

# St Paul's Rector Search Committee

## Frequently Asked Questions ("FAQs") Worksheet

<b>A. How Can I Help?</b>	
<b>1. How do we find candidates?</b>	<p><b><u>The best way to identify candidates is for parishioners to recommend priests who have impressed them.</u></b></p> <p>If you have a priest you would like included in the Search Committee's discernment process, please communicate with the Search Committee directly to maintain confidentiality for the prospective candidate within their current parish (see #2 below).</p> <p>Additional sources</p> <ul style="list-style-type: none"><li>• Circulating our rector search through the diocese of Colorado and the national church</li><li>• Posting on our website</li><li>• Episcopal News Service postings</li><li>• Seeking referrals from leaders in diocese and beyond</li></ul>
<b>2. How can parishioners make suggestions, ask questions or make comments?</b>	<p>If you have a priest you would like included in the Search Committee's discernment process, please</p> <ol style="list-style-type: none"><li>1. tell or email a search committee member (see contacts attached)</li><li>2. email our special email at <b><u>StPaulsRectorSearchComm@gmail.com</u></b></li><li>3. place the information in the Search Committee Suggestion Lockbox in the back of the church (option for anonymity)</li><li>4. send a letter to Rector Search Committee St Paul's Episcopal Church PO Box 770722 Steamboat Springs, CO 80477.</li></ol> <p>All communication is shared with the full committee, but with no one else. THANK YOU!! Your input is invaluable in this process and your time to communicate is greatly appreciated.</p>
<b>3. What are we looking for in a rector?</b>	<p>We do not know what we are looking for in a rector yet as we have not had a chance to hear from all of <b>YOU</b>.</p> <ol style="list-style-type: none"><li>1. We are holding small group conversations dubbed 'Discernment Dialogues' on Sunday during coffee hour beginning 1/14/24 through at least 2/18/24 and longer as needed by parishioners and attendees.</li><li>2. You may also communicate your suggestions, thoughts and dreams for St Paul's to search committee members by the 4 methods described in question #2 above.</li></ol>

<p><b>3. What are we looking for in a rector? (cont'd)</b></p>	<p>The new rector will be the rector for all of God's Church at St Paul's Steamboat. Please participate in dreaming together about the future of St Paul's so your vision is included in the committee's summary of the God-given gifts that St Paul's would like to see in its new rector. The committee will share its summary of all parishioner dreams in a parish meeting at the end of the informational phase of our discovery.</p>
<p><b>4. Is _____ eligible to be our rector?</b></p>	<p>Who is eligible to be called as St Paul's new rector?</p> <ul style="list-style-type: none"> <li>• Any ordained Episcopal priest in good standing or a priest in good standing in a church in full communion with the Episcopal Church <ul style="list-style-type: none"> <li>○ Includes the Anglican Churches in full communion with the See of Canterbury</li> <li>○ Also the Evangelical Lutheran Church in America and a few others in accordance with canon law.</li> </ul> </li> <li>• Priests must retire at age 72.</li> </ul> <p>The search committee will be inclusive in identifying candidates and will follow the Holy Spirit's guidance as to who could be the best fit for the next stage of St Paul's future.</p>
<p><b>B. Search Details</b></p>	
<p><b>5. Who is leading the search?</b></p>	<ul style="list-style-type: none"> <li>• The Search Committee, selected by the Vestry representing a broad spectrum of the parish, will lead the search for a new rector for St Paul's.</li> <li>• The new rector is the rector of the Church, not just the search committee, so we are committed to intentionally soliciting input from each member and attendee of St Paul's and being open to all comments through the Holy Spirit.</li> <li>• The search committee will be updating the Vestry regularly on our progress, while maintaining full confidentiality for all candidates.</li> <li>• The candidate(s) discerned by the Search Committee to be the best fit for St Paul's will then be interviewed and voted on by the Vestry and the official call will be made by Bishop Kym.</li> </ul> <p>Please see attached short bios of search committee members.</p>

**6. What are the steps in the search for a new rector?**

The search committee has 4 main steps in our search discernment.

- 1) **PREPARATION** which is about defining **Who We Are** and **Where God is Calling Us** in conversation with the Parish. We need to hear from you, our members and attendees, on your dreams for the future of St Paul's and its new rector.
  - a. We are holding small group conversations that have been dubbed 'Discernment Dialogues' on Sunday during coffee hour beginning 1/14/24 through at least 2/18/24 and longer as needed by parishioners.
  - b. Parishioners may also communicate their suggestions, thoughts and dreams for St Paul's to the search committee members by the 4 methods described in question #2 above.
  - c. After receiving verbal feedback from the congregation, the search committee will create a parish survey to quantify themes brought up by parishioners to identify which gifts the parish most wants in its new rector.
  - d. The search committee then prayerfully considers, with guidance from the Holy Spirit, the themes that evolve from all congregational input and identifies the top 4 or 5 gifts the parish most wants in its new rector which becomes our Vision Statement.
  - e. The Search Committee will hold a meeting for the entire congregation to confirm its findings and conclusions. The final Vision Statement along with data required by the Diocese will be reviewed with Canon Vanessa of the Office of Transition Ministry of the Diocese.
- 2) **INVITATION** into mutual discernment with St Paul's Search Committee. Materials created through the process above, the Parish Profile and the Office of Transition Ministry Portfolio, will be posted on the Diocesan website and through the Episcopal Church nationally. We will post it on St Paul's website as well as through the Episcopal News Service. All candidates, including those recommended by parishioners and others, are required to be vetted by the Bishops office after which the candidates names are forwarded to the Search Committee.
- 3) **DISCERNMENT** All candidates will be prayerfully considered by the full Search Committee. The Search Committee will invite candidates who may fit our Parish Vision into conversation and mutual discernment.
- 4) **RECOMMENDATION** After full discernment, the Search Committee will recommend between 1 and 3 candidates that all feel will be the best fit for St Paul's and the vision expressed by the congregation to the Vestry for further discernment.

<p><b>6. What are the steps in the search for a new rector? (continued)</b></p>	<p>The process then moves to the Vestry for further discernment, interviews and a vote for the future leader of St Paul's. After the Vestry acts, they notify the Bishop and Bishop Kym issues the call. A letter of agreement is negotiated with the Vestry and the Bishop's office and we have a new rector. Time to celebrate our new and ongoing ministries with our new rector!!</p>
<p><b>7. How long will the transition take?</b></p>	<p>The Search Committee has been tasked by St Paul's Vestry to do our job well first with prayerful consideration. The Search Committee, with your help, input and prayers, is committed to going through each step of the transition described in #6 above, as fast as we can do it WELL for St Paul's and our future together.</p>
<p><b>8. Why is the search confidential?</b></p>	<p>The committee is never allowed to discuss whether any priest will be, is, or was a candidate. They may not talk about any aspect of the discernment discussions with any candidate. It would be devastating to a candidate's relationship with his or her present church if it were known that he or she entertained leaving them.</p>
<p><b>9. What is the role of the bishop and diocese?</b></p>	<p>Episcopal canons (church laws) require the bishop's approval for a church to call a candidate to be its rector. Bishop Kym and the Diocesan Office of Transition Ministry, Canon Vanessa, will review candidates before they are presented to the search committee to ensure their eligibility. Bishop Kym and Canon Vanessa have been very helpful in our search process and are being updated throughout the search process. The official calling of the new rector will be done by Bishop Kym in accordance with canon law.</p>
<p><b>C. Some Logistics</b></p>	
<p><b>10. Will we have an interim rector?</b></p>	<p>The availability of interim rectors is challenging right now. While St Paul's Vestry continues to pursue efforts to hire an interim rector; they have arranged for supply clergy through Easter.</p>