

FREQUENTLY ASKED QUESTIONS

When will we have a new rector?

There is no specific target date, although we hope to be able to make an announcement sometime next spring. The typical search takes 12-18 months. Some searches are longer, some are shorter. The goal is not to finish by a specific time, but to find the best candidate.

Who will lead us in the interim?

The Vestry and Interim Rector Perry Fuller will continue to discharge their normal duties during this time of transition.

What is the Rector Search Committee (RSC) and who is on it?

The Rector Search Committee is a group of 12 parishioners appointed by the Vestry who, under the direction of the Vestry and the bishop, will lead the search for a new rector. The bishop has appointed Archdeacon for Deployment of Southeast Florida, Tom Bruttell, as consultant. His role is to stay with the committee throughout the process, providing guidance, information, and support. He will maintain communication with parish officials and Bishop Frade.

RECTOR SEARCH COMMITTEE

(go to the Committee Members link for individual bios)

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

The committee members are happy to answer any questions you might have and encourage you to share your thoughts and ideas regarding the search. They can be reached by telephone or e-mail at rectorsearch@bbts.org. Representatives from the committee are also available following the 10:00 Sunday services May 30 – August 15.

What are the steps in the search process and what is the time frame for each step?

There are multiple steps in the search process. Because most steps are interdependent, the time line must remain flexible. It is more important to have a successful search than one that is rushed to completion. Although we can only estimate how long each part will take at this time, the following is a rough outline of what we hope to accomplish.

MAY: Vestry appoints the RSC; committee develops plans for the search

JUNE: RSC develops committee budget with Vestry approval; RSC develops parish-wide survey with Vestry approval

JULY: Survey available for parishioners

JUNE–AUGUST 15: RSC uses information gathered from discussions with parishioners as well as the survey to begin discernment of our parish's opinions and dreams for Bethesda's future

AUGUST–SEPTEMBER 15: Results of survey are tabulated; parish profile is developed; criteria, job description, and application are developed; advertisements are created; special pages for the search are developed within the church website

SEPTEMBER: Vestry approves parish profile, job description, and application

SEPTEMBER 15–NOVEMBER: Position open for applicants; advertisements placed in Episcopal media and on-line; applications are considered as they are submitted; background checks are performed

DECEMBER: RSC interviews a select group of leading candidates by telephone

JANUARY–FEBRUARY: Small groups of RSC representatives visit the parishes of a few leading candidates

FEBRUARY–MARCH: several top candidates visit Bethesda to meet with the RSC, Vestry, and the bishop

MARCH–APRIL: RSC recommends rector selection to Vestry; Vestry considers RSC recommendation and requests the bishop's approval of its selection; the bishop makes the call to the new rector

MAY–JUNE: new rector is welcomed at BBTS

*Why is it necessary to have a discernment phase,
survey, and parish profile?*

Choosing a new rector is not simply a matter of selecting the best candidate from a pool of applicants. The process, for candidates as well as the parish, is actually a spiritual “calling” rather than a “hiring”. A discernment phase, prior to calling a new rector, is critical, particularly in parishes like Bethesda where the former rector has been in place for a number of years. The parish should look very carefully at its current condition and its hopes for the future.

The purpose of a parish-wide survey is to determine your opinions and desires for Bethesda's ministries, worship, and activities. 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 RSC in selecting a new rector.

What will be asked in the survey?

The survey will have three parts:

1. In the first, you will be asked about yourself personally. These results will be tabulated to form a general picture of who we are as a parish. This information will be included in the parish profile so that potential candidates can learn about Bethesda and its parishioners.
2. The second part will ask questions about your opinions of Bethesda's worship, activities, and ministries. The results of this section will show how we view ourselves presently and what we hope for our church's future.
3. The third section will focus on the type of rector you desire for Bethesda. These questions will ask about the leadership skills, personality traits, etc. that you value. These results will help the RSC formulate the job description, qualifications, and pertinent application questions that will guide the committee in choosing a new rector.

How will I get the survey?

The parish-wide survey will be posted through a link on Bethesda's website and be available in printed form upon request. The deadline for filling out the survey is August 1, 2010.

You are strongly encouraged to take the survey on-line, not only to save printing and mailing costs, but also because the survey service tabulates all of the results automatically, at no additional charge to us. To gain access to the survey, you will need a special code that will be sent to you through the mail and also via e-mail if it is on file with the church.

If you are willing to use a computer but are unsure how to do so, please let the committee know and someone will help you. If you do not have computer access, volunteers with computers will provide assistance in the parish hall after the 10:00 a.m. Sunday service during the survey period.

If you would prefer a paper copy of the survey, please notify the church (561-655-4554) as soon as possible and one will be provided. Please be sure to return it to the church no later than August 1.

Will the survey be anonymous?

Absolutely. The questionnaire will be taken through an on-line survey company called Survey Monkey. This firm will compile the results and provide them to Bethesda's RSC. The committee will not see the individual surveys and no names will be used. The paper form of the survey also has no identifying features.

What information will be provided to parishioners?

The RSC will make every effort to keep you informed of its progress throughout all phases of the search process. However, the nature of its work requires considerable discretion, as there is a duty to protect the identity of prospective candidates. You can expect periodic updates of a general nature, but the identities of specific individuals under consideration will not be disclosed.