

Questions for Bishop Iker regarding Rector Search:

Bishop Iker answers are in red.

1. Why did you change your original suggestion to wait a year before beginning a search? **I did not change my suggestion about when you begin the search process. The decision belongs to the Vestry. In the previous inquiry about a diocesan curate I said that your first priority should be getting a new Rector and that I could not assign a diocesan curate until he is in place.**
2. The Vestry wishes to know if the entire clergy and staff will be expected to not just resign but be expected to leave their positions once a new Rector is in place? Or will they have to resign and the new Rector will then be allowed to keep them or hire all new clergy, deacons and staff? **When the new Rector arrives, all staff submit their resignations – clergy and lay. He decides who stays and who goes, but I'm sure he would value the input and advice of the Vestry.**
3. Will the clergy, deacons and staff be asked to resign but at the Rector's discretion, remain on the payroll? **Any severance pay for departing staff would be the decision of the Vestry, with the advice of the new Rector as chairman of the Vestry.**
4. The Vestry is especially concerned about Fr. Moseley and our youth director, if they have to resign and cannot be hired back or retained by the Rector. This might affect the vestry decision to move forward with a search. **As said above, the decision about staff leaving or staying is the Rector's, but he would be foolish to ignore the Vestry's input.**
5. Can you clarify that the difference between an Assistant Priest and Curate? **There is no difference between an assistant priest or curate. The title given to any assisting clergy is the Rector's decision.**
6. Is it even possible for us to have a Rector and a Curate (Assistant Priest)? Do we have the Parish membership to support two? We aren't sure at this time if we have or will have the funds to financially support two but we want to know if it is even possible in your opinion. **The question about having a Rector and an assistant priest is a budget issue. In terms of membership and attendance, you are borderline about the need. The total minimum package of compensation and benefits for a married priest with children is \$90,540 per year. As you know, in the case of a Diocesan Curate, the Diocese pays half.**
7. What is the difference between a Priest in Charge and Assistant Priest? **There is no difference between a Priest in Charge and an Assistant Priest. He is not the acting Rector or Interim Rector. He is the priest in charge of worship and pastoral care during the interim between Rectors. He works for the Vestry and does not preside at Vestry meetings, nor is he a member of the Vestry. He is the Interim Priest in Charge during a search process.**
8. The Vestry wishes to do begin a survey in September and have the Profile completed by Jan 1, 2019. The search will not officially begin until the new Vestry is elected during the Annual Meeting at the end of January. If a survey is completed, can there be a lag in time for the search to begin (February 2019)? **After completing the survey, you are ready to take names, but the timing is up to you.**
9. We have received an inquiry about our special vestry meeting last week and whether we will be posting special meeting minutes. **Yes, it is fine to post minutes of special meetings, as it is with regular meetings. This helps with transparency but you cannot post sensitive or confidential details of matter that were discussed. After the search process begins, the Interim and any lay staff are excused when the Vestry discusses the search, but they need to be kept informed, just as the congregation needs regular reports on "where we are".**