

TASK FORCE ON REVIEW OF PRESIDING BISHOP ELECTION AND TRANSITION PROCESS

Membership

The Rev. Anne Reed, <i>Chair</i>	Southern Ohio, V	2018
Mr. William Fleener, Jr., <i>Vice Chair</i>	Western Michigan, V	2018
The Rev. Canon Amy Real Coultas, <i>Secretary</i>	Kentucky, IV	2018
Ms. Alma Bell	Maryland, III	2018
The Rev. Robert Anton Franken	Colorado, VI	2018
The Rt. Rev. R. William Franklin	Rochester, XX	2018
Ms. Josephine Hicks	North Carolina, IV	2018
The Rt. Rev. Anne Hodges-Copple	North Carolina, IV	2018
The Rt. Rev. Edward Konieczny	Oklahoma, VII	2018
Ms. Karen Longenecker	Rio Grande, VII	2018
Mr. Bill Robison	Milwaukee, V	2018
Ms. Judy Stark	Southwest Florida, IV	2018
The Most Rev. Michael Bruce Curry, <i>Ex-Officio</i>	North Carolina, IV	
The Rev. Gay Clark Jennings, <i>Ex-Officio</i>	Ohio, V	

Mandate

Resolution 2015 – B023 Review of the Presiding Bishop Election Process

1 *Resolved*, the House of Bishops concurring, That the 78th General Convention calls for a complete post-election review of the work of the Joint Nominating Committee for the Election of the Presiding Bishop including all aspects of the process including the work of the Transition Committee; and be it further

2 *Resolved*, That the committee to review the process be appointed by the Presiding Officers jointly, and such committee include representatives of all aspects of the process as well as some who have critical distance; and be it further

3 *Resolved*, That a report be given to the 79th General Convention of the committee's findings and recommendations for future elections; and be it further

4 *Resolved*, That the Office of Pastoral Development provide support for this work; and be it further

Summary of Work

INTRODUCTION

This Task Force was created by Resolution 2015-B023 at General Convention in 2015, with the purpose of conducting a “complete post-election review of the work of the Joint Nominating Committee for the Election of the Presiding Bishop, including all aspects of the process and the work of the Transition Committee. We were required to give a report to the 79th General Convention of our findings and recommendations. The following pages comprise that report and those recommendations. We believe we have undertaken this work thoroughly and without a need to renew our tenure.

Members serving on this Task Force include Members of the Nominations Committee, the Transition Committee, TREC, Committee 19-A Legislative Committee of the House of Deputies that was to recommend confirmation of the election of the Presiding Bishop, an Episcopal elections consultant experienced in transition, leadership professionals and members from two (2) dioceses of nominees in 2015.

The B023 Task Force interviewed over forty (40) individuals and groups that had been involved in one or more aspects of the nomination, election, and transition process surrounding the 2015 election of the Presiding Bishop. We also conducted a survey. We received and reviewed three hundred and thirty-five (335) survey responses. Consistent themes emerged from the interviews and survey responses, from which we have developed the recommendations outlined below.

Our survey gathered demographic data and asked respondents to assess the value of various aspects of the nomination and election process. A large majority of respondents engaged with the nominating committee's work through coverage by Episcopal News Service, the published "Profile," nominee videos and the presentation to General Convention.

The survey found that seventy-two (72) percent of respondents found the nomination process "meaningful" and seventy-eight (78) percent found the process "accessible." Respondents felt that the presentation of the nominees at General Convention (on June 24) was "effective" (89%) and "helpful" (89%) in their discernment and preparation for the election.

When asked what was particularly "life-giving" in the election of a new Presiding Bishop, several themes emerged: twenty-four (24) percent of respondents replied that the election of Michael Curry specifically was particularly life-giving; another twenty (20) percent named their participation in the process as what they found life-giving. Other highly valued aspects were: the June 24th presentation to General Convention (16%); rootedness in the Holy Spirit (12%); Eucharist and sermon with new Presiding Bishop (15%). Ten (10) percent of respondents said the nomination & election process itself was life-giving for them, though seven (7) percent reported that they found "nothing" in the election

was life-giving. Other observations and recommendations developed by our task force are outlined below.

- The process as currently designed is too lengthy and too expensive.
- The size of the nominating committee as currently mandated by Canon is too large and inefficient for the work and is expensive to support. (The size as currently mandated is twenty-nine (29) people: three (3) from each province and two (2) youth/young adults.)
- We recognize the importance of a diversity of voices and viewpoints on the committee, but we believe it can be effectively achieved with a smaller committee.
- The members of the Nominating Committee need certain skills and knowledge to carry out the tasks effectively.
- The budget for the nomination, election, transition, and installation should be realistic as well as cost-efficient, and should be planned and accrued for well in advance of the triennium in which the expenses will be incurred. There were no clear budgets in past years, and most recently a variety of sources had to be cobbled together to fund the entire process. It is essential to make a commitment to fund this process.
- To ensure a smooth transition between leaders (Presiding Bishops), it is important for the Presiding Bishop-elect to meet with key staff, including the retiring Presiding Bishop. Providing an organizational consultant to the Presiding Bishop-elect will maximize the opportunity for success in his/her leadership in relation to the staff and the organization.
- Pastoral support for candidates, nominees, spouses and staffs is an integral part of the process. The staff of the diocese sending the Presiding Bishop-elect has a particular need for a companion on their journey in the early days of the transition.

With those concerns in mind, we propose the following, some aspects of which are expressed in proposed revisions to Canons or Rules of Order attached hereto, and some which are expressed as recommendations:

NOMINATING COMMITTEE SIZE AND SELECTION

(Note: The *Task Force to Review Provinces* agrees with these recommendations)

- A. Each General Convention shall elect a Joint Nominating Committee for the Election of the Presiding Bishop (“Nominating Committee”).

- B. The Nominating Committee shall be comprised of fifteen (15) members, consisting of five Bishops; five (5) clerical members, including at least one (1) deacon; and five (5) lay people.
 - 1. Clerical (*deacon or priest*) and lay membership on the Nominating Committee need not be limited to members of the House of Deputies.
- C. The Joint Standing Committee on Nominations [JSCN] will nominate a slate for election to the Nominating Committee, in accordance with the JSCN's canonical charge and procedures, and guided by the skill sets needed for effective service on the Nominating Committee. (see attached list of skills needed for the tasks of the committee).
- D. The House of Deputies shall elect the clerical and lay members of the Nominating Committee. The House of Bishops shall elect the Bishop members of the Nominating Committee.

Recommendations/comments:

An experienced Episcopal elections consultant would be a great asset to assist the Nominating Committee with its work. We recommend that the Presiding Officers engage such a consultant and that the budget for the nomination and election process include sufficient funds to pay for the consultant's fees and expenses.

NOMINATION AND ELECTION PROCESS

- A. The Nominating Committee shall design a process to solicit and identify qualified nominees for the office of the Presiding Bishop. The process must enable the work to be done efficiently and as cost-effectively as practicable. This process shall be designed to encourage diversity that reflects the breadth of The Episcopal Church.
- B. The Nominating Committee shall inform the wider Church of the process and timeline. (*Note - This is the current practice.*)
- C. The Nominating Committee shall prepare a profile for the election of the next Presiding Bishop, and the profile will be distributed widely to the Church. (*Note - This is the current practice.*)
- D. The Nominating Committee shall select a slate of not fewer than three (3) members of the House of Bishops as nominees for Presiding Bishop. The slate shall be announced publicly, and information about the nominees shall be made available to The Episcopal Church. (*Note – this is the current practice.*)
- E. Following the publication of the slate of nominees, a petition period will open. Additional candidates may be nominated during the petition period, according to a process the Nominating Committee will design and implement. Any candidate identified through this

process must be vetted through the same process of background and reference checks as all nominees. (*Note – this is the current practice.*)

- F. The Nominating Committee shall provide for pastoral care for the nominees, their families, and their diocesan staffs. (*Note – this is the current practice.*)
- G. The Nominating Committee shall present to a Joint Session of the House of Deputies and House of Bishops the names of not fewer than three (3) members of the House of Bishops for consideration of the two (2) Houses in the choice of a Presiding Bishop. The only nominations accepted shall be names presented by the Nominations Committee, either through the naming of the original slate or through the Nomination Committee's designed petition process. At this or another Joint Session, there may be presentations from and/or questions to the nominees.
- H. The election will be held at General Convention pursuant to existing Canons and the adopted Rules of Order.
 - a. Pursuant to the Constitution and Canons and the Rules of Order for the House of Deputies, the Legislative Committee on the Confirmation of the Presiding Bishop will be formed during the triennium proceeding a convention in which an election for Presiding Bishop is to be held. The Committee shall make a recommendation to the House of Deputies whether to confirm or not confirm the choice of the Presiding Bishop-elect made by the House of Bishops.
 - b. The Legislative Committee on the Confirmation of the Presiding Bishop shall be made up of eighteen (18) members, consisting of two (2) from each Province, one (1) lay and one (1) clergy. The committee shall be appointed by the President of the House of Deputies, who shall also appoint the committee chair.
 - c. Members appointed to the committee who are found to be from the sending Diocese of one of the final candidates in the election process shall be asked to resign from the Committee by the President of the House of Deputies, who may fill the empty seat at his/her discretion. Committee members shall be informed of this policy prior to the announcement of the final nominees.
 - d. The work of the committee shall begin prior to the start of General Convention, at the earliest opportunity following the publication of final nominees by the Joint Nominating Committee, such that members may arrive at convention well informed about the qualifications of each potential Presiding Bishop-elect.
 - e. The recommendation of the committee regarding the confirmation of the election of the Presiding Bishop-elect will be made in the form of a resolution brought to the floor of the House of Deputies.
- I. The Nominations Committee shall report its actions, expenditures, challenges, and recommendations to Executive Council within three (3) months after the election.

Recommendations/comments:

1. The Nominating Committee should plan its work carefully to streamline the work as best as possible, to avoid unnecessary expense, and to work within its budget.
2. One option to reduce the time and expense of the first screening of candidates is to limit that screening to review of written material. On-line interviews take a significant amount of time and energy for everyone involved and may not be necessary at this stage.
3. Another option is to allow the House of Bishops to develop a procedure by which the House of Bishops would screen the initial pool of candidates and narrow it to no more than eight (8) semi-finalists.
 - a. Under this option, the House of Bishops would determine what information it needs to assist the House in narrowing the potential pool of candidates. This information may include personal written statements, resumes, written answers to essay questions, a question and answer session at a House of Bishops meeting, and discussions in the House about the profile and the gifts needed at this stage in the life of the Church for the next Presiding Bishop.
 - b. The names of the semi-finalists should not be made known to the House of Bishops or to anyone other than the Nominating Committee (other than as needed to conduct background and reference checks). (*Note – Confidentiality of the names in the process at this point is the current practice.*)
 - c. The House of Bishops would submit the names of the semi-finalists to the Nominating Committee, which would then develop and manage a process for identifying nominees from among the semi-finalists. (This may include submission of resumes, personal statements, answers to written questions, interviews, physical and psychiatric exams, reference and background checks. If written materials were prepared for the House of Bishops process of narrowing the potential pool to the semi-finalists, the semi-finalists may re-submit those materials to the Nominating Committee.)
4. The Nominating Committee may make materials available to candidates or semi-finalists to support their personal discernment, which may include The Episcopal Church budget, organizational charts of the Domestic and Foreign Missionary Society [DFMS] staff, General Convention Office, and The Episcopal Church; a preliminary draft of the Presiding Bishop's compensation package and other materials the candidates request or the Nominating Committee feels it is important for them to review.
5. In recent practice, the Nominating Committee has conducted a retreat with semi-finalists for deeper conversations, worship, and discernment. The sitting Presiding Bishop may be present

at this retreat to meet with the Nominating Committee and the semi-finalists to discuss his/her experience in the role, offer perspective, and answer questions from semi-finalists. (He/she should not participate in interviews, Q&A sessions or other aspects of the retreat.) *(Note –this recommendation is based on a common practice in many diocesan elections of the resigning bishop meeting with the candidates at a discernment retreat.)*

6. If the House of Bishops wants to hold a “walkabout”/presentation of the nominees in the House of Bishops, separate from and in addition to the presentation to the Joint Session at General Convention, then the House of Bishops may do so at a time and place and in a format of its choosing.
7. The Nominating Committee, working with the General Convention Office and Communications Office, plans election-day logistics and pastoral care for the nominees and their families. *(Note – this is the current practice.)*
8. Procedures should be carefully planned and meticulously enforced to avoid widespread publication of the election results in advance of communication to appropriate individuals, committees and the House of Deputies.

TRANSITION COMMITTEE PURPOSE AND COMPOSITION

- A. Ensure communication of vital information to the Presiding Bishop-elect related to the role of Presiding Bishop in the areas of personnel, finance, and governance of DFMS, TEC, and the Anglican Communion, and to ensure the smooth transition to becoming the Presiding Bishop.
- B. The Transition Committee should be an 'ad hoc' committee composed of eight (8) people appointed jointly by the presiding officers of House of Bishops and House of Deputies in the General Election prior to the election of the Presiding Bishop, to ensure a smooth transition to assuming the role of Presiding.
 1. The committee would be comprised of a diversity of orders, and most helpfully include the Canon to the outgoing PB, a finance person from Executive Council, a transition ministry specialist, two (2) representatives of the nominating committee, and a leadership development specialist.
 2. At the appropriate time a person may be appointed by the PB-elect.

TRANSITION COMMITTEE TASKS

- A. Work within budget provided by The Episcopal Church [TEC].

- B. Identify a short list of independent organizational consultant/leadership advisor firms and/or individuals from which the Presiding Bishop elect can choose. Funding for this specialist comes out of the Nomination/Transition budget.
- C. Develop and communicate a transition plan for the Presiding Bishop-elect, including briefings and meetings with the current Presiding Bishop, Presiding Bishop-elect and key leaders.
- D. Provide clarity regarding the current financial status and financial issues of TEC, including, where needed, an educational component and a clear understanding of discretionary and other funds.
- E. Executive Council will establish a small committee (known as the Installation Committee), which will include a liaison from the Transition Committee [TC], for planning the liturgy for the Installation for the Presiding Bishop, and which will, in collaboration with the Presiding Bishop-elect, finalize the details of the liturgy to reflect his/her ministry. Appropriate members would be a representative from: TC, Presiding Bishop-elect, outgoing Presiding Bishop, venue and diocese of celebration.
- F. Work with diocesan staff and leadership of the diocese from which the PB-elect is called (the 'sending diocese') to offer pastoral resources during their time of transition.
- G. Continuing pastoral care started by the Nominating Committee, to the bishops not elected and their diocesan leadership (Standing Committee) of those not elected and to assure grief resources and re-entry resources are available and provided.
- H. Offer pastoral support to the sitting PB to be used at his/her discretion regarding leaving office.

TIME LINE FOR TRANSITION COMMITTEE'S WORK

- A. At least twelve (12) months prior to the election hold the first meeting and review the established budget and ensure appropriate funds are available for the transition and installation.
- B. As soon as practical after the announcement of the nominees, the Transition Committee will:
 - 1. Introduce themselves to the nominees and identify their role during the next several months.
 - 2. Identify the independent organizational consultant/leadership advisor list – this is a confidential relationship with the Presiding Bishop-elect.

3. Share the list of consultants with nominees.
4. Invite nominees to consider which of these they would choose, or ask them to identify someone else.
5. Initiate contract with consultant in to be implemented upon the election.
6. Discuss resources available through the committee.

C. Upon election:

1. Establish a meeting date for Presiding Bishop-elect and spouse to visit New York City to ascertain living situation.
2. Presiding Bishop-elect meets with sitting Presiding Bishop.
3. Facilitate the execution of the contract with independent organizational consultant.
4. Independent organizational consultant/leadership advisor meets with Presiding Bishop-elect to provide pre-boarding guidance.
5. Reach out to 'sending' diocese to identify calendar needs of Presiding Bishop-elect and to communicate process by which expenses related to travel and other transition expenses of Presiding Bishop elect will be handled.
6. Reach out to bishops not elected, and diocesan staffs of those not elected to assure support; enable resources for reflection if needed.

D. Within first month post-election:

1. Identify calendar items that must be arranged within first three (3) months of assuming role.
2. Discern initial staff changes/additions that need to be put in place.

E. Not later than one (1) month prior to Presiding Bishop-elect taking office:

1. Ensure the detailed communication of the financial and personnel situation at DFMS and TEC.
2. Ensure sitting Presiding Bishop and Presiding Bishop-elect meet to discuss pastoral issues and key issues he/she will be addressing.
3. Identify immediate staff changes and assure Letters of Agreement for new staff.

F. Upon taking office:

1. Independent organizational consultant/leadership advisor meets with Presiding Bishop-elect to provide on-boarding guidance for the first ninety (90) days with a potential for on-going leadership advisory, should the Presiding Bishop choose.

G. Six (6) months after election:

1. Conclude work.
2. Report actions, challenges, expenditures and recommendations to Executive Council and file report for future General Convention.

BUDGET

PROPOSED BUDGET for B023 Task Force: Process for Nomination, Election, Transition and Installation of the Presiding Bishop

Nominating Committee (15)			
Meetings [5]	\$144,000		Organize (17), Planning (20), Initial Screen (17), Discernment Retreat (25), Final Screen (17)
Search Consultant	\$15,000		A search consultant to work with the Nominating Committee.
Interpretation	\$7,000		Direct Cost only, 2 Interpreters travel included in each meeting count above
Psych Evaluation	\$35,000		Psychiatric Evaluations for the finalists
Background Check	\$4,000		Detailed background checks for the finalists
Candidate Travel	\$8,000		Background Screening and Psych Eval Travel, Travel to Nominating Comm meetings is covered under meetings
Misc Expenses	\$3,000		Miscellaneous Expenses and Committee's Contingency
Nomination Sub-Total		\$216,000	
Transition Committee (8)			
Meetings [4 pre + 2 post]	\$69,000		12mo prior (10), 6mo prior (10), 2mo prior (10), 1mo post (10) + meeting @ GC Post election (6) & Installation (6)
Leadership Advisor	\$75,000		Professional advisor to pre-board and onboard PB elect from election through first 90 days
Interpretation	\$5,000		Direct Cost only, 2 Interpreters travel included in each meeting count above
PB Elect Transitional Housing	\$10,000		New York housing for PB elect once on the payroll but penthouse not yet available
Moving Expense	\$30,000		Moving for both incoming and outgoing PB from Penthouse
Penthouse Upgrade	\$3,000		Cleaning, minor repairs, and painting (as needed) to penthouse prior to move-in
Misc Expenses	\$2,000		Miscellaneous Expenses and Committee's Contingency
Transition Sub-Total		\$194,000	
Installation Committee (6)			
Meetings [3]	\$9,000		3 one day meetings of the committee are estimated (6)
Equipment Rental	\$3,000		For installation Service
Printing & Mailing	\$3,000		For installation Service
Event Travel	\$6,000		Travel for Nominating Committee
National Cathedral	\$36,000		Direct cost of the National Cathedral or other facility used for the Installation Service
Interpretation	\$8,000		Primarily for interpretation of Installation Service liturgy
Communication	\$6,000		Direct cost to broadcast the Installation Service

Misc Expenses	\$2,000		Miscellaneous Expenses and Committee's Contingency
Installation Sub-Total		\$73,000	
Presiding Bishop's Office			
Travel for Guests	\$15,000		Travel and accommodations aide for Ecumenical Guests
Meetings with Guests	\$2,000		Social Gathering with International and Ecumenical guest the night prior to Installation Service
Presiding Bishop Sub-Total		\$17,000	
Contingency		\$15,000	Overall process contingency under oversight of General Convention Office
Triennium Total		\$515,000	

NOTES:

1. () represents the number of committee members or persons present at a given meeting, [] number of meetings.
2. Per person cost per meeting for Nomination and Transition Committees are calculated at \$1500 per person per day (this is inclusive of airfare, lodging, meals, expense reimbursement & meeting room rental) as calculated by GC office.
3. Installation Committee meeting calculated at 1000/per person per day since meeting space will likely be less as will travel.

RECOMMENDATIONS

- A. The Standing Commission on Liturgy and Music structure the framework of a liturgy for the Celebration of a New Ministry and Induction of the Presiding Bishop, identify appropriate participants (roles of individuals, not specific people) during the triennium of 2018-2021. The liturgy needs to reflect the diversity richness and traditions of The Episcopal Church.
- B. The budget for the Nomination, Election, Transition (e.g., travel as Presiding Bishop-elect) and Celebration of New Ministry/Induction of the Presiding Bishop be established no less than nine (9) years prior to the election, funded through the General Convention Budget process, and overseen by the Office of the General Convention; and that these resources be accrued over the nine (9) years. Recommend it be a canonical change to make sure this happens.
- C. All costs related to participation of candidates for nomination, nominees and petition candidates for Presiding Bishop be budgeted for and borne by TEC through the General Convention budgeting process. (Note: this is the current practice)

- D. Expenses incurred by the sending diocese to support the transition to Presiding Bishop (e.g., travel to meetings as PB-elect) be paid for by TEC.
- E. The Presiding Bishop-elect is put on the DFMS payroll no later than one (1) month after his/her election.
- F. Recommend to the Executive Committee of the Executive Council that a Letter of Agreement addressing compensation and other employment terms is developed and signed. (*Note: draft Letter of Agreement would be part of the material presented during the nomination process*).
- G. An Installation Committee is responsible for the planning of the Celebration of New Ministration in collaboration with the Presiding Bishop-elect. Will facilitate the Celebration of the New Ministry and manage its related budget.
- H. Recommend to the Executive Council that they choose the date and location of the Celebration of New Ministry/Installation for the Presiding Bishop within two (2) years prior to the election. We also recommend the location be suitable for a liturgical event that is open to as many members of TEC as possible.

Proposed Resolutions

RESOLUTION A172: AMEND CANON I.2.3

Resolved, the House of _____ concurring, that Canon I.2.3 is hereby amended to read as follows:

Sec. 3 (a) Upon the expiration of the term of office of the Presiding Bishop, *if the former Presiding Bishop has not attained the age necessary for full retirement as determined by the Church Pension Fund, he or she shall nonetheless be eligible for full retirement. The* the Bishop who is elected successor shall tender to the House of Bishops a resignation from the Bishop's previous jurisdiction to take effect upon the date of assuming the office of Presiding Bishop, or, upon good cause with the advice and consent of the Advisory Committee established under the Rules of Order of the House of Bishops, not later than six months thereafter

Explanation:

After serving a term as Presiding Bishop, the individual needs time to re-cast his/her ministry. Serving in this role is taxing on one's health and spiritual life. Discerning one's next steps in ministry takes time which is not afforded the incumbent. Additionally, it is difficult for a person who has been in the Presiding Bishop role to find a local jurisdiction or ministry that can provide adequate income, should the individual be several years away from receiving a pension. Offering full retirement benefits to the

outgoing Presiding Bishop can provide necessary income is a compassionate response to years of faithful leadership and service.

RESOLUTIONS A173: AMEND CANON 1.2.1(A-F)

Resolved, the House of _____ concurring, that Canon 1.2.1(a-f) is hereby amended to read as follows:

Sec. 1 (a) At each General Convention a Joint Nominating Committee for the election of the Presiding Bishop shall be elected. The Nominating Committee shall be comprised of 15 members, consisting of five Bishops; five clerical members, including at least one deacon; and five lay people. The Joint Standing Committee on Nominations will nominate a slate for election to the Nominating Committee, in accordance with the Joint Standing Committee on Nominations' canonical charge and procedures, and guided by the skill sets needed for effective service on the Nominating Committee. The nominees for the Joint Standing Committee for the Nomination of the Presiding Bishop may but need not be deputies to General Convention. The House of Deputies shall elect five Clerical and five Lay Deputy as members of the Joint Nominating Committee for the Election of the Presiding Bishop, with a majority of those voting necessary for election.

~~At each General Convention the House of Deputies shall elect one Clerical and one Lay Deputy from each Province as members of the Joint Nominating Committee for the Election of the Presiding Bishop. A Deputy from a particular Province may be nominated only by another Deputy from the same Province, but the election of each member of the Committee shall be by the entire membership of the House of Deputies, with a majority of those voting necessary for election. Prior to the election, the Clerical and Lay Deputies from each Province shall hold a caucus, at which two Clerical Deputies and two Lay Deputies as nominees shall be selected by the caucus, and these shall be the only nominees upon which the House of Deputies shall vote in electing the members of the Joint Nominating Committee. The President of the House of Deputies, after consultation with representatives of youth, shall appoint two persons, age 16-21, as members of the Joint Nominating Committee for the Election of the Presiding Bishop.~~

(b) At each General Convention the House of Bishops shall elect five Bishops as members of the Joint Nominating Committee for the Election of the Presiding Bishop, guided by the skill sets needed for effective service on the Nominating Committee.

~~At each General Convention the House of Bishops shall elect one Bishop from each Province as a member of the Joint Nominating Committee for the Election of the Presiding Bishop. A Bishop from a particular Province may be nominated only by another Bishop from the same Province, but the election of each member of the Committee shall be by the entire membership of the House of Bishops, with a majority of those voting necessary for election. Prior to the election, the Bishops from each Province shall hold a caucus, at which two Bishops as nominees shall be selected by the caucus, and these shall be the only nominees upon which the House of Bishops shall vote in electing the members of the Joint Nominating Committee.~~

(c) In the event vacancies shall occur in the Joint Nominating Committee after the election of its members due to death, disability, resignation, or other cause within one year of the next General Convention, the vacancies shall not be filled and the remaining members shall constitute the Joint Nominating Committee. In the event such vacancies shall occur more than one year prior to the next General Convention, the Presiding Officer of the House of Bishops shall appoint Bishops and the President of the House of Deputies shall appoint Clerical and Lay Deputies. ~~in all cases from the same Provinces as those Bishops or Deputies whose positions are being filled. An elected or appointed member who shall not be a Deputy to the next General Convention shall continue as a member of the Joint Nominating Committee until the adjournment of such next General Convention. A member of the Committee who transfers from one Province to another or a Lay Deputy who is ordained Presbyter or Deacon, or a Presbyter or Deacon who is consecrated a Bishop, shall not thereby become ineligible to continue to serve on the Joint Nominating Committee through the next succeeding General Convention. A Lay member of the Committee who is ordained Presbyter or Deacon, or a Presbyter or Deacon who is consecrated a Bishop before the next General Convention, shall not thereby become ineligible to continue to serve on the Joint Nominating Committee through the next succeeding General Convention.~~

(d) The Joint Nominating Committee shall remain in office until the adjournment of the next General Convention, at which a new Joint Nominating Committee shall be elected. Members of the Committee are eligible for reelection.

(e) The Joint Nominating Committee shall develop and manage a process for soliciting and identifying qualified nominees for the office of Presiding Bishop and for providing the nominees to the General Convention at which a Presiding Bishop is to be elected. The process shall include ~~(1) providing the names of not fewer than three members of the House of Bishops for consideration by the House of Bishops and the House of Deputies in the choice of a Presiding Bishop; (2) establishing a timely process for any bishop or deputy to express the intent to nominate any other member of the House of Bishops from the floor at the time the Joint Nominating Committee presents its nominees to the joint session of the two Houses, and for each Bishop so nominated to be included in the information distributed about the nominees; (3) providing pastoral care for each nominee bishop and his or her family and diocese; and (4) determining and providing for transition assistance to the Presiding Bishop and the Presiding Bishop elect must enable the work to be done efficiently and as cost-effectively as practicable. This process shall be designed to encourage diversity that reflects the breadth of The Episcopal Church. The process shall include (1) the Nominating Committee shall inform the wider church of the process and timeline; (2) the Nominating Committee shall prepare a profile for the election of the next Presiding Bishop, and the profile will be distributed widely to the Church; (3) providing the names of not fewer than three members of the House of Bishops for consideration by the House of Bishops and the House of Deputies in the choice of a Presiding Bishop; (4) establishing a timely process for any bishop or deputy to nominate any other member of the House of Bishops through a petition process, and for each Bishop so~~

nominated to be vetted through the same process of background and reference checks as all nominees, and for each Bishop so nominated to be included in the information distributed about the nominees; and (5) providing pastoral care for each nominee bishop and his or her family and diocese.

New (f) A Presiding Bishop Transition Committee shall be appointed by the Presiding Bishop and the President of the House of Deputies. The members shall have the necessary skills and talents to determine the need for and provide for transition assistance to the Presiding Bishop and the Presiding Bishop-elect.

New (g) A small Presiding Bishop Installation Committee shall be appointed by Executive Council with the necessary skills and talents to plan for and carry out a Celebration of New Ministry for the new Presiding Bishop.

~~Formerly (g) New (h)-At the General Convention at which a Presiding Bishop is to be elected, the Joint Nominating Committee shall present to the House of Bishops and the House of Deputies in Joint Session the names of not fewer than three members of the House of Bishops, along with those nominated through the petition process, for the consideration of the two Houses in the choice of a Presiding Bishop, and there may be discussion of all nominees. At the Joint Session to which the Joint Nominating Committee shall report, any Bishop or Deputy may nominate any other member of the House of Bishops for the consideration of the two Houses in the choice of a Presiding Bishop, and there may be discussion of all nominees.~~ Commencing on the day following the Joint Session, election shall be by the House of Bishops from among such nominees. If the House of Bishops shall find itself unable to elect a Presiding Bishop from among such nominees, another Joint Session shall be held, at which additional nominations may be received, and on the following day, election shall be by the House of Bishops from among all of the nominees. After the election by the House of Bishops, report of the result thereof, including the number of votes cast for each nominee on each ballot, shall be made to the House of Deputies which shall vote to confirm or not to confirm such choice of Presiding Bishop.

The rest of the canon continues as numbered.

Explanation:

The Task Force for the Review of the Nomination, Election and Installation of the Presiding Bishop had the mandate to review the process of the last election and make recommendations to the General Convention. Overwhelmingly our research indicated that the Joint Nominating Committee was too large, and the process very costly. This canon revision attempts to address those considerations. The Task Force to Review Provinces concurs with the recommendation to remove Provinces as a source of individuals to serve on the Joint Nominating Committee.

Supplemental Materials

HISTORY OF ELECTIONS OF PRESIDING BISHOPS

B023 Addendum: Historical Background of Process for Nomination, Election, Transition and Installation of the Presiding Bishop

The recommendations offered by the Task Force on the Election and Installation of the Presiding Bishop are made mindful of the history of the Episcopal Church of selecting and installing its Presiding Bishop; the changing role, responsibilities and authority of the Presiding Bishop; and the impact of changes in the timing of General Convention.

For a Church as steeped in tradition as we are, it was instructive to discover, based on documentation from the Episcopal Church Archives, how brief the precedents are, if they exist at all. It is also illuminating to see that this Task Force is not the first group to recognize some of the challenges of this process.

As the attached Summary of Past Practices shows, committees and task forces over many decades have struggled with the same issues as the current Task Force, on such topics as:

- * **Organization of committees** to preside over the election and transition
- * **Identifying and documenting financial resources and expenditures**
- * **Date, location and design of a formal liturgical event** to install the new Presiding Bishop (an event that did not even occur until 1947)
- * **Assessing the process** and how it reflects our polity and the participation of the wider Church.

As the report from Archives shows, this Task Force is only the most recent group to take up these issues. It is our hope that, with the proposals, recommendations and resolutions we offer, we may be the last.

Part II: Summary of Past Practices to Mark the Installation of Presiding Bishops, 1804-2015

(1) There is **no evidence of formal installation or inaugural events** to mark the transition from one Presiding Bishop to the next during the 19th and early 20th centuries. In this period, the senior bishop acceded to the office upon the death of his predecessor. Notice of a new presiding bishop was reported factually in the Church press, sometimes as an additional note to the obituary on the passing bishop.

(2) Between 1919, when the election provision was adopted, and 1943, when the Presiding Bishop was required to release his diocesan jurisdiction, there were **only two (2) modest installations**. Rhode Island Bishop James DeWolf Perry's election was celebrated by a special service at the Cathedral in Providence in 1930. A "formal celebration of the induction" of Virginia Bishop Henry St. George Tucker in 1943 was hosted by the rector of St. Thomas Church, New York City. That ceremony was referred to as an "inauguration."

(3) Beginning with Presiding Bishop Sherrill in 1947, formal installations were held at the **Washington Cathedral, which was designated the seat of the Presiding Bishop in 1940**. In the case of the installation of Bishop Sherrill, the dean of the Washington Cathedral "compiled a highly appropriate service based on the best Anglican precedents of England and America" for the service, **based on the service for the installation of an archbishop of the Church of England**. Budget figures do not always appear in the budgets as line items, leaving one to infer that costs for the earlier installations were absorbed across existing budget categories.

(4) Beginning with Bishop Browning, the election was the result of a **Joint Nominating Committee**. The Committee was responsible for the pre-election preparation but did not extend to the post-election transition or installation activities except for their attendance at the installation. After Bishop Browning, funds for the installation could appear in both the corporate and canonical budget. The records for the Browning installation show that the Committee's budget could be adjusted after initial appropriations to accommodate the committee's involvement beyond the nomination process. **Due to the lack of documentation on actual expenses**, it is impossible to know what side events, particularly special dinners and receptions, were funded.

(5) After 1985, the **size and membership of installation planning committees varied over time**. Early committees appear to have been ad hoc combinations of staff from several centers of activity (home diocese, Cathedral, ECC). Some of the efforts were primarily led by Washington Cathedral staff (Allin, Griswold); some were coordinated by Church Center staff (Browning, Curry), some worked closely with representatives of the bishop's diocese (Browning, Jefferts Schori). These ad hoc installation committees were replaced in 2015 by a formal "transition committee" for the Curry installation.

(6) Documentation shows that **some of the coordinating groups, especially for the Browning and Griswold installations, were especially well organized** with much correspondence and lists for invitees, schedules, logistical arrangements, notebooks and logs, briefing notes, databases, task lists and the like.

(7) Two (2) attempts were made, in 2006 by Executive Council and in 2009 by the House of Bishops Committee on Pastoral Development, to study the election process as a whole, in terms of how it reflected the polity and participation. **Neither attempt moved forward**.

RECOMMENDED CANONICAL CHANGES

CANON 2: Of the Presiding Bishop

Sec. 1 (a) At each General Convention a Joint Nominating Committee for the election of the Presiding Bishop shall be elected. The Nominating Committee shall be comprised of fifteen (15) members, consisting of five (5) Bishops; five (5) clerical members, including at least one (1) deacon; and five (5) lay people. The Joint Standing Committee on Nominations will nominate a slate for election to the Nominating Committee, in accordance with the Joint Standing Committee on Nominations' canonical charge and procedures, and guided by the skill sets needed for effective service on the Nominating Committee. The nominees for the Joint Standing Committee for the Nomination of the Presiding Bishop may but need not be deputies to General Convention. The House of Deputies shall elect five (5) Clerical and five Lay Deputy as members of the Joint Nominating Committee for the Election of the Presiding Bishop, with a majority of those voting necessary for election.

(b) At each General Convention the House of Bishops shall elect five (5) Bishops as members of the Joint Nominating Committee for the Election of the Presiding Bishop, guided by the skill sets needed for effective service on the Nominating Committee.

(c) In the event vacancies shall occur in the Joint Nominating Committee after the election of its members due to death, disability, resignation, or other cause within one year of the next General Convention, the vacancies shall not be filled and the remaining members shall constitute the Joint Nominating Committee. In the event such vacancies shall occur more than one (1) year prior to the next General Convention, the Presiding Officer of the House of Bishops shall appoint Bishops and the President of the House of Deputies shall appoint Clerical and Lay Deputies. A Lay member of the Committee who is ordained Presbyter or Deacon, or a Presbyter or Deacon who is consecrated a Bishop before the next General Convention, shall not thereby become ineligible to continue to serve on the Joint Nominating Committee through the next succeeding General Convention.

(d) The Joint Nominating Committee shall remain in office until the adjournment of the next General Convention, at which a new Joint Nominating Committee shall be elected. Members of the Committee are eligible for reelection.

(e) The Joint Nominating Committee shall develop and manage a process for soliciting and identifying qualified nominees for the office of Presiding Bishop and for providing the nominees to the General Convention at which a Presiding Bishop is to be elected. The process must enable the work to be done efficiently and as cost-effectively as practicable. This process shall be designed to encourage diversity that reflects the breadth of The Episcopal Church. The process shall include (1) the Nominating Committee shall inform the wider Church of the process and timeline; (2) the Nominating Committee shall prepare a profile for the election of the next Presiding Bishop, and the profile will be distributed

widely to the Church; (3) providing the names of not fewer than three (3) members of the House of Bishops for consideration by the House of Bishops and the House of Deputies in the choice of a Presiding Bishop; (4) establishing a timely process for any bishop or deputy to nominate any other member of the House of Bishops through a petition process, and for each Bishop so nominated to be vetted through the same process of background and reference checks as all nominees, and for each Bishop so nominated to be included in the information distributed about the nominees; and (5) providing pastoral care for each nominee bishop and his or her family and diocese.

(f) A Presiding Bishop Transition Committee shall be appointed by the Presiding Bishop and the President of the House of Deputies. The members shall have the necessary skills and talents to determine the need for and provide for transition assistance to the Presiding Bishop and the Presiding Bishop-elect.

(g) A small Presiding Bishop Installation Committee shall be appointed by Executive Council with the necessary skills and talents to plan for and carry out a Celebration of New Ministry for the new Presiding Bishop.

(h) At the General Convention at which a Presiding Bishop is to be elected, the Joint Nominating Committee shall present to the House of Bishops and the House of Deputies in Joint Session the names of not fewer than three (3) members of the House of Bishops, along with those nominated through the petition process, for the consideration of the two (2) Houses in the choice of a Presiding Bishop, and there may be discussion of all nominees. Commencing on the day following the Joint Session, election shall be by the House of Bishops from among such nominees. If the House of Bishops shall find itself unable to elect a Presiding Bishop from among such nominees, another Joint Session shall be held, at which additional nominations may be received, and on the following day, election shall be by the House of Bishops from among all of the nominees. After the election by the House of Bishops, report of the result thereof, including the number of votes cast for each nominee on each ballot, shall be made to the House of Deputies which shall vote to confirm or not to confirm such choice of Presiding Bishop.

Canon 2 Section 3 on full retirement

Sec. 3 (a) Upon the expiration of the term of office of the Presiding Bishop, if the former Presiding Bishop has not attained the age necessary for full retirement as determined by the Church Pension Fund, he or she shall nonetheless be eligible for full retirement.

(b) Upon the expiration of the term of office of the Presiding Bishop, the Bishop who is elected successor shall tender to the House of Bishops a resignation from the Bishop's previous jurisdiction to take effect upon the date of assuming the office of Presiding Bishop, or, upon good cause with the advice and consent of the Advisory Committee established under the Rules of Order of the House of Bishops, not later than six months thereafter.

(c) Such resignation shall be acted upon immediately by the House of Bishops.