**SEARCH COMMITTEE APPLICATION – Deadline: 2/8/21**

**APPLICANT CONTACT INFORMATION**

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| --- | --- |
| Name |  |
| Phone Number |  |
| Email Address |  |

**COMMITTEE DESCRIPTION**

The Search Committee is charged with the important task of finding All Saints’ Church’s next

full-time Rector. This is a multi-step, multi-faceted process which includes strategic planning, extensive listening to other members of the parish, interviewing of candidates, and hiring. The search process may take 18 months to complete, or more. It will be intense at times, but also highly rewarding.

- **Total committee members**:​ 9, 11, or 13

- **Total members from vestry**: ​2 (max)

- **Balanced representation**: ​age, gender, race, geography, economic status, sexual orientation, and length of membership

- **Skills needed to be represented on the committee**: ​strong administration and organization, communications and public relations, strategic planning, human resources and hiring, professionalism, business acumen, reliability, and understanding of our parish (its history, mission, essential ministries, prayer, and spirituality).

**COMMITTEE MEMBERSHIP REQUIREMENTS**

It’s important that our Search Committee be comprised of parishioners who regularly worship at

and financially support All Saints’ Church. To be considered you need to be:

- A parishioner in good standing (that is, you financially support the Church and regularly attend

services)

- Active in parish life

- Able to attend all meetings

- Available via email

- Reliable: you are responsive and able to keep commitments

- A good, respectful, listener to a wide variety of people

- Able to maintain confidentiality

- Work well in group (including the ability to build consensus)

- Be able to understand your role in relationship to All Saints’ vestry, wardens, staff, and clergy

- Willing and able to travel, as needed

- Willing to be supportive of the new rector after arrival

**MEMBERSHIP INFORMATION**

How long have you worshipped at All Saints’?

\_\_\_\_\_\_\_ Less than 2 years

\_\_\_\_\_\_\_ 2-5 years

\_\_\_\_\_\_\_ 6-10 years

\_\_\_\_\_\_\_ More than 10 years

Which service do you generally attend?

\_\_\_\_\_\_\_ Sunday, 8am \_\_\_\_\_\_\_ Zoom Services

\_\_\_\_\_\_\_ Sunday, 10am \_\_\_\_\_\_\_ YouTube Services

\_\_\_\_\_\_\_ Wednesday, 12pm \_\_\_\_\_\_\_ Wed. Morning Prayer

Which ministries or programs do you regularly participate in at All Saints’?

\_\_\_\_ Adult Education i.e. Way of Love, Under the Learning Tree

\_\_\_\_ Altar Guild

\_\_\_\_ Bible Study(s) i.e., Young Mothers, Wednesdays or Lenten

\_\_\_\_ Children and Youth Formation (enrolled child or teaching)

\_\_\_\_ Choir (Adult or Bell)

\_\_\_\_ Events ie.. Pie Baking, Christmas Fair, Fall Carnival: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

\_\_\_\_ Fellowship Hour Host/Team

\_\_\_\_ Committee(s) i.e., Endowment, B&G, Living Stones, PLC: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

\_\_\_\_ Group(s) i.e., Book Reading, Prayer, Quilters: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

\_\_\_\_ Interfaith Events & Outreach i.e., R.I.M., W.V. Workcamp, Angel Tree, B-Safe, Food Pantry

\_\_\_\_ Memorial Garden or Lawn Mowing Team

\_\_\_\_ Pastoral Care/Eucharistic Visitor

\_\_\_\_ Stewardship Commission

\_\_\_\_ Vestry

\_\_\_\_ Worship Service (Litanist, Lector, Usher, Counter, Greeter, Acolyte):\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

\_\_\_\_ Other: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

\_\_\_\_ Leadership Role(s) - Name titles: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

In the past year, how often have you participated in All Saints’ ministries or programs?

\_\_\_\_\_\_\_ Rarely (Less than once a month)

\_\_\_\_\_\_\_ Occasionally (1-2 times/month)

\_\_\_\_\_\_\_ Regularly (2-5 times/month)

\_\_\_\_\_\_\_ Frequently (more than 5 times/month)

**BACKGROUND**

Please type or print clearly in the space provided. Feel free to answer your responses by attaching a

separate document, but try to limit your responses to 500 words for each question.

Have you served on a Rector search committee for All Saints’ or any other church before?

\_\_\_\_\_ No

\_\_\_\_\_ Yes, for All Saints’ in Chelmsford, MA

\_\_\_\_\_ Yes, at another church

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Name of Church City State Date

Why do you feel called to serve on the search committee?

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Please tell us about your relevant work, volunteer experience, or special skills or qualifications

that you feel will help us in our Rector search.

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How does your worship experience at All Saints’ shape your vision for the future of our church?

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How should the Search Committee manage conflict and disagreements?

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We are committed to selecting a balanced representation of our parish. In what way(s) do you

feel you can contribute to the diversity of perspectives on this committee?

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Are there any other gifts that you bring to the search process that we should know about?

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Are there any traits or qualities that you feel should disqualify a candidate to be our next rector?

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Briefly describe an excellent experience of an Episopal priest (either at this parish or another) that might inform what you may be looking for in a future rector:

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Search Committee members need to regularly meet as a group for an extended period of time

over the next 18 months, or more. This may include regularly, weekly meetings. Are there times

when you are **NOT**​ available to meet regularly, or are there any extended periods of time that

you might be out?

\_\_\_\_\_ Weekday business hours (9am - 6pm)

\_\_\_\_\_ Weekend mornings

\_\_\_\_\_ Weekend afternoons

\_\_\_\_\_ Weekend evenings

\_\_\_\_\_ Other:

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**AGREEMENT AND SIGNATURE**

By submitting this application I agree to serve on the All Saints’ Church Rector Search Committee

for the full duration of the search, should I be selected.

|  |  |
| --- | --- |
| Signature |  |
| Name (printed) |  |
| Date |  |

Thank you for completing this application, and for your interest in serving on the Search

Committee during this exciting time of transition at All Saints’ Church!

Please email your application to:​ aschurch@allsaintschelmsford.org, or mail it to: All Saints’ Episcopal Church,

Attn: Search Committee, 10 Billerica Road, Chelmsford, MA 01824.