

June 2, 2019

## SEARCH COMMITTEE REPORT TO THE PARISH

The Committee has been meeting for a few months, including a multi-hour workshop with the Rev Canon Chip Davis, who is our consultant for the process. We have focused on three things: getting to know and trust each other, learning about the search process, and engaging in some organizational issues. Today we want to share a brief outline of the search process with you.

1. We will begin by engaging in a parish self-study to clearly describe who we have been in the past and who we are in the present. From this study, involving multiple steps, we will develop a written description of who we are called the Parish Profile, and we will complete a required form called a Community Ministry Portfolio used in The Episcopal Church to introduce us to potential candidates. The Parish Profile will be available to any who may wish to read it. This work will likely take us into the fall of the year to complete.
2. From these profiles, we will develop a description of the kind of clergy leader we think will best be able to lead us into the future and will publish that information with the Office of Transition Ministries. It will also be available to interested clergy.
3. When these documents are posted by the OTM, we will begin to receive applications. This process is strictly confidential so we will be unable to discuss who applicants are. We will review these as they come in and the Canon Davis confirms that they have no impediment that would interfere with being further considered.
4. As we make our first review of all applicants, we will begin to narrow the list to those we wish to know more about. Likely, we'll do some Skype interviews with a select number to further narrow the field. At some point, we will have a small number, probably three candidates we will interview, visit, invite to visit us, and further determine their match to our needs as a parish/cathedral. From the end of the Parish Profile development period to this point, could likely take six to eight months, depending on a lot of variables, only some of which the Committee can control.
5. When all the vetting has been completed, the Committee will recommend one person to the Vestry for consideration. If approved by the Vestry, the Bishop will then be asked to affirm that the person is a suitable match for our situation. If we have listened carefully to the Holy Spirit and used our own gifts of discernment well, an offer will be extended to the final candidate by the Vestry, and God willing, an acceptance will be forthcoming.

As you can see, it is an involved process. We will keep you updated as to where we are, generally, in the process. We earnestly ask your prayers and patience as we engage in this holy work.

Recently Canon Davis said to us, "The most important time in the life of a parish is when it's between priests." Let that soak in for a minute. For us, that means now, our present time and the next year or so are critical in the life of our cathedral. During that time, the parish needs to continue its ministries, and all of us need to become even more faithful and involved in our common life as we prepare for a new spiritual leader. This isn't the time to be limping along; this is the time to be stronger than ever.

For questions or comments, contact Dean Search Committee Chair Rev. Dr. Jerry Harber  
901.409.5474 [jerry.harber@gmail.com](mailto:jerry.harber@gmail.com)