



## Vestry Charge to the Search Committee

We, the Wardens and Vestry of St. George's Episcopal Church, have adopted unanimously the following charge for the Rector Search Committee previously appointed by the Vestry.

### **The duties and responsibilities of each member of the Search Committee are:**

- Be committed to the search process. Make time to attend meetings and complete assigned tasks.
- Be prayerful in asking for God's guidance, and be attuned to the movement and will of the Holy Spirit.
- Hold in strictest confidence the discussions of the Committee and information about the candidates.
- Share your thoughts and give input. Be open to the thoughts and inputs of others.
- Represent the body of the church as a whole and not any one constituency.
- Continue to participate in church life. Attend worship services, formation, and fellowship activities on a regular basis.

### **The duties and responsibilities of the Search Committee are:**

- Oversee a parish-wide survey to gather data from the parish and its membership that provides an opportunity to share hopes and concerns.
- Create a parish profile and develop an Office of Transition Ministry (OTM) Portfolio. As part of the OTM, prepare compensation information. These documents will be approved by the Vestry.
- Develop a process for conducting the search and communicating with the Vestry and congregation of where the Committee is in the process, including major tasks and milestones.
- Follow the protocols outlined in the Congregational Transition Procedures handbook regarding communication with the Bishop and Canon.
- Look for a priest who has the following characteristic traits, gifts, and talents:
  - Focused on biblical preaching and teaching, making them applicable in today's world.
  - Christ-centered, not self-centered.
  - Has respect for order, beauty, and tradition in liturgy.
  - Has the experience and skill-set necessary to run a large, corporate parish.
  - The ability to develop a strategic vision that articulates the identity of St. George's.
  - An inspirational leader who easily engages with others and is able to unite a large, diverse congregation and inspire a sense of shared purpose.
  - Possesses strong management skills. Aware of their own strengths and weaknesses and can delegate responsibility to those who are best equipped to achieve the desired result.
  - Attracts dynamic clergy and fosters their growth and development.

- Encourages lay leadership and helps parishioners discern their gifts to serve God, the church, and the community.
- Conduct initial interviews of qualified candidates and determine which candidates will be visited in the home congregations.
- Once visits to home congregations are complete, select no more than three candidates as finalists.
- Share and introduce finalists with the Vestry through a series of formal and informal gatherings, meetings, and interviews designed to help Vestry members understand the merits and qualities of the finalist. The Search Committee should provide as much background information as possible for each candidate.
- The Vestry will have opportunities to ask questions of the Search Committee Co-Chairs regarding the candidates.
- The Search Committee will present for the Vestry's consideration a single candidate that the committee believes best meets the high standards and needs of the congregation. The recommendation to the Vestry should come with unanimous support from the Search Committee. The Vestry's acceptance of the candidate will be by a supermajority vote.
- This charge is not an exclusive list of directives; therefore, the Vestry empowers the Search Committee with the authority to pursue other directives that are not inconsistent with this charge. The Vestry welcomes consultation with the Wardens for any clarifications.