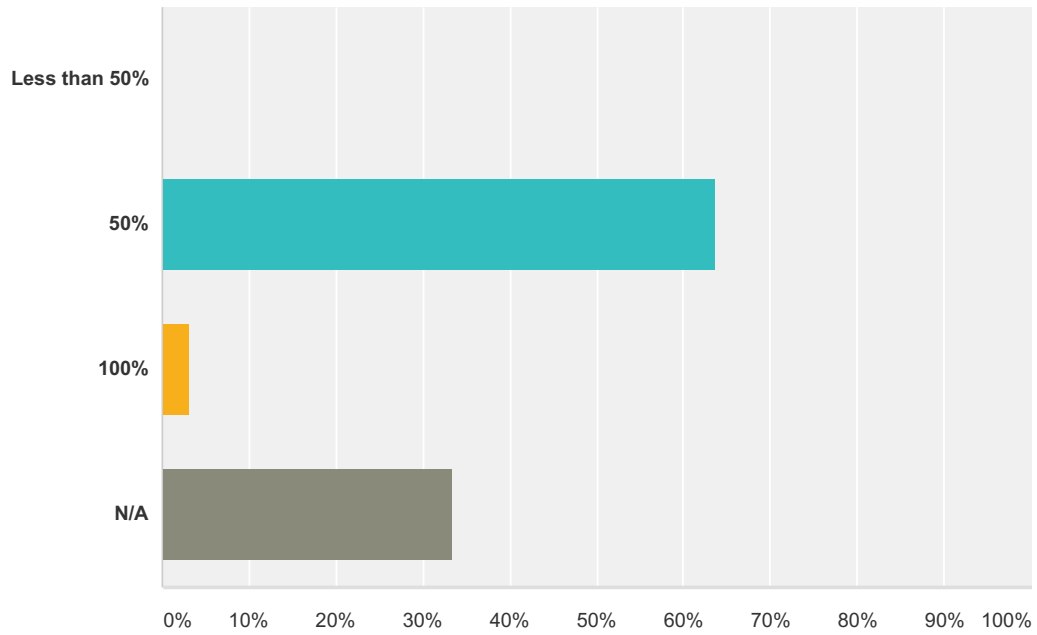
Answered: 42 Skipped: 2



Answer Choices	Responses
Yes	52.38% 22
No	47.62% 20
Total	42

Q26 If your Diocese reimburses for SECA, what percentage is most common?

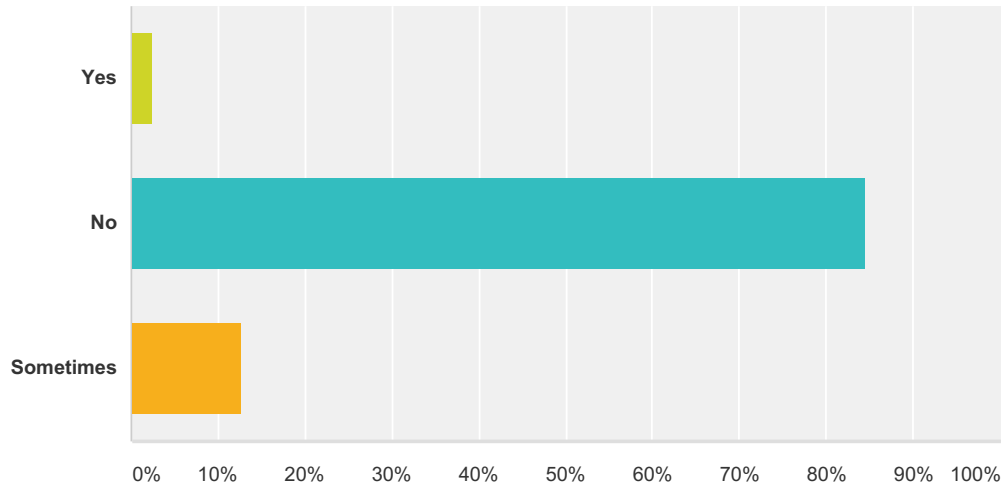
Answered: 33 Skipped: 11



Answer Choices	Responses
Less than 50%	0.00% 0
50%	63.64% 21
100%	3.03% 1
N/A	33.33% 11
Total	33

Q27 Do Interim Rectors in your Diocese receive a severance package to be provided at the conclusion of their service as an Interim?

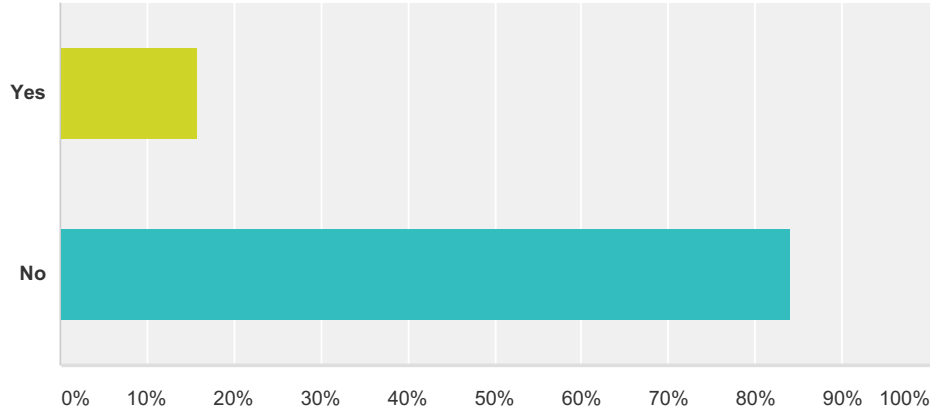
Answered: 39 Skipped: 5



Answer Choices	Responses
Yes	2.56% 1
No	84.62% 33
Sometimes	12.82% 5
Total	39

Q28 Do you make Vestries aware that severance packages are frequently provided?

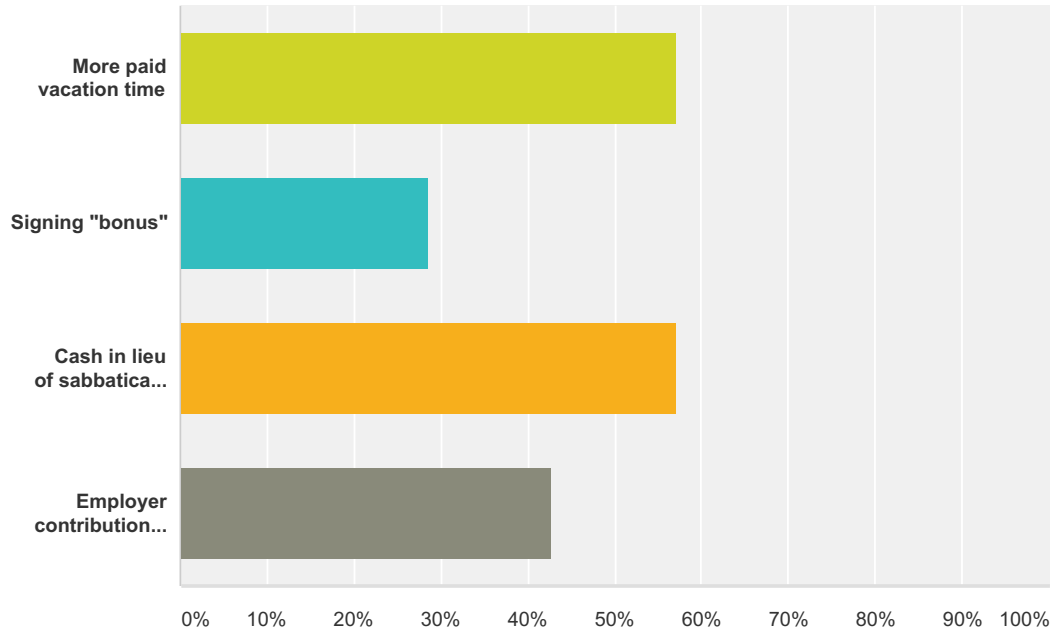
Answered: 38 Skipped: 6



Answer Choices	Responses
Yes	15.79% 6
No	84.21% 32
Total	38

Q29 Some Bishops do not support a severance package for Interim clergy. Are there alternatives that would be allowed/encouraged in those instances? (Check all that apply)

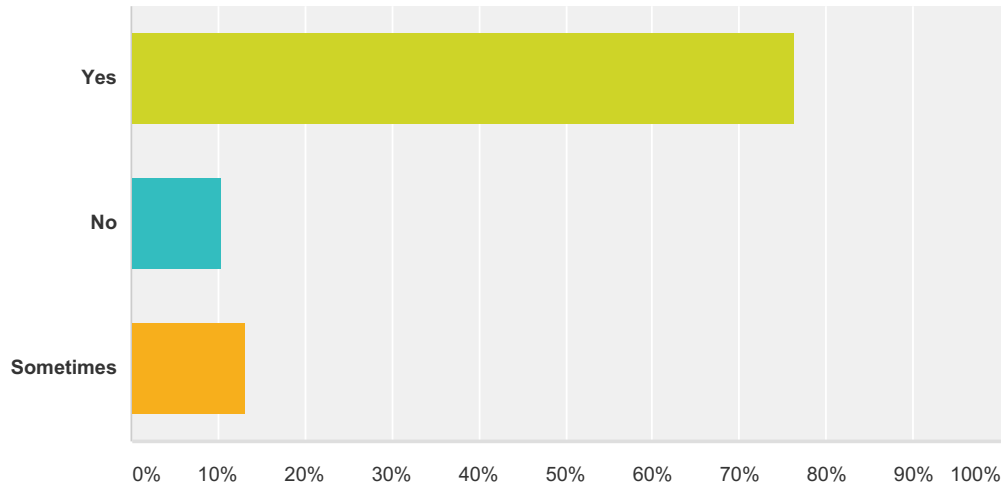
Answered: 7 Skipped: 37



Answer Choices	Responses
More paid vacation time	57.14% 4
Signing "bonus"	28.57% 2
Cash in lieu of sabbatical time	57.14% 4
Employer contribution to annuity	42.86% 3
Total Respondents: 7	

Q30 Do you help Vestries understand that Interim Rectors expect to be compensated at least as much as the rector who is leaving/left?

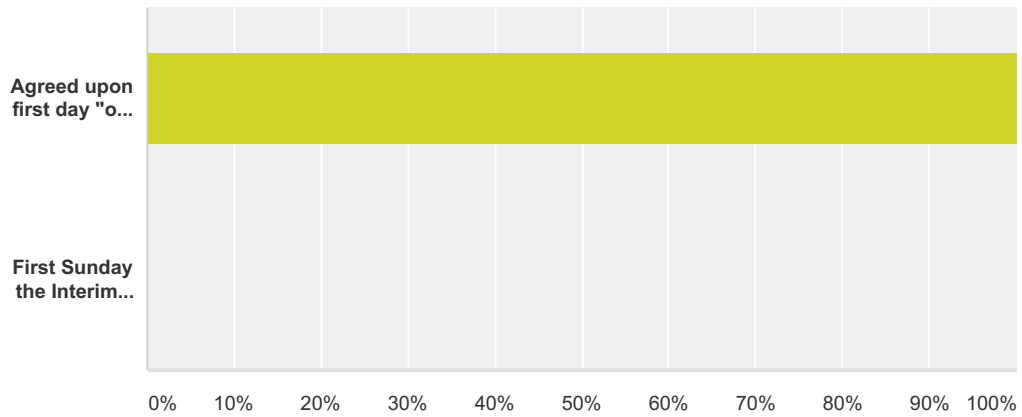
Answered: 38 Skipped: 6



Answer Choices	Responses
Yes	76.32% 29
No	10.53% 4
Sometimes	13.16% 5
Total	38

Q31 When should compensation begin?

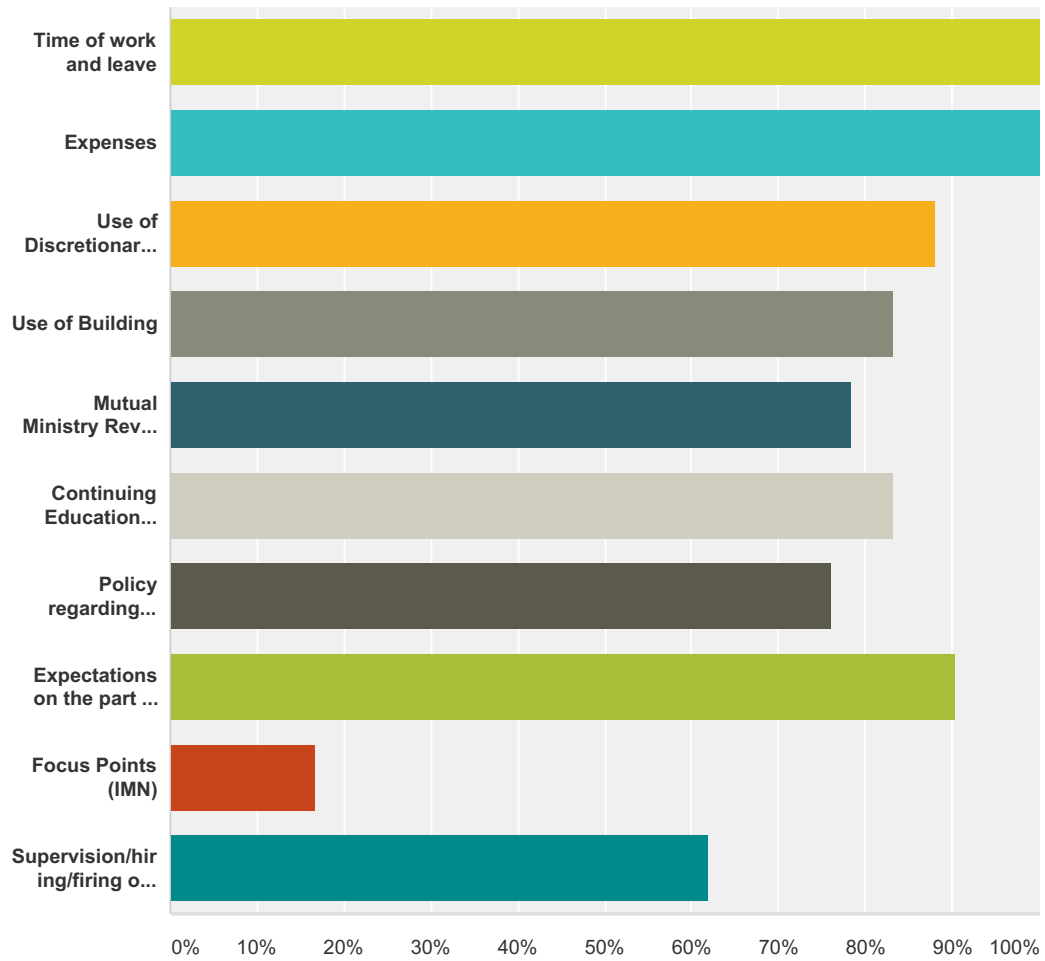
Answered: 41 Skipped: 3



Answer Choices	Responses
Agreed upon first day "on the job"	100.00% 41
First Sunday the Interim leads worship	0.00% 0
Total	41

Q32 Which of the following is typically in the LOA? (Check all that apply)

Answered: 42 Skipped: 2

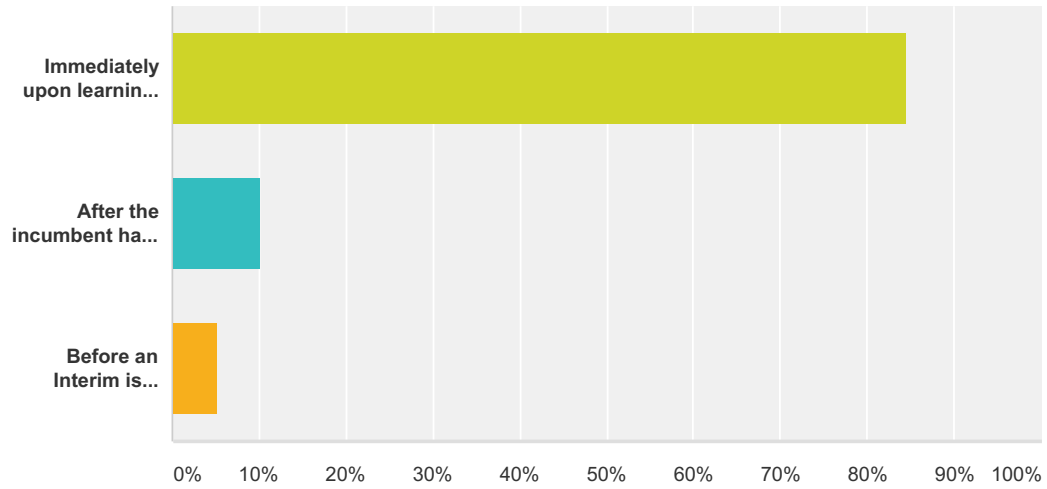


Answer Choices	Responses
Time of work and leave	100.00% 42
Expenses	100.00% 42
Use of Discretionary Fund	88.10% 37
Use of Building	83.33% 35
Mutual Ministry Review or something similar	78.57% 33
Continuing Education provisions/expectations	83.33% 35
Policy regarding Interim's eligibility to be a candidate in the search	76.19% 32
Expectations on the part of the Interim, Vestry, and Bishop	90.48% 38
Focus Points (IMN)	16.67% 7

Supervision/hiring/firing of staff	61.90%	26
Total Respondents: 42		

Q33 When do you typically discuss the role of an Interim Rector and other aspects about the time and process of the transition period to a Vestry?

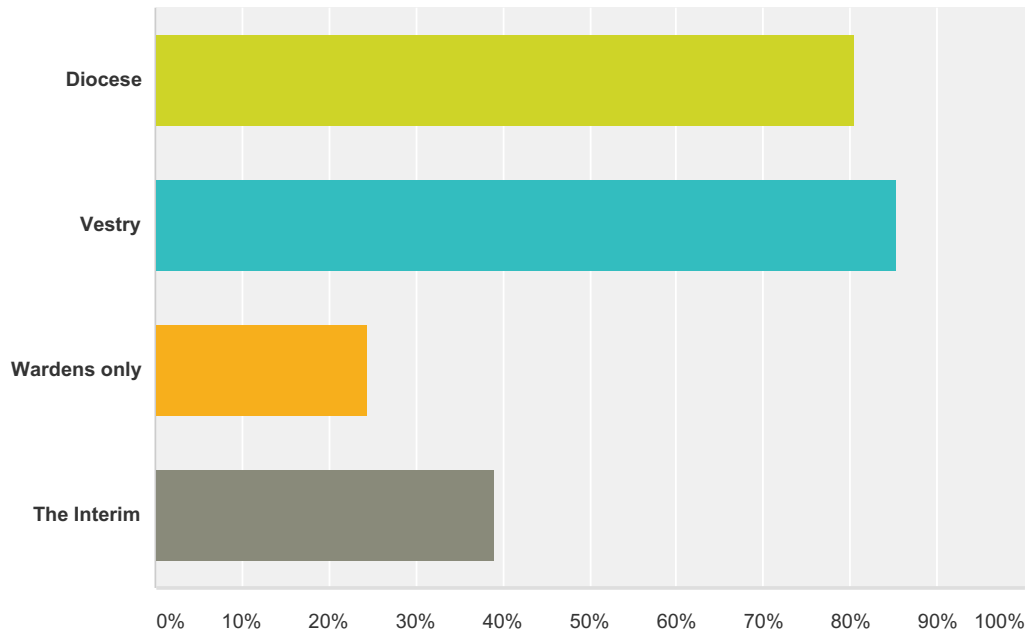
Answered: 39 Skipped: 5



Answer Choices	Responses
Immediately upon learning of the incumbent's plan to leave	84.62% 33
After the incumbent has departed	10.26% 4
Before an Interim is sought	5.13% 2
Total	39

Q34 Who is involved in preparing the list of expectations of the Interim Rector? (Check all that apply)

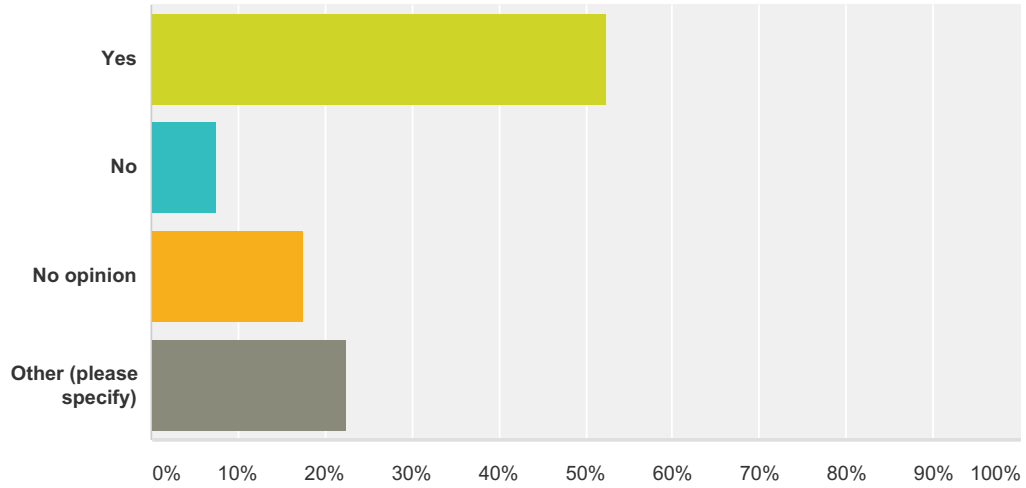
Answered: 41 Skipped: 3



Answer Choices	Responses
Diocese	80.49% 33
Vestry	85.37% 35
Wardens only	24.39% 10
The Interim	39.02% 16
Total Respondents: 41	

Q35 Do you think that it is appropriate to include "introducing change" as one of the expectations?

Answered: 40 Skipped: 4



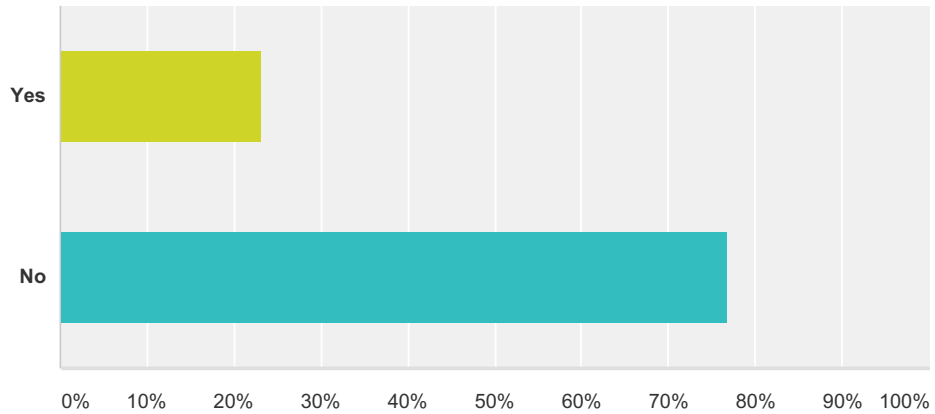
Answer Choices	Responses	Count
Yes	52.50%	21
No	7.50%	3
No opinion	17.50%	7
Other (please specify)	22.50%	9
Total		40

Q36 If you agree that "introducing change" is an appropriate expectation, what is a helpful way to do that?

Answered: 21 Skipped: 23

Q37 Recently the Interim Ministry Network (IMN) and other teaching programs have begun referring to "Focus Points" instead of "Developmental Tasks" of transition. Do you think that you as a Transition Minister are familiar with these changes and their implications for interim ministry?

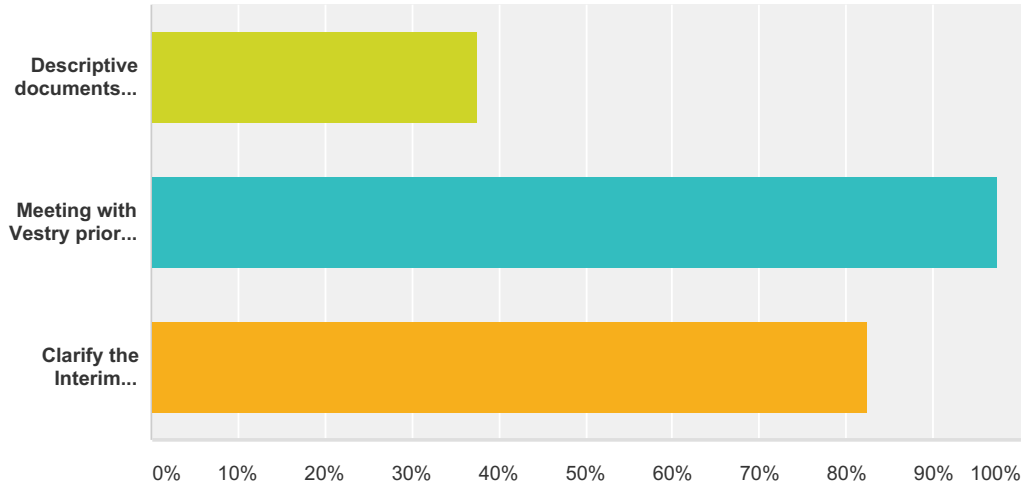
Answered: 39 Skipped: 5



Answer Choices	Responses
Yes	23.08% 9
No	76.92% 30
Total	39

Q38 What do you do to clarify the difference between a supply priest and an Intentional Interim Rector? (Check all that apply)

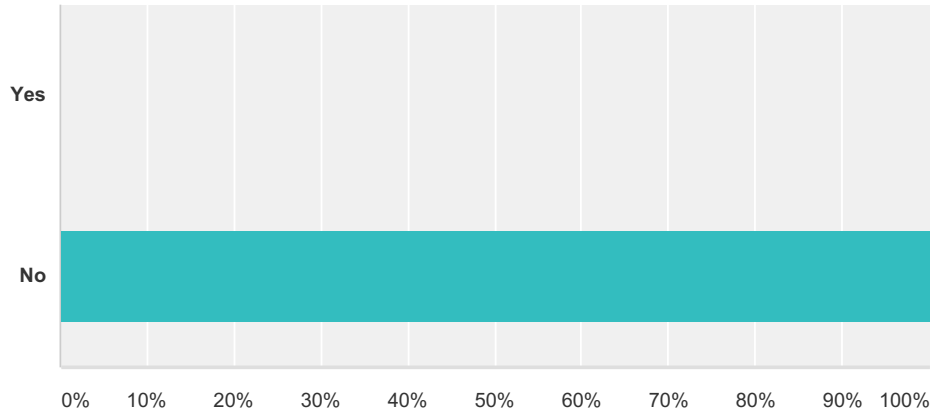
Answered: 40 Skipped: 4



Answer Choices	Responses
Descriptive documents distributed to Vestry and published in the congregational literature	37.50% 15
Meeting with Vestry prior to beginning a search for Interim Rector	97.50% 39
Clarify the Interim Rector's role in relation to Vestry and staff in the LOA	82.50% 33
Total Respondents: 40	

Q39 Does your Diocese allow Interims to be considered as a candidate in the rector search process?

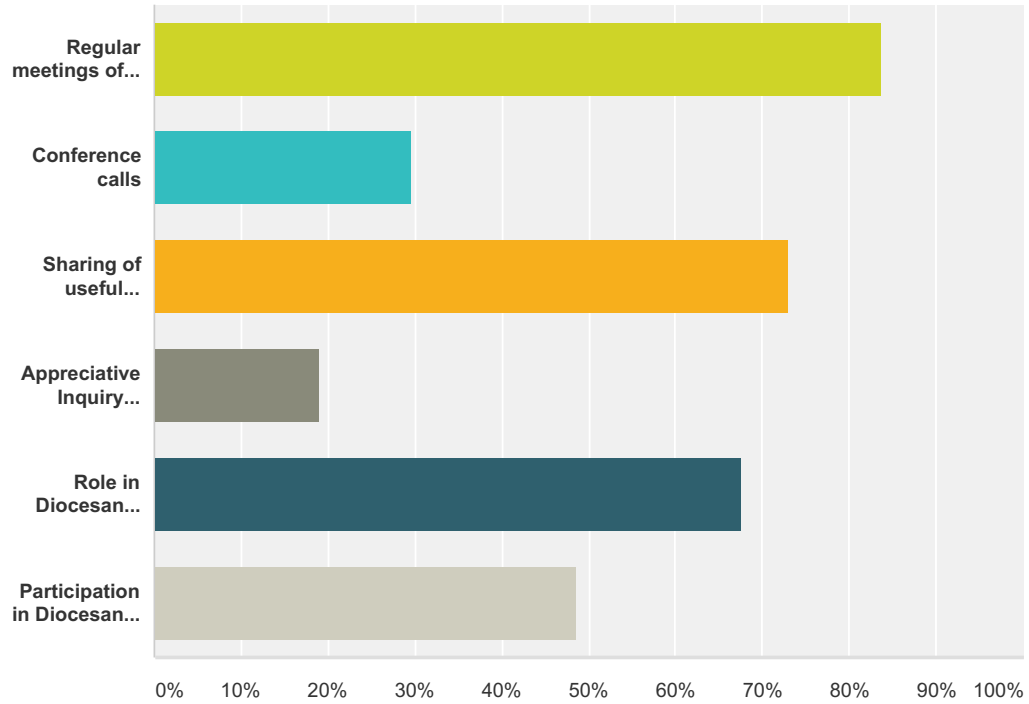
Answered: 36 Skipped: 8



Answer Choices	Responses
Yes	0.00% 0
No	100.00% 36
Total	36

Q40 What Diocesan interaction do you provide/expect for Interim Rectors? (Check all that apply)

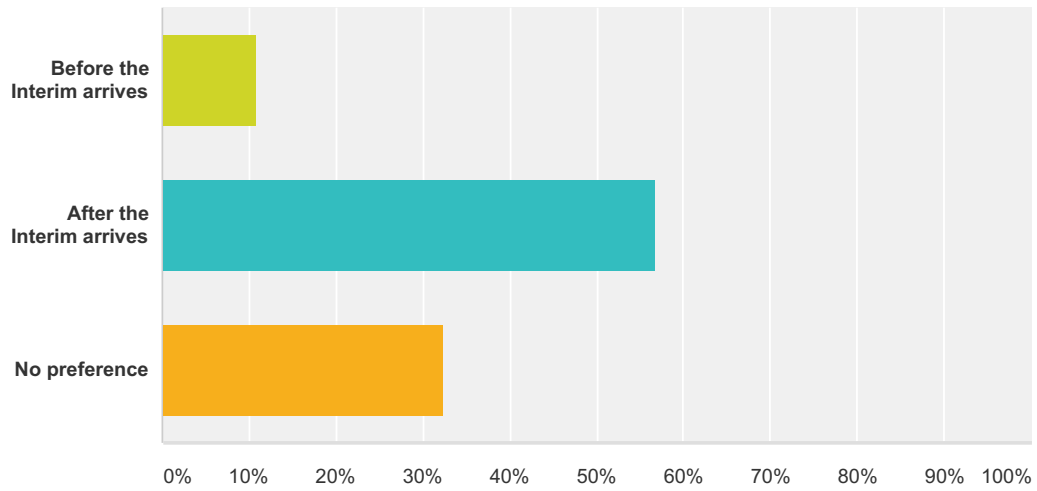
Answered: 37 Skipped: 7



Answer Choices	Responses
Regular meetings of Interim Clergy with Transition Minister/Bishop	83.78% 31
Conference calls	29.73% 11
Sharing of useful materials	72.97% 27
Appreciative Inquiry training/coaching	18.92% 7
Role in Diocesan Convention	67.57% 25
Participation in Diocesan Committees/Ministries	48.65% 18
Total Respondents: 37	

Q41 At what point does the congregation typically choose the rector profile/search committee?

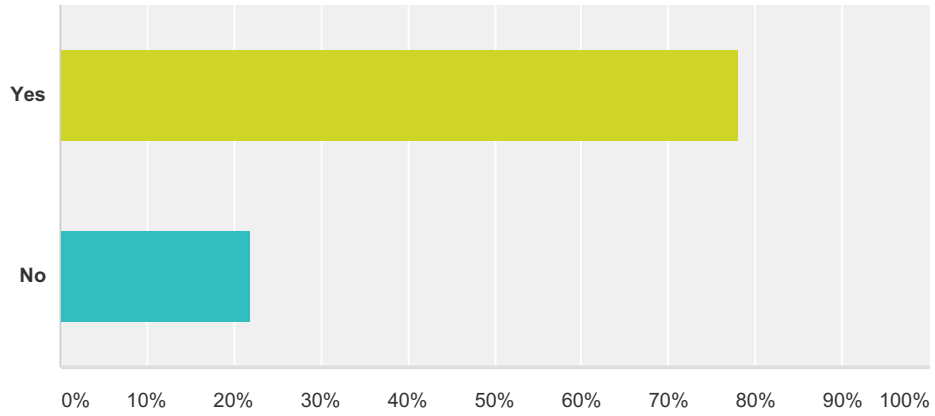
Answered: 37 Skipped: 7



Answer Choices	Responses
Before the Interim arrives	10.81% 4
After the Interim arrives	56.76% 21
No preference	32.43% 12
Total	37

Q42 Do you (personally) normally serve as an involved consultant to the search committee?

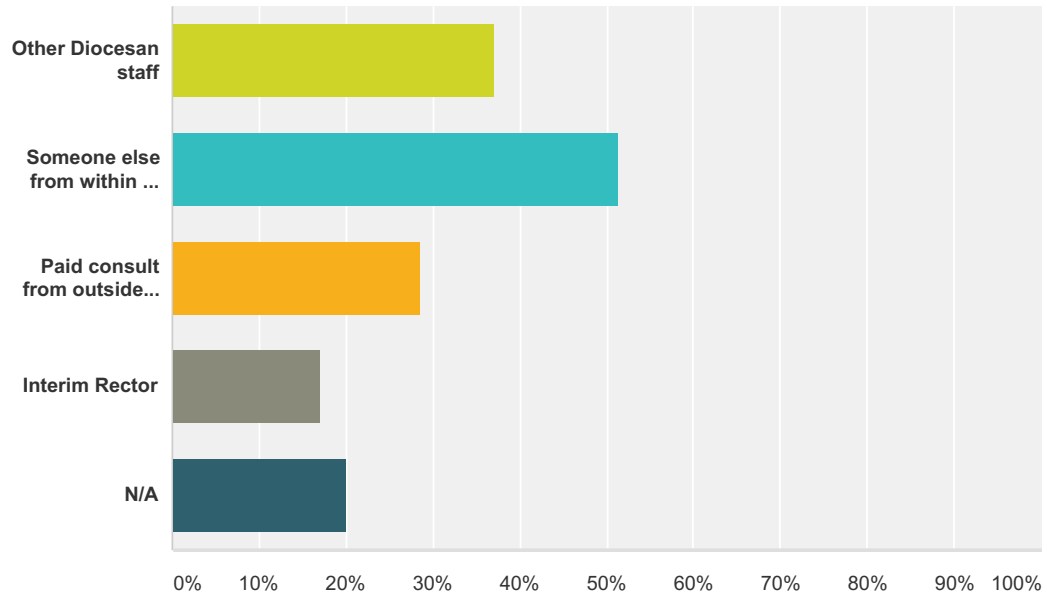
Answered: 41 Skipped: 3



Answer Choices	Responses	
Yes	78.05%	32
No	21.95%	9
Total		41

Q43 If someone in addition to (or other than you) provides consultation to the search process, who is authorized to do so? (Check all that apply)

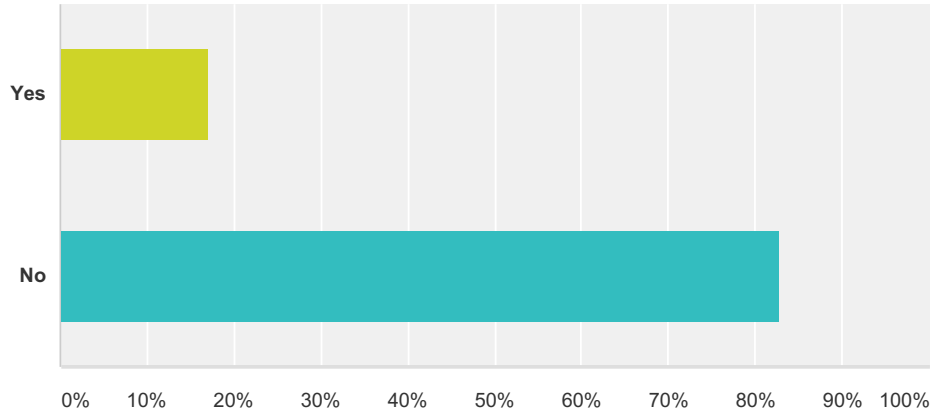
Answered: 35 Skipped: 9



Answer Choices	Responses
Other Diocesan staff	37.14% 13
Someone else from within the Diocese	51.43% 18
Paid consult from outside the Diocese	28.57% 10
Interim Rector	17.14% 6
N/A	20.00% 7
Total Respondents: 35	

Q44 Has the Bishop provided a Letter of Assignment (akin to Letter of Institution) to be read and published at the beginning of the Interim's time with a congregation?

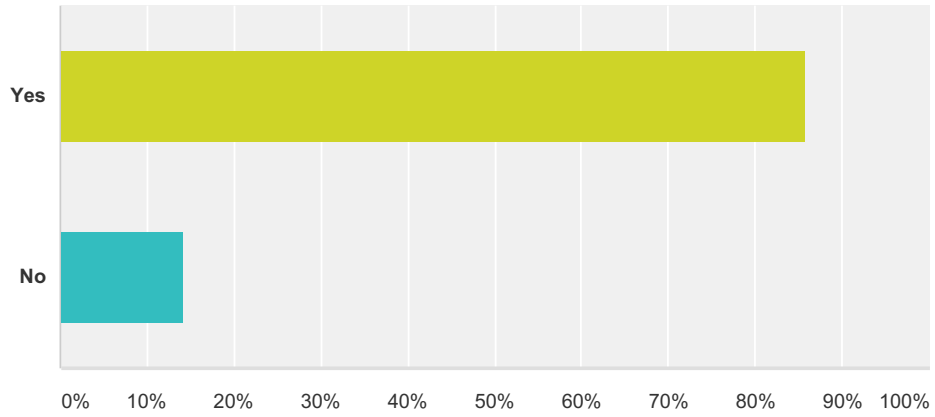
Answered: 41 Skipped: 3



Answer Choices	Responses
Yes	17.07% 7
No	82.93% 34
Total	41

Q45 If yes, has that been helpful?

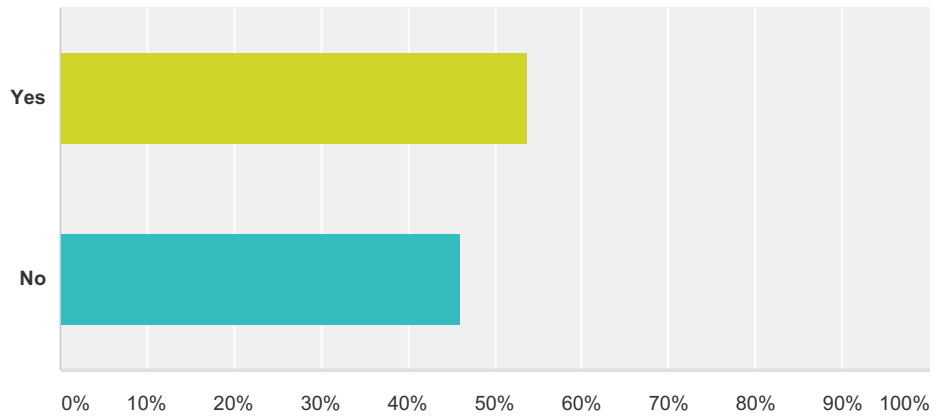
Answered: 7 Skipped: 37



Answer Choices	Responses	
Yes	85.71%	6
No	14.29%	1
Total		7

Q46 If no, do you think it might be helpful?

Answered: 26 Skipped: 18



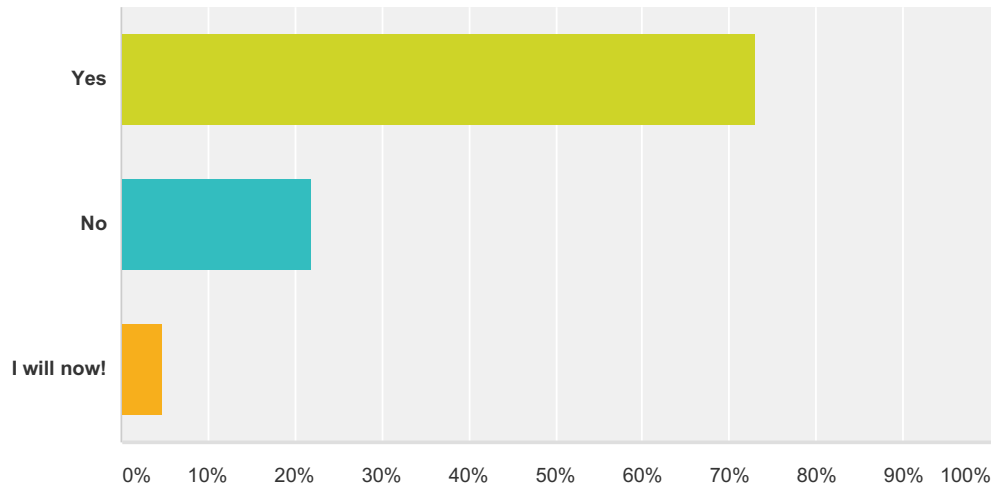
Answer Choices	Responses	
Yes	53.85%	14
No	46.15%	12
Total		26

**Q47 Any thoughts on how IMEC or OTM
can be helpful in connecting Interim clergy
with Transition Ministers and
congregations?**

Answered: 13 Skipped: 31

Q48 Do you recommend/encourage using welcoming or leave-taking liturgies?

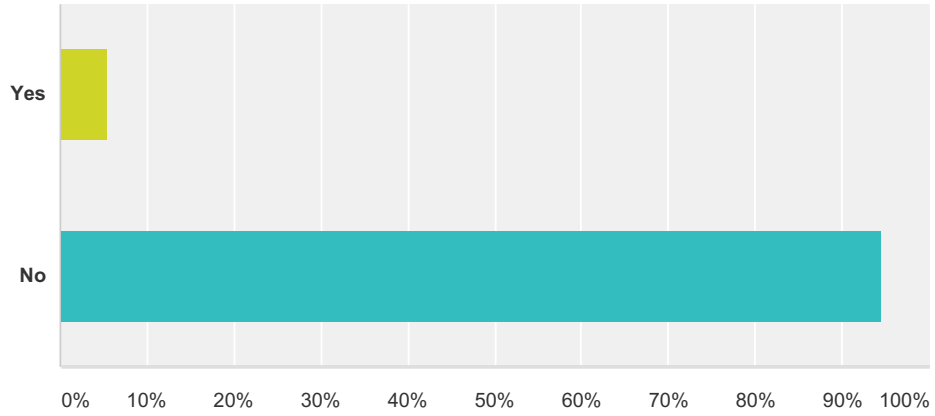
Answered: 41 Skipped: 3



Answer Choices	Responses
Yes	73.17% 30
No	21.95% 9
I will now!	4.88% 2
Total	41

Q49 Has the Bishop provided a Letter of Release (closure) to be read/published at the conclusion of the Interim's time with the congregation?

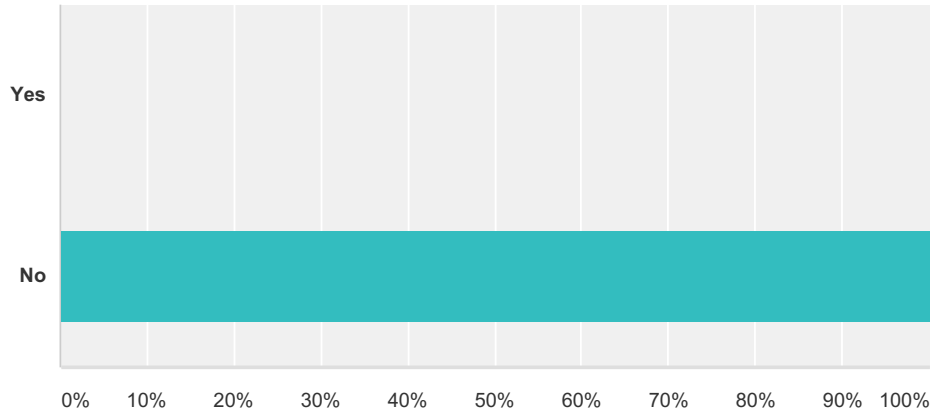
Answered: 37 Skipped: 7



Answer Choices	Responses
Yes	5.41% 2
No	94.59% 35
Total	37

Q50 If you answered "yes" to Q-47, was the letter helpful to the Interim/transition experience?

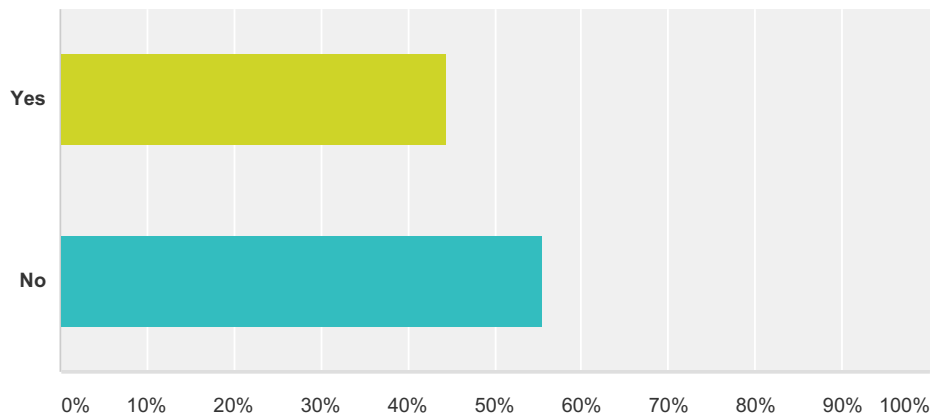
Answered: 2 Skipped: 42



Answer Choices	Responses
Yes	0.00% 0
No	100.00% 2
Total	2

Q51 If you answered "no" to Q-47, do you think such a letter might be of value?

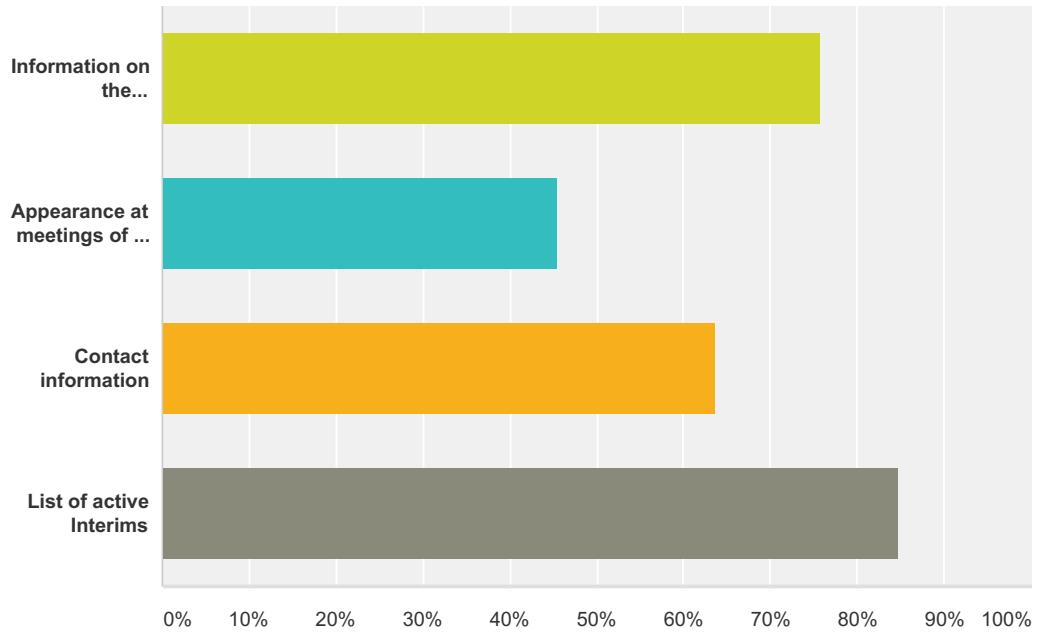
Answered: 27 Skipped: 17



Answer Choices	Responses	
Yes	44.44%	12
No	55.56%	15
Total		27

Q52 What further can Interim Ministries in the Episcopal Church (IMEC) do to support the work of our Transition Officers and Bishops?(Check all that apply)

Answered: 33 Skipped: 11



Answer Choices	Responses
Information on the Interim/transition process	75.76% 25
Appearance at meetings of the Transition Ministers/Bishops	45.45% 15
Contact information	63.64% 21
List of active Interims	84.85% 28
Total Respondents: 33	

Q53 Is there anything else you would like to call to our attention to those with IMEC?

Answered: 6 Skipped: 38