







Parish in a New Missional Age" and will engage the work outlined in Transition is the New Normal. The bishop and/or parish may also identify other work specific to the parish to be done during this time. The vestry, the PIC and the bishop work together to determine when sufficient progress has been made in order to make a rector call.

**8. What kind of support will PIC's receive?**

During the approximately three years following a rector's departure, the PIC will be part of a group of PIC's who will meet monthly for learning, support and accountability. They will be given tools to support their work with the parish

**9. What happens if, after three years, the PIC does not convert to rector?**

The vestry, the PIC and the bishop must all agree that the parish is ready to enter into a tenured relationship and that they have discerned that the PIC is called to become rector. If there is not such agreement It is possible that the bishop will appoint another PIC, depending on parish circumstances. It is more likely that the parish will enter into an abbreviated search process, similar to that for a PIC, which is described above. The PIC together with the diocesan leadership will discern whether the PIC should remain in place until the next rector is called or whether a short-term "bridge priest" should be appointed. Once the search process commences, the PIC is no longer eligible to be a candidate for rector.