



RECTOR SEARCH AND TRANSITION

Adult Forum

Sunday, September 26, 2010

LET US PRAY

Almighty and everliving God, we acknowledge our need for you in this time of transition as we search for our new rector. We ask for your protection and guidance as we discern your will. We pray for the members of the search committee, that their minds and hearts will be open to your Spirit's leading. Give them your patience and strength in this work. Thank you for the priest you are preparing for us, whose name is yet known to you alone. We ask that he or she be open to your call. Thank you for all you have done, are doing, and will do among us to form us into your people that your name may be glorified and your love known to all people. All this we ask through Jesus Christ, our Lord, *Amen*.

OVERVIEW

- The Alban Institute has identified Seven Steps in the process of losing and calling a rector for a Church:
 - Step One: Termination of One Pastor
 - Step Two: Direction Finding
 - Step Three: Self Study
 - Step Four: Search
 - Step Five: Decision/Negotiation
 - Step Six: Installation
 - Step Seven: Start-Up



RECTOR SEARCH

REVIEW OF THE SEARCH PROCESS

- Charge the search committee
 - January 2010
 - The Vestry charged the Search Committee with the responsibility of searching for and identifying, through prayerful discernment and a rigorous review process, a candidate to serve as the new rector of Church of the Holy Family
 - Our goal and our prayer is to present a candidate to the Vestry who will be our priest in our journey to be transformed into the image and hands of Christ through life and ministry together

- Prepare the Parish Profile
 - February 23 – March 15
 - Document that states who we are at Church of the Holy Family, our vision for the next three-to-five years, and the attributes we seek in a rector
 - Opportunity for the parish family to contribute during the season of transition

- Post the profile and open the search
- Application period
 - June 28 – September 16
- Application review
 - August 23 – September 20
- Phone interviews
 - September 20 – 27

- Next steps
 - Red/yellow flag check by the diocese
 - Visits to and visits from the candidates
 - Reference check
 - Recommendation of a candidate to the vestry
- The vestry makes the call to the new rector
- We are on a 12-18 month timeline, start to finish, to call a rector and install him/her

IT'S MORE THAN A PROCESS!

- Discernment
 - To perceive by the sight or some other sense or by the intellect; see, recognize, or apprehend

WHAT'S HAPPENING?

THE COMMITTEE

- The search committee has met 17 times since January
- We pray together
- We listen to each other
- We are honored to serve the parish

WHAT'S HAPPENING?

THE CANDIDATES

- Tremendous depth and breadth
- Understanding and appreciation of the Vision for Ministry and Parish Profile
- Authenticity and vulnerability

WHAT'S HAPPENING?

THE CANDIDATES

- I'm particularly impressed with the yearnings outlined in the profile. That's a nice way to frame the aspirations of the community.
- It would be an honor to join in the journey you envision, as rector and congregation are both transformed.
- Your profile impresses me not only because of its pithy images but because the well-described growth and vitality of the past are directly connected to the vision for and questions about what lies ahead.
- The moment I saw the picture of Holy Family's children gathered around your wonderful baptismal font, I knew that yours is a family of faith. . . .
- Your commitment to mission and outreach is among the healthiest I have ever come across.

WHAT'S HAPPENING?

THE INTERVIEWS

- Questions developed over 5 meetings
 - We know there are many ways to explain what it means to be an Episcopal priest in the 21st century. Please tell us what it means to you, commenting on those who have provided the most inspiration to your priesthood, without using Jesus as an example!
 - Describe a typical day. What is consistent? What is contingent?
 - How do you minister to people you do not like?
 - While talking with an engaging child of the parish, she asks you why “that prayer after the sermon” mentions Pontius Pilate since he’s the “bad guy.” How do you respond?
 - We asked you to read our Vision for Ministry. Please give us your assessment of the 2 – 3 organizational opportunities in implementing the vision.
 - What do you need to be your very best and how can Holy Family provide it for you?

WHAT'S HAPPENING?

THE INTERVIEWS

- We have spent more than 15 hours in interviews with candidates
 - Preparation
 - Interviews
 - Discussion

WHAT'S HAPPENING?

THE DIOCESE

- Red/yellow flag check
 - Issues that would prevent someone from serving as rector
 - Issues of pastoral care between the bishop and the priest
- A priest in the diocese of North Carolina
 - Faithful to his/her vows taken at ordination
 - Will you be loyal to the doctrine, discipline, and worship of Christ as this Church has received them? And will you, in accordance with the canons of this Church, obey your bishop and other ministers who may have authority over you and your work?

WHAT'S HAPPENING NEXT?

- Committee entering the stage of discernment where we must narrow our excellent field of candidates down to a smaller handful
- We must communicate with those who will not continue in the process with us
- We must craft a series of visits that will allow us and the candidates to discern God's call

WHAT'S THE ROLE OF THE PARISH?

- PRAY!
 - For God's will to be heard
 - For the committee
 - For the candidates
 - For the parishes those candidates currently serve
 - For Jim, Michelle, and Paula
- Keep the parish yearnings in front of you
- Engage in the mission of Holy Family right now

YEARNINGS

- A yearning for communion with God through worship and sacraments
- A yearning for fellowship/care giving with our family of God at Holy Family
- A yearning for sharing our fellowship and resources through meaningful outreach
- A yearning to nurture children, youth, and adults in the history and traditions of the church and biblical texts
- A yearning to make our facility work efficiently in both the physical design of the space and energy consumption
- A yearning for a forum to share out differences in thinking about the issues facing the Episcopal Church



TRANSITION

THE TRANSITION TEAM

- Vestry has charged the transition team:
 - Our charge as Members of the Rector/Parish Transition Team, in consultation with the incoming priest, the outgoing interim rector and the Fellowship Commission, is to assist in preparing the parish to receive our new rector and provide resources to facilitate his/her successful transition (and that of her/his family) into the parish and wider community.
 - This will be accomplished by
 - planning and facilitating a farewell event for the interim rector;
 - compiling a list of community resources and contacts for use by the new rector;
 - planning events and opportunities for the new rector to meet the Parish;
 - planning and facilitating the installation of Holy Family's new rector; and
 - communicating well and completely with the parish about all aspects of the transition.

Questions?

- Glad to answer any questions now
- Seek out the search committee
- Email rector_search@chfnc.net



LET US PRAY

Almighty God, giver of every good gift: Look graciously on your Church, and so guide the minds of those who shall choose a rector for this parish, that we may receive a faithful pastor, who will care for your people and equip us for our ministries; through Jesus Christ our Lord.
Amen.