Timeline: key steps for Rector search in 2020

Charted below are the actions the Rector Search Committee will take as recommended by the Diocese. The period for candidate review this fall could be extended depending on the number of candidates.

February
The Vestry Wardens and Chair create the Search Committee of up to eight members, including two Vestry members, drawn from parishioners who have completed the application.

March-April
Hold first Committee meeting with the Diocese's Canon for Transition. Hold a congregational summit to receive input on how parishioners would describe the parish/ its needs with any suggestions concerning the next Rector.

May-June
Create a parish profile based in part on parishioner input and on existing documents such as the parish history book and past strategic plans. The profile will include a section stressing special strengths we are looking for in the next Rector. To be posted on the parish website before September.

Early September
As advised by the Diocese, the position is announced by posting to Diocesan-recommended websites with the Parish Profile. In addition, we will approach a number of candidates based on recommendations from trusted sources who would then make a formal application.

September-October
Guided by the Canon for Transition the Committee will review candidate applications. The goal will be to select up to twelve candidates who then must be approved by the Bishop. The Committee will concentrate on screening the twelve finalists by, among other things, conducting phone/Skype interviews. In a few cases a pair of Committee members may schedule an in-person meeting or parish visit.

The goal is to agree on one to three candidates to present to the Vestry for decision and approval as well as final approval of the Bishop.

November
The Vestry extends a call to the selected candidate and drafts an employment Letter of Agreement. Assuming that the call is accepted we would expect a period of up to two months before the candidate would leave her/his position. Additional time will be needed to move to the Rectory.

January-February 2021
Parish will hold a farewell reception for the Interim Priest in Charge. The new Rector is welcomed with an installation ceremony.