

Thank you Andy.

There is a downside to being last on the agenda today. A) You take the chance of repeating things already said and B) I am the only one standing between many of you and brunch.

But if you would indulge me for a bit I would like to start by reminding you of who is on the entire committee that is now called the interview committee (having survived the profile process)

If you all could please stand briefly..

Polly Ledyard

Kim McNulty

Libby Candler

Lori Boekler

Richard Gibson

George Nicholson

Scottie Knight

Paula Labadie

Dave Redfield

Blair Osborn

As I started thinking about the update I wanted to provide this morning beyond our written report in your booklet I thought I would take the approach I have with you before.. Process and Progress....

In the past I have talked about our process and updated you on our progress.

But I thought it appropriate today to reverse that in light of our annual meeting.

Talk about our Progress to date – especially 2011 and

Talk about our Process moving forward

Most of what I am going to comment on today, as I said, is in the Annual Report and I would recommend when you have a chance to retire to your favorite reading place, wherever that may be, and spend some time with it.. take our profile too if you have not had a glance at that as well...

In 2011 we had our first Organization meeting on April 2<sup>nd</sup> with Andy and the Wardens.

Our first official meeting as a group was on April 4<sup>th</sup> .. We met with Canon Gray on April 28<sup>th</sup> and we have been running ever since. I guess in 9 months you can make a baby but not a new rector.

We set out with an aggressive time table to have the profile finished in September.. a very aggressive timeline to complete it in 4 months.

So in mid-May we decided that we needed to meet weekly to meet that self imposed timeline...

Mondays @ 6:30... and we have been there almost every week since

I can't speak for anyone else but at my house it is so routine that I don't even put it on the calendar anymore.. just when we don't meet.. if I am home on Monday Kimberlie asks "Don't you have to be somewhere"

Our group has grown together as we worked through the process and I am weekly reminded how blessed we are by the dedicated, thoughtful, spiritual personality this committee has taken on. If you look at the group.. what a cross section of the congregation in so many ways.. gender, age, cradle Episcopalians and converts, long timers and short timers, having younger kids and older kids, some that tend to be more cerebral and thoughtful and others a bit more boisterous. But no one is shy!

Again.. what a great group.

The first thing we did, as I mentioned, was get to work on the profile.. if you have never put one together you may not realize the amount of effort that goes into it.. READ IT and you will see that it is part ...

rear view mirror and part windshield.. looking back and looking forward,

part history book and part vision statement with a personality inventory and Rorschach test mixed in

part job description part employee handbook – most of us when we go to hire someone – especially in a corporate setting - there is already a job description set and ready to go.. you look to fill and existing position / head count.

In the profile we are telling prospective candidates what is important to us and what our expectations are and is guiding the remainder of our search process

So why does it take so long.. lots of things to do.. we started from the ground up.. using what inputs we had – Moving Forward, previous long range planning documents, congregational summits and history day recaps.

We created a list of rector responsibilities, goals of the parish, and a SWOT analysis and presented it to the vestry in the summer.

And the survey we created from scratch

Many hours spent discussing.. dissecting.. group wordsmithing (an interesting dynamic) .... Yeah we laugh about that too...

But the bottom line is that we created a document we are very proud of and represents we feel, a document that all can see ourselves.

And now comes that part that I need to continue what seems to be a new Episcopal tradition we seem to have embraced over the past few months.. the “shout out”.. so here goes with the apology of leaving out some.

Lori Boekler and her subgroup drove our parish survey.. ... a lot of effort in deciding what to ask, getting it set up, analyzing the results.... Pulling a person from Gallup to help us structure questions, etc. putting the focus groups together with Kim and Richard..

Scottie Knight.. I don't know where to start.. Scottie is the author of the words on the page. Scottie took a number of documents we had created as a group or received from other places.. some probably over wordsmithed by the group. Some very raw concepts.. and weaved the story that is Christ Church's profile.... She had proof reading help from Kathie Anslow and Emily Tennyson and we are grateful for that ... and a number of others provided feedback once we got it out there.. but we should be and are indebted to Scottie for her talents – the tone and voice you hear came from her.

Two more.. Libby Candler and Dan Hughes I think they looked at every photo that the church owns to determine what would be appropriate to include.... Marrying Scotties' words with pictures. Then that pile got turned over to Dan to create the final product..

I never really got a final tally of the number of hours that Dan (and his assistant Libby) put into various incarnations of the design (and looking at pictures again with Libby when the ones originally chosen did not work with the groups idea) - far exceed anyone's expectations of what

we could ask.. again.. our profile is layed out beautifully largely due to the contribution of talent from that man. Dan, thank you.

But while I am shouting out there is another group that needs to be thanked. All of us do this because we have been asked... feel called. But there is a collection of spouses, partners, significant others, children, even dogs that have had to adjust as well. They are a part of this effort .. from the little girl that often has to do her homework in the class room across the hall from our meeting, to those that eat dinner alone or delayed every Monday night, and all those that continue to pick up whatever slack there may be due to the commitment we all have made to this committee and process .. I thank them and when you see them you should thank them too...

Ok. So our profile was completed and we set our sights on getting ready to “post’ our opening on the OTM (Office of Transition Ministry) website.. another 7 essay questions that we have to answer.. group think ,group edit, group wordsmith, group re-edit, group re-wordsmith.. but we got there and it went live on November 15. We were officially “open for business” and receiving names until December 22<sup>nd</sup>.

So that is the PROGRESS report today.. profile created (check), opening posted (check), names received at the Diocese (check). Transitioned from the PROFILE COMMITTEE to the INTERVIEW COMMITTEE (check)..

And that is where we now find ourselves today.

We are currently working on a number of things in anticipation of our receiving the candidate list and associated materials from Canon Gray on February 13.

So let me answer the first question you have so you don't have to ask it

Why the delay in the names when we closed on December 22<sup>nd</sup> and you won't see them until February 13th ? We were originally set to receive the names on Jan 17 and the Bishop and Canon Gray did not have an adequate opportunity to properly vet the names in three weeks. Remember that they are reviewing the candidates for "red flags" and "suitability" for Christ Church. And they are reviewing them with deployment officers in their home diocese as well as some bishop-to-bishop calls.

It was probably overly optimistic on the dioceses part to think that they could do this in three weeks with Christmas in between. So a mutually agreeable reschedule date is February. 13.

But we have not been waiting around and have been busy with other tasks

Now the PROCESS PART I promised..

Once we get the names from the diocese the interview committee will review everything about what we anticipate to be between 20 and 25 candidates – OTM profile information, available information from their home church, blogs, sermons, etc

Okay.. so here's the second question you want to ask

What can be done about the diocese (some would spell b-i-s-h-o-p) controlling the names we see and the process versus a regular job opening where every resume comes through ? Answer - Short of picking up our church and moving it to another diocese on the other side of the state or Ohio or some other place.. there is not much, frankly, we can do. And I am not convinced that those dioceses would have a significantly different process. The process is the process and we have to trust it – as hard as that is. We have the confidence that the priest who we are meant to call is out there and will make it through to the names brought to us

Back to the Process..

SO after we review the initial information we will determine who from there we will send Christ Church specific essay questions to – asking in depth questions related to our profile.... that will take a few weeks to complete.

All the while wait we are preparing of common interview questions, evaluation criteria, procedures, etc.. that is keeping our group busy.. meeting on Mondays and subgroups meeting additionally through the week.. we are continuing to work hard...

Again, we will continue to cull the list at each step. After the essays we will schedule telephone interviews – maybe with a round of follow-ups, eliminate some candidates, then visits to be scheduled to their place, eliminate some candidates, then scheduled visits to Grosse Pointe, and then bring a recommendation to the Vestry.

SO.. your last question – who am I kidding - probably your first .. I know it.....

When will the new rector be here ? Our working goal is to be in a position to make a recommendation to the vestry by midyear. It will be up to the vestry at that point to work out details with the candidate, make the call, work out timing, etc

But lots can happen to this plan as we need to schedule off site and on site visits which can pose scheduling challenges and potential delays.

We will do our best to communicate what we can during this process respecting the confidential – not necessarily secret – nature of what we are doing.

It is indeed a pleasure and an honor to lead this dedicated group as we go through this search.

Keep us in your prayers.. especially the prayer found in the report.. if you pray it Monday's at 6:30 you won't pray alone as we always open our meeting with it.

Thank you for your time today.. remember our part of the Annual report.. take a look at our profile.. and if you have a questions or comments hit us at [rectorsearch@christchurchgp.org](mailto:rectorsearch@christchurchgp.org) or ask a member of the committee.

Thank you.