

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

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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

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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

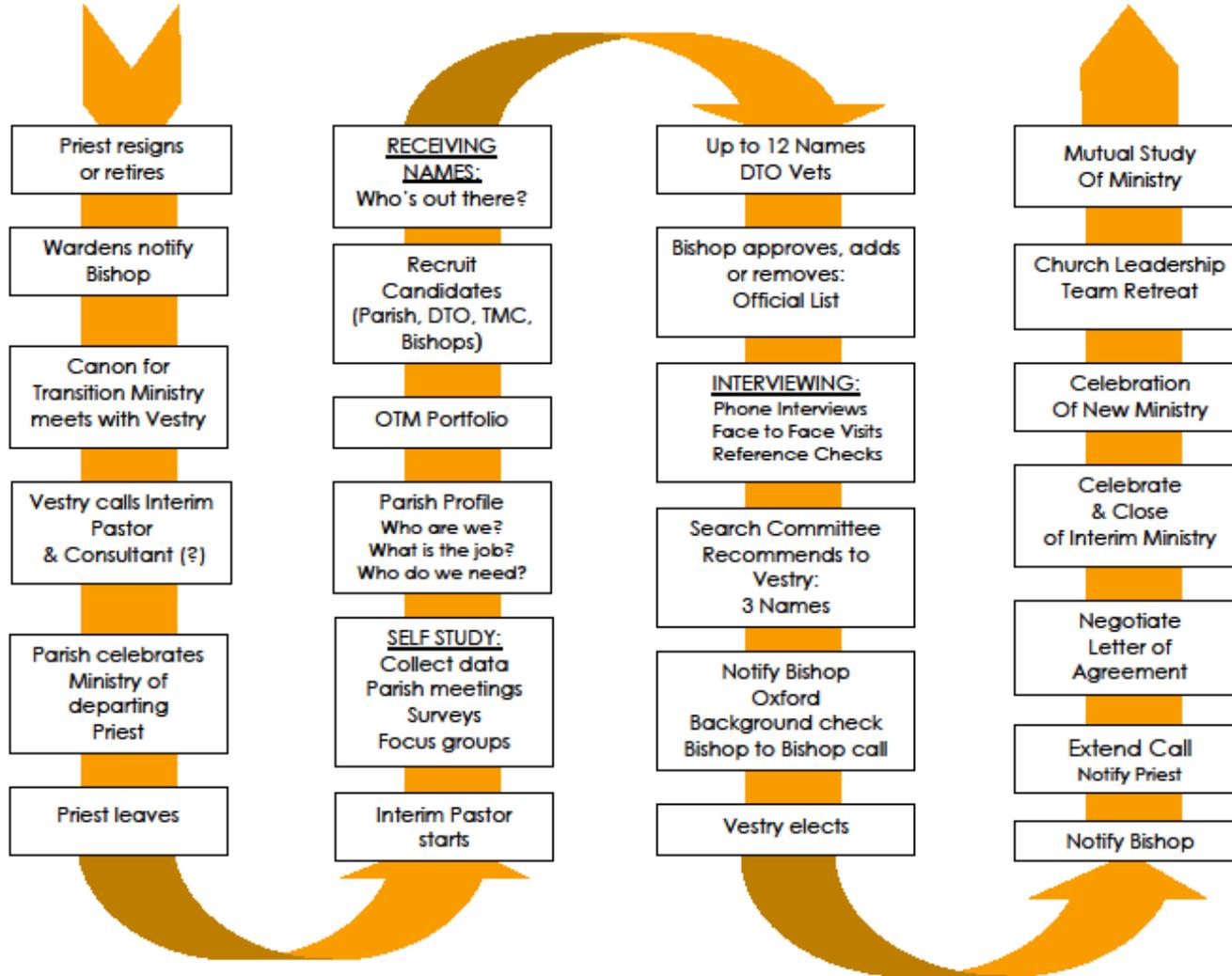
Kathy McKenzie

Dulcie Mapondera

Rick Reinhold

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JOURNEY THROUGH CHANGE



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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

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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!

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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

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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

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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

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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

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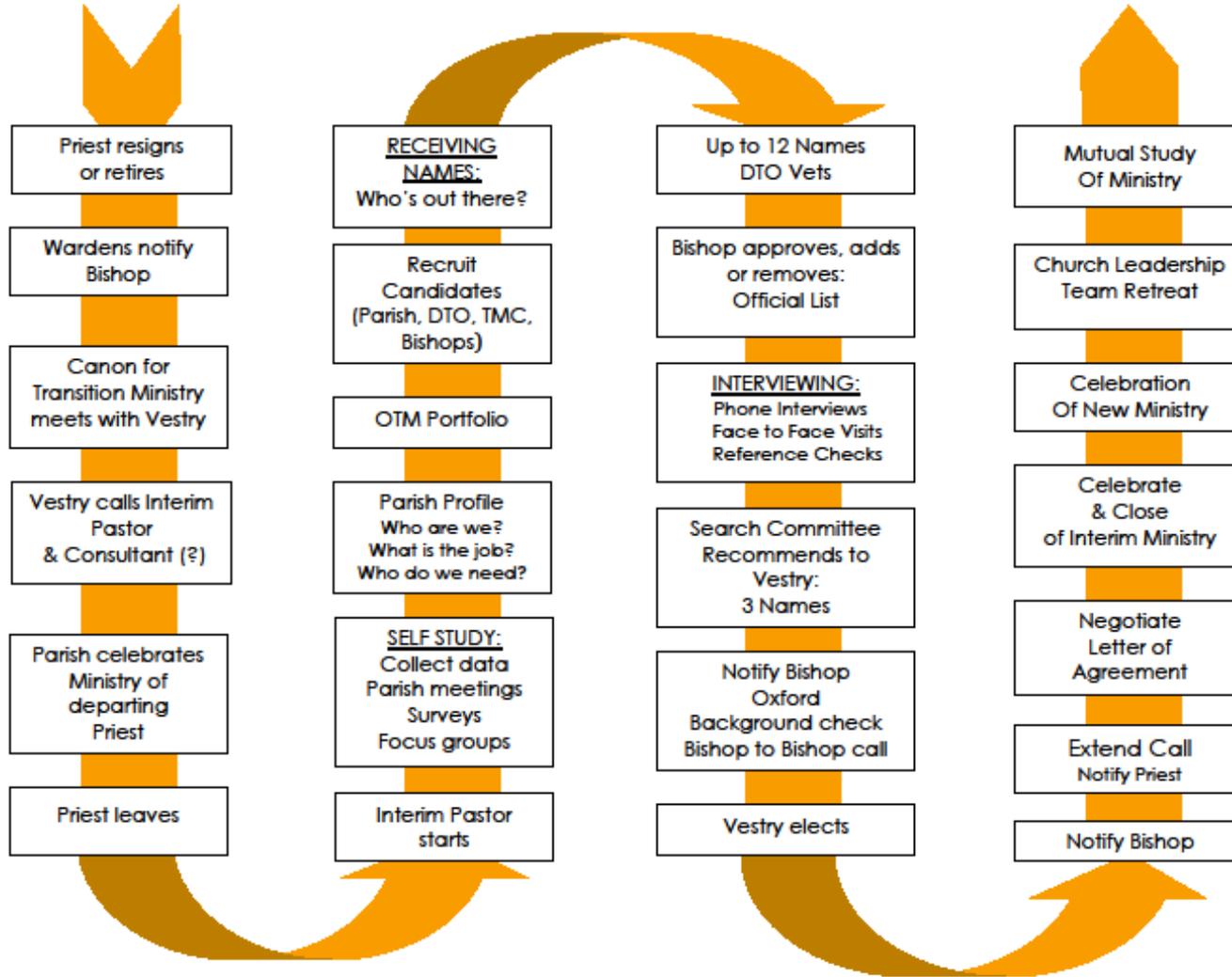
What's next:

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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The RSC kindly asks that you:

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

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