

Olden Warren, Co-Chair, Search Committee began the gathering with an overview of the agenda for the day.

**AGENDA**

- Dean Search Committee Formation – Michael Henrickson, Sr. Warden
- Introductions of Search Committee
- Search Process Overview
- Congregation Help and Input
- Next Steps
- Comments and Questions

**Dean Search Committee Formation – Michael Henrickson, Sr. Warden**

There is no defined process for creating a Dean Search Committee other than reaching consensus to create a very effective, capable and collegial team. This group makes the first human impression of the Cathedral on a prospective clergy candidate. The members ideally possess a variety of talents and experience. For this reason, we prioritized the categories they met in our selection process.

We used a nine-step process for the selection of members for the committee.

1. Solicit nominations from Vestry members and Interim Dean [candidate nomination period: 10 June - 15 July, 2020]
  - 1<sup>st</sup> request to Vestry: 10 June, 2020
  - 2<sup>nd</sup> request to Vestry: 28 June, 2020, for submission no later than 8 July.
  - Diocesan Search consultant, Canon Rev. John Johanssen, reviews nomination parameters with the Vestry [8 July, 2020]

**Objective:** committee of 7-8 = 6-7 parishioners + 1 Vestry member. Completion date no later than Saturday, 1 August 2020.

2. Solicit self-nominations from congregation [2 – 15 July 2020].

Fifteen Vestry members vote by rank-ordering nominees in 3 differentiating categories (highest score = 10 [17 – 20 July 2020]).

  - Age
    - Young ( $\leq$  39 years)
    - Middle Age (40-59 years)
    - Older ( $\geq$  60 years)
  - Service primarily attended
    - Traditional (combines 8 AM and 10 AM)
    - Noon
  - Ministry areas served: Outreach, Finance, and Worship/Liturgy

3. Process

--Aggregate scores from Vestry members' input, using Excel averaging for each of the 8 categories, to generate an overall composite ("summary") average [20-21 July 2020]

--Generate a shortened candidate list using this stepwise method:

- Identify candidates with categorical scores  $\leq 10$  in a minimum of 3 and a maximum of 5 categories. Recall, the highest possible score is 1. This method emphasizes ("weights") the candidates who are scoring the highest in multiple categories.
- For comparison, conduct analysis using a minimum of 2 categories for all candidates fulfilling this lower threshold criterion.

--Method for shortening the candidate list [22 – 24 July 2020]:

- From the 3 – category minimum group, adjust scores by dividing each candidate's summary average score by the total categories in which the candidate achieves a score  $\leq 10$  (also done for 2 – category group).
- Using this adjusted rank list, identify categories met from remaining categories. The Vestry did not vote on these categorical characteristics.

- Race
- LGBTQ
- Identified gender
- Person with children  $\leq$  12<sup>th</sup> grade
- Partner status (single vs married/partnered)
- New member status ( $\leq$  5 years)

These features aid in providing balance, creating a "mosaic" for the Cathedral.

#### 4. Vestry voting patterns

--Most Vestry members appeared not to know Noon service congregants, and understandably did not vote for them. This led a strong skew toward the influence of a few that had generally close correlation in their voting patterns. Further, this steered Noon service candidates to populate several top positions in both unadjusted and adjusted categorical analysis.

--Vestry members had a strongly diverse range of candidate ranking across several categories, without a consensus trend. This led to a trend toward the mean for most candidates.

#### 5. Wardens evaluated this list to set a maximum of 6-7, with a secondary list of another 3-4 alternates [24-25 July 2020].

--Assess overall group composition for categorical imbalance and gaps.

--Assess established personal characteristics (e.g. collegiality).

#### 6. Wardens identified 1 vestry member who both meets as many categories as possible and can most complement the under-represented categories of the general parishioner list [25 July 2020].

7. Reviewed proposed committee with the vestry to discuss and confirm candidate selection. Wardens recommended candidate(s) for chairperson or co-chairpersons from the selectees [29 July 2020].

Contacted the short-list candidates to offer the position.

--provided 2-5 days for a final answer to determine the candidate's willingness to serve [29 July-3 August 2020].

--Per ongoing response, a contingency plan involved potentially calling alternates to attain a final committee roster for 7-8 members.

8. Final Committee-Members all accepted the call;

Olden Warren, Co-chair

Patrick Daffin, Co-chair

Drew Abbott

Anne Jaroszewicz

Jane Page-Steiner

Nikki Shenk

Karen Taylor

Melissa Vath

Committee Advisors:

The Rev. John Johanssen, Search Process Advisor

The Rev. Karen B. Montagno, Chaplain – Spiritual Advisor

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### **Search Committee Process – Olden Warren, Co-chair**

Timeline:

2020

August – Committee formation

September – info gathered from congregation and key stakeholders

October – Parish profile created

November – Submit profile and role opening to Diocese

December – Position posted to national system for 30-60 days; applicants names are collected.

2021

January – June – Candidate screening, interviews and visits

July – Recommendation is sent to Vestry

August – Vestry approves recommendation; notifies Bishop of intention to make the call

September – Bishop affirms the call

### **Congregation Input and Help**

Parish profile:

Who are we?

What are our strengths?

What are our opportunities?

What are we looking for in a Dean?

Congregational input will be obtained via a survey. A link will be emailed to every member. Paper copies will be available to those who require it. It will take approximately 15 minutes to complete. Town Hall meetings will also be held on Oct. 11 and 19 at 11 AM to determine the congregation's:

- Hopes and concerns
  - What do we do well/What should we emphasize?
  - What are our opportunities?
  - Watch outs
  - Questions
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- Input also needed when the position is posted.
  - Anyone who knows a candidate will be encouraged to ask that person to apply on the National system.
  - We will share when role has been posted and the process to be followed to apply (late November / early December).

### **Summary**

Survey – week of Oct 12

Town Halls – Oct 11 and Oct 18 at 11 AM

Monthly updates via the GPS

Questions/Comments/Suggestions? Contact the co-chairs:

Olden Warren (oldsports@aol.com)

Patrick Daffin (patrick.daffin@gmail.com)

Questions:

Q: What is the update with the Bishop's retirement as it affects this process?

A: We will have an assisting Bishop who will be able to affirm the new Dean.

Q: How do you all feel about the search committee members?

A: Very positive about the process used for selection and also with the members selected.