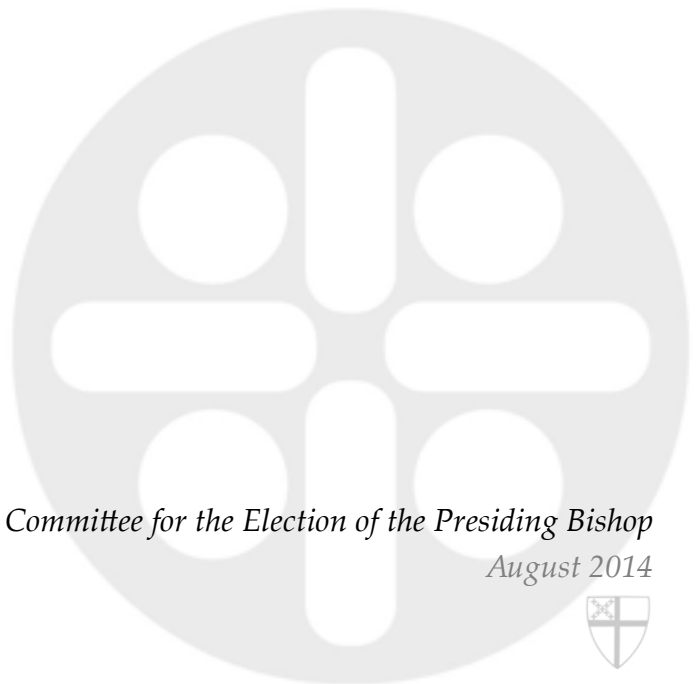




# Call to Discernment and Profile

for the election of the 27<sup>th</sup> Presiding Bishop



*Presented by the Joint Nominating Committee for the Election of the Presiding Bishop*

*August 2014*



# Introduction

## **Introduction and Purpose: How to Use this Document**

As the Episcopal Church is preparing to elect its next Presiding Bishop, the Joint Nominating Committee for the Election of the Presiding Bishop (“JNCPB” or the “Committee”) offers this document to assist interested Episcopalians in understanding both the office of Presiding Bishop and the qualities the Church seeks in that person. The Executive Summary presents a broad overview. Details of the position, the desired attributes, and the canonical qualifications and requirements follow the Executive Summary.



# Executive Summary



*Names of candidates for Presiding Bishop may be submitted until the end of **September, 2014**. During October, bishops engaging in the discernment process will submit their materials. Desired qualifications have been gleaned from survey responses, personal interviews, and the collective experience and wisdom of the committee members.*

Desired qualifications have been gleaned from:

- survey responses
- personal interviews
- collective wisdom of committee members

## A Presiding Bishop for our Time

We are in a time of both uncertainty and opportunity. The Church we are electing this person to lead can be characterized as follows:

**Changing and Evolving:** The next Presiding Bishop will be comfortable in the midst of ambiguity and able to lead the church in the rich, temporal space between the “now” and the “yet to come.”

**Diverse:** We are a multi-national, multi-lingual, multi-cultural, multi-ethnic, and multi-generational church. Our Presiding Bishop will delight in this diversity.

**Complex:** Our polity has many components and complexities. Our Presiding Bishop will possess the requisite skills and wisdom for leading complex and democratic systems through a time of significant change.



## Personal and Professional Attributes

Our next Presiding Bishop will possess the following attributes or demonstrate strength in the areas of personal and professional gifts and practices:

- An authentic spiritual life deeply grounded in prayer
- An evangelist's heart, proclaiming the Gospel of Jesus Christ through preaching and teaching
- Love of the people, with vibrant relational skills
- Personal health and self-awareness
- Collaborative leadership skills
- Knowledge of, and experience in, the Episcopal Church
- Ability to nurture dioceses and congregations in their development
- Ability to inspire growth and lead through change
- Ability to balance roles and responsibilities in complex governance structures

prayer  
evangelism  
love  
health  
collaboration  
knowledge  
develop  
inspire  
balance



## Canonical Qualifications, Term and Roles of Presiding Bishop

The Constitution and Canons of the Episcopal Church define a number of requirements, roles, and duties of the Presiding Bishop.

**Canonical Qualifications:** The Presiding Bishop must be a member of the House of Bishops of the Episcopal Church.

**Term:** The term is nine years, beginning on November 1, 2015, and ending on October 31, 2024. If the Presiding Bishop reaches age 72 prior to completion of the term, the Presiding Bishop must resign to the General Convention closest to the date on which he or she becomes 72.

**Roles:** The Presiding Bishop speaks for the Church on policies and programs of General Convention, speaks God's word to the Church and world, represents the Church to the Anglican Communion, serves as Chief Consecrator, and presides over the House of Bishops. The Presiding Bishop also has responsibilities for a wide variety of other ministries and jurisdictions. Other responsibilities include a significant role in various aspects of the discipline and changes in status of bishops.

**Governance Functions:** In the governance of the Church, the Presiding Bishop has a variety of responsibilities in appointments to various governing bodies: making decisions with the President of the House of Deputies; serving as a member of every committee and commission of the Church; and serving as Chair and President of the key governing boards of the Church.

**Executive Functions:** The Presiding Bishop is Chief Executive Officer of the Executive Council and therefore responsible for staff and operations of the Church Center, with the exception of the executive office of the General Convention.

**Other Roles:** The Presiding Bishop speaks and preaches at a wide variety of functions, provides hospitality on behalf of the Church to visiting leaders, serves as leader of organizations associated with the Church, along with other duties not required by the Canons.



# Summary Conclusion

This brief Summary is now followed by a more comprehensive presentation of the Profile. God bless each one of you and God bless our Church as we move forward in this process.

**To submit the name of a bishop of The Episcopal Church for consideration by the JNCPB, please send an email to [pbnominatingcommittee@gmail.com](mailto:pbnominatingcommittee@gmail.com).** The Committee will contact all bishops whose names are submitted to invite them to participate in our discernment process. The deadline for submitting names is September 30, 2014.



# Invitation

Between now and September 30, 2014, any member of The Episcopal Church may submit the name of a bishop to the Joint Nominating Committee for the Election of the Presiding Bishop (JNCPB) whom they believe to be qualified and called to serve as the 27<sup>th</sup> Presiding Bishop. The JNCPB will inform bishops whose names have been presented and advise them that if they wish to engage the discernment process, they must submit materials as specified in the Profile between October 1 and October 31. This Profile is intended to assist with prayerful discernment, both for those people considering proposing candidates, and for Bishops considering their possible call to minister to the Church as its Presiding Bishop.



*The Call to Discernment is reflective and inclusive of comments and ideas from over 5400 survey responses*

In this Call to Discernment and Profile (“Call to Discernment”) the JNCPB hopes to familiarize Deputies to General Convention and Bishops, as well as members of the Church at large, with the role and responsibilities of the Presiding Bishop and the characteristics that will equip the next Presiding Bishop to inspire and lead the Episcopal Church into the future. The Church chooses a Presiding Bishop to serve the needs of the Church and the world at a given moment in history. Thus, this Call to Discernment will offer some comments on the nature of the Church and time to which our next Presiding Bishop will be elected.

The Call to Discernment is reflective and inclusive of comments and ideas from over 5400 survey responses in addition to extensive interviews with past and present Presiding Bishops, General Convention Executive Officers, Canons to the Presiding Bishop, Chief Operating Officers and Presidents of the House of



Deputies. The JNCPB made every effort to be as expansive and inclusive as possible in listening to the wider Church and its hope for our next Presiding Bishop. The Call to Discernment also reflects the Committee's discernment about the needs of the Church for the next decade and the skills, gifts and characteristics that will enable the Presiding Bishop to carry out effectively his or her roles and responsibilities.

The members of the JNCPB offer this Call to Discernment with hope and anticipation for our future Church. The JNCPB will continue to pray for those in our Church in active discernment and ask, in turn, for the continued prayers of our Church as we together discern the call of our next Presiding Bishop. May God's peace be always with our beloved Church and with the people who, through the power of the Holy Spirit, breathe life and vitality into its being.





# A Presiding Bishop for our Time

Our next Presiding Bishop will be called to serve God and the Church in a specific moment in history. In the past few years, the pace of change has greatly accelerated and the Church finds itself navigating dramatically shifting sands in what it means to be faithful disciples of Jesus Christ in the 21<sup>st</sup> century. The Presiding Bishop will need to lead, love, and inspire the people at a time in which both uncertainty and opportunity define the moment.

**Changing and Evolving:** The winds of change are blowing throughout the Episcopal Church. Church-going Boomers continue to populate our pews, and the Millennials’ “spiritual-not-religious” interests have pushed the Church to claim its relevance. Concern about declining or shifting membership, changing attitudes toward organizational structure, declining resources for existing church-wide structures, travel and staff, rapidly changing needs and methods for communication, and questions of inclusion are but some of the contributing factors to the era of change. While anxiety, resistance, and fear are natural and predictable human responses to change, it is also true that uncertainty inspires adaptation and innovation – and throughout the Episcopal Church, communities of faith are responding to change with creative ingenuity. The next Presiding Bishop will need to be comfortable in the midst of ambiguity and able to lead the church effectively in the rich, temporal space between the “now” and the “yet to come.” Effective leadership will manifest in the Presiding Bishop’s capacity to narrate for the people the presence of the Gospel in the midst of change, in raising up for the Church where hope is proclaimed and lived out, and in assuming the primary work of articulating our Church’s theological and spiritual identity as it moves into the future. Finally, effective episcopal leadership will seek to open spaces for our collective learning, where stories of health and vitality and mission from across the Church can be

changing &  
evolving



told, and from which an articulate, public vision for the emerging Christian life can be shared.

**Diverse:** The Episcopal Church at this present moment stretches nearly around the globe with congregations in Europe, the Caribbean, Central America, South America, and Asia as well as covering the United States and its territories. We are multi-national, multi-lingual, multi-cultural, multi-ethnic, and multi-generational. We seek to reach and serve people who have very different views and experiences of organizations and structures. We intend to adapt and grow in order to empower the ministries and witness of young people. The Church will be well served by a Presiding Bishop who delights, by both word and deed, in the diversity of our Church.

**Complex:** The Episcopal Church is a complex organism with multiple levels of organization and structure, over which General Convention is the final legislative authority. The Church is governed and decisions are made at every level through democratic processes in which all the ministers of the church (lay persons, bishops, priests and deacons) participate. Leadership and responsibility are dispersed to the Presiding Bishop, President of the House of Deputies, House of Bishops, House of Deputies, Executive Officer of the General Convention and various, committees, commissions, agencies and boards (CCABs). A Presiding Bishop for our time will need experience and wisdom in leading vast, complex, and democratic systems through significant change.



## Personal and Professional Attributes

Given the challenges and opportunities of the Church in the upcoming years, our next Presiding Bishop will need demonstrated strength in the following areas of personal and professional gifts:

### **An authentic spiritual life deeply**

#### **grounded in prayer:**

The Church seeks a Presiding Bishop with a generosity of spirit, whose life is formed deeply by the core values of scripture, tradition and reason. We seek a person whose life in prayer equips him or her to proclaim articulately and passionately the Gospel of Jesus Christ both to the Church and the world. The person's spiritual practice should be palpable, and visibly inform his or her leadership style, decision-making, preaching, and writing. We also seek a Presiding Bishop whose professed Christian values (for example, solidarity with the poor and marginalized) align with his or her personal engagement and action in the world.

# gifts

### **A preacher and teacher for the people:**

The Church is asking for a Presiding Bishop who is an illustrative and excellent communicator, intellectually agile, theologically sophisticated, and able to preach and teach for personal transformation. We want a Presiding Bishop to share God's mission, particularly to proclaim the Good News of the Gospel and to reach out creatively to serve the world in Christ's name. Our hope is for an excellent preacher and teacher who is versatile, and someone who thrives in a variety of ministerial situations, both large and small gatherings as well as one-to-one.



**Pastoral and relational engagement:** The next Presiding Bishop should have a genuine love of the people with special gifts as a unifier, peacemaker, and reconciler. We seek a compassionate person able to minister to those with a wide variety of viewpoints and perspectives and across generations and cultures, with a particular pastoral sensitivity to minority voices. A Presiding Bishop will be served by a desire and capacity to build meaningful and trusting community with elected and appointed leaders across the church as well as with Church Center staff leadership.

We recognize that no one person can – or should – try to do and be all things for the Church. And, conversely, the Church should not expect a Presiding Bishop to do and be all things. A Presiding Bishop is well served if he or she is self-reflective, bringing to the office a strong sense of self, specifically an acute self awareness that will equip him or her to make good use of personal strengths and provision for weaknesses. Our next Presiding Bishop should have a well-honed sense of humor and deep humility, in addition to the capacity to make space for personal wellbeing and nurture as the ministry of the Presiding Bishop requires physical, psychological, and emotional stamina and health.

**Collaborative leadership skills:** The next Presiding Bishop will be well served by a collaborative leadership style with expertise and wisdom in group dynamics, consensus building, conflict management and resolution, and reflective evaluation. The candidate should have a track record of collegial and collaborative cooperation across all the ministers of the church (lay persons, bishops, priests and deacons), and be able to delegate tasks and responsibilities to senior staff. Experience with team building is desired, with demonstrated capacity for transparency and an open and clear communication style.

**Knowledge of, and experience in, the Episcopal Church and the Anglican Communion:** A deep appreciation and integral understanding of the Episcopal Church’s history and polity is needed as well as a respect and love for the distributive, shared authority of leadership across the



Church including the scope and limitations of the authority of each position and body of the Church. The Presiding Bishop will work collaboratively with others in the Anglican Communion, preaching the Gospel and engaging God in God's mission. A Presiding Bishop for our time will be able to articulate passionately the Episcopal Church's justice foundations, delight in the cross cultural reality of our Church, and have extensive experience successfully operating and leading complex organizational structures.

**Programmatic focus and leadership:** We seek a Presiding Bishop who knows how to nurture the health and vitality of our congregations and dioceses; articulates a compelling and inspiring vision for the Church's evangelism and growth; and presents a vivid and hopeful picture of the Episcopal Church to the world. It is critical that the next Presiding Bishop enter the office with a passion for helping to lead the restructuring of the Church and advancement of stewardship throughout the Church as well as maintain a continued focus on domestic and international mission. We seek a skilled and relational fundraiser for the life and vitality of our Church. Finally, we seek an effective and loving leader of the House of Bishops.

**Balance of Roles and Responsibilities:** We seek a Presiding Bishop who understands, appreciates and works diligently to balance the various roles and responsibilities of the office and who has a primary focus on the canonical roles of governance, administration and leadership within the Episcopal Church.



## Canonical Qualifications, Term and Roles of Presiding Bishop

**Canonical Qualifications:** The Episcopal Church's Constitution and Canons do not set any limitations or requirements on which Bishops of the Church may serve as Presiding Bishop. Any Bishop of the Episcopal Church on the day nominations are received in a Joint Session of the House of Deputies and House of Bishops at General Convention is eligible, subject to being nominated in accordance with the Canons and processes prescribed by the JNCPB. However, consideration must be given to the canonical provisions on the term described below.

**Term:** The Presiding Bishop's term is nine years beginning November 1, 2015 and concluding October 31, 2024 unless the Presiding Bishop reaches the age of 72 prior to the completion of the term, in which case he or she must resign to the General Convention closest to the date on which he or she turns 72. In that event, a new Presiding Bishop would be elected at that General Convention for a term of nine years beginning November 1 following the close of General Convention.

**Roles:** The primary source for understanding the role and responsibilities of Presiding Bishop is the Church's Constitution and Canons.



## **Presiding Bishop Functions:**

### **The Church is most familiar with the Presiding Bishop's roles to:**

- Speak for the Church on the policies, strategies, and programs of General Convention
- Speak God's words to the Church and to the world as the representative of this Church
- Represent the Episcopal Church in the Anglican Communion as Primate
- Serve as Chief Consecrator at the ordination and consecration of Bishops
- Preside over the House of Bishops

### **In addition the Presiding Bishop has responsibilities for:**

- Congregations in foreign lands
- The consent process upon the election of bishops
- Members of religious orders and Christian communities
- The Convocation of American Churches in Europe
- The Episcopal Church in Micronesia
- The Episcopal Church in Navajoland
- Federal chaplaincies and the Bishop for Federal Ministries
- Dioceses without bishops

### **The Presiding Bishop also has significant responsibilities for the discipline and changes in status of bishops:**

- Receives renunciations of bishops
- Receives resignations of bishops
- Receives evidence of the incapacity of bishops
- Issues pastoral directions, restrictions on ministry and administrative leaves to bishops



- Appoints the Intake Officer for complaints against bishops
- Serves on the Reference Panel of the Disciplinary Board for bishops
- Certifies abandonment of communion by bishops
- Processes charges of violations of doctrine by bishops
- Has a significant role in proceedings to terminate the relationship of a bishop and a diocese

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moment.





## Governance Functions:

**Appointments:** The Presiding Bishop appoints bishops to all the Standing Commissions, Joint Standing Committees, Task Forces of General Convention, Committees of the House of Bishops, legislative committees of the House of Bishops at General Convention, Board of Transition Ministries, and Board of Archives. He or she makes other appointments to the General Board of Examining Chaplains, United Thank Offering Board, appoints personal representatives to Standing Commissions, and, in the event of a vacancy, appoints the Registrar.

### **Joint Decision Making with President of the House of**

**Deputies:** The Presiding Bishop and President of the House of Deputies jointly appoint the Executive Council committees, Executive Council members to serve as liaisons to each Standing Commission, the Chief Financial Officer of Executive Council, the Executive Officer of General Convention, and the Treasurer of General Convention in the event of a vacancy. They may jointly change the date and length of General Convention, appoint and may designate the House of initial action for every resolution before General Convention.

**Member of Committees and Commissions:** The Presiding Bishop is a member of every Standing Commission, Joint Standing Committee (Program, Budget & Finance; Planning and Arrangements; Nominations) and other Committees and governance bodies.

**Chair and President of Governing Boards:** The Presiding Bishop serves as the President of the Domestic and Foreign Missionary Society (DFMS), the New York nonprofit corporate entity through which the Episcopal Church owns property and does business. The Executive Council is the Board of Directors of this corporation. The Presiding Bishop is also Chair and President of the Executive Council and as such has “ultimate responsibility for the oversight of the work of the Executive Council in the implementation of the ministry and mission of the Church as may be committed to the Executive Council by General Convention.” (Canon I.4.3(a))



## Executive Functions:

**Chief Executive Officer of Executive Council:** As the CEO of Executive Council the Presiding Bishop is responsible for the day-to-day functioning of the staff of Executive Council and the operations of the Church Center in New York and other offices of the Church. This means the Presiding Bishop has responsibility for the finances, management of real estate, staff and programs for most functions at the church wide level with the major exceptions being the staff and operations of the Executive Office of the General Convention and the office and staff of the President of the House of Deputies.

**Other Executive Functions:** In addition to the staff of Executive Council, the Presiding Bishop is responsible for the staff and activities in his or her office, which typically include at a minimum a Canon to the Presiding Bishop and the Bishop in charge of the Office of Pastoral Development.



## Other Roles:

Some roles of the Presiding Bishop are not specified in the Constitution and Canons but naturally result from them. Still other roles are given to the Presiding Bishop by other organizations.

**Speaker & Preacher:** The Presiding Bishop is a sought-after speaker and preacher by innumerable organizations and groups in the Church and Communion.

**Provide Hospitality:** On behalf of the whole church, the Presiding Bishop offers hospitality to visiting Church leaders, members of the Anglican Communion, and ecumenical and interfaith visitors.

**Leader of Related Organizations:** The Presiding Bishop has leadership roles with several other organizations closely related to the Episcopal Church including appointing and/or serving on the governing boards of General Seminary, Episcopal Relief and Development, and the College for Bishops.



# Conclusion

This profile ends where it began: with an invitation. The JNCPB hopes that this Call to Discernment and Profile will serve as an effective tool for the members of our beloved Church to discern candidates for our next Presiding Bishop. We invite your prayerful consideration and participation.

**To submit the name of a bishop of The Episcopal Church for consideration by the JNCPB, please send an email to [pbnominatingcommittee@gmail.com](mailto:pbnominatingcommittee@gmail.com).** The Committee will contact all bishops whose names are submitted to invite them to participate in our discernment process. The deadline for submitting names is September 30, 2014

