



SAISON CONSULTING

# Search & Transition

*A leadership transition begins the moment a senior leader announces their intention to leave and lasts until your new leader has been in place for one full year.* While this time can feel anxious or uncertain, Saison consultants believe that these in-between-times are critical opportunities for organizations to reflect on where they have been and dream about where they are being called to go. These times can be life-giving seasons, if they are navigated well.

## Our work together

**Saison consultants will support your leadership teams and your search committee by providing tools and best practices for a healthy and efficient search. In our work together, you can anticipate that:**

- We will emphasize the spiritual nature of the call of new leadership in the church. To us, this work is about discernment, not just decision-making.
- In congregational searches, we will collaborate with your regional judicatory (diocese, annual conference, presbytery) to ensure we follow established policies and procedures.
- We will help your leadership team set a budget, create a timeline, and select the search team.
- Focusing on confidentiality, consensus, and discernment, we'll help your search team chairs design an organizing retreat that will lay out the process and begin to build trust and cohesion with your team.
- We will provide guidance about how you might hear your organization's hopes and dreams. We will also help you discover organizational challenges that need to be addressed if your next senior leader is going to be effective.
- We will assist in creating a captivating profile as well as with the recruitment and interviews of potential candidates.
- We will help you recruit applicants from our extensive network of qualified candidates.
- We will expertly guide your team at each major decision point.
- We will coach your leadership through contract negotiations.
- We will help you develop the announcement of your new senior leader and related communications strategies.

**OUR TIME TOGETHER: APPROX. 12-18 MONTHS**

## Process outcomes

### As a result of our work together, you will be able to:

- Gain greater clarity about who you are as an organization and where you feel called to go
- Feel confident about the quality of your search process
- Design substantive interviews that allow you to know your candidates in meaningful ways
- Ensure best practices are followed throughout the process
- Feel supported in the final negotiation process with your preferred candidate
- Plan the start of a new ministry to equip your new leader for success



*My Saison consultant is my 'go-to' consultant. She is always the first one I recommend because I know my congregations are getting the best information and best practices available. She knows the Church, she knows church dynamics, and she understands the importance of this work in serving God's kingdom. There simply is no one better.*

*—Diocesan Canon to the Ordinary*



*During some of my most challenging times, my Saison consultant provided advice that was not only practical but profoundly wise, guiding me through each hurdle with compassion and insight. Her ability to assist clergy and communities in their vocational discernment is unparalleled; she has a unique talent for helping people uncover their true calling and confidently navigate their paths.*

*—Senior Pastor, Pennsylvania*

## Investment

For any organization, a search and transition process represents a significant investment of money and time. **At Saison, we honor that investment by working as efficiently and collaboratively as possible.** Throughout the process, we will offer options and recommendations about how the work might proceed based on your budget, and together, we will make decisions that honor the work and respect your parameters.



For this season. For every season.

### Looking for other services? We also offer...

Strategic Planning ■ Conflict Navigation ■ Leader Development



*Connect with us to see how Saison can benefit you and your organization.*

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