



## Mid-Summer Rector Search Update

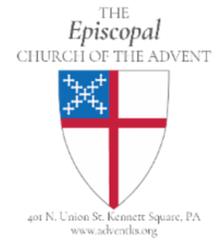
July 14, 2022

Dear Fellow Parishioners,

As we near the end of July, the discernment committee would like to give you a detailed update of the discernment process to date. Rest assured that we are moving the process as quickly and efficiently as we can while not sacrificing deep and thorough screening and discernment.

Since April 4<sup>th</sup> when the opening was posted to date, Advent has received applications from 11 candidates. Prior to sending us application materials, the DioPA Canon for Transition, discusses the candidate with the transition officer of the candidate's diocese. If the candidate clears this first screening, the application materials are emailed to the discernment committee. All members of the discernment committee review the materials. Three members of the committee gather links to sermons and other online materials and share those links with the full committee. All members then watch sermons and review the online materials. Then, the committee discusses and decides if we want to interview the candidate and what specific questions we have in addition to the set questions we ask all candidates. First interviews are held over zoom. In addition to the questions we have for candidates, we answer candidates' questions about Advent as honestly and thoroughly as we can. We have conducted nine first interviews to date.

After the interview, the discernment committee uses the Ignatian method to prayerfully hear all committee members' thoughts on the candidate and how well they fit the criteria that parishioners articulated on the Congregational Assessment Tool survey as most important in a candidate (entrepreneurial priest, warm and joyful pastor, spiritually grounded preacher and teacher, change facilitator, strategic leader).



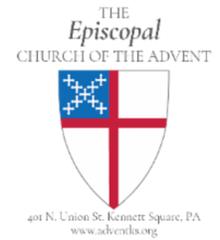
Next, if the candidate possesses many of the attributes you want, three members of the discernment committee contact the candidate's references. If the references are positive, the discernment committee schedules a second interview which entails the candidate leading bible study or worship, and further interview questions and conversation. We have conducted or have scheduled five second interviews. These are in-person if the candidate lives in fairly close proximity or over zoom if not.

After the second interview, the committee again uses the Ignatian method to prayerfully hear all committee members' thoughts on the candidate. If the candidate seems like a good fit for Advent, the discernment committee submits the name of the candidate to the diocese as a finalist. The diocese then orders a thorough background check, schedules a conversation between Bishop Gutierrez and the bishop of the candidate's diocese, and schedules an interview between Bishop Gutierrez and the candidate. We have submitted one candidate as a finalist to date.

Next, finalist candidates are invited to Advent for a visit. The visit may include leading worship, touring the area, further conversation, and a meet and greet with the vestry. One candidate has visited to date. This candidate has since withdrawn from consideration.

When we have a finalist that clears the diocesan interviews, fits your criteria well, and feels called to serve at Advent, the discernment committee will submit that candidate to vestry. Then the vestry will vote on calling the candidate to Advent and negotiate the terms of employment. Finally, the letter of agreement will be submitted to the diocese for the bishop's approval. Then we will joyfully and confidently welcome our new rector to Advent!

Since the process is so thorough, it takes time. To shorten the time the process takes, the discernment committee schedules interviews as quickly as possible, meets at least weekly to discuss and discern, conducts business via email where possible, and relies on members to review materials in a timely manner. With your faithful prayers, we feel



confident that this process will yield a rector that will be a wonderful partner in ministry for us, the people of Advent.

Faithfully,

Your Discernment Committee,

Sally Palic, Kim Hoeschel, Stuart Davies, Bill Hutchins, Emma DiPace, Trish James, Jay Hummel, Jose Colon, Jaclyn McCabe, Andie Hall, Meredith Jenkov, and Steve Verget