

# Dean Search 101

**November 2, 2025** 

9:15 Formation

### 2025 Transition - St. Mark's Cathedral, Minneapolis

- Appoint Provost
- Stabilize financials
- Review and update governance documents

#### Stabilize

- Vestry affirms name
- Wardens issue call
- Letter of Agreement finalized
- Announcement made
- Welcome and incorporate

Call

- Appoint Search
   Committee, begin
   discovery
- Engage congregation with survey
- Interpret results
- Small Group
   Engagement

#### Naming Reality

- Review/digest candidate information
- Interview final candidates
- Candidate meets with Bishop
- Committee selects candidate to recommend to Vestry

Mutual Discernment

- Gather Data
- Design Mission and Vision
- Create profile and OTM
- Spiff up website

Telling Our Story

- Share all materials created with
   Bishop Loya
- Post the opening and start to receive candidates

Posting

- Canon for Ministry makes initial reference checks
- Bishop sends candidate names to Committee

Candidates

 Prayerfully design and plan interview process (Zoom interviews, questions, evaluation, and decisionmaking)

**Getting Organized** 

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## What we've done so far

- Reviewed Holy Cow! Survey results in detail
- Talked to additional groups that were not well-represented in the Holy Cow! Survey to understand their opinions and why they were not well-represented in the survey
- Reviewed prior St. Mark's search information to find themes
- Responded to 12 questions in The Episcopal Church Office of Transitional Ministry congregational portfolio, using information from the above
- Begun drafting the **ECMN Profile for Congregations** (a set of prompts to help congregations talk about themselves and the kind of clergy they want), based on all the prior information

# What we're doing now

- Finalizing the ECMN Profile documents
- Preparing the position "package", including information about salary/benefits, St. Mark's annual report, financial status, and other information that a clergy jobseeker might want to know about
- Preparing the Profile for public posting

Ready to post the open role **DECEMBER 8**, or as soon after that as the Vestry and Bishop give us the high sign

# What happens next

- Post the role (December 8, 2025)
- Receive applications (through at least January 6, 2026)
- Review applications
- Interviews
- Identify the selected candidate to the Bishop and Vestry and the Vestry with the Bishop's consent will issue a call

Thank You and Questions

