

## Holy Cross Episcopal Church Vestry Charge to the Search Committee

The search committee is charged with being a confidential and discerning body assembled to help identify who God is calling to be the next rector of Holy Cross. The vestry is thankful for your service.

Comprised of no more than 10 members plus a vestry liaison, the search committee is asked to take on the following sacred responsibilities:

- Seek God's guidance with individual and corporate prayer, staying attuned to the movement of the Holy Spirit throughout the search process.
- Continue to participate in worship at Holy Cross. You have the prayers and support of fellow parishioners, staff, and vestry, all of whom have a vested interest in who our next rector will be.
- Be committed to the work involved. Be present at all meetings either in person and online.
- Listen deeply. Have an open mind and a willingness to sit in the tension of diverse opinions. Aim to work in harmony, working through any differences with civil discourse, dignity, and respect.
- Have a discerning mind and a loving heart. Make decisions by keeping in mind what is best for the future of Holy Cross. Remember that we are called to be stewards of God's church.
- Follow the search committee protocols and procedures as outlined by the diocesan transition officer.
- Hold the committee's work and discussions in strictest confidence. Apart from updates on major milestones be very cautious about what you say outside of your meetings.
- Keep the vestry informed about the major milestones through the vestry liaison. The vestry communications coordinator will then update the congregation about the committee's progress.
- Develop a community profile by surveying the parish to get a comprehensive picture of the needs and desires of the Holy Cross family and what parishioners expect from ministry. Work with the diocesan transitional officer to post the profile in the Office of Transition Ministry Portfolio, offering a summary of Holy Cross and the gifts, skills, and experience we are looking for in a new leader.
- Seek out candidates who are likely to be a good fit for the uniqueness and diversity of Holy Cross. **A Christ-centered individual who is** a wise teacher and strong, **inspirational** leader, the rector should have a discipleship mindset with an eye on making Christ visible in God's community. **It is important he or she:**
  - Is passionate about spiritual growth and development for self, staff, and parishioners.
  - Knows his or her strengths and weaknesses and be able to delegate when necessary.
  - **Is able to** encourage laypeople to develop and use their talents.
  - Is equipped to provide pastoral care to all parishioners,
  - **Relates sermons and other biblical teachings to people's individual lives and the world in which we live.**
  - Possesses good management & administration skills to oversee the operations of the church and daycare.
  - Understand the importance of our Hispanic and outreach ministries.
  - **Is forward thinking and willing to help our congregation stretch and grow as we address the needs of the wider community and the challenges of being God's church in the 21st century**
- Once qualified candidates have been identified and approved by the diocesan transition officer, conduct initial interviews via video chat.
- Determine which candidates will be visited in their home parishes, and identify up to three committee members to make each visit.
- Select two to three finalists, and inform the diocesan transition officer.
- Submit to the vestry the names and profiles of the finalists.

- The work of the search committee ends when the committee has submitted the finalists to the vestry for final in-person interviews.