

**St. David of Wales  
Search Committee  
Frequently Asked Questions (FAQ's)  
Updated January 5, 2025**

**Who is on the Search Committee?:**

- Holly Bullock-Denniston, Chair; Barbara Brecht; Cass Cole; Ben Irwin; Mark Turner; Katie Urbani; April Wiza; the Rev. Linda Goertz, Chaplain

**What criteria was used in selecting the committee and do they have sufficient expertise, knowledge and experience for this task?**

- The Search Committee is made up of seven members with a wide range of expertise, backgrounds and involvement at St. David's.
- The [committee charter](#) outlines committee membership as:
  - The Search Committee will consist of 5-9 voting members. All voting members must be members in good standing of St. David of Wales and may not be members of the Vestry. Wardens are ex-officio members of the Search Committee (as they are of all vestry sub-committees), but neither should attend meetings or take part in deliberations, discussion of candidates, or interviews. An additional member of the vestry may serve as a non-voting member on the Search Committee, but such a member is not required. An additional non-voting member will serve as Search Committee chaplain.

**What does the search process involve?**

- Receiving applications -
  - The Canon to the Ordinary of the Bishop of Western Oregon, the [Rev. Canon Chris Craun](#), receives the initial application materials from interested clergy.
  - The Bishop's office conducts an initial screening to ensure any applicants are in current good standing in their diocese and shares all potential applications with the Search Committee.
- The Search Committee reviews application materials, conducts interviews, checks references, listens to sermons, and further researches the candidates.
- The Search Committee stays in regular contact with active candidates.
- The Search Committee recommends 1-3 candidates to the Vestry.
- The Vestry interviews the finalists, usually in person, makes a decision and negotiates an employment covenant.
- Once a candidate has been selected, the Bishop has to approve the parish's decision before a public announcement can be made.

**What role does the Bishop have in this process?**

- The Bishop's office receives the application materials and does an initial screening to ensure any applicants are in current good standing in their diocese. All potential applicants who meet this criteria will be shared with the Search Committee. The Bishop's office does not screen applicants in any way other than ensuring they are in current good standing in their diocese.
- Once a candidate has been selected, the Bishop has to approve the parish's decision. However, neither the Bishop nor Bishop's office will participate in the Search Committee's work.

**Is there a consultant who supports the Search Committee? If so, what is their role?**

- Yes. The Search Committee has a consultant who is trained in working with parishes in the discernment process for a new rector. Our consultant is the Rev. Jules Nielsen and she consults with the committee as requested. She also was the consultant for the Profile Committee.
- Areas of likely assistance will include formulating interview questions; clarity around legal aspects of the selection process; assist in addressing unidentified bias that may exist; any other area as requested.

**Does the Search Committee make the final decision regarding candidates?:**

- No. The Search Committee will identify up to three candidates and give recommendations to the Vestry. The Vestry will make the final decision regarding a candidate who is selected and invited to be the next rector.

**What criteria is being used in the selection process?**

- "The Profile" was created by the Profile Committee and gives overall guidance in developing and clarifying criteria. You can see the guiding criteria in the section on page 9 - "WHO WE SEEK, OUR VISION FOR OUR NEXT RECTOR." {Link} We are greatly indebted to the Profile Committee for their work developing our parish profile with so much input from our congregation.

**Can parish members offer questions for candidates to the Search Committee?**

- The Vestry has appointed the committee to perform this function and believes the committee has the resources to identify and develop the questions that will best serve the search process. The goal is not exclusion. Rather, the goal is to use the structures that are created to effectively and efficiently serve the process in a timely manner.

**What tools are the committee using to evaluate candidates?**

- The committee is developing several rubrics to be used at different stages in the process. We are utilizing input from our consultant coupled with best practices and specific input from committee members.

**Will the committee explore potential candidates' current parish's satisfaction and how will you be able to do this?**

- The Committee will determine this by checking references, interviewing candidates, listening to sermons, and further researching the candidates.

**Are clergy from the Evangelical Lutheran Church of America being invited to apply?**

- Yes. We are in communion with the ELCA and applications from ELCA clergy will be considered.

**What is the timeframe for inviting a potential new Rector?**

- There is not a strict time frame. A number of variables will likely influence what can happen when. However, the Search Committee is hopeful of identifying potential candidates by early March for the Vestry. Since Easter is late this year (April 20th), hopefully we will have a new rector identified by Easter. This is ambitious, but it is the hope.

**How frequently does the Search Committee meet?**

- The committee meets weekly. Additional time outside of meetings will be utilized as applications are received, reviewed and potential candidates have initial Zoom interviews.

**Where is the vacancy for the Rector position listed, and can we see it?**

- The vacancy is listed on the [Diocesan open positions webpage](#), [St. David of Wales Rector Search webpage](#) and the [Episcopal News Service's jobs and calls page](#).

**Who do I contact if I have further questions?**

- Contact St. David of Wales' Search Committee Chair, Holly Bullock-Denniston, via the office at [office@saintdavidpdx.org](mailto:office@saintdavidpdx.org)