



THE EAGLE

St. John's Episcopal Church

July/August 2009 Volume 7, Issue 7

Dear Friends -

I hope you will take the time to review the enclosed information carefully and thoughtfully. The process of calling a Rector is an important and vital time in the life of a parish community. It is imperative that everyone participate as we dedicate ourselves to discerning God's intent as we go through the process of finding our new Rector.

Half way through the summer, your vestry has begun interviewing Interim Clergy. We have 5 resumes of well qualified priests, all trained in interim ministry. We are hoping to have a decision in the next week and hope to extend an offer by early next week. We will, of course, keep you informed as we have been doing every Sunday in church.

As happens every summer, members of our congregation travel away from us and our plate and pledge collection lessens. And – while we don't like to have to talk about money – I must remind you to please make an extra effort to keep your pledges current. These are difficult economic times and we are all mindful of the sacrifices necessary to maintain our ministries.

I cannot stress enough, the importance of attending one of the *Calling a New Rector* workshops. These workshops are your opportunity to ask questions and express your thoughts about the mission and ministries of St. John's. If you wish to participate in the calling process and serve on the Calling Committee you **must** attend one of the workshops. Serving on the Calling Committee is an important responsibility and one in which members of this congregation are able to serve in an important capacity for the future of this parish.

This newsletter gives in great detail the process we are following. If you have any questions, please contact any of the vestry members for answers. We are working hard to be present and available to you.

Thank you for your continued support and prayers.

Blessings,
Ana Garcia
Sr. Warden

Do We Have Your Current Information?

We will be communicating through newsletters, St. John's website and email with information about What is Happening at St. John's, Calling Committee updates and more, so please make sure we have all your current information on file.

- Fill in a green card on the Narthex counter and place in the collection plate.
- Call (422-4141) or email (sandy@saint-johns.org) the church office.



Calling a New Rector in the Diocese of San Diego

VESTRY MANDATES TO THE CALLING COMMITTEE

Use the guidance and training of the Diocesan Deployment Officer throughout the process.
Maintain open communications throughout the process with Vestry, congregation, Bishop and candidates.
Develop a parish profile to describe our parish, our goals, and special responsibilities of our next Rector.
Screen and evaluate candidates for Rector.

CALLING COMMITTEE MANDATES

Involve the Vestry in conversations with final candidates, and work with the Vestry to discern who shall be called.
Help plan the celebration of new Ministry, and assist the Vestry and the new Rector during the first six months to introduce the new Rector to the parish and community.

GUIDELINES FOR CREATING A CALLING COMMITTEE

Wardens do not serve on the Calling Committee.
No clergy or parish staff members.
Nine to thirteen members.
Balance with respect to factors such as age, gender, activities and length of time in the congregation.
No two members of the same household.
About one-third from the Vestry whose terms will continue into the new ministry.
Regular worshippers, members of the Episcopal Church, with a record of support of the parish.
Able to work well in a group, keep confidences, and support the work of the Calling Committee.
Willing to meet approximately weekly for nine to twelve months.

HOW TO SELECT A CALLING COMMITTEE

Publicize Calling Committee criteria, and invite parishioners to suggest names to the Wardens and Vestry members.
Wardens review all suggestions with the Vestry in light of the published criteria.
Vestry reviews, revises, and confirms the Wardens' list, and authorizes the Wardens to make the appointments.
When all appointments are completed, the Senior Warden announces Calling Committee membership to the parish.

CALLING VS. HIRING

HIRING:

- Duties, powers and responsibilities sharply defined.
- Focused decision that is easily reversible.
- The reverse of hiring is firing.
- Hiring is an invitation into an employee/employer relationship.
- Employee is accountable to a supervisor or boss.

CALLING:

- Assumes a community of relationship.
- Sharp definitions of duties, responsibilities and powers are elusive.
- Experienced as a relationship that grows.
- The reverse of calling is dissolution.
- Rector and Parish are mutually accountable for the ministry.
- Rector is accountable to the Bishop, the canons of the Church and promises made at ordination.
- An invitation into leadership and collaboration among the ministries of the Parish and Diocese.
- Involves listening and responding to one another, growing in understanding and grace together.

ROLES IN THE CALLING PROCESS

THE BISHOP:

- Receives notice of clergy resignation from Wardens. – Works with parish through the Diocesan Deployment Officer.
- Reviews names of potential candidates.
- Meets with final candidates before election.
- Gives formal approval of election and call of new Rector in accordance with Church Canons.

DIOCESAN DEPLOYMENT OFFICER:

- Meets with Wardens and Vestry to outline Calling Process.
- Adapts process to unique needs of the parish.
- Provides guidance, information, candidates, and support throughout the Process.
- Serves as the communication link between the Bishop, Calling Committee and candidates.



VESTRY AND WARDENS:

- Communicate with Bishop and congregation throughout the Process.
- Work with the Diocesan Deployment Officer.
- Provide for interim clergy leadership.
- Appoint and charge the work of the Calling Committee.
- Provide appropriate funding for the Calling Process.
- Elect the new Rector and agree with the new Rector on the terms of the call.

CALLING COMMITTEE:

- Guided by the Diocesan Deployment Officer, keeps in close communication with the Vestry and Parish.
- Develops parish profile in preparation for receiving nominations for Rector.
- Learns screening and interviewing skills appropriate to the Calling Process.
- Makes recommendation to the Vestry for the election of the new Rector.
- Continues as support group for the Rector during the first six months of the new ministry.

SELF-STUDY AND POSITION PROFILE

With the guidance of the Diocesan Deployment Officer, the Calling Committee leads the Parish in developing a self-study and Parish Profile.

BUILDING A QUALIFIED LIST

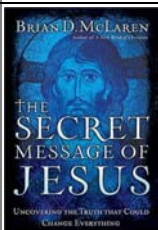
Solicit names from the Church Deployment Office, suggestions from parishioners and other sources. Bishop and Diocesan Deployment Officer review names from all sources. A qualified list is given to the Calling Committee. Names of candidates are confidential.

DISCERNMENT JOURNEY

Calling Committee narrows the list received from the Bishop and requests written responses to open-ended questions. Calling Committee interviews candidates by phone. Calling Committee visits selected candidates at candidates' home parish. Calling Committee uses a variety of tools including sermons, references, in-person interviews, etc. Diocesan Deployment Officer provides guidance and training. Calling Committee communicates with the parish at each step of the Calling Process.

CONCLUDING THE CALLING PROCESS

Calling Committee brings two or three final candidates to the Parish for local interviews with Vestry involvement. Calling Committee works with the Vestry to discern who shall be called. The Vestry elects the new Rector. Terms of the call are agreed upon. Public announcement is made. A Celebration of New Ministry is planned. Rector and congregation live out the mutual call that has been discerned and accepted.



SUMMER READING

If you're looking for stimulating reading this summer, you are invited to read along with other members of the diocese. Enjoy diocesan-wide discussion at the Ministry Day on Nov. 7th when Bishop

Mathes will lead a workshop about the book and he'll also discuss it in his Fall Town Hall Meetings around the diocese. The book is [The Secret Message of Jesus: Uncovering the Truth that Could Change Everything](#) by Brian McLaren. In this fresh look at the Jesus of the Gospels, McLaren challenges us to stop focusing on going to heaven when we die and pondering instead what Jesus meant by, "the kingdom of God is here now." McLaren was a speaker at our 2010 Convention.



Independence Day Service

If you missed it, Fr. Al Stott's sermon was about John Peter Gabriel Muhlenberg, a soldier, politician and Lutheran minister in the late 1700's in the US. He was ordained by the Anglican Church in England in 1772. Before our very eyes, Fr. Stott turned into a Revolutionary War soldier.

**See what your missing!
Don't miss another exciting
Sunday and bring your
pledges.**



St. John's Episcopal Church
760 First Ave.
Chula Vista, CA 91910

Non-Profit Organization
US Postage Paid
Permit #12
Chula Vista, CA 91910



This is your opportunity to ask questions and express your thoughts about the mission and ministries of St.

John's

as we search for our new Rector!

Calling Committee Workshop

July 26 @ 11:30 AM in Nale