

Search Committee Update

The following report was given by Paul Brokaw at Sunday Services December 20, 2020.

I am most happy to be able to give you a brief report on the work of the Search Committee, and an outline of what lies ahead. The committee is co-chaired by Jan Kelly and me. As of this date, most of the Search Committee work has been behind the scenes. The first step was the parish survey and from that we started work on the Parish Profile then the Office of Transition Ministry (OTM) profile form both of which are posted on the St. John's website under the "Our Rector Search" menu item. They are also posted on the Diocese of Southwest Florida website. The complete list of Search Committee members is listed on page 24 of the Parish Profile.

The St. John's Search Committee met with Canon Richard Norman of the Diocese of Southwest Florida. Canon Norman is the Canon to the Ordinary for the Diocese, and he will screen all possible candidates for our future Rector. After this meeting, and the posting of our Parish Profile, the announcement of our search for a new Rector was made. At that point, in early December, candidates were able to submit their application to Canon Norman at the Diocese of Southwest Florida. Each candidate is required to fill out an Office of Transition Ministry (OTM) profile form that is similar to the parish OTM form we filled out. The closing date for applications is 1/1/2021.

I would like to note that this process is far different from the process used on past Rector searches. If you know of someone that might be a potential candidate, please talk to that person and ask their permission for you to submit their name for consideration. You may submit their

name to any one of the Search Committee members or directly to Canon Norman. However, they will be required to formally apply.

Up to this point the Search Committee has not been required to perform many tasks. That is about to change. Once the closing of applications happens on January 1st, Canon Norman will then Conduct Reference checks. Once he is satisfied with what he has learned the list is sent to Bishop Smith for approval – then and only then is the list sent to the St. John’s Search Committee. That is when the heavy lifting begins.

The Search Committee will then:

- **Review All Candidate Materials**
- **Send a list of questions to the candidates to assess how they communicate in writing**
- **Conduct additional Personal Reference checks**
- **Review All Candidate written responses**
- **Review social media for each candidate**
- **Conduct Zoom or Telephone Interviews**
- **Begin initial assessments and narrowing of the candidate pool**
- **Review some of the Candidates services online**
- **Candidates may Receive Visits in their Own Parishes**
- **Create a short list of Candidates for final review**
- **The Search Committee will notify the Diocesan Transitions Minister (Canon Norman) that the finalists have been selected**
- **Formal background checks on the short list of candidates is completed by the Diocesan Office**
- **The Bishop makes a final “bishop-to-bishop” reference check.**
- **The Senior Warden phones all final candidates to inform them that they have been approved as final candidates and will arrange an individual interview for each candidate with the Vestry.**

- **The Vestry Interviews the Final Candidate(s) in person at St. John's**
- **The Vestry elects the new Rector**

Please continue to pray for St. John's and our search for a new Rector.

Prayer for the Search Committee:

O God, by whom the meek are guided in judgment, and light rises up in darkness for the godly: Grant us, in all our doubts and uncertainties, the grace to ask what you would have us do, that the Spirit of wisdom may save us from all false choices, that in your light we may see light, and in your straight path we may not stumble, through Jesus Christ our Lord.

AMEN.