



# Rector Succession Policy

July 2022

## I. Interim Priest-in-Charge

- A. If it decides to appoint an interim priest-in-charge (whether or not from Restoration staff), the Vestry should consult with the Bishop (whether or not the Canons require this).
- B. The outgoing rector, if still in office, may participate in such an appointment, absent some specific circumstance warranting recusal under the Bylaws (Section 5.2).
- C. An interim priest-in-charge is not eligible as a candidate for rector, and is not an *ex officio* member of the Vestry, but should attend Vestry and Warden meetings as a non-voting member. The Vestry should reserve the right to request the interim priest-in-charge be recused from discussions related to the search process.

## II. Rector Candidates From Within Restoration Staff

- A. Before pursuing calling a rector from outside of Restoration, the Vestry shall determine, via one or both Wardens, whether any priests on staff at Restoration (excluding an interim priest-in-charge) wish to be considered. If so, the Vestry shall determine whether to call the new rector from Restoration staff.
- B. The outgoing rector, if still in office, must be recused, per the Bylaws (Section 5.2).
- C. The Vestry shall follow the Canons (Title I.B, Canons 1 & 2) governing selection of a rector, including the need to consult with the Bishop, and applicable provisions of the Bylaws (Sections 6.2 & 6.3).
- D. If the Vestry chooses not to call a priest currently on staff, those priests may not be considered during the process outlined in Section III below.

## III. Rector Candidates From Without Restoration Staff

- A. If the Vestry does not call a rector from Restoration staff, it shall share the process outlined below with the staff and congregation.
- B. The Vestry will establish and appoint a Search Committee to identify and consider appropriate candidates. The Committee will remain under the authority of the Vestry, with the power to make recommendations the Vestry may elect to follow.
- C. The outgoing rector, if still in office, must be recused, per the Bylaws (Section 5.2).
- D. The Committee shall consist of 7-9 members, as follows:
  1. Two members shall be current Vestry members (ideally not Wardens), with terms not likely to end during the search. They have primary responsibility for ensuring communication between the Vestry and the Committee and with the Bishop.
  2. The other members (subject to the following sub-section) shall be former members of the Vestry, who remain qualified under Section 4.2 of the Bylaws (so not including the term-limit provision, Section 4.1) and are actively involved in a small group.
  3. The Vestry should consider appointing one person to the Committee who is a member of a church in the Anglican Church in North America other than Restoration.
  4. The vestry should consider appointing up to two staff members to the search committee.
- E. The Committee shall be provided and make itself familiar with applicable provisions of the Bylaws (Sections 6.2 & 6.3) and Canons (Title I.B, Canons 1 & 2); elect a chair; and consult with the Bishop and Diocesan Office for guidance and contacts.
- F. The Vestry and Committee shall establish communication protocols and practices for the congregation, staff and community prior to the initiation of the search process.

- G.** The Vestry will commission the creation of a parish profile document by the Executive Director. This will be used to introduce candidates to Restoration's history, current strategic plan, culture, strengths, and weaknesses.
- H.** The qualifications for which the Committee searches and interviews each candidate shall include those in I Timothy 3:1-7 and Titus 1:5-9. The Vestry may specify additional ones.
- I.** When the Committee agrees on a candidate, it shall forward just that candidate to the Vestry (and only the Vestry), with whatever reasoning and information it deems appropriate or the Vestry requests.
- J.** Before the Vestry makes a call, it should (in addition to obtaining the required approval of the Bishop) meet with the Search Committee and with the candidate(s).