**The Vacancy: Update 4**

**The process of appointing a new Rector**

All Saints is now officially in a Vacancy and the process of seeking a new Team Rector has begun. The Archdeacon of Wandsworth, who will be leading the process on behalf of the Diocese of Southwark (our Patrons, King’s College, Cambridge, will also have an involvement, as will the other two churches in the Kingston Team Ministry) has met the PCC to discuss the recruitment process with them. The next step is for the PCC to elect two of its members to represent All Saints in the appointment process. This election will be confirmed at the next PCC meeting, which is on Wednesday 8th December. The PCC will also, in consultation with the congregation, to draw up an advertisement and a ‘Parish Profile’ (or possibly a ‘Kingston Team Ministry Profile’), which describes the parish (or the Team), sets out our priorities and outlines the kind of priest we would like to appoint.  This will be a necessarily lengthy process because of the amount of consultation which is involved, not only at congregation level but also with the Diocese, the Archdeaconry and the Kingston Deanery. The timeline provided by the Archdeacon’s office provides for the advertisement appearing throughout March with interviews taking place on 11th May. If we are fortunate enough to be able to make an appointment at the first time of asking, our new Team Rector could be in place towards the end of the Summer. But we all need to be aware that it could easily take longer than that.

**Managing the Vacancy**

The Churchwardens, in the absence of an Incumbent, carry the ultimate responsibility for the parish on behalf of the Bishop of Southwark. Beyond this, John Dewhurst is supporting Jenny Bridges (Parish Administrator and PA to the Rector) in the day-to-day administration of the parish and managing the building as a community resource, Kevin Davis is supporting Pippa Joiner (Learning and Engagement Officer) in her work with RBK, and William Allberry is working with Pippa in her oversight of our volunteer teams as well as holding authority for services and their music. PCC meetings are continuing, chaired by John Dewhurst. These are all substantial responsibilities, carried out by people who are volunteers, and your support for them will be very much appreciated.

**What sort of Team Rector should we be looking for?**

Now that the recruitment process has officially begun, the Churchwardens and PCC are inviting the congregation to email them with ideas about the sort of Team Rector we should be looking to appoint. What qualities, skills and aptitudes do we think are essential, which are merely desirable and which might actually be unimportant to us? Please send your thoughts and ideas to: churchwardens@allsaintskingston.com Alternatively, write them down and put them into the box on the piano. This is the first stage of the consultation process, and the congregation’s views will be extremely important.