

PARISH UPDATE ON THE RECTOR SEARCH

From the Senior Warden – November 8, 2022

The position of Rector for St. Bart's was posted on October 29 and is expected to remain open through December 2, 2022. This update is to keep parishioners up to date on the next steps.

Roles of the Diocese and Bishop

1. Applications will first go to the Diocese and are reviewed by the Canon to the Ordinary and the Bishop.
 2. When receiving the applications, the Bishop may do some personal background checking with the candidates' bishops, because bishops are very honest with each other, and she will hear things that the search committee will not hear. It is possible that based on those red flag checks and her personal conversations with bishops, she may discover some sort of issue that she judges to be disqualifying. In that kind of extreme or unusual situation, the Diocese would not pass those names on to us.
 3. When the Diocese looks at names, it is NOT their job to decide whether a candidate is the best person for St. Bart's or not. For instance, we might receive an application from a person who was just ordained a year ago, and probably doesn't have the experience level St. Bart's needs, but that is for us to judge.
 4. Under Episcopal Church canons, the Bishop must officially approve candidates entering our diocese. In the case of a rector, they would need to canonically transfer to our diocese and become "canonically resident" here. That requires the Bishop's approval. She would not use that approval to pick favorite candidates, she would use it to eliminate people with disqualifying issues.
 5. As part of the approval process, the Bishop will meet personally with the finalists for the position so that she can be aware of any issues to be followed up. The middle of the last sentence should read " and also give the candidates a sense of St. Barts, and answer any questions about that, or about the diocese. Generally, she would be already aware of any possible issues before we get to that stage, so her main goal in those meetings is to get to know the candidates, start establishing a working relationship with the person we ultimately call, and also give the candidates a sense of St. Barts, and answer any questions about that, or about the diocese. The Bishop signs all Letters of Agreement, which is our way of assuring that the legal, diocesan, and Episcopal Church policies and requirements are followed.
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Roles of the Call Committee and Vestry

1. The call committee will review all the candidates forwarded by the diocese.
2. The call committee handles communication with the parish, offering periodic updates.
3. Based on answers to written questions, the call committee decides who to interview in video format (Zoom or Skype or another like format). These interviews and the identities of candidates are confidential.
4. The call committee discerns together after the interviews and decides who to interview in person. Arrangements are made for the candidates to come to Poway during a time when they will not meet the congregation.
5. The call committee may also decide to visit candidates in their ministry contexts. If so, visits happen ideally in pairs or threes. Permission for these trips must be secured in advance by the vestry.
6. The list of finalists is presented to the vestry along with all the information that the call committee is able to pass on (resumes, profiles, answers to written questions, and summary information from interviews, and interview recordings).
7. The vestry will meet in a special session to review the written, video, or other information forwarded by the call committee.
8. Through discernment, consensus building, and prayer, the vestry will select the preferred candidate.
9. The senior warden will offer the position and negotiate the compensation agreement based upon criteria set by the vestry.
10. Following the acceptance of the call, members of the Call Committee, Vestry, and officers will not discuss or reveal the names of the other candidates, the contents of the interviews and visits, or personal opinions regarding the selected candidate.

Role of Parishioners

1. Parishioners contributed substantial information by completing the CAT survey and participating in listening sessions. These activities and other parishioner-provided input are instrumental in attracting a potential rector and introducing the candidates to St. Bart's.
2. Parishioners can view the Profile and video posted on the website.
3. The Interim Rector plays no role in the interviews or selection of candidates. The Interim Rector will be a part of the parish's discernment and prayer.
4. Parishioners should participate in prayer and discernment in support of the Call Committee and Vestry.

5. Parishioners are asked to respect that all aspects of this process are confidential to respect the candidates and their home parish. Names and all other aspects of the potential candidates are kept confidential by the Call Committee, Vestry, and officers and will not be shared with the parish.
6. If a parishioner is contacted by a potential candidate that parishioner should refer the candidate to the Canon to the Ordinary. If a parishioner is contacted by someone asking about a candidate, that parishioner should notify the Senior Warden and refrain from giving out any information or speculating on the process.

Please contact Senior Warden Costa Dillon if you have any questions or feedback on this message:
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