

Covenant

1. Commitment to Prayer

WE WILL seek God's will for our parish and our search process by beginning and ending each meeting in communal prayer. We will continue this process of discernment between meetings through regular private prayer and spiritual reflection.

2. A thorough, caring, honest self-study.

WE WILL create a parish profile that honestly describes the real, present circumstances of the parish and the real, shared strengths, interests and hopes of the parish community. This task will require good communication and complete preparation by members of the vestry and search committee, and broad, respectful participation by members of the congregation.

3. External Communication

WE WILL creatively and tenaciously pursue all avenues to locate, attract and recruit quality candidates. We understand that we share responsibility with the bishop and the members of his staff for identifying candidates. We will thank all clergy no longer under consideration in a timely manner.

4. Internal communication

WE WILL keep the entire parish community informed at all times, without violating any information or the content of conversations that should be kept in confidence. The search committee will not reveal the names or otherwise describe the identity of particular candidates with persons not on the committee, other than the bishop, wardens, and others as clearly defined.

5. Collaboration with bishop and his staff.

WE WILL assure that the bishop and his staff are informed and that we do not make any vital decisions in the absence of diocesan support. The Senior Warden will serve as the primary liaison with the bishop; and the Chair of the Search Committee will maintain regular contact with the bishop's deputy (or consultant). No parishioner will call the bishop or members of his staff about matters involving the search unless authorized by the search committee or vestry, with the exception of the interim rector or the Senior Warden.

6. Consensus-building and collaboration.

WE WILL act in accord with the common good of the parish and with respect for our commonly understood tasks, needs and responsibilities. We will respect the opinion of others. We will not take matters into our own hands. Rather, as individual members of the vestry and search committee, we will act and make decisions only with prior shared understanding and consent.

7. Inclusivity of candidate profiles.

WE WILL meet federal and state guidelines for fair employment, encouraging and giving fair consideration to all candidates. Our concern in this regard is not merely to fulfill the law but to act in response to the all-embracing Gospel of Christ as we ourselves have experienced it.

