

St. James' Town Hall Meeting

Tuesday, October 28, 2008

Schedules for David Abernethy-Deppe and Kathy Crary

- Kathy – Monday, Tuesday, Wednesday, Thursday
- David – Wednesday, Thursday, Friday, Saturday
- Both will be here on Sunday
- Note that the times will not be the usual 8-5, as they will be attending evening meetings, etc.

Roles of the co-interim rectors

- To provide for the spiritual and pastoral needs of the congregation
- Serve as resource persons during the interim period

Intentional Interim

- The interim team is not just David and Kathy, but includes all of St. James'.
- Gain a better understanding of ourselves
- Recognize and address the challenges that stand in the way of institutional health
- Opportunities for growth
- Interim times are 12 to 18 months

Steps in the interim process

- Getting in touch with our history – who we are as the people of God in this place and time
- Links with the Diocese – the Diocese is here to support us
- Examine our leadership and organizational needs
- Develop a new identity and vision
 - Transition team to help develop a parish profile
- Commitment to new leadership and new ministry as we welcome a new rector

Transition Team/Search Committee

- Many meetings are required to discuss what did and did not work in the previous administration. Because a committee position for 18 months is difficult for some folks, a new model is suggested
- The Transition Team gathers information for the parish profile. The profile needs to give prospective applicants a sense of who we are, including a history of the area (Fremont, Newark, and Union City). The parish profile is also a marketing piece.
- The information gathered by the Transition Team is given to the Search Committee. The Committee does interviews, views preaching and winnows the list of applicants down to three names.
- Those three names then go to the vestry for another round of interviews.

- The vestry then makes the decision as to who the new rector will be.
- Kathy and David can help with the Transition Team, but do not sit with either the Search Committee or during the vestry decision. They can help with any spiritual aspects, and are here to walk with us during this whole process.

Comments from Canon Michael Barlowe

- The canons are the church laws that we have to follow.
- When there is no rector, the vestry assumes the leadership roles. The final authority in the parish rests with the vestry during the interim period.
- The vestry has exercised its authority in calling two interim rectors.
- The Bishop has an interest in who becomes the rector, and has to agree with the rector selection.
- The resources of the Diocese are open to us, and the Diocese will help us in every way possible.
- The search process is an adventure in discerning God's will for this congregation – what is God calling us to do as individuals and as a community. It is a time for spiritual growth.
- Because this is discernment, not a single person is not important.
- “Best Practices” research
 - Do national/international searches, not just local
 - Will train the Search Committee once it has been established

Questions

Five tasks in the interim process?

- Getting in touch with our history
- Links with the Diocese
- Examine our leadership and organizational needs
- Develop a new identity and vision
- Commitment to new leadership and new ministry

Quality applicants?

- Diocese has been networking and building a case for the Diocese of California. It has identified many outstanding priests
- The Diocese has also become more proactive in recruiting.
- Every name has to come through the Diocesan office.
- Diocese hopes to provide more choices than the last time St. James' did a rector search. It will identify as many qualified candidates as possible, but will not force clergy on us.

Financial support from the Diocese?

- The Diocese is taking the financial challenges we are facing today very seriously.

Rector's priority needs to be...?

- The primary responsibility for parish clergy is the parish, but they also have broader responsibilities, leading the people into larger ministries together.

Vestry

- Vestry election is governed by local bylaws. There will be an orderly succession as in the past.
- Vestry term is three years.
- Vestry decides who the senior warden will be during this time.

Search Committee?

- Best practices recommend that the head of the Search Committee be appointed by the vestry, although it is not a requirement.
- There are typically co-chairs.
- The members of the Search Committee should among them know the congregation inside out, have the ability to work together as a team, and reflect the diversity of the congregation.

Psychological testing for priests?

- Every person being considered as rector undergoes a "red flag" check.
- At the Diocese there is a covenant to tell the truth among each other.
- The Diocese will not give reasons for why someone is unsuitable.

Nuts and bolts

- The vestry has authority.
- Financial decisions are made by the vestry.
- David and Kathy...
 - have voice but not vote on the vestry.
 - cannot enter into binding contracts on behalf of St. James'
 - primary focus is on worship and pastoral care.
 - cannot be candidates for rector