

Rector Search Committee Report to the Parish – January 24, 2021

In September, the Vestry recruited 11 of your fellow parishioners to serve as the Rector Search Committee. In this report, we will provide an overview and update on the search process.

The members of the Rector Search Committee are:

- Wilson Barton
- Lesley Cullen (Scribe)
- William Gates
- John Paul Kavin
- Judy Potter (Co-Chair)
- Lorena Sappington
- Christina See
- Mike Siegel (Chair)
- Andrea Smith (Chaplain)
- Trish Spore
- Zachary Tatum

The Vestry charged this committee with responsibility for conducting the comprehensive search process that will lead us to our new Rector. Our duties include:

- defining the job requirements,
- developing a ministry profile,
- preparing marketing and recruiting materials to feature all of the wonderful attributes of our parish,
- reviewing resumes and conducting interviews, and finally,
- presenting our recommended candidates to the Vestry.

The Vestry will interview the finalists, and will ultimately make the final selection of our new Rector.

Since our formation in September, the committee has been meeting *religiously* every week – virtually, of course. This is a spirited, talented and collaborative group. We are working very well together, and we quickly developed bonds of trust and love.

To guide us on this process, we have been, and will continue working closely with the Vestry and with Canon Sharon Alexander, the Canon to the Ordinary. Canon Sharon and Bishop Phoebe have joined as guests at some of our meetings to provide their counsel and support. They have been very positive and enthusiastic about our search, as has the Vestry.

As part of the initial work, the Committee gathered a broad array of resources based on the searches conducted by other churches, including samples of their parish surveys, their ministry profiles and other tips from their search committees.

Because we have the responsibility to represent the entire Holy Apostles parish community, it was important to ensure that we were guided in our search, not just by the Holy Spirit, but also by the desires of the entire parish.

In order to understand the will of our fellow parishioners, the committee designed and conducted an online survey in December covering the characteristics we are seeking in our new rector, along with issues and opportunities for the church.

Although we considered many options for the survey, including fee-based alternatives that could have cost up to \$800, the committee designed and executed the survey and completed the data analysis ourselves, at no cost to the parish. We are grateful to William Gates and Zach Tatum for their leadership on this project.

The survey was conducted over a three-week period from November 30th to December 18th. In total, we received 183 responses to the survey. The committee has just completed our data analysis and prepared a summary report of the results, which are included at the end of this report.

Insights from the survey, along with facts and figures about Holy Apostles, are now being used to write the official job description and position advertisement. After review by the Vestry and the Bishop, this will be posted on various, well-established sites as guided by Canon Sharon and the Office of Transition Ministry.

While this is in process, the Committee is working to ensure that the public image of Holy Apostles is up-to-date and representative of our wonderful, vibrant worship community. We expect that all potential Rector candidates will begin their search by viewing our online presence, so we will be working with the staff on recommendations and content updates for our website and social media platforms. Unfortunately, none of the Search Committee members are social media gurus, so we welcome the assistance of any of our parishioners who have expertise in this area.

According to Canon Sharon, Rector positions are typically posted for a period of about 8 weeks, but that can change depending on the response rates. And of course, the circumstances of any COVID restrictions could possibly influence our process and timing. Once the position is posted, the Search Committee will be responsible for receiving and evaluating candidate applications, making site visits wherever possible, and conducting preliminary video interviews to identify a short list of our top candidates.

When the time is right, we will be inviting the finalist candidates to visit us in person. And of course, we want to make a great first impression. That's why, back in October, we conducted our first Parish Work Day, led by Lorena Sappington, to improve the appearance of our property. Work included trimming bushes, mulching the beds, and adding an asphalt patch to the hole in our parking lot. We want to thank the Men's Group and all of the members of the Holy Apostles family who came out and worked so hard and made such a great impact. We expect to do another work day in the spring, when COVID restrictions have been lifted, and before our candidates are invited to visit, and hope that you'll all come out to help.

In closing, I would like to say that searching for a new Rector is a prayerful process of discernment and hard work. We are grateful to Andrea Smith for serving as our committee chaplain, or "prayer warrior" as we call her. She opens each of our meetings with thoughtful and inspiring prayers to set the Committee in the proper frame of mind for our work.

The Search Committee wants to express our thanks to all of our parishioners who are praying for us, for guidance and wisdom, as we serve you in this important work. We feel the love, and we appreciate you.

Thank you.