

Things You Need to Know About the Rector Search Process

Uncertainty marks any major change in life; the rector search is no different. Searching for a parish rector is a unique task and process. Those persons conducting the process are hiring someone they have never shared a vocation with. Imagine a new member of a law firm being chosen by a panel made up of physicians and math professors. They may be very good in their professions, but they don't know much about functioning as a law firm partner. Now imagine hiring the head of the firm. That is clearly the challenge in finding a new rector for St. John's.

For some members of the parish, this is a time of confusion and doubt. Many may feel a sense of loss, while others are eager to move on and complete the process. However you are approaching this process, there are certain to be questions that will need to be answered to help you understand this process and our unique situation at St. John's.

Who is St. John's contact for the search at the Diocese?

The Diocese has appointed Canon Denise Yarborough to be our contact and help St. John's in the Search Process.

Who will conduct the process?

The Vestry has engaged the Rev. Bruce D. Griffith who will act as our guide in the process.

Why do we need to hire someone to lead this process, when we have done it ourselves in the past?

Rev. Griffith has specialized skills that are not available through other sources in the Diocese given our special situation.

How long will the process take?

The process is designed to be a meaningful and complete. It may take anywhere from 12-15 months to fulfill.

How does the process work?

The parish leadership will assess and discern who will be the rector through a thoughtful, prayerful, well-organized and highly informative selection search.

How will the search be conducted?

The search process is divided into the following:

Phase One: Emphasis is on discovering the current best practices, purpose and values of the congregation, and building thereon to discover the preferred future for the parish. The Vestry, as the parish leadership body, has already participated in a Appreciative Inquiry Day to discern

purpose, values, and goals statements from its perspective for the parish. On **June 6th**, the congregation as a whole will be engaged in order to give greater breadth and veracity to the statements developed by the Vestry. From this work a brochure is created which will be the primary print vehicle for announcing the position as open.

Phase Two: A Search Committee will be appointed by the Vestry. The process begins with a very brief questionnaire and written responses by candidates. These are read “blind.” From these responses there may be follow-up telephone interviews before the semi-finalists are selected. The central work of the Search Committee is done in a series of one day visits to St John’s by the semi-final candidates, visits which will be identical in form and content and will include presentations and responses by candidates. After all candidate visits have occurred, the Search Committee meets to compare evaluations and select those candidates, any one of whom has the knowledge, experience and skill to be rector of the parish. The Search Committee’s work concludes with its report to the Vestry of the list of finalists.

Phase Three: The “discernment” portion is the work of the Vestry. Final candidates are brought back to St John’s for individual days with the Vestry, days which have the same design (though slightly expanded) as the day spent with the Search Committee in part two, but which have different content. Each day contains a conversation with the candidate concerning compensation, a more complete tour of the area, perhaps a more social dinner, and, of course, the participate of a spouse or partner.

How does the process end?

The Vestry concludes its work by electing the new rector and issuing a call, which must be approved by the Bishop.