

RECTOR SEARCH ARCHIVES

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RECTOR SEARCH UPDATE

Sunday leaflet – February 13, 2011

Representatives from the Rector Search Committee will be travelling over the next several weekends to meet with select candidates for rector at Bethesda-by-the-Sea. Two groups of three committee members are away this weekend. A total of five candidates will be visited and, once these visits are completed, three finalists will be invited to Bethesda for further interviews and discussions.

Sunday leaflet – February 20, 2011

Representatives from the Rector Search Committee are in the process of travelling to meet with select candidates for rector at Bethesda-by-the-Sea. A total of five rectors will be visited; two of the five visits were accomplished last weekend and a third is occurring this weekend. Once all of the visits are completed, three finalists will be invited to Bethesda for further interviews and discussions.

Sunday leaflet – February 27, 2011

Representatives from the Rector Search Committee are in the process of travelling to meet with select candidates for rector at Bethesda-by-the-Sea. A total of five rectors will be visited; three of the five visits have already taken place, a fourth is occurring this weekend, and the fifth will happen next weekend. Once all of the visits are completed, three finalists will be invited to Bethesda for further interviews and discussions.

Sunday leaflet – March 6, 2011

Over the past several weekends, representatives from the Rector Search Committee have visited select candidates for rector in their home parishes. Four visits have been completed and the final one is occurring this weekend. After digesting the information gathered during these trips, the committee will invite three finalists to visit Bethesda for further interviews and discussions.

February 1, 2011

RECTOR SEARCH UPDATE

All fall we have been receiving applications for the position of rector at Bethesda-by-the-Sea. As these materials have come in, the Search Committee has met regularly and often to thoroughly review each application packet.

We are excited about the response from qualified candidates and feel that our parish and rector profiles have been most helpful in specifying what type of rector we are seeking. Clergy throughout the country have carefully and prayerfully reviewed our parish's information to determine if they would be a good fit for our church. Some, who clearly lack the requisite experience or do not fit our profile, are not led to apply, while those who are more appropriate have submitted applications.

We have received application materials from both males and females. Their ages range from mid-thirty to mid-sixty. They come from all parts of the country: the Southeast, Northeast, Midwest, West, Mid-Atlantic, and Southwest.

We are in the process of interviewing via telephone conferences those candidates in whom we have a particular interest. This process could continue well into January. Once the list of candidates has been narrowed further, we will visit the top applicants in their parishes. From this group, we will select the finalists who will then be invited to visit Bethesda for further interviews.

While we are interviewing these candidates, they simultaneously are interviewing us, learning about our church to further determine if they feel called to our parish. This phase in the search process is a critical time for both the Search Committee and the candidates. Please continue to keep Bethesda and our search process in your prayers.

January 12, 2011

RECTOR SEARCH UPDATE

Throughout January, the Rector Search Committee is continuing to review applications and conduct telephone conferences with select candidates. We are gratified by the high caliber of clergy who are interested in Bethesda-by-the-Sea. Most are seasoned rectors with impressive resumes. We expect to have narrowed the field by the end of the month and during February plan to visit those applicants in whom we have the greatest interest. In March our finalists will be invited to Bethesda-by-the-Sea for further interviews.

While the committee is getting to know the applicants, these candidates are simultaneously learning about our parish to determine if Bethesda would be a good fit for their talents. This phase in the search process is a critical time for both the Rector Search Committee and the candidates. Please continue to keep Bethesda and our search process in your prayers.

December 12, 2010

RECTOR SEARCH UPDATE

The deadline for receiving applications for the rector position is this coming Wednesday, December 15. Since the end of September, we have been carefully reviewing applications as they have come in and are excited about the response from qualified candidates. Applicants are both male and female, from all parts of the country, ranging in age from mid-thirty to mid-sixty.

We are in the process of selecting those candidates whom we have an interest in interviewing. This coming week we will begin interviewing candidates via teleconferences and expect this process could continue into January. Once the list of candidates has been narrowed further, we will visit the top applicants in their parishes. Finalists will then be invited to Bethesda for a face-to-face interview.

We are eagerly anticipating the upcoming interviews and look forward to speaking with those who are simultaneously interviewing us! Please continue to keep Bethesda and our search process in your prayers.

Why Does it Take So Long?

October 10, 2010

When the Rector Search Committee was formed this past June, we were very eager to choose a new rector as soon as possible. We, however, discovered at our first meeting with the diocesan advisor that this process would be very different from a typical staff hiring. That is because a rector is “called” to a parish rather than “hired.”

The Episcopal Church has a deliberate step-by-step approach for calling a new rector which allows for discernment on the part of the parish and the prospective candidates. Our committee began the parish discernment phase in June by developing a questionnaire to determine who we are as a congregation, what we want to become, and what sort of rector will best suit our needs. We also used this period to personally meet with parishioners on Sundays to gather comments and ideas.

In early July, the survey was made available on-line and in print form with a completion date of August 8th. Committee members were available between the services on Sundays for those who needed help filling it out. We had an excellent response rate with 471 people completing the survey.

Once the survey was closed, we analyzed the results, taking into consideration the comments we received from parishioners. From this data, we produced the Rector Profile which describes what we, ideally, are looking for in a new rector. We also gathered other information and created the Parish Profile, a 26-page resource for applicants to learn about Bethesda-by-the-Sea. An application guide was developed so candidates will know what materials and information they should send to us. All of this information is available on the rector search page of our website at www.bbts.org.

By the end of August, we were creating advertising to place in Episcopal magazines and on related websites. We also had to complete a CDO (church deployment office) Profile with more information about Bethesda for placement on the Episcopal Diocese of Southeast Florida website.

By the last week in September, we were able to officially open the search phase of the process and, through advertising, announce that we are accepting applications for the position of rector at Bethesda-by-the-Sea. According to our diocesan advisor, we have completed all of the above tasks in record time and are moving ahead at an impressive pace. Although we have moved very quickly over the summer to discern our needs, now is the time for patience. This is the phase where we wait for prospective candidates to discern if they are “called” to Bethesda.

Applications have begun to come in and will be received until November 15. All applicants must first be “vetted” by our diocesan advisor to determine the veracity of the information we receive, a process which understandably takes some time to complete. The entire committee will thoroughly review each application to determine which candidates to interview.

We plan to hold telephone interviews with a select group and, once those are completed, conduct site visits to the parishes of the top candidates. Once the list is narrowed to three possible choices, all three will be invited to visit Bethesda to meet with the full search committee, the Vestry, and the bishop. This last step will probably take place in February.

Over the past several months, a number of parishioners have passed along names of possible candidates to our committee. Now that the position is officially open, we have sent letters to those rectors, notifying them of the position and inviting them to apply should they have an interest. If any of you know of someone who might be interested, please refer him/her to our website for information on how to apply.

While we are anxiously awaiting applications and a decision on our new rector, the candidates, themselves, are conducting their own discernment process to determine God’s will. Please keep Bethesda in your prayers as well as the applicants and our committee as we all strive to discern the Lord’s plan for our future.

Becky Myers

Rector Search Committee Chairman

RECTOR SEARCH UPDATE

September 10, 2010

The Rector Search Committee has worked diligently throughout the summer to discern our parish's needs and desires in a new rector. To help guide us, a parish-wide survey was developed and an impressive number (471) of parishioners participated. Members of the congregation also met with committee representatives after services to discuss their visions for Bethesda. We greatly appreciate your valuable input and have used this information to develop our parish and rector profiles. To see these profiles and the results of the survey, please visit the *Rector Search* page of our website, www.bbts.org. If you don't have access to a computer, these results are available in the church office.

The theme of our hopes and dreams for a new rector is as follows:

We desire a rector of strong, personal faith who will energize us through inspirational preaching and teaching. We want our leader to be approachable and sincere, warm and welcoming, and possess a good sense of humor as well as compassion. Our rector should value our current traditions in liturgy and music. This person should be a good communicator and strong leader who is willing to listen to the opinions of others. We would like our rector to be experienced with executive management skills and have the ability to delegate and motivate. A commitment to fiscal responsibility and transparency is important.

We are now officially accepting applications for the position of rector. Throughout this fall we will be reviewing application materials and hope to be able to narrow the field by December. The interview portion of the process will take us into the winter months. During this time we plan to hold telephone interviews with a number of applicants, and then conduct on-site visits to meet several top candidates. Afterwards, those whom we are seriously considering will be invited to visit Bethesda-by-the-Sea.

Please continue to pray with us during the coming months as we strive to further discern God's plan for Bethesda-by-the-Sea.

Almighty God, giver of every good gift, be present with us as we search for our next rector. Help us and the candidates to discern the future you desire for us. May your grace and guidance bring us to the one who will hear your call to lead, inspire and care for your people of Bethesda-by-the-Sea. We ask for your love to lead us, your counsel to guide us, and your presence to cheer us; through Jesus Christ our Lord. Amen.

THE RECTOR SEARCH COMMITTEE has received data from the survey and greatly appreciates the efforts of all who participated. We are in the process of analyzing the information and an overview of results will be forthcoming. In the meantime, the general theme of our hopes and dreams for a new rector is as follows:

We desire a rector of great personal faith who will energize us through inspirational preaching and teaching. We want our leader to be approachable and sincere, warm and welcoming, and have a good sense of humor as well as compassion. Our rector should value our current traditions in liturgy and music. This person should be a good communicator and strong leader with a willingness to listen to the opinions of others. We would like our rector to be experienced and have executive management skills with the ability to delegate and motivate. An awareness of fiscal responsibility is important.

LAST OPPORTUNITY TO TAKE THE SURVEY!

DEADLINE IS TODAY, AUGUST 1.

The parish survey is available on-line and in printed form. The last day is today August 1. Your participation is essential to its success. The results will be used to develop a parish profile which will help prospective candidates match their divine calling with the needs of our church, as well as guide the Rector Search Committee in selecting a new rector.

You are strongly encouraged to fill out the survey on-line, not only to save printing and mailing costs, but also because the survey service tabulates all the results automatically, at no additional charge to us. However, we seek 100% participation and no one will be left out if they cannot use a computer!

- **If you have a computer**, go to www.bbts.org and click on *RECTOR SEARCH*. Once you are in the Rector Search page, click on the link to the survey. **Use the access code bbts141.**
- **If you do not have a computer, or you need help with the process**, volunteers with computers will provide assistance following the 10:00 a.m. Sunday service during the survey period.
- **If you would prefer to complete a paper copy of the survey**, copies are available in the ECW Room.

All members in your household (age 13 and over) who attend Bethesda are welcome to complete the survey (once per person). Please answer each question openly, knowing that
your answers will be completely anonymous.

Thank you for your enthusiastic participation in this critical phase of our search.

THE PARISH SURVEY IS AVAILABLE!

Deadline is August 1

The parish survey is available on-line and in printed form now through August 1. Your participation is essential to its success. The results will be used to develop a parish profile which will help prospective candidates match their divine calling with the needs of our church, as well as guide the Rector Search Committee in selecting a new rector.

You are strongly encouraged to fill out the survey on-line, not only to save printing and mailing costs, but also because the survey service tabulates all the results automatically, at no additional charge to us. However, we seek 100% participation and no one will be left out if they cannot use a computer!

- **If you have a computer**, go to www.bbts.org and click on *RECTOR SEARCH*. Once you are in the Rector Search page, click on the link to the survey. **Use the access code bbts141.**
- **If you do not have a computer, or you need help with the process**, volunteers with computers will provide assistance following the 10:00 a.m. Sunday service during the survey period. If you need help at any other time, please call Laura Warner (561-681-0782), Frank Young (772-675-3231), or Helene Lorentzen (561-868-7838).
- **If you would prefer to complete a paper copy of the survey**, please call the church (561-655-4554) with your name and address so that one can be mailed to you. Please be sure to return it to the church prior to August 1.

All members in your household (age 13 and over) who attend Bethesda are welcome to complete the survey (once per person). Please answer each question openly, knowing that **your answers will be completely anonymous.**

Thank you for your enthusiastic participation in this critical phase of our search.

THE PARISH SURVEY IS COMING SOON!

The parish survey is expected to be available online and in printed form sometime in early July through August 1. Your participation is essential to its success. The results will be used to develop a parish profile which will help prospective candidates match their divine calling with the needs of our church, as well as guide the Rector Search Committee in selecting a new rector.

You are strongly encouraged to fill out the survey online, not only to save printing and mailing costs, but also because the survey service tabulates all the results automatically, at no additional charge to us. However, we seek 100% participation and no one will be left out if they cannot use a computer! The deadline for submission of the survey is August 1.

- **If you have a computer and an e-mail address**, please make sure that the church office has this address on file by e-mailing info@bbts.org. You will be notified via e-mail when the survey is available with instructions on how to access it.
- **If you have a computer but do not have an e-mail address**, do not be concerned. You will receive a mailed notification when the survey is available, along with an access code and instructions.
- **If you do not have a computer, or you need help with the process**, volunteers with computers will provide assistance in the parish hall following the 10:00 a.m. Sunday services once the survey is online.
- **If you would prefer to complete a paper copy of the survey**, please notify the church as soon as possible and one will be provided. Please be sure to return it to the church no later than August 1. To get a paper copy of the survey, please contact the church office, 561-655-4554.

Thank you for your enthusiastic participation in this critical phase of our search.

**Rector Search Committee representatives will be available
every Sunday following the 10:00 a.m. service
for any questions or comments.**

THE SEARCH HAS BEGUN

JUNE 1, 2010

The last time Bethesda embarked on a Rector search was nearly three decades ago, and this parish is energized by the notion of who will become our next leader. On April 20, the Vestry appointed me as Chairman, and Jim Bertles and Laura Warner as the Vestry representatives on the Rector Search Committee. We are grateful for the opportunity to serve in this historic capacity and appreciate the legacy this committee's work will leave at this church.

Our first task was to function as a nominating committee, proposing a team of twelve to lead the search. With nominations already received in the Church's office, we were charged with vetting all nominees, envisioning the appropriate committee make-up, and proposing a slate to the Vestry.

Committee Composition

By April 23, the three of us had met with Archdeacon Tom Bruttell, the Bishop's advisor for our search, who recommended the following guidelines in forming the committee:

- Choose members who have proven they are hard workers because the work ahead is significant.
- Don't overlook those who may not have previously had prominent roles in the church.
- Build a team which is simultaneously representative of the parish and cohesive.
- Utilize key staff as well as parishioners to determine which nominees best fit our guidelines and needs.

At the direction of the vestry, we developed the following criteria for search committee members:

- Members in good standing (baptized, confirmed Episcopalians, regularly giving, volunteering and worshipping at Bethesda) who have pledged
- Year-round residents, not subject to seasonal availability
- Eager and able to commit the time necessary to complete the search
- Good communicators with strong discernment ability
- Flexible and able to adapt to change
- Responsive and able to function at a quick pace
- Discreet with confidential information

We envisioned a committee which would represent our diverse parish, taking into consideration that the future of Bethesda is in its youth. It was important to include members involved in the various facets and activities of Church life, as well as some with professional experience which would be helpful in the search.

Committee Selection

The church office provided data regarding membership status and involvement on the approximately 80 people who were either self- or peer-nominated. We used this information, along with personal recommendations, to align the nominees according to interests, abilities, gender, and age so that we could build a balanced committee. Of the many exceptional nominees, a number simply did not fit the criteria: they were unconfirmed, not actual members, did not pledge, were too seasonal in availability, or did not have either the interest or time necessary for the task. Others would have made excellent additions to the team had it not been for the need to keep a balanced one, representing our entire parish.

Rector Search Committee

On May 6, the Vestry unanimously approved the 12-member Search Committee. Reflecting our diverse community, it is composed of men and women of a variety of ages with differing interests. Some are long-time members, well-versed and experienced in the workings of our church. Others are relatively new to Bethesda, thus bringing necessary fresh ideas and approaches to the task. A number have experience in personnel searches. Our parish life is represented by those who have been active with missions and outreach (including Faith-in-Action), Christian education, stewardship & finance, ushers and greeters, lay readers, the ECW, music, Altar Guild, and Eucharistic ministry. Some have children currently in the church school, while others have had their children grow up at Bethesda. Many have Vestry experience either at Bethesda or at another Episcopal church. All have a deep love for Bethesda and a stake in its future growth and success. For more information, please view the Committee Memembers link on the Rector Search webpage.

The Next Step

Over the next few months, the Search Committee will be formulating a questionnaire in which every member of our parish will be asked their vision for Bethesda. The results will be tabulated, distributed, and used in developing our parish profile. Each of these steps must be accomplished before we can actually seek applicants for the position. The entire process can take a full year for completion and we always welcome your thoughts and ideas.

May God's blessing be upon us in this search for our new rector!

Becky Myers
Search Committee Chairman
myers@bbts.org

RECTOR SEARCH COMMITTEE

May 28, 2010

Dear Members of Bethesda-by-the-Sea,

As you know, the Search Committee has begun its work in the process of finding a new rector for Bethesda-by-the-Sea. The membership of the committee is listed below:

Jim Bertles	Peter Broberg	Deborah Hale
Helene Lorentzen	Don McKenna	Rick Miessau
Becky Myers	Carrie Pateman	Connie Purcell
Vince Ruisi	Laura Warner	Frank Young

We are all available should you wish to share your thoughts or express any concerns. You may contact us personally or e-mail us at rectorsearch@bbts.org. We welcome your ideas!

The Bishop has appointed the Archdeacon for Deployment of Southeast Florida, Tom Bruttell, as our consultant. Tom's role is to stay with the parish throughout the process, providing guidance, information, and support. He will maintain communication with parish officials and Bishop Frade. To date, Tom has met with us several times to outline the calling process and answer questions.

Although the parish is anxious to find our rector, this process is one which should not be rushed. There are many parts in the calling process, which typically takes a year to eighteen months for completion. Rather than arbitrarily deciding who will be our new rector, the search committee will seek input from the entire parish to determine the type of person who should be called.

The first step, which we are working on now, is to develop a parish-wide survey that will determine what our future should be. In the survey you will be asked about your preferences and dreams for Bethesda-by-the-Sea. Our plan is to distribute the survey mid to late summer.

To expedite tabulating your responses, we hope that most of you will fill out the survey on-line. Since this survey will be available through Bethesda's website and will require your e-mail to complete, it is very important that your e-mail address is on file with the church. Please call the office with this information or e-mail info@bbts.org, if you haven't recently done so.

If you do not have access to the internet, we will do our best to help you and, of course, will provide paper copies upon request. We also will be available for personal comments by telephone, e-mail, or after the 10:00 service in the library on most Sundays over the summer. Although these conversations are important, you will still need to fill out a survey form.

Once information from the survey is compiled, it will be shared with all of you and used to create a profile of our parish. We hope to have this step completed in September. We will use this profile to formulate a job description and criteria for our new rector. The position should be officially open to applicants in the fall.

We are told to expect a good number of applicants and intend to give each of them full consideration. The discernment and interviewing process will be time-consuming. We hope to be completed sometime next spring and look forward to announcing our new rector at that time.

It is our intention to provide you with timely and complete updates throughout the search process. We ask that all of you keep us in your prayers as we undertake this important task on behalf of our Lord and his beloved church.

Faithfully yours,

Becky Myers, *Search Committee Chairman*
myers@bbts.org