

Apply to Join Rector Search Process

Search Committee Application Process

1. Pray about the role you'd like to play in the search process. If you'd like to serve on a Committee, determine which is best suited to your skills: Profile or Discernment. Applications will be kept confidential.
2. Submit an Application only for yourself; do not submit a form for someone else.
3. Download an Application from the All Saints website or fill out a printed copy (legible handwriting is required).
4. Return it by email to search@asbts.org, hand to a member of the Vestry or leave in the Church office (see the box marked "Search").
5. Submit your application by Sunday, **January 13, 2013**.
6. The Vestry will meet in late January to review each applicant and make appointments to both Committees.
7. Committee members will be announced on February 1 and be introduced at the Annual Meeting.

The Vestry has approved an application process for those interested in serving on either the Profile Committee or the Discernment (Search) Committee to choose our next Rector. Anyone who would like to be considered for service on either Committee must submit an application. You will find a link to the application form on the All Saints website and it is being distributed to all parish families with this newsletter. **The deadline for submitting an application is January 13, 2013.**

The mission of the Profile Committee is to undertake a parish study (which would include interviews with All Saints' various constituencies, a survey, etc.) that will be printed and posted online. The Profile Committee will be asking for your thoughts and feedback and hopes to have the prayerful participation of the entire congregation.

Once the Parish Profile is completed and approved by the Vestry, the Discernment Committee's work begins. The Committee will review resumes and narrow the list of candidates, travel to candidates' home parishes to interview and experience their preaching and presence, and will invite a smaller number of candidates to Santa Barbara for in-depth interviews. The Committee is expected to recommend up to three candidates for Vestry decision. Anyone interested in serving on either the Profile or Discernment Committee is encouraged to apply. Note that you may only apply to serve on one Committee.



Requirements for Profile or Discernment Committee Membership

- Communicant in good standing, meaning one who pledges and regularly worships.
- Able to work collegially in a group and safeguard confidentiality.
- Able to use email independently or with assistance from a family member.

Description of Each Committee

- Diocesan consultant will be available to assist.
- Nine to 12 members on each Committee.
- Balanced representation of a cross section of the parish (age, gender, length of membership, groups, skills, etc.).
- No two people from the same household may serve on the same Committee and no one may serve on both Committees.
- Up to one-quarter of each Committee will come from the Vestry.
- Each Committee will select a chair and a chaplain from among its members.

Time Commitment

- Serving on the Profile or the Discernment Committee is a serious commitment. Members will be expected to attend a retreat, attend regular weekly or bi-weekly meetings, follow through on tasks in a timely manner, and serve for the full duration of the Committee's process.
- Although we don't know exactly how long our search process will take, the Profile development could take two to four months. The Discernment Committee will then begin its work, which could take another four to six months or more.

All Saints Vestry

Sheri Benninghoven
Senior Warden

Chip Nichols
Junior Warden

Fred Allen, *Treasurer*

Marni McGee, *Clerk*

Bitsy Bacon

Suzi Ballard

Sharon Bifano

Kent Damon

Janet Eaton

Steb Chandor

Sally Green

Joe Jannotta

Ladeen Miller

J.B. Rodgers

Nathan Sigler, *Co-Clerk*

**The Rev. Bob
Honeychurch**
Interim Rector

Your Voice Needed to Help Select All Saints' Next Rector

Rest assured there will be numerous opportunities for each parishioner to add your voice as All Saints' next Rector is selected. The Profile Committee, in coordination with the Vestry, will adopt the actual timeline and series of opportunities to gather your input. These decisions will be guided by our Diocesan Canon for Formation and Deployment and our Interim Rector and will begin in early Spring.

We know that other parishes have adopted a variety of tools to gather input. They include a parish survey, visioning or history day, focus groups, interviews, and more. We look forward to all the creative ways to ensure your voice is heard.

Do You Know Someone You'd Like to See Help with the Search Process?

Look around you in the pews or on the patio. Think about your dear friends in the parish. Is there someone you think has great communication skills? Would work well in a Committee setting? Has good judgment about people? Well, that's who we want on the Profile Committee or the Discernment Committee. Please reach out and ask them to complete an application to serve. And if you are asked to serve, please give it prayerful consideration. The parish of All Saints-by-the-Sea will put tremendous faith in our two Committees to ensure we have an accurate profile that generates the very best candidates, and a Discernment Committee that picks the very best candidates to lead us into the coming years. We need the very best All Saints has to offer on both of these Committees!