St. Bart’s Rector Search Committee
Forum Update – June 12, 2016

Rev. Canon Deborah Tammearu – Canon for Transition Ministry
Tim Collins, Jamie Ferrara, Robert Gutheil – Rector Search Committee
Today’s objectives

• Review the work that has been completed to date
• Share where we are, and what’s next
• Emphasize the ongoing importance of confidentiality
• Answer your questions, to the extent possible
• Ask for your continued prayers
Rector Search Committee (RSC) Members
Three Teams – Gathering Input, Recruiting, Communications

Mary Krueger – Co-Chair
Tim Collins – Co-Chair
Kathleen Breiten*
Catherine Belford Budd
Jamie Ferrara
Lucy Martin Gianino
John Gilliland
Robert Gutheil

Chris Harrell
Patrick Hornbeck
Jinsoo Kim*
Susannah Wade Lewis
Kathy McKenzie
Dulcie Mapondera
Rick Reinhold
JOURNEY THROUGH CHANGE

Priest resigns or retires

Wardens notify Bishop

Canon for Transition Ministry meets with Vestry

Vestry calls interim Pastor & Consultant (?)

Parish celebrates Ministry of departing Priest

Priest leaves

RECEIVING NAMES: Who's out there?

Recruit Candidates (Parish, DTO, IMC, Bishops)

OTM Portfolio

Parish Profile: Who are we? What is the job? Who do we need?

SELF STUDY: Collect data Parish meetings Surveys Focus groups

Interim Pastor starts

Up to 12 Names DTO Vets

Bishop approves, adds or removes: Official List

INTERVIEWING: Phone interviews Face to Face Visit Reference Checks

Search Committee Recommends to Vestry: 3 Names

Notify Bishop Oxford Background check Bishop to Bishop call

Vestry elects

Mutual Study Of Ministry

Church Leadership Team Retreat

Celebration New Ministry

Celebrate & Close of Interim Ministry

Negotiate Letter of Agreement

Extend Call Notify Priest

BARTHOLOMEW'S CHURCH
NEW YORK

::SAINT::
Work completed to date:
Gathering Input

- Committee formed on June 20, 2015
- Created online parish survey, working through summer
- Survey shared September 2015 – nearly 600 members participated
- Sunday Forum update – September 2015
- Rector Roundtables (focus groups) in September and October
  ✓ Five sessions, more than 100 participants
- In-depth interviews with clergy and staff
- Survey and Roundtable analysis – November 2015
- Presented results to staff and parish – January 2016
Work completed to date:
OTM Community Profile and Parish Profile

• Encapsulating the essence of St. Bart’s in two documents
• Together, they answer 3 key questions:
  ✓ Who are we?
  ✓ Where have we been and where do we want to go?
  ✓ Who can lead us on our journey?
• Survey, Roundtables and interviews provided invaluable input
• Significant research on all aspects of St. Bart’s, in-depth self-study
• Completed, posted early February to 15 April 2016
• Received a lot of very positive external feedback
• If you have not already read it, please do!
Work completed to date:
Active Recruitment and Outreach

- Rector position posted with Diocese of NY and shared broadly
- Notices on St. Bart’s web page, Facebook and Twitter
- Proactive contacts to encourage females and minorities to apply
- Direct requests for referrals to Bishops and seminary Deans
- Recommendations from church leaders and friends of St. Bart’s
- Parishioners also recommended potential candidates
- Co-chairs contacted every recommended candidate, most were not looking for a new position, many of them applied
- Received applications until 15 April 2016
Work completed to date:
Review of materials for all applicants

• Spiritual Retreat facilitated by Nina Frost before review began
• Review led by recruiting team (six people, plus co-chairs)
• Conducted in April and May in multiple lengthy meetings
• Cover letter, resume/CV and OTM profile (with essay questions)
• Process developed included:
  ✓ Independent pre-review and rating by all recruiting team members
  ✓ Joint in-depth review of all applicants
  ✓ Group discussion and overall rating
• Identified short list of top candidates
• Shared with Office of Transition Ministry for review
Work underway: Video interviews

• Requested writing sample, two sermons from short list candidates
• Identified interview questions, common and candidate-specific
• Selected two-person interview teams, with three teams formed
• Scheduled interviews, with all team members included
• Utilized FaceTime and Skype, all video interviews
• Process developed included:
  ✓ Independent pre-review and rating by all team members
  ✓ Interview, followed by joint in-depth review of candidate
  ✓ Group discussion and overall rating
• Will conclude video interviews by end of June
What’s next:
Site Visits

- RSC meeting end of June after interviews are complete
- Decide on a shorter list of people to visit (confidentially) in their parish
- Have identified areas of focus for site visits, and follow-up report
- Three-person RSC teams will be sent
- Plan is to schedule site visits in July and August
What’s next:
Final Slate and Call

• After site visits, in early Fall, the Rector Search Committee will meet
• Deliverable: identify up to three final candidates for submission to the Vestry and Diocese of New York
• Diocese
  ✓ Run background checks
  ✓ Conduct Bishop-to-Bishop vetting
• Vestry
  ✓ Review candidates, schedule visits to St. Bart’s for meetings and interviews
  ✓ Make their (unanimous) decision on who to call as our next rector
  ✓ Communicate decision, confirm acceptance, set start date
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- Recruit Candidates (Parish, DTO, IMC, Bishops)
- OTM Portfolio
- Parish Profile: Who are we? What is the job? Who do we need?
- SELF STUDY: Collect data: Parish meetings, Surveys, Focus groups
- Interim Pastor starts

- Up to 12 Names DTO Vets
- Bishop approves, adds or removes: Official List
- INTERVIEWING: Phone interviews, Face to Face visit, Reference Checks
- Search Committee Recommends to Vestry: 3 Names
- Notify Bishop: Oxford Background check, Bishop to Bishop call
- Vestry elects

- Mutual Study of Ministry
- Church Leadership Team Retreat
- Celebration of New Ministry
- Celebrate & Close of Interim Ministry
- Negotiate Letter of Agreement
- Extend Call: Notify Priest
- Notify Bishop

::SAINT:: BARTHOLOMEW'S CHURCH ::NEW YORK::
The RSC kindly asks that you:

• Pray for Discernment and Grace for all, including our Vestry
• Email us with concerns or comments – rectorssearch@stbarts.org

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