

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 our next rector. The vestry is grateful for your service. Comprised of nine members in good standing plus a vestry liaison, the committee is tasked with the following sacred duties:¹

- 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 your fellow parishioners as well as the 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 or online.
- Listen deeply. Have an open mind and a willingness to sit in the tension of diverse opinions. Aim to work in harmony, navigating all 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 is said outside of search committee meetings.
- Keep the vestry informed on a weekly basis through the vestry liaison. The vestry communications coordinator will then update the congregation about the committee’s progress.
- Develop a community profile for the Office of Transition Ministry Portfolio to summarize the gifts, skills, and experience that Holy Cross is 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. He or she should be passionate about spiritual growth and development for self, staff, and parishioners. The rector should know his or her own strengths and weaknesses and be able to delegate when necessary, encouraging laypeople to develop and use their talents. He or she should be equipped to provide pastoral care to all parishioners and able to relate sermons and other biblical teachings to people’s individual lives and the world in which we live. He or she will need good management and administration skills to oversee the operations of the church and daycare. The rector will need to understand the importance of Hispanic and outreach ministries and be a forward-thinking person who can 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 or three candidates, and inform the diocesan transition officer of who has been chosen. Then, submit the finalists’ names and profiles to the vestry.
- The work of the search committee ends after submitting the candidates to the vestry for final interviews.

¹ A member in good standing is one who attends worship regularly and received Communion at least three times at Holy Cross in 2019.