

THE SEARCH COMMITTEE AND ITS PROCESS QUESTIONS AND ANSWERS 1/17/10

Where are we in the Search Process?

The Search Committee and Vestry have spent the last few months completing a “Discernment Process”. Approximately 130 of you participated in this process through our parish survey, and 80 participated in focus groups. Thank you for your time and commitment to these efforts.

The purpose of the Discernment Process was to look at ourselves at a parish, to explore who we are and where we want to go in the future. From this work, we have worked with the Vestry to update St. James’ mission statement and establish a set of priorities for the parish. Based on the mission statement and priorities, we have also clarified what skills we believe we need in our next rector.

With our discernment work complete, we are now officially “searching”. We have completed a parish profile, which provides prospective candidates with an overview of St. James and shares the findings from our survey and focus groups. This profile is now available in soft copy on the St. James website, <http://www.stjamesclinton.org/rector-search1>, and in hard copy in the church library. We have also posted our search through the Church Deployment Office, the central point for all rector searches within the Episcopal Church. Potential candidates will submit their qualifications through this office to be vetted first by the Diocese and then by us. The Search Committee envisions conducting phone interviews with potential candidates initially and then visiting those that pass the initial screens.

What did we learn from the survey and focus groups?

A summary of our findings is provided in the church profile, which you can access on the church website, <http://www.stjamesclinton.org/rector-search1>, or view in the church library. Matt Weber also provided an excellent summary of the survey findings at our November pot luck dinner, and Matt’s presentation is also available on the website.

Based on the survey and focus group findings, the Search Committee recommended to the Vestry the new mission statement and parish priorities below. This mission statement and the four priorities are included in St. James’ search profile that has been posted through the Church Deployment Office.

New mission statement: *St. James' is a community where we come together in Christ to develop spiritually; find opportunities for outreach; receive comfort when in need; and engage in sacred experiences through our liturgy, music, fellowship and mutual ministry.*

Parish priorities:

1. Explore spirituality in traditional and new ways.
2. Energize individuals to discern and apply their gifts.
3. Build on St. James’ vibrant Sunday School.
4. Unite in hands on outreach.

Both the mission statement and the priorities were approved by the Vestry on December 16, 2009.

When might we actually have candidates?

The Diocesan office has indicated that the Search Committee is likely to have candidates to review by early- to mid March. The Search Committee will spend the next month and a half preparing interview questions for phone and in person interviews, as well as priorities for parish visits, so that we are ready to “hit the ground running” as soon as potential candidates surface.

How will the parish be kept informed of the Search Committee's progress?

The Search Committee will continue to provide regular updates in the newsletter each month (these updates are also available on the church website). In addition, we will provide updates during announcements and pot luck dinners as relevant. If you have any ideas, concerns or questions about the process, please reach out to any member of the Search Committee (see last page of this document for list of Search Committee members).

What if I identify a potential candidate?

If you attend a service elsewhere where you like the rector, or you learn of a potential candidate, please pass the candidate's name to Randy Wilson or Blair Jones, so we can forward the name to the Diocese. Alternatively, you can forward the name directly to Judy Fried, the Diocesan Deployment Officer, at 315-474-6596 or jfried@cny.anglican.org

The Search Committee thanks you for your support of this process!

ST. JAMES EPISCOPAL CHURCH SEARCH COMMITTEE MEMBERS

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