

## Rector Search Frequently Asked Questions

### **Q. How long will this process take?**

**A.** According to the diocesan office, the process can last from 8 to 18 months, but the typical search takes about a year. The search committee is preparing a timeline of the process and will share it with the congregation. The timeline will be updated so that it serves as a visible measure of the progress being made.

### **Q. What is my role in the process?**

**A.** Every parishioner is an important part of this search. There are several ways you can be involved:

Most importantly, PRAY. Include Holy Comforter, the Search Committee, The Rev. John E. Shields, and the person whom God is already nudging to become our new rector in your own devotions, at ministry meetings, and in regular worship services. The Committee is writing a prayer that can be used for this purpose.

Participate in Parish Profile development activities. We need your voice in identifying those special qualities and skills we are looking for in our next rector.

Continue to support Holy Comforter. The mission and the ministry of the church goes on, and your regular attendance at worship and continued financial support are critical in attracting the best candidates.

Encourage candidates to apply. If you know a priest who is interested, please direct him or her to one of three websites: ECUSA Church Deployment Office ([www.episcopalchurch.org/cdo](http://www.episcopalchurch.org/cdo)), North Carolina diocese deployment office ([www.episdionc.org](http://www.episdionc.org)) or Holy Comforter ([www.holycomforter-clt.org](http://www.holycomforter-clt.org)). Application information and instructions will be available on those sites.

### **Q. Can't we finish the search this year?**

**A.** It is possible to conduct a "targeted" search, but it is not recommended. This is a very important decision in the life of Holy Comforter. A deliberate search process allows us time to discern where God is leading us, whether it is new directions or staying the course. We want to make sure we develop an accurate parish profile and prayerfully consider all eligible applicants. The right rector for our parish may come from our own backyard or from somewhere across the country.

### **Q. In the meantime, who is in charge?**

**A.** In the months after David's departure, the Vestry has continued to oversee all of the parish's business, with support of our staff and our deacon, The Rev. Dr. W. Carter Lofton. With the installation of our interim rector, The Rev. John E. Shields, we will return to the traditional clergy and vestry responsibilities.

**Q. Will the Capital Campaign be suspended until a new rector is on board?**

**A.** No. As John Shields said, there is no pause button. We have made great strides with our Capital Campaign, and we will continue to move forward with our building plans. We strongly believe that potential candidates will see this as a sign of our vitality and commitment to outreach and ministry.

**Q. Will the Search Committee look for an associate rector?**

**A.** No. The new rector will be in charge of calling an associate rector. We expect that the new rector will need some time to discern the unique needs of Holy Comforter and what kind of an associate can best help him or her minister to the needs of our parish.

**Q. What is the Bishop's role in the process?**

**A.** The office of the Canon to the Ordinary provides technical assistance to the committee to post the parish profile on appropriate websites, advises on strategies and techniques for conducting a search, and performs background checks as requested by the committee.