



Name of Committee, Commission, Task Force or Program:

Diocesan Transition Officer

Mission/Purpose Statement:

The Diocesan Transition Officer (DTO) oversees clergy deployment, transitions, and personnel matters, guiding congregations through clergy searches, retirements, and interim periods. The DTO works under the Bishop to facilitate discernment, train search committees, manage portfolios, and support clergy in new roles.

DTOs are critical in maintaining, updating, and navigating the national Office of Transition Ministry (OTM) database to connect parishes with potential candidates. The Vocation Hub Portfolio database houses both personal ministry profiles for clergy and lay leaders seeking new calls, and community profiles for communities seeking new leadership.

Key Responsibilities of a Diocesan Transition Officer:

- Congregational Support: Guides vestries and search committees through the self-study process, parish profile creation, and the search for new clergy.
- Clergy Deployment: Manages the recruitment, application, and background check process for clergy vacancies.
- Transition Management: Facilitates the "in-between time," helping congregations manage change, such as interim staffing and restructuring.
- Administrative Oversight: Handles Letters of Agreement, compensation guidelines, and, in some cases, licensing and letters dimissory.
- Advisory Role: Acts as a liaison between the bishop, the diocese, and the congregation regarding clergy health and transitions.

Summary of Current Year's Activities:

The priesthood of all believers is lived out in the concept of mutual ministry. It's a shift in focus from the historically strictly clergy-led operation to a shared ministry model where laity and ordained work as a team, empowering every baptized member to use their God-given gifts. This is not a new model – it's what Jesus did when he recruited the disciples to expand the ministry he had started.

Mutual ministry has been happening in the Diocese of Wyoming for many years and many of our churches are turning fresh eyes to this model once again. Only eight of our 45 churches in Wyoming today have full-time rectors. Six churches have a part-time rector model. 29 churches (65%) of our Wyoming Episcopal churches are served by non-compensated priests or have no ordained clergy serving them at all on a regular basis.

Type of Congregation		
Rector/Priest-in-Charge- Full-time	8	18%
Rector/Priest-in-Charge - PT - half or 3/4	6	13%
Non-Stipendiary Clergy	20	44%
No Clergy - Lay Led	9	20%
Missional Church - Diocesan Supported	2	4%
(Wind River Reservation churches are served by Rev. Roxanne Friday)		
Total Number of Churches	45	100%

Because the compensation package for a full-time Rector is easily \$100,000 or more when benefits are factored in, many of our churches simply cannot afford even a part-time compensated rector. So, a variety of alternatives are under consideration.

Some of our congregations with openings are exploring multi-point calls, with a priest serving two or more parishes in the area. Others may continue to have a full or part-time priest who works with the lay leadership to further the mission of the congregation is a shared ministry model. Others rely on occasional supply clergy to provide Holy Eucharist and are otherwise fully lay-led. Many mutual ministry-oriented congregations have come to believe that God may have gotten the church's attention with financial difficulties, but God then redirected them to pay attention to their baptismal vows.

The Diocese is working with all of these churches in transition to help them realize their full potential as the priesthood of all believers. DTO Fitzhugh has provided Worship Leader training for many of the churches in transition as well as offering Instructed Eucharist and Morning Prayer services.

St. Thomas' Dubois –St. Thomas' Vestry called the Rev. Bonnie Deyo as their Part-time Priest-in-Charge as of January 1, 2026. Rev. Deyo had been serving this role in an interim capacity.

Holy Trinity Thermopolis

The Rev. Pamela Glasser was called by Holy Trinity Thermopolis to serve as their Half-time Priest-in-Charge. Pamela serves Thermopolis two Sundays a month as well as continuing to serve St. Andrew's Atlantic City one Sunday per month.

St. Alban's Worland

The Rev. Jim Stewart retired from Full-time Rector duties in Worland on September 8th and the congregation is exploring the development of strong lay leaders supplemented with regular supply clergy. St. Alban's is in active discernment with Holy Trinity Thermopolis to wonder how the two churches might come together to employ one full-time rector as both churches continue to live into their baptismal covenant of mutual ministry.

Holy Trinity Gillette

The Rev. Nelson Aloo, an Anglican-ordained Priest originally from Kenya, has been accepted as a priest in the Episcopal Diocese of Wyoming. Nelson's Celebration of New Ministry at Holy Trinity Gillette was on September 17, 2026. Nelson serves as the Part-time Priest-in-Charge.

St. Andrew's in the Pines Pinedale

The Rev. Leeann Culbreath has settled into her new Rector position at St. Andrew's in the Pines. Leeann serves Pinedale under a unique model as a $\frac{3}{4}$ time priest. She works 9 full-time months and takes a total of 3 months off to return to her home in Georgia. Leeann's Celebration and Institution of a Rector occurred on August 11th at St. Andrew's in the Pines.

Trinity Lander

Trinity Lander is evaluating how to proceed with the challenge of paying a full or even part-time rector on increasingly limited financial resources. Licensed Worship Leaders have been trained for formation and other alternatives to a traditional compensated rector are being considered including regular supply models. Interim Rev. Melinda Bobo completed her tenure as their Interim Rector on August 31.

All Saints' Torrington

Part-time Rector Rev. Kenli Barling retired from All Saints' in March 2026 where she served as their $\frac{3}{4}$ time Rector. Torrington entered into a multi-parish and multi-diocese agreement to share an Interim Rector with St. Francis' Episcopal Church in Scottsbluff, Nebraska. The Rev. Mary Caucutt from the Diocese of Wyoming took on this assignment as of September 1, 2026.

Christ Church Cody

Following the resignation of long-time rector the Rev. Mary Caucutt in October of 2024, Christ Church began recruiting a new rector in late 2025. Rev. Douglas Sunderland is serving as Cody's faithful Interim priest as Christ Church Cody continues to seek its next full-time rector.

Financial Report:

NA

Plans and Projections for the Coming Year:

Transition to a new Diocesan Transition Officer. Keep working with Discernment Team to meet the needs of all churches in transition.

Membership/Leadership:

The Rev. Canon Bobbe Fitzhugh serves as the Diocesan Transition Officer in her capacity as Canon for Transitions and Justice.

Gratitude/Acknowledgements:

To all churches in transition who are living into their full potential as the priesthood of all believers and for loving like Jesus!

Submitted by:

The Rev. Canon Bobbe Fitzhugh