



The Episcopal Church *of the* Good Shepherd

Good Shepherd Rector Search Committee Charge

(Approved by the Vestry 20 June 2017)

The Rector Search Committee is herein charged by the Vestry with discerning skills, abilities, experience and characteristics of a candidate, who as Rector, will meet the current and future needs of Good Shepherd. The responsibilities of the Search Committee include working with our Interim Rector, Fr. Rob Eaton, and the Parish Profile Committee, which was established by the Vestry and has completed work on the Profile. The Parish Profile has been approved by Bishop Mathes and has been posted on the Diocesan website.

Specific Expectations of the Rector Search Committee

The Rector Search Committee:

1. Will seek the guidance and help of the Holy Spirit in frequent prayer throughout the discernment process.
2. Is committed to locating the candidate(s) who, as Rector, would be the best match for the current needs and future vision for the Parish.
3. Will conduct a search for suitable candidates, interview the most promising candidates in their current parishes, bring a minimum of three candidates to Good Shepherd, and recommend at least two candidates to the Vestry.
4. Will be accountable to the Vestry for its work and actions.
5. Will regularly inform the Vestry of the progress of its work, and any changes in its expectations or needs.

6. In partnership with the Bishop and the Diocesan staff, and following the process endorsed and recommended by the Diocese for a Rector search, will conduct a national search to maximize opportunities to identify candidates who are the best match for Good Shepherd.
7. Has the authority to guide the planning, research and interviewing for the search process.
8. Will consider the vision and needs of the future of Good Shepherd based on the approved Ministry Portfolio and Parish Profile.
9. Will endeavor to make the process as transparent as possible to the Parish, with due consideration for the confidentiality needs of Committee deliberation and candidate information.
10. Will provide regular communications, including periodic Sunday morning updates, and the use of print and internet communications to keep the Parish informed of its progress while maintaining appropriate confidentiality concerning its work.
11. Will seek counsel from our Interim Rector as to the needs and vision of the Parish and the search process.
12. Will respect the dignity, aspirations, theologies, needs and confidentiality of all candidates during the process.
13. Will consider candidates based on qualifications and without discrimination based on age, gender, race, ethnic origin, sexual orientation, family status or disability.
14. Will present final recommendations to the Vestry for candidate(s) to be called as Rector, or a recommendation whether or not to continue the search process.

Specific Expectations of the Vestry

The Vestry:

1. Will provide necessary resources to support the search including an appropriate budget in 2017 and, if applicable, jointly develop and appropriate budget in 2018 with the Search Committee.
2. Review and approve the Parish Profile subject to the approval of the Bishop and the Canon to the Ordinary.
3. Review and approve the Ministry Portfolio.
4. Will call a candidate as a new Rector, subject to the approval of the Bishop.
5. Will consider and approve employment contracts including compensation and benefits negotiated by a group consisting of the Senior Warden and others approved by the Vestry. All arrangements are subject to approval by the Bishop and the Canon to the Ordinary.