

HOUSE OF BISHOPS COMMITTEE ON PASTORAL DEVELOPMENT

Membership

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| The Rt. Rev. Gayle E. Harris, <i>Chair</i> | Massachusetts, I | 2018 |
| The Rt. Rev. Jennifer L. Baskerville-Burrows | Indianapolis, V | 2018 |
| The Rt. Rev. Oge Beauvoir | Haiti, II | 2018 |
| The Rt. Rev. Susan Goff | Virginia, III | 2018 |
| The Rt. Rev. Herman Hollerith | Southern Virginia, III | 2018 |
| The Rt. Rev. Wayne Houglan | Western Michigan, V | 2018 |
| The Rt. Rev. Robert J. O’Neill | Colorado, VI | 2018 |
| The Rt. Rev. Todd Ousley | Eastern Michigan, V | 2018 |
| The Rt. Rev. Jake W. Owensby | Western Louisiana, VII | 2018 |
| The Rt. Rev. Lawrence Provenzano | Long Island, II | 2018 |
| The Rt. Rev. James E. Waggoner, Jr. | Spokane, VIII | 2018 |
| The Rt. Rev. Dean E. Wolfe | New York, II | 2018 |
| The Rev. Betsy Fisher, <i>SPG Representative</i> | Western Massachusetts, I | 2018 |
| The Most Rev. Michael Bruce Curry, <i>Ex-Officio</i> | North Carolina, IV | |

Representation at General Convention

Bishop Gayle Harris is authorized to receive non-substantive amendments to this report at General Convention.

Mandate

To build “shalom” in The Episcopal Church through its attention to the life and work of bishops and their families. To that end, the Committee:

1. Attends to the corporate wellness of the House of Bishops, assessing needs and providing for programmatic responses where appropriate and needed;
2. Assists with the wellness of individual bishops by building systems that provide pastoral care and foster healthy relationships; by providing opportunities for education and training that form gracious leadership practices focused on serving and empowering the community of the baptized in their mission; and
3. Serves as a primary source of advice and support to the Office of Pastoral Development.

Summary of Work

MEETINGS

The Committee usually meets twice per year, once in person and once via teleconference during the triennium. Additionally, it meets at regularly scheduled meetings of the House of Bishops. A minor shift in meeting patterns occurred during 2016-2017 to enable transitions in the Office of Pastoral Development.

The Committee focused on the following matters during the triennium:

1. Promoting and incorporating core values at each meeting in order to continue to develop a learning, discerning, and healing community within the House of Bishops;
2. Continuing to serve as a council of advice and support to the Bishop for the Office of Pastoral Development;
3. Working with the House of Bishops Planning Committee on the continuity of programs between House of Bishops meetings;
4. Supporting collaboration and collegiality between the Network of Spouses and Partners of Bishops and the House of Bishops;
5. Providing direct pastoral care to bishops and their families;
6. Providing research and offering reports to House of Bishops regarding appropriate use of Social Media within the House;
7. Continuing discussion of concerns about and possible revisions of Title IV;
8. Continuing conversations regarding the ministries, care and support of Bishops Suffragan;
9. Assisting with the discernment processes for Standing Committees asked to give consent throughout The Episcopal Church in elections of new bishops through a form entitled, “Questions Bishops and Standing Committees Might Consider Asking Before Offering Consent To an Episcopal Election”;
10. Continuing to advise the Bishop for Pastoral Development in the creation of gracious norms for the spouses of newly elected bishops when that bishop’s spouse is ordained and is currently serving, or wishes to serve, within that diocese;

RECOMMENDATIONS FROM THE COMMISSION ON IMPAIRMENT AND LEADERSHIP

The Bishop for Pastoral Development, Chancellor to the Presiding Bishop, and Special Counsel to the Presiding Bishop met in June 2017 for a debrief with the Chair and members of the Commission on Impairment and Leadership to identify areas of the Report directly impacting the work of the Office of Pastoral Development. The following are recommendations noted for action by the Office of Pastoral Development and actions taken thus far:

1. **Recommendation:** “. . . [the] House of Bishops incorporate into its meetings an ongoing and continuing process of education [on addiction and substance abuse] . . . namely, . . . an examination of a new bishop’s relationship to alcohol and addiction; . . . training in all required policies and practices of the Church and all canonical provisions that apply to clergy with regard to alcohol, substance, or process addictions; . . . training in best practices for early detection intervention, treatment, monitoring and ongoing support for clergy struggling with addiction; . . . [and] training in best practices for vetting and evaluating those in various stages of discernment -- either before ordination or at any time of deployment -- with regard to addiction and recovery. ”

Action Taken: Referral to House of Bishops Planning Committee for coordination with College for Bishops

2. **Recommendation:** “. . . the bishop with oversight over the Office of Pastoral Development, drawing on the research from this commission, establish a standardized process for conducting episcopal elections.”

Action Taken: Continued evaluation alongside episcopal consultants and dioceses of already-established best practices for episcopal elections with incorporation of new recommendations to dioceses undergoing episcopal elections since July 1, 2017. New recommendations include:

- a) Canonically-mandated medical and psychiatric examinations for bishops-elect be voluntarily undertaken with all those persons identified to be named as nominees for bishop. This enhanced process allows for greater likelihood of identifying impairment(s) prior to election rather than after.
- b) With assistance from a newly-hired Consulting Psychiatrist to the Presiding Bishop, revision and enhancement of medical and psychiatric screening processes to include more extensive medical lab tests and a cascading process of psychiatric evaluations, with particular focus on impairment issues.
- c) Consultation with Episcopal Recovery Ministries of the Episcopal Church on provision to all parties in an episcopal election process of checklists and competent counsel for recognizing and addressing any issues with addiction or impairment that may emerge during the course of their work.

3. **Recommendation:** “. . . the Pastoral Development Committee of the House of Bishops, working with a knowledgeable and skilled advisor, evaluate the policies and practices of meetings of the House of Bishops and recommend changes that may contribute to a healthy environment with regard to alcohol and addiction.”

Action Taken: Referral to House of Bishops Planning Committee for joint-process of evaluation and change recommendations.

4. **Recommendation:** “ . . . the Presiding Bishop . . . establish a team of advisors or consultants to serve as a resource on alcoholism and other forms of addiction in order to provide a rapid response to issues of questionable impairment, to provide clergy or other concerned individuals with confidential advice, and to assist with monitoring, recovery and re-entry into ministry. ”

Action Taken: Bishop of Pastoral Development has consulted with the Episcopal Recovery Ministries of the Episcopal Church for recommendations on establishment of advisory team.

ADDITIONAL INITIATIVES/PLANS OF THE OFFICE OF PASTORAL DEVELOPMENT AND THE COMMITTEE ON PASTORAL DEVELOPMENT OF THE HOUSE OF BISHOPS

1. **Diversity in the House of Bishops:** plans are underway to engage the Presiding Bishop and the President of the House of Deputies in the creation of a Diversity Task Force to assist the Office of Pastoral Development in identifying additional best practices for enhancing the diversity of the House of Bishops with particular reference to the election of women, persons of color, and LGBTQ persons.

Budget Request: \$20,000 for two (2) face-to-face meetings of the Task Force and any associated consultant costs.

2. **Discernment materials:** Upon recommendation of the Bishop for Pastoral Development, joint-appointment of a Task Force on Discernment and Process, by the Presiding Bishop and President of the House of Deputies. The Task Force will be intended to assist in the continued development of:
 - a) Discernment materials/processes for those considering the episcopate;
 - b) Discernment and pastoral care materials/processes for spouses/families;
 - c) Creation of a web-based guide to best practices in episcopal election processes that will allow more ready-access to recommended practices and greater transparency to the whole Church.

Budget Request: \$50,000 for two (2) meetings of the Task Force and costs associated with materials and process development plus creation of web-based best practices “manual.”

Proposed Resolution

Proposed Canonical Revision

RESOLUTION A084: REPLACEMENT OF TITLE III.12.9 (P) & (Q) INCAPACITY OF THE DIOCESAN & INCAPACITY OF THE BISHOP COADJUTOR

Resolved, the House of _____ concurring, That Canon III.12 be amended as follows:

Sec. 9 The Resignation or Incapacity of Bishops

~~(p) When it is certified to the Presiding Bishop, by at least two licensed medical doctors, psychologists or psychiatrists, who have examined the case, that a Bishop Diocesan is incapable of authorizing the Bishop Coadjutor, if there is one, or a Bishop Suffragan, if there is one, or the Standing Committee to act as the Ecclesiastical Authority, then, upon the advice of five Bishops of neighboring Dioceses selected by the Presiding Bishop, the Presiding Bishop shall declare the Bishop Coadjutor, or a Bishop Suffragan, if the Constitution and Canons of the Diocese so provide, or the Standing Committee to be the Ecclesiastical Authority for all purposes set forth in these Canons and to retain such canonical authority until the Presiding Bishop, acting upon a like certificate, declares the Bishop Diocesan competent to resume official duties.~~

~~(q) If it is certified to the Ecclesiastical Authority of a Diocese by two licensed medical doctors, psychologists or psychiatrists, selected by the Ecclesiastical Authority, that the Bishop Coadjutor in the Diocese is permanently unable, by reason of medical, psychological or psychiatric condition, to carry out the duties of Bishop Coadjutor, the Ecclesiastical Authority, upon the advice of three Bishops of three neighboring Dioceses, may declare that the right of succession of the Bishop Coadjutor is terminated and a new Bishop Coadjutor may then be elected as provided in Canon III.11.9.~~

Sec. 10 Impairment

When any of (i) a Bishop of a Diocese, including a Bishop Diocesan, a Bishop Coadjutor or a Bishop Suffragan of that Diocese, (ii) a two-thirds majority of all of the members of the Standing Committee of a Diocese, (iii) a two-thirds majority of a Diocese's Convention, or (iv) at least five Bishops conclude that a Bishop of the aforementioned Diocese is seriously impaired, either physically, psychologically, or emotionally, and that the impairment is causing substantial harm, or presents a significant risk of causing substantial harm, to the Bishop in question, his or her family, the Diocese, the Church, or any other person or community, the person or body reaching that conclusion may petition the Presiding Bishop, in writing, to intervene and assist in the matter. The written petition shall include sufficient information to inform the Presiding Bishop and the parties involved of the specifics of the purported impairment. The Presiding Bishop shall initiate such efforts as are appropriate under the circumstances to attempt to ascertain the nature and severity of any impairment and to address any such impairment, which efforts may include, but are not limited to, the appointment of medical and other professionals, consultants or mediators, as well as the issuance of Pastoral Directions.

And be it further

Resolved, That Sections III.12.10, 11 and 12 be renumbered to Section 11, 12 and 13.