

Characteristics of Discernment Committee Members

The vestry of St. John's Episcopal Church Ellicott City will appoint a search/discernment committee of 7 or 9 members of St. John's and which:

Represents people who are:

1. Active in and contribute to the church by attending services and engaging in ministry activities, as well as financially supporting the church.
2. Multi-generational, at many stages of life and experiences
3. Representative of our many varied congregations
4. New to the congregation as well as long-time members
5. Diverse – racially, ethnically, gender, etc.
6. Families or board members of SJPDS
7. Involved in multiple ministries.

As well as being:

8. Willing to speak up.
9. Organized
10. Committed to being at meetings and following the process.
11. Able to have the time or the ability to make the time to be fully engaged in this task.
12. Able to maintain confidentiality.

And bring these gifts to the table:

13. Good listening skills
14. Able to collaborate effectively.
15. Open-mindedness
16. Clear vision of St. John's community in Christ and able to articulate it
17. Sense of their own faith, wherever they are in their faith journey.

Charge to the Discernment Committee

The vestry of St. John's Episcopal Church Ellicott City charges the Discernment Committee of St. John's to undertake the following tasks on its behalf:

1. Bring to the vestry at the conclusion of its work 2-3 candidates for the position of rector (unranked). If unable to meet this goal of 2-3, a discussion will take place with the vestry.
2. Communicate with the vestry, congregation, and diocese every month for each entity.
3. Establish a regular pattern of meetings with set agendas and tasks, along with a timeline/milestone for the discernment process. The vestry will appoint co-chairs to manage the process.
4. Follow the diocesan transition guidelines.
5. Follow these norms as members:
 - a. Get to know each other.
 - b. Begin with meditation and bible study and end with prayer.
 - c. Come physically, intellectually, and spiritually prepared.
 - d. Be mindful of representing the needs, interests, and ideas of the parish.
 - e. Willing to accept leadership opportunities.
 - f. Honor various experiences and perspectives.
 - g. Be mindful of the formation of subgroups.
 - h. Strive for consensus in decisions. (The Transition Canon, the Reverend Kristin Krantz will offer teaching about consensus.)
 - i. Communicate and behave respectfully by:
 - i. Beginning and ending on time
 - ii. Listening to "hear" others
 - iii. Expressing thoughts and ideas and listening to those of others openly
 - iv. Using inclusive language and a single point of view
 - v. Using "I" statements
 - vi. Avoiding interruptions when another is speaking.
 - j. Use humor to stimulate the spirit.
 - k. Practice confidentiality
 - l. Addressing unresolved issues and keeping them out of the "parking lot"
 - m. Respect all votes taken, or consensus achieved by the group.
6. Treat all applications received with respect and care, acknowledging receipt, and keeping all apprised of their status while always mindful of guarding personal information.

7. Attend to the care and support of candidates beyond the semi-final stage
8. Practice “due diligence” by checking all references for semi-finalists forward, except those undertaken by the Bishop and the Reverend Canon Kristin Krantz.
9. Accept and work within the budget established by the vestry, and only recommend candidates whose salary falls within that established by the vestry.
10. Search within US dioceses.
11. At completion, evaluate the process and debrief the vestry.

The vestry will support the Discernment Committee by:

1. Providing a budget for their work and a salary range for the candidates
2. Providing space for them in every vestry meeting
3. Ensuring that the vestry’s door is open to them to discuss concerns, excitements, etc.
4. Committing to get back to committee members within a week.
5. Appointing co-chairpersons for the committee, whose skills/responsibilities include:
 - a. Being the project managers for the group
 - b. Facilitating all committee activities, including meetings (scheduling, developing agendas, etc.)
 - c. Monitoring the budget
 - d. Ensuring that meetings are prayerful and open.
 - e. Being the “go-to” people for the committee.