

## JOINT STANDING COMMITTEE ON NOMINATIONS

### Membership

Mr. Scott Haight, <i>Chair</i>	West Tennessee, IV	2021
The Rt. Rev. Steven Miller, <i>Vice-Chair</i>	Milwaukee, V	2021
The Rev. Tracie Middleton, <i>Secretary</i>	Fort Worth, VII	2021
The Hon. Joseph Alarid	Rio Grande, VII	2021
The Rev. Canon Dr. Lynn A. Collins	Long Island, II	2021
Ms. Nanci Gordon	Vermont, I	2021
Mrs. Toni Hogg	Southern Virginia, III	2021
The Rt. Rev. Rafael Morales	Puerto Rico, IX	2021
Ms. Kathryn Nishibayashi	Los Angeles, VIII	2021
Mrs. Erica Pomerenk	Colorado, VI	2021
The Rt. Rev. Audrey Scanlan	Central Pennsylvania, III	2021
The Rt. Rev. Dabney Smith	Southwest Florida, IV	2021
The Rev. Rachel Taber-Hamilton	Olympia, VIII	2021
The Most Rev. Michael Curry, <i>Ex Officio</i>	North Carolina, IV	
The Rev. Gay Clark Jennings, <i>Ex Officio</i>	Ohio, V	

### Changes in Membership

During the triennium, there were two changes in membership: In November of 2019, the Rt. Rev. Victor A. Scantlebury and the Rt. Rev. William Jay Lambert, III were replaced on the committee by the Rt. Rev. Audrey Scanlan and the Rt. Rev. Rafael Morales.

### Representation at General Convention

Bishop Rafael Morales and Deputy Scott Haight are authorized to receive non-substantive amendments to this Report at General Convention.

## Mandate

### **JOINT RULES VII. 17-22**

**17.** There shall be a Joint Standing Committee on Nominations, which shall submit nominations for the election of:

- a.** Trustees of The Church Pension Fund, serving as the Joint Committee referred to in Canon I.8.2.
- b.** Members of the Executive Council under Canon I.4.1.d.
- c.** The Secretary of the House of Deputies and the Treasurer of the General Convention under Canons I.1.1.j and I.1.7.a.
- d.** Trustees of the General Theological Seminary.
- e.** General Board of Examining Chaplains.
- f.** Disciplinary Board for Bishops.

**18.** The Joint Standing Committee on Nominations shall be composed of three Bishops, three Presbyters, and six Lay Persons. Members who are Presbyters or Lay Persons shall have served as deputies to the most recent General Convention and will continue to serve as members of the Joint Standing Committee until the next General Convention.

**19.** The said Committee is instructed to solicit recommendations from interested organizations and individuals, to be considered by them for inclusion among their nominees.

**20.** Except for the Secretary of the General Convention and the Treasurer of the General Convention, the said Committee is instructed to nominate a number, equal to at least twice the number of vacancies, which shall be broadly representative of the constituency of this Church; to prepare biographical sketches of all nominees; and to include such nominations and sketches in the Blue Book, or otherwise to circulate them among Bishops and Deputies well in advance of the meeting of the next succeeding General Convention; this procedure, however, not to preclude further nominations from the floor in the appropriate House of the General Convention.

**21.**

**a.** The Joint Standing Committee on Nominations, through the Office of the Secretary of General Convention, will secure background checks on its and any other nominees for Secretary of the General Convention, Treasurer of the General Convention, President of the House of Deputies, Vice President of the House of Deputies, Executive Council, and Trustee of The Church Pension Fund. These background checks will cover criminal records checks and sexual offender registry checks in any state where a proposed nominee has resided during the prior seven (7) years, any appropriate professional licensing bodies with jurisdiction over a nominee's professional status and any violations of state or federal securities or banking laws. The records checks of proposed nominees from

outside the United States will cover the same information from comparable authorities in the place of principal residence of the proposed nominee.

**b.** The required background check will be done prior to accepting a proposed nomination.

**c.** Background check results will be reviewed by the Office of the Secretary of General Convention. If that Office, after consultation with the Chief Legal Officer, determines that the results should preclude a person from holding the office sought, the Office shall share the determination with the proposed nominee and remit that determination, but not the background check results, to the nominating authority. Background check information shall not be shared beyond the Office of the Secretary of General Convention, the Chief Legal Officer, and proposed nominees who request their own information. The cost of background checks under this rule shall be covered by the General Convention budget.

**22.** Any person desiring to be nominated for any of the offices of the Secretary of the General Convention, Treasurer of the General Convention, President of the House of Deputies, Vice President of the House of Deputies, Executive Council, and Trustee of The Church Pension Fund shall, at a time determined by the Joint Standing Committee on Nominations, but no later than four (4) months prior to the start of General Convention, submit the person's application to the Joint Standing Committee on Nominations for the purpose of submitting to a background check.

## Summary of Work

The Joint Standing Committee on Nominations accomplished its work in one in-person meeting, in November 2018 at the Maritime Institute in Linthicum Heights, MD; and in 10 online virtual meetings from March 7, 2019 to October 14, 2020, via the Zoom platform, because of restrictions on in-person meetings in response to the COVID-19 pandemic. Electronic communications on the GCO Extranet system assisted the Committee throughout the triennium.

During the initial meeting, officers were elected, Joint Rules for the Nominating Committee were reviewed, clarification was made regarding eligibility of the Committee's own members to apply for nomination (but not to participate in any decisions regarding the slate for the position for which they applied), and a timetable for the nominating process was developed. The Committee also approved a requirement that all applications be submitted electronically through forms made available on the General Convention's website in English, Spanish, and French.

The Committee sought updated position descriptions from the various elective bodies for whom we are nominating candidates: The Board of Trustees of General Theological Seminary, the General Board of Examining Chaplains, the Disciplinary Board for Bishops, the Board of Trustees of the Church Pension Group, the Executive Council, and the Joint Nominating Committee for the Election

of the Presiding Bishop, as well as one new body: the Court of Review, created at the 79th General Convention in 2018 in Austin, TX. We also looked at the qualifications for the election of the Secretary and Treasurer of General Convention.

The application process again used an electronic application form which allowed the applicants to submit their application online and upload a photo with it to complete the process. This ensured consistency and controlled the maximum allowable length of the biographical information. Notice of the application process and timing was announced through Episcopal News Service and various email lists.

The Committee set an initial deadline of March 1, 2020, for receiving all applications. The deadline was moved back to May 31, then to July 15, and finally to August 1 for a few positions. Subcommittees were created to seek nominees and later evaluate applications: (1) Church Pension Group; (2) Executive Council; (3) the Boards; and all members of the committee helped to recruit and evaluate applications for the Joint Nominating Committee for the Election of the Presiding Bishop. Each group was tasked with reviewing and screening applications for their respective body. Members used a common digital evaluation form. At the October 2020 meeting, Committee members reviewed evaluations within sub-groups to finalize each slate.

The draft slates provided by the sub-committees were then voted upon and endorsed by the full committee membership for inclusion in our report to the General Convention.

The list of nominees was finalized pending acceptance by candidates. Letters of appreciation were sent to all applicants. The Committee was impressed by the many applications received from highly qualified and committed individuals. The criteria for decisions were based on qualifications for the particular position, diversity, and geographic distribution. In addition, each applicant was assessed for compliance to the Church's mandate for anti-racism training.

The slate of nominees reflects the needs of The Episcopal Church as the Committee perceives them at this time; the Committee is pleased to place in nomination for balloting at the 80th General Convention the names following this Report.

The committee notes that for some of the positions, we did not receive nominations from all Provinces of this Church. We encourage the Presiding Bishop and the President of the House of Deputies to use their appointive powers to ensure that all Provinces are represented, especially on the Joint Nominating Committee for the Election of the Presiding Bishop.

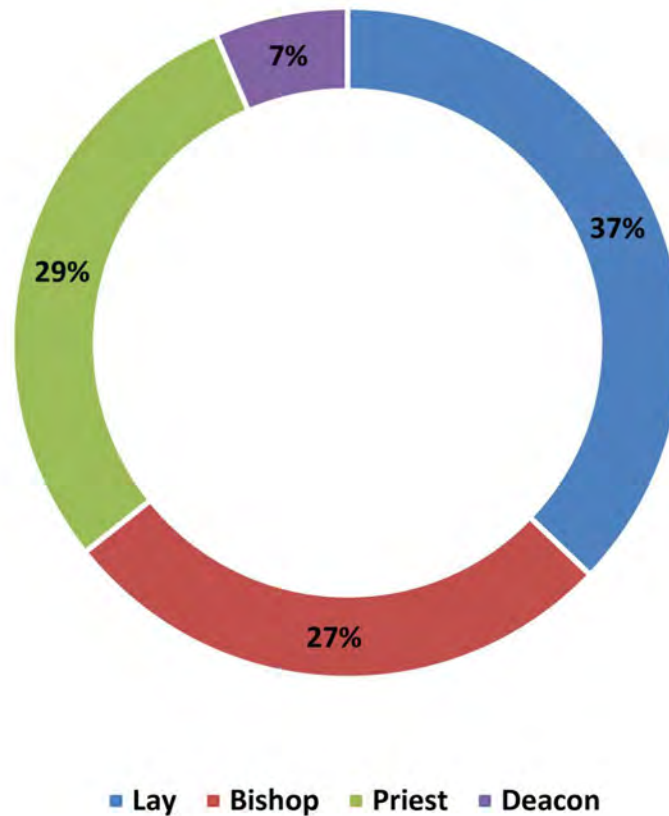
## Statistics

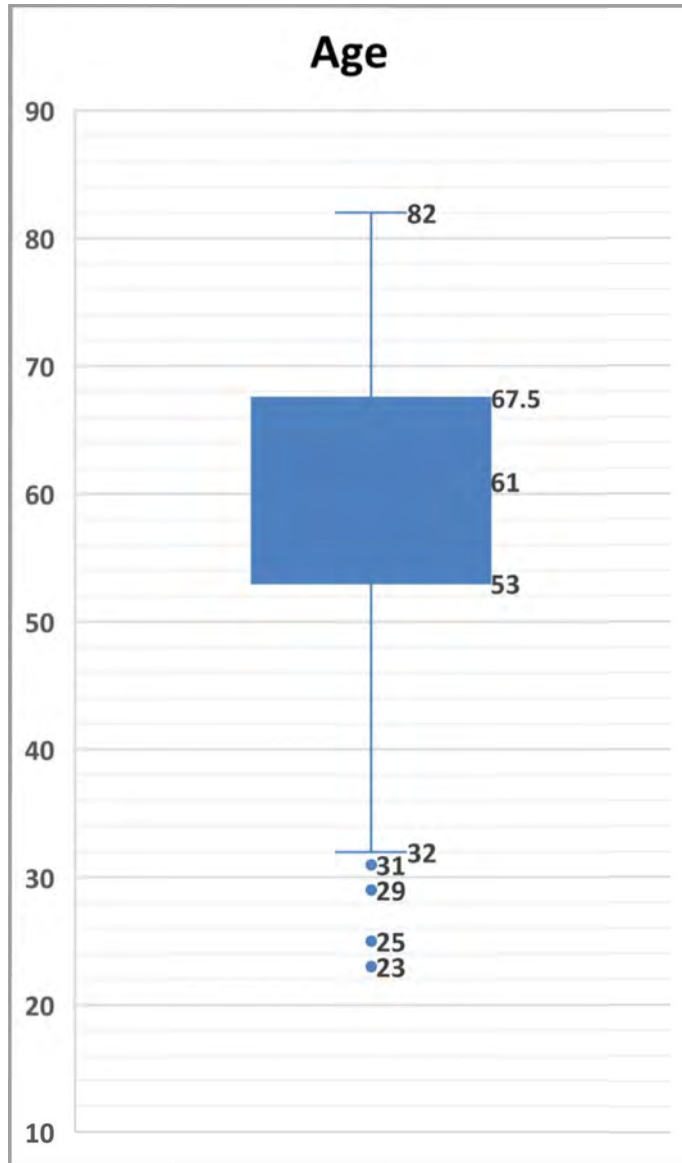
The following statistics regarding the diversity of our nominees were prepared during and immediately following our October, 2020 virtual meeting.

This year, the slate includes a total of 139 nominees. This is a greater number than in 2018, when the total slate was 80, largely because of the addition of two more bodies for the committee to seek nominees for: the Court of Review, and the Joint Nominating Committee for the Election of the Presiding Bishop.

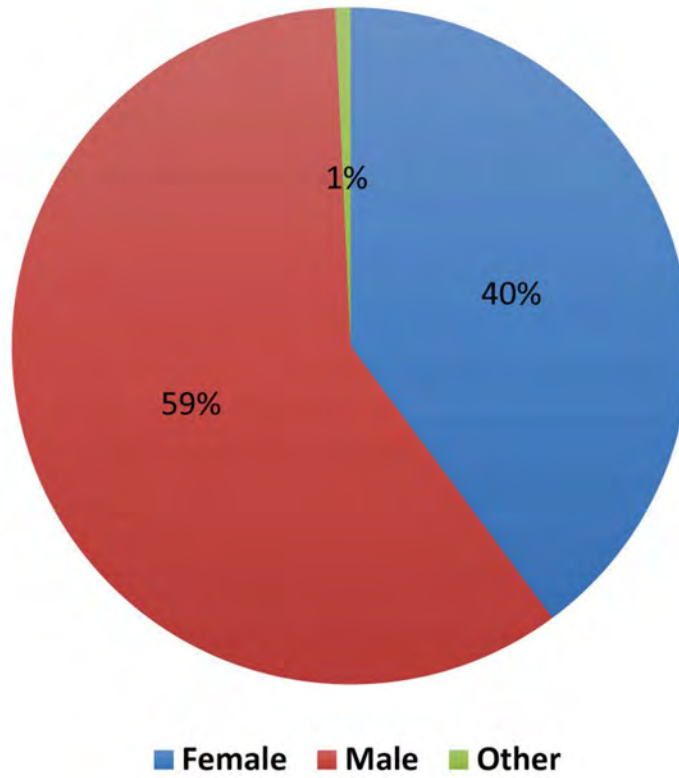
The 139 individuals on the slate represent all four orders of ministry: 52 laity, 38 bishops, 40 priests, and 9 deacons. Geographically, they represent five countries, 38 states and 68 dioceses. They ranged in age from 22 to 81 at the time of their applications, with the median age being approximately 59. The group is 59% male, 40% female, and 1% other. 73% of the nominees in this slate identify as White or Anglo, 15% as Black or African American, 4% as Asian, 4% as Hispanic/Latino/a, and 4% as Other. Approximately 88% have received anti-racism training.

### Orders of Ministry

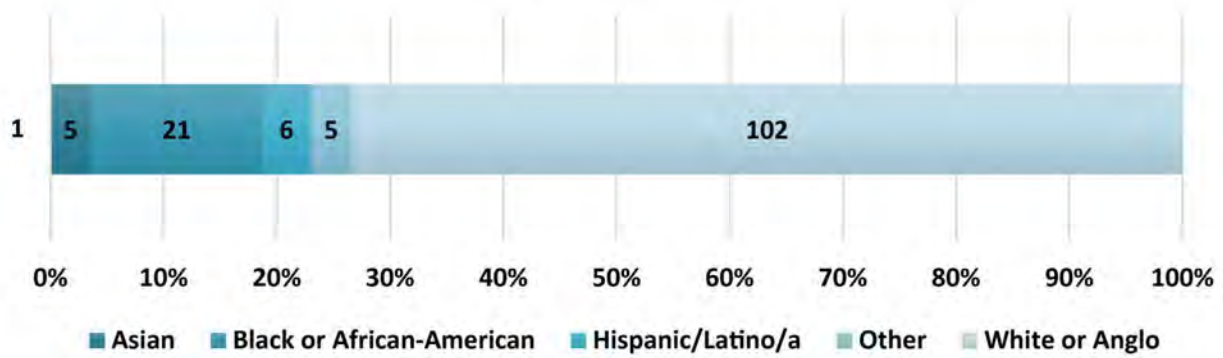




## Gender



## Ethnicity



## Proposed resolutions

### **A105 Amend Joint rule VII.18 regarding the makeup of the Joint Standing Committee on Nominations**

Resolved, the House of \_\_\_\_\_ concurring, that the 80th General Convention amend Joint Rules of Order VII.18 amended as follows:

**18.** The Joint Standing Committee on Nominations shall be composed of three Bishops, ~~three~~ two Presbyters, *one Deacon*, and six Lay Persons. Members who are Presbyters, *Deacons* or Lay Persons shall have served as deputies to the most recent General Convention and will continue to serve as members of the Joint Standing Committee until the next General Convention.

#### EXPLANATION

The Joint Standing Committee on Nominations suggests that the Joint Rules of Order be amended so that clergy serving on the committee can include all three orders of bishops, priests, and deacons.

### **A106 Amend Joint Rules of Order VII.20 to reduce the number of nominees required to be presented by the Joint Standing Committee on Nominations**

Resolved, the House of \_\_\_\_\_ concurring, that the 80th General Convention amend Joint Rules of Order VII.20 as follows:

**20.** Except for the Secretary of the General Convention and the Treasurer of the General Convention, the said Committee is instructed to nominate a number, equal to at least ~~twice one and a half~~ *one and a half* times the number of vacancies, which shall be broadly representative of the constituency of this Church; to prepare biographical sketches of all nominees; and to include such nominations and sketches in the *Blue Book*, or otherwise to circulate them among Bishops and Deputies well in advance of the meeting of the next succeeding General Convention; this procedure, however, not to preclude further nominations from the floor in the appropriate House of the General Convention.

#### EXPLANATION

It is the experience of the current joint standing committee that coming up with approximately 162 nominees to fill 81 positions is difficult. Reducing the number of required nominees to one and a half times the open positions still presents a choice to the Convention.

The current rules in place do not allow for sufficient meaningful discernment among the candidates.



## EXECUTIVE OFFICE OF THE GENERAL CONVENTION

### SECRETARY OF THE HOUSE OF DEPUTIES

This is a three (3) year term. The House of Deputies elects the Secretary of the House of Deputies; by concurrence of the House of Bishops, the Secretary of the House of Deputies also becomes the Secretary of the General Convention.

#### **Michael Barlowe**

Priest

New York, NY

Grace Cathedral, San Francisco

California, VIII



It has been a pleasure to serve as Secretary since 2013. Working with hundreds of amazing volunteers from around the church, other officers, and the extraordinary staff of the General Convention Office, we have transformed the work, administration, and technologies of church governance. The Episcopal Church places high value on involving members in participatory decision-making, and my goal has been to serve by helping the church organize toward such engagement, discernment, and mission. I came to the Episcopal Church as a young adult, and discovered a faith community transforming the world while leading people toward God. Ever since, I have been passionate about our church, working to strengthen its life and ministry in the world. I believe our Church has a mission that deserves our highest aspirations, greatest creativity, and boldest proclamation of the Good News. Now, as I move toward "passing the torch" to new generations, serving in this office would be a great honor.

**TREASURER OF THE GENERAL CONVENTION**

This is a three (3) year term. The House of Deputies elects this position; the House of Bishops confirms this election.

**Kurt Barnes**

Lay  
New York, NY  
Grace Church (Millbrook)  
New York, Il



Since 2003 I have served as Treasurer & CFO of The Episcopal Church and Treasurer of the General Convention, continuing a career in finance and investment in for-profit and not-for-profit organizations. I worked for the RAND Corporation as economist; Time Inc. in corporate planning and as editor of Fortune Magazine; Inco Ltd. as finance officer; and with Morgan Stanley Asset Mgmt. I was appointed by the NYS AG to correct financial mismanagement at Hale House; and assisted Amnesty International to restructure its financial management. I have passion for thoroughness, working efficiently and avoiding politics in carrying out God's mission. For me that means avoiding duplicative activities and recognizing the fiduciary responsibility to work collaboratively for the entire church, not favoring individual groups. Extensive historical knowledge and the ability to explain complicated subjects patiently and simply are gifts that continue to serve me in assisting the church in multiple roles.

## THE CHURCH PENSION FUND TRUSTEES

**TERM OF OFFICE:**

6 years

**NUMBER OF TRUSTEES TO BE ELECTED:**

12

**BACKGROUND ON THE CHURCH PENSION FUND**

The Church Pension Fund (CPF) is a financial services organization that serves the Episcopal Church. CPF and its affiliated companies, collectively referred to as the Church Pension Group (CPG), maintain three lines of business—employee benefits, property and casualty insurance, and publishing. They provide retirement, health, life insurance, and related benefits for clergy and lay employees of the Episcopal Church, as well as property and casualty insurance, and book and music publishing, including the official worship materials of the Church

**POSITION DESCRIPTION FOR TRUSTEES**

Trustees are elected by General Convention to serve on the Board of Trustees of CPF (CPF Board) for 6-year terms. The CPF Board is comprised of 25 trustees, of which 24 are elected by General Convention and one is CPF's Chief Executive Officer. In addition, each trustee typically serves on two of the six committees of the CPF Board.

Legally, the CPF Board is the board of directors of CPF, a New York not-for-profit corporation, and as such plays a critical role in governance and oversight of the work of the companies that comprise CPG. Among other things, the CPF Board makes policy decisions that affect CPF's investment strategy and policy, and the pensions and other benefits and services that CPG offers.

**COMPETENCIES & QUALITIES**

The CPF Board needs trustees who have expertise and experience in areas of business similar to CPG's principal businesses (e.g., investments, pensions, employee benefits, insurance, healthcare, and publishing) and relevant skills (accountants, attorneys and other business and financial professionals), as well as familiarity and experience with the Church. In addition, the CPF Board values diversity (broadly defined) among its trustees. Trustees must also have computer literacy and internet access.

**David Alvarez**

Bishop  
Carolina, Puerto Rico  
Saint Stephen's  
Puerto Rico, IX



Served as deacon and priest from 1965 and as first bishop elected by the diocese in 1987 until retirement in 2013.

Developed the health and social ministries through the subsidiary corporations of Episcopal Health Services, Episcopal Social Services and Episcopal Homes for the Elderly. Worked with accountants, investors, health care administrators, human resources and boards of directors of the diocese and the subsidiary corporations as well as with government agencies in social programs.

Developed the financial self-support of the diocese, contribution to the Budget of General Convention, creation of a diocesan Trust Fund and the Church Pension Fund for the clergy and lay employees.

**Michael Barlowe**

Priest  
New York, NY  
Grace Cathedral, San Francisco  
California, VIII



My relationship with the Church Pension Fund (CPF) goes back 40 years, first as a clergyperson and clergy spouse and then as a diocesan executive who advised lay and clergy leaders about assessments, pensions, and medical and property insurance. As an officer of The Episcopal Church, I have conferred regularly with CPF senior management and trustees in such churchwide concerns as lay/clergy pension parity, church data analysis, and pensions for Cuba. I was the convener of the recent task force studying the relationship between CPF and the church.

We have been blessed by General Convention's foresight in creating CPF; I believe the next century can be equally blessed, even as the church and its patterns of ministry evolve. As we move into that future, my record and commitment to fairness and equity, my experience in overseeing complex systems, my background in finance and investments, and my knowledge of CPF at all its levels might benefit the work entrusted to its leaders.

**Brendan Barnicle**

Priest

Portland, OR

St. Francis of Assisi, Wilsonville, OR

Oregon, VIII



Prior to my ordination, I spent over 20 years working in the investment world in a various capacities. For most of that time, I worked as a research analyst where I reviewed company performances and made investment recommendations to institutional investors. In addition, I served as a corporate finance lawyer and as the chief financial officer of an Internet start-up. So, I was blessed to view the investment work from a variety of angles. During my discernment, I questioned what God would do with my investment experience, and my priest mentor assured me that "God would use it all," and indeed, God has used it all. Since ordination, I have served in a variety of investment capacities. I serve on the Diocese of Oregon Board of Trustees and on the Diocesan Investment Council. I am currently serving as the Chair of the General Convention Task Force on New Funding for Clergy Formation. I am also the past Chair of the Trinity Cathedral Endowment and a past trustee at CDSP.

**Gawain de Leeuw**

Priest

White Plains, New York

St. Bartholomew's Episcopal Church

New York, II



For thirty years, I studied the impact of governance in economic firms, especially effective coordination in volunteer organizations. I worked at one of the country's major Community Reinvestment Banks to adapt financial products to underserved neighborhoods. I have been involved in the intersection of socially responsible investment and environmental stewardship, and worked with investment teams in modest sized institutions.

In 2019 I published *The Body of Christ in a Market Economy*, a biblical and theological study about the impact of governance in economic institutions, especially churches. I seek to offer some foundations for understanding the choices the church makes as an ordered institution in market networks. I show that emotional competence is an important skill that has an impact in firms, and that the church has a role in sharpening it through formation. I now serve as a Trustee in the Diocese of NY.

**Ian Douglas, Ph.D**

Bishop  
Essex, CT  
Connecticut, I



Since 2010, I have served as bishop diocesan of the Episcopal Church in Connecticut, the oldest and one of the largest and most diverse dioceses in The Episcopal Church. As bishop I have helped our parishes and diocesan organizations adapt to the realities of the post-Christendom world. We have reimagined our life together focusing on God's mission of restoration and reconciliation in our neighborhoods and beyond. As chair of our diocesan investment fund with 125+ participating organizations and combined assets of over \$140 million, I led the trustees to pursue a socially just and environmentally sustainable fund. I am an author, teacher, activist and organizer across The Episcopal Church and Anglican Communion. I work for unity in God's mission by following Jesus. In the wake of the COVID pandemic, the church needs experienced, forward-looking, creative leaders who are not afraid to do new things. I will bring this experience and vision to the Trustees of the Church Pension Fund.

**Mark Furlow**

Priest  
Lynchburg, VA  
n/a  
Southwestern Virginia, III



I am a priest with both pastoral and administrative gifts centered on mission, strategy, and organizational learning. I also have a good sense of spatial reasoning and like creative challenges that require both adaptive and technical thinking. For the past 4 years, I have applied my experience as a pastor and my skills as administrator to my work as a Canon to the Ordinary and diocesan administrator. If elected, I hope to apply all these gifts and skills to the ever-evolving work of the Church Pension Group in its efforts to support the Mission of The Episcopal Church. As a recent member of the CPG Client Council, I have an acute awareness of some of the challenges facing CPG and would like to assist in propelling the work of CPG for future generations of the Church.



**P. Ronald Harrington**

Lay  
Arcadia, CA  
St. Edmund's San Marino  
Los Angeles, VIII



A lifelong Episcopalian, I have been involved in financial management throughout my career. When practicing as a CPA, I was designated as a national expert in financial instruments, investment companies, and security broker-dealers. I was a security principal and licensed investment advisor at two investment advisory firms responsible for several billion dollars of assets under management. This work was focused on institutional investors, including the endowments and pension funds of universities, public sector organizations and non-profit foundations.

My experience with clergy and others has impressed me with the significance that the design and the security of the Church pension arrangements have on their lives. I have a particular interest in ensuring that the provisions of our benefit arrangements are responsive to the needs of non-traditional families; also, that the programs be adapted as possible to support the future diversity and changing demographics of Episcopal clergy.

**Alison Harrity**

Priest  
Maitland, FL  
St. Richard's Episcopal Church  
Central Florida, IV



At age 27, newly ordained and pregnant with my first child, I attended my first Planning for Tomorrow Conference. When Kevin Caruso walked me through the applications for life insurance and RSVP, I had a first hand experience of the depth of care that the church had for me and my family. Kevin taught me to pay close attention to the benefits I was currently receiving and to stay up to date with changes over both the short and long term. Attention to detail is one of the gifts I can bring to this position. As associate at a large church and now rector of a mid sized church, my experience as a participant in CPG gives me the gift of 20 years of perspective on the benefits of participating in the various products that CPG provides. As a priest looking forward to 20 more years of ordained ministry I bring the gift of considering what the future holds for CPG and what more good it can do in the world for more and more people.

**Amy Haynie**

Priest

Highland Village, TX

Trinity Episcopal Church, Fort Worth

The Episcopal Church in North Texas, VII



I earned a bachelor of science in nursing and I am a registered nurse and priest. My spouse is a disabled practicing physician. I know healthcare and health insurance issues from many different sides. Over the span of my adult years, I have held private insurance policies, health savings account policies, and group policies. I know the safety net that adequate insurance policies can provide, and the peril that inadequate insurance policies can inflict. I am a hard working committee member that meets deadlines. I am trained in alternative dispute resolution, which can come in handy in committee work. It matters to me that the end result of the work produced shows integrity, transparency, and intentional stewardship. I am not as well-versed in financial business language, but it is not completely unfamiliar to me. I would work hard to prepare for meetings beforehand. It would be an honor and a blessing to serve the larger church through the Church Pension Fund.

**Robert Kinsey**

Lay

Great Falls, VA

St. Albans Episcopal Church (DC)

Washington, III



I recently retired after some 38 years as an institutional investment advisor and am looking for ways to contribute my lifetime skills to the Church as a lay person. For 17 years I managed fixed income bond portfolios at a variety of nationally recognized firms and covered investment grade, high yield, senior bank loan, absolute return, and emerging market debt strategies. Following my tenure as a portfolio manager, I represented several firms' investment and ESG activities to many of the largest international and domestic pension funds. Details may be found in my attached resume. Currently, I am a member of the Board of Governors of St. Albans School in Washington, DC, serving on the Finance and Diversity committees and represent the school on the National Cathedral's Committee on Child Safety. I am a past board member of the Episcopal Church Foundation. Prior to moving to Virginia in October of 2019, I was a congregant, LEM, and verger at St. Bart's in New York City for nine years.



**Cynthia Kittredge**

Priest  
Austin, TX  
Church of the Good Shepherd  
Texas, VII



As Dean and President of Seminary of the Southwest I have gained skills of discernment, prudence, and sound judgment in financial matters. Fundraising, communications, and focus on mission have been central in my leadership. In my work with boards I bring experience of navigating the boundary between oversight and management and of developing investment strategy that takes into account social responsibility. With its history and its resources, the Episcopal Church and the Church Pension Fund play critical roles in articulating and envisioning how a Christian institution participates in the economy in a way that is inclusive, equitable, and just. I bring experience as a teacher and writer and an interest in the publishing mission of CPG. Spiritual, financial, and relational wellness is a long-standing commitment. In collaborative decision making with peers, I look forward to guiding the strategy of the Church Pension Fund, as it adapts and renews its vision in response to the changing landscape of the Episcopal Church and the needs of its leaders.

**Kevin Lindahl**

Lay  
Denver, CO  
St. Barnabas Denver  
Colorado, VI



I have been an executive and an attorney responsible for providing pension and disability benefits for Colorado's fire fighters and police officers for over two decades, managing over \$5 billion in assets for over 20,000 public safety officers. I have a deep understanding of fiduciary obligations, investments, finance, actuarial science, federal regulation and business processes as they relate to the administration of pension benefits. I am a recognized industry leader and frequent speaker at national training conferences for attorneys and public pension board members on topics including fiduciary duty, pension law and regulation, plan design, and corporate governance reform. I currently serve as a CPF Trustee, Investment Committee Vice-Chair, and Benefits Policy Committee member. I have served the Diocese of Colorado as a Board Member and Investment Committee Chair of the Colorado Episcopal Foundation. I respectfully ask for your support for a second term.

**John McCray-Goldsmith**

Lay  
Berkeley, CA  
Trinity Cathedral San Jose /  
Congregación de Nuestra Señora de Guadalupe  
El Camino Real, VIII



I'm a preacher's kid and clergy spouse with missionary roots in Latin America, where I lived for seven years and led a 500-house Habitat for Humanity hurricane reconstruction project in Bluefields in the Anglican Diocese of Nicaragua. From there I earned an MBA and worked for 20 years raising billions of dollars in the municipal bond market to fund climate-related public infrastructure projects including start-up renewable energy utilities, mass transit and high-speed rail programs, and clean water utilities. In my current role as a Managing Director on the team managing the largest bank-owned municipal bond portfolio in the world, my responsibilities include careful analysis of pension fund policies of several hundred municipalities across the US where we've invested capital. My deep hope is to bring these experiences and capabilities to address the challenges the Church Pension Fund faces as it manages its assets and businesses to meet the needs of the church.

**Sandra McPhee**

Lay  
Evanston, IL  
St. Matthew's Evanston, Illinois  
Chicago, V



I was honored to be elected a Trustee of the CPG board in 2015. I am the Vice-Chair of the Benefits Policy Committee. As an attorney with 45 years of estate planning experience, and a life-long Episcopalian, I believe our church must provide for all of its retired lay and clerical employees. I have been a trustee of my parish's endowment and have served on boards of a variety of non-profits. I have a broad view of the church, having served on the Executive Council, the Standing Commission on World Mission, the Steering Committee of the Episcopal Partnership for Global Mission, the Board of the Consortium of Endowed Parishes, and the Board of Bexley Seabury Seminary, and as President of the Standing Committee of the Diocese of Chicago. I am committed to the reconciling work of the church, particularly with our many international partners. My skills include the ability to synthesize information, to ask tough questions, and to encourage compromise. If re-elected, I would bring all of my skills, experience and passion to the CPG Board.

**Richard O'Brien**

Priest

Las Vegas, NV

Epiphany Episcopal Church

Nevada, VIII



I am a firm believer in what Paul calls the "gifts of the spirit." We are all given gifts from God with which we are called to ministry in the world. The challenge for us is to discern these gifts, then find ways to apply them in service to others. As a person called to ordained ministry later in life, I had a long career in the insurance industry which provided me with a set of skills in that area. These skills, combined with my experience in parish and diocesan life, could benefit the CPG and give me an outlet to utilize these gifts of the spirit.

**Daniel Packard**

Lay

Phoenix, AZ

All Saints' Phoenix

Arizona, VIII



I would be honored to serve the church as Trustee of the CPF. I have accounting and law degrees, and an MBA. I was CPA with Ernst & Young, and then I was an internal auditor for a health insurance company preparing their IPO. After grad school, I was an attorney in a law firm. I now have my own firm which serves public charities, private foundations, and donors. This is my 2nd General Convention. My other church experience includes 9 years on Arizona Diocesan Council, 9 years on diocesan finance committee, 2 years as Executive Director of Chapel Rock Conference Center, Vestry and Warden at All Saints Church & Day School in Phoenix, and the pension committee at my prior General Convention. Each of these had substantial interaction with CPF. I am also co-founder of ONE Community Foundation, which focuses on inclusion and diversity regarding LGBTIA+ issues with corporations and local government. If elected as a Trustee, I will always be guided by our shared faith and baptismal covenant.

**Guy Patterson**

Lay  
Harrisburg, PA  
St. Stephen's Episcopal Cathedral  
Central Pennsylvania, III



I have over thirty years of insurance experience including leading roles at insurance companies, broker/administrators and as chief administrative officer of a state association's various insurance programs. In these various capacities I have overseen a wide variety of programs from health and welfare benefits to offshore captive arrangements. I currently work with nationally recognized clients and their respective insurers. I am located in Harrisburg, PA and I am the former Senior Warden of St. Stephen's Episcopal Cathedral. In addition, I have served on the Diocese of Central Pennsylvania's committee to implement the Denominational Health Plan. I am an active member of International Foundation of Employee Benefit Plans and I hold the CEBS designation.

**Brian Prior**

Bishop  
Minneapolis, MN  
Minnesota, VI



I am a lifelong Episcopalian blessed to have served as layperson, deacon, priest, bishop, and current vice chair of the CPG Board. Committed to relational and inclusive ministry, my personnel and fiduciary practices are framed in the Gospel mandate of justice and mercy. My responsibilities have included congregations, schools, senior housing, camps/retreat centers, diocesan investments, and pension plans. I have worked on the Denominational Health Plan, Lay Employee Pension System, Clergy Pension Plan revisions, Non Domestic Dioceses, Compensation, Diversity and Work Place Values to create/redevelop fair, just, equitable personnel policies and benefits. I am dedicated to helping faith communities in becoming Beloved Community by clarifying their identities through gift discernment, engaging local context, and creating sustainability through missional partnerships. With my passion and experience in ministry, business and benefits, I hope you will see me as a strong candidate for re-election.

**Gregory Rickel**

Bishop  
Seattle, WA  
Olympia, VIII



I have a good experience both in education (Masters in Health Services Administration) and work experience (hospital administration) as well as Board experience in many and varied organizations. I also hold a Master's in Interpersonal and Organizational Communications which is a skill that helps in both communal and individual communication and joint work. My experience as a priest (23 years) and bishop (13 years) in the Episcopal Church informs much of the work of CPG on a daily basis. Also, after serving in my first 6 year term, I believe I am even more effective as a Board member for, and on behalf, of this Church we share.

**Sven vanBaars**

Priest  
White Marsh, VA  
Abingdon Episcopal Church  
Virginia, III



While not a financial professional, I hold a Master's degree in public finance and am adept at understanding financial and governance issues. As a presbyter of our church I also see first hand the issues that employees and parishes have in ensuring financial stability in retirement. I would hope to use my understanding of finance and of the mission of the church to provide direction to the Pension Fund.



**Anne Vickers**

Lay

Parrish, Florida

St. Thomas Episcopal Church, St. Petersburg, FL

Southwest Florida, IV



As Canon for Finance and Administration of the Diocese of Southwest Florida, I'm thrilled to combined my expertise in finance, technology and communication with my lifelong calling to serve the Episcopal Church. In my first term as Trustee of the Church Pension Fund serving on the Investment Committee, my CFA credentials and inquisitive spirit enable me to understand, inquire and assess the technical aspects of a \$13B portfolio. My lifelong profession as a CFO informs my ability to execute the important fiduciary oversight of a trustee. And my diocesan experience as a trusted advisor to congregations, schools and supporting Episcopal organizations fuels my passion for the benefits of detailed analysis, effectively communicated with a clear and celebrated alignment of goals. I see and find indicators of success and opportunity every day, and will enthusiastically drive innovative ways to extend best practices, thereby continuing to safeguard a bright and bold future for our Church.

**Sandy Wilson**

Priest

Baltimore, Maryland

St. Bartholomew's, Baltimore

Maryland, III



I believe strongly in the servant ministry of the Church Pension Fund, as Trustees work diligently to educate ourselves to work with the staff to insure that the Fund will be around to insure a future for all employees of the Church. In the last six years and I have served on the Audit, Investment, Finance and Benefits Policy Committees, after a season as COO at St. Aug's University, responsible for pension and other benefits and the \$29 million budget. With the perspective of a newly retired priest with an active coaching ministry with clergy and laity, I bring the perspective of those most affected by the fund. Understanding my fiduciary responsibility to the fund, which is also a moral responsibility to its clients/stakeholders, makes me an ideal candidate to lend my voice to and actively contribute to decision making that balances justice and the common good. It would be my prayerful honor to be elected to serve again.

## MEMBERS OF THE COURT OF REVIEW

### **TERM OF OFFICE:**

3 years

Persons appointed to the Court of Review shall continue to serve until their respective successors have been elected, except in case of death, resignation or declination to serve. Members of the Court of Review who are currently appointed to a panel shall continue to serve on that panel until its work is completed.

### **NUMBER TO BE ELECTED:**

Three (3) bishops and one (1) alternate elected by the House of Bishops.

Six (6) clergy with no fewer than two (2) priests and two (2) deacons and six (6) lay persons, and one (1) clergy alternate and one (1) lay alternate elected by the House of Deputies.

### **QUALITIES AND COMPETENCIES A NOMINEE SHOULD HAVE:**

**Bishops:** One from Province I, II or III, one from Province IV, V or VI, and one from Province VII, VIII or IX.

**Clergy and Lay:** One-third from Province I, II or III, one-third from Province IV, V or VI, and one-third from Province VII, VIII or IX. No more than two (2) clergy canonically resident in the same diocese, and each lay person shall reside in a different diocese than any other lay person. Priests, Deacons and lay persons shall be or have been members of the Disciplinary Boards of their respective dioceses.

Members of the Court of Review should be well-versed in the Canons; understand the goals and processes of Title IV; embrace a process that includes reconciliation as well as justice; and be able to articulate that goal in a way that does not deny or diminish the hurt of those who are feeling wronged. Compassion, dedication to finding solutions/resolutions that uphold the Canons in a manner that serves the overarching goal of reconciliation, and clarity about acceptable/unacceptable behavior are all essential qualities for Board members. Analytical thinking and the ability to balance the letter and spirit of the law are equally essential. It is vital that incumbents have computer literacy and Internet access. Candidates need the ability to keep information confidential and understand that it can be shared only within the guidelines of the Title IV process.

**Stephen Alpern**

Lay

Columbia, MD

Christ Church, Queen Caroline Parish, Columbia, Maryland

Maryland, III



I have served as President of the Disciplinary Board of the Diocese of Maryland and as Presiding Judge of the Board's Ecclesiastical Court predecessor since 2008. By training, I am an attorney and I graduated from Columbia University School of Law in 1971 and was admitted to the District of Columbia Bar. I had a twenty-nine-year career in the federal government most of which was served in executive level legal positions, both as an advocate and as a neutral. Since my retirement in 2000, I have worked as a self-employed labor arbitrator, hearing cases throughout the United States. I am on the arbitration rosters of the American Arbitration Association, the Federal Mediation and Conciliation Service, the National Mediation Board, as well as several states. I believe my broad experience in litigation on both the trial and appellate levels, well suits me to this position. My joint selection by parties to labor disputes reflects upon my reputation for fairness.

**Shelly Banner**

Priest

Oswego, NY

St. James, Pulaski, NY

Central New York, II



I have served as an elected member of the Diocese of Central New York's Disciplinary Board for 6 years, serving two different bishops. At present, I am the president of this committee. As a member, I have actively served on reference panels, a conference panel, and I was selected to serve on a hearing panel. Each of the outcomes have, of course, ended differently; some ended with the decision of the reference panel, some have ended with an accord, either prior to the conference panel convening, or an accord reached after the convening of a hearing panel. The structure of Canon IV is such that the over-arching principals of compassion, mercy and fairness are upheld within each procedure. The measured steps of the process create space for understanding, reflection, and consideration. I find great beauty within the structure.



**John Bauerschmidt**

Bishop  
Nashville, TN  
Tennessee, IV



I served on the Court of Review from 2019 to the present. I have experience with clergy disciplinary matters from 2007 to the present. I have broad experience of the church as an ordained person from 1984 until the present, and as a bishop from 2007 to the present. I believe that the good order of the church requires accountability to each other.

**Julian Bivins Jr.**

Lay  
Charlottesville, Virginia  
Move across three parishes because my spouse is  
on the Committee on Congregational Missions  
Virginia, III



For over 15 years, I sat on the various Diocese of Virginia ecclesiastical courts and was intimately involved in all aspects of the process and related diocesan policies and procedures. I was also the chair for numerous years.

**Karen Clopton**

Lay  
San Francisco, CA  
St. James  
California, VIII



As an African American woman, mother, civil rights activist, lawyer, judge, public servant, global citizen, and Episcopalian, who I am informs how I view the world and my role in it. My goal in life is to think critically, analytically, and intelligently. Currently, I am serving on the inaugural Court of Review, I am also President of the Interdiocesan Joint Disciplinary Board, and I served as the Presiding Judge of the Ecclesiastical Court for the Diocese of California for ten years. I am currently a Human Rights Commissioner for the City and County of San Francisco and served as the Chief Administrative Law Judge of the California Public Utilities Commission for 9 years. My experience has prepared me well to continue with the Court with integrity, discernment, and compassion.

**L. Zoe Cole**

Lay  
Denver, CO  
St. Andrew's  
Colorado, VI



As a lawyer, I believe the purpose of the law is to contribute to human flourishing, that it is given to us to support healthy relationships necessary to our lifelong formation in the image and likeness of Christ. I have worked to reveal this reality in a variety of roles as an attorney and judicial officer, as well as in my work in the church, invoking the law in its fullest human context and purpose. As Rev. Dr. Pamela Cooper-White says, the canons are “a God given expression of care for the ordering of the church that is grounded not merely in restraint of evil... , but focused on creating a community in which every member is supported in living a life grounded in desire for God and the joy of being in harmony with the original goodness of God’s creation.” This experience and set of values makes me the ideal candidate to serve the church as a member of the Court of Review to receive and determine appeals from diocesan hearing panels and decide venue issues according to Title IV.

**Rodney Davis**

Priest

Carmichael, CA

Saint Michael's Episcopal Church, Carmichael, CA

Northern California, VIII



I have served as the president of the Joint Disciplinary Board of the Dioceses of California, Northern California, El Camino Real, and San Joaquin. In that role I acquired knowledge of the standards and goals of Title IV and have applied them in disciplinary proceeding that were before me. Because of the broad jurisdiction of the Joint Board, consisting of four distinct dioceses, I have participated in the application of Title IV in a number of varied settings and cultures. Over the course of my life, I have acquired the perspective and experiences of a judge, lay leader, and priest. That has been valuable in applying Title IV in a manner that strives for reconciliation as well as justice, and treats both those accused of misconduct and their accusers with dignity, respect, and compassion. My interest in and involvement with professional ethics is longstanding and has led to service on judicial disciplinary panels.

**Delbert Glover**

Lay

Washington, D.C.

Washington National Cathedral

Washington, III



I am a candidate to serve as a Lay Member for the Court of Review. Although not an attorney, I have completed the Harvard Law School courses on Mediation and Negotiation. I have served as a Mediator for the Hampshire County Massachusetts Small Claim Court and on Grand Jury duty in Rhode Island, and as an Advisor in Title IV deliberations. A retired business executive, I offer my corporate experiences to the Church, drawing on strong leadership, professional and interpersonal skills. I have served the Church as Executive Assistant to the Rector of Trinity Church, Wall Street; Associate Dean of General Theological Seminary; Chief Administrative Officer at the Riverside Church. I have been a lay deputy and or alternate to several General Conventions on Executive Council and the Church Pension Fund board.

**Susan Haynes**

Bishop  
Newport News, Virginia  
Southern Virginia, III



As a former mental health professional, I have a thorough understanding of the dynamics of human behavior and competency in interpersonal relationships. I am comfortable one-on-one or in groups. I am able to weigh the facts, feelings and merits of an issue from several different angles. I believe that all occasions of interpersonal conflict and disruption are an invitation from the Holy Spirit to work for reconciliation and to be better formed for God's Kingdom. As a person of deep prayer, I rely on that Spirit to guide and direct deliberations and listenings. As a non-anxious presence, I am grounded in the patience to listen and be deliberate and intentional in taking action, drawing firm boundaries, and expressing compassion. My experience in Diocesan leadership as both a Presbyterian and a bishop has given me a solid introduction and grounding in Title IV procedures.

**d'Rue Hazel**

Deacon  
Columbia, SC  
Diocesan Staff  
Upper South Carolina, IV



As a Deacon, diocesan staff member and Title IV Officer, I have fully engaged the work of reconciliation which lies at the heart of restoring all people in unity of God and each other in Christ. It is the focus of our Disciplinary Canons. The act of, or the willingness to be restored, is therefore central to this difficult and sensitive work. Having served as a Diocesan Title IV Officer and Reference Panel member for the last eight years, I have constantly pursued personal growth and development for competently participating in this restorative work of the Church. This has included disciplined work toward practiced proficiency in and knowledge of the Title IV Canons, Bowen Family Systems, Mediation Skills, Conflict Resolution, and Facilitator Training, bringing them effectively and compassionately to bear when receiving complaints. I have made it a particular priority to give proactive attention to my own emotional, spiritual, and physical health, enabling me to take part in this ministry as a healthy self-differentiated leader.

**Sharon Henes**

Lay  
Cottage Grove, WI  
St. Dunstan's Episcopal Church, Madison  
Milwaukee, V



I currently serve on the Court of Review and the Diocese of Milwaukee's Title IV Disciplinary Board. I have knowledge of the Title IV and the Court of Review process. I'm well-versed in the Canons. For over 25 years I have worked with professional licensing boards, including medical, pharmacy, nursing, and psychology. My experience includes the prosecution of disciplinary cases, the writing of administrative laws, including unprofessional conduct laws. In addition, I have two years of experience overseeing the impaired professional program and monitoring the compliance with disciplinary orders to achieve rehabilitation of professions and safely return them to practice. My understanding of discipline across a variety of professions brings a unique perspective to the Court of Review.

**Lisa Hines**

Priest  
Austin, TX  
The Episcopal Diocese of Texas (Canon for Wellness and Care/  
Safeguarding Minister/Intake Officer)  
Texas, VII



I am a skilled listener and clear communicator and very familiar with the intricacies of Title IV after spending years as the President of the Disciplinary Board for the Diocese of Texas and now as the diocesan Canon for Wellness and Care whose responsibilities include serving as a Title IV Intake Officer, teaching Title IV to new clergy and clergy-to-be, and helping to train canonical advisors and new members of the Disciplinary Board . My legal background facilitates my ability to interpret and apply the canons, and my years as a parish priest taught me the pressure and temptations of ministry and the dynamics and ambiguities that can lead to Title IV complaints. I am equally committed to holding members of the clergy accountable for their behavior and to treating all parties in Title IV proceedings with respect and compassion, recognizing our common need for grace and forgiveness.



**A. Robert Hirschfeld**

Bishop  
Concord, NH  
New Hampshire, I



Having walked through the Title IV process as a bishop with a number of clergy, I deeply resonate with the need to work towards reconciliation, justice, and amendment of life in a way that does not deny or diminish the hurt of those who are feeling wronged. Title IV continues to be an evolving process, and I am eager to be a part of its ongoing refinement in order for us more ably to fulfill the canon's goals of accountability, justice, reconciliation, and growth in holiness.

**Toni Hogg**

Lay  
Hayes, VA  
Abingdon, White Marsh, Gloucester, VA &  
St. Aidan's, Virginia Beach, VA  
Southern Virginia, III



I have been privileged to serve on numerous committees and boards in the wider church. I have been a lay deputy to General Convention since 2006. I have served on the Presiding Bishop's Confirmation Committee (Bishop Curry was elected), Ministry Committee and presently serve on the Joint Standing Committee on Nominations.

I believe that my experience, acquired insight and skills are well-suited to the continuing challenges of General Convention and the committee work. I have been blessed to witness and learn from so many others in the church, and this has left me well-versed in discernment, listening and dialogue skills which impart to me an inclusive perspective of The Episcopal Church.

**James Hunt**

Lay  
Helena, MT  
St. Peter's Episcopal Cathedral  
Montana, VI



I have been a trial lawyer since 1984. I have appeared before the Montana Supreme Court over 30 times, the Ninth Circuit Court of Appeals several times, and the U.S. Supreme Court one time. I have practiced in state and federal trial courts. I served on my parish Vestry as Junior and Senior Warden. I served on the Standing Committee, Diocesan Council, and as Diocesan Chancellor. I helped resolve the Bishop Charles I. Jones matter in Montana. Bishop Charles Keyser appointed me an attorney advisor to the ECUSA Title IV committee that investigated Bishops before Title IV was rewritten. At an early age, my father, a former justice on the Montana Supreme Court, taught me courts exist to resolve disputes fairly and quickly. I strive to be compassionate and forgiving, yet discerning. Experience, good judgment, and the ability to listen are critical when trying to understand and resolve issues. I believe I have developed these qualities.

**Gregory Jacobs**

Priest  
Durham, North Carolina  
St. Titus Episcopal Church  
North Carolina, IV



I have served the Church for 20 years in matters involving Title IV clergy misconduct. As a member of the Constitution & Canons Committee, I helped refine and clarify canonical language adopted in the initial Title IV provisions, working closely with diocesan chancellors. For 15 years, I served as the principal Title IV Intake Officer in both the Dioceses of Massachusetts and Newark. My responsibilities included initial intake, interview of all parties/witnesses, and investigation of more than a dozen Title IV allegations brought against clergy. My work culminated in reports to disciplinary review panels in which I summarized the results of investigations and recommended appropriate responses. I participated in later stages of Title IV cases, including conciliation/resolution efforts with clergy and injured parties. I was also responsible for communicating and implementing Title IV's provisions in these dioceses. In 2019, I co-led a Title IV workshop for newly-elected bishops.

**Elisa Kirby**

Deacon  
New Bern, NC  
Christ Church New Bern, NC  
East Carolina, IV



In my volunteer service with the Coast Guard Auxiliary I was responsible for the conduct of those in my area of the state, to see that they were abiding by the regulations of the US Coast Guard, which involved counseling and recommending any disciplinary action to the Fifth Southern District of the Coast Guard. I have served on my diocese's disciplinary board and have taken the three day Title IV training conducted by the Chancellors to the House of Deputies. People come to me with spiritual concerns and alcoholism/drug issues--both their own and that of family members. I can draw on my many years of recovery to help those who are addicted. I understand the sorts of behaviors that addiction causes, many end up related to Title IV matters. Having been in a position to interview and hire clergy and church staff I feel I am perceptive and able to listen and evaluate fairly. I am able to help in the building of consensus and able to see the middle ground.

**Julie Larsen**

Lay  
Laguna Niguel, California  
St Margaret of Scotland, San Juan Capistrano  
Los Angeles, VIII



I have 20+ years experience as a partner (in two National law firms) designing and evaluating employment practices and litigating discrimination lawsuits. I sat on the LA Disciplinary Board for four years. Currently, as Vice Chancellor, I annually train postulants in Title IV and provide monthly advice to the Disciplinary Board, regarding Title IV processes. I have gained tremendous perspective from the errors I made and hurdles I faced as pro bono co-defense counsel for a bishop in a 2017 hearing and subsequent appeal. I believe my gifts and experiences would diversify and strengthen the Board's ability to balance the analytical and spiritual aspects of Title IV disciplinary processes realizing the overarching goals of reconciliation, justice, compassion for all affected, and clarity about unacceptable behaviors.



**Frank Logue**

Bishop  
Savannah, GA  
Georgia, IV



In 1995, Frank responded to a long-felt call to ordained ministry. He entered Virginia Theological Seminary in the fall of 1997. While there, he worked as a seminarian at two area churches, including assisting with the creation of a new Episcopal church—Church of the Spirit in Alexandria, Virginia. He also took part in summer internships with the Anglican Church in Tanzania and St. Elizabeth's Hospital, a large mental hospital in Washington, D.C. In 2000, Victoria, Griffin, and Frank moved to Camden County, spending 10 years starting King of Peace Episcopal Church and its preschool. From 2010 until becoming Bishop of Georgia, he has assisted Bishop Scott Benhase in overseeing the clergy and congregations of the Diocese of Georgia as Canon to the Ordinary. Frank has served in church-wide roles including as a member of Program, Budget, and Finance and of the Executive Council.

**David Madison**

Priest  
Fort Worth, TX  
Southwestern Association of Episcopal Schools  
The Episcopal Church in North Texas, VII



I look forward to serving on The Court of Review, if elected. Currently, I serve as the intake officer for the diocese. I have held this position since Title IV since 2011 and regularly provide training on the canons and the process associated with clergy disciplinary proceedings. My experience as an attorney prior to seminary has been helpful as we work through these matters. This is difficult work—but work that can lead to reconciliation and healing for all parties involved. I am humbled to be called to exercise ministry in this context.

**Gayle McCarty**

Priest

Memphis, Tennessee

Not presently attached to a specific congregation

West Tennessee, IV



I believe that my legal education and experience coupled with my analytical mind and critical thinking skills equip me well to serve on the Court of Review. Also, having served multiple times on the Disciplinary Board at the diocesan level and as President during my last term, I am familiar with canon law, the importance of respecting such and trusting the process. All of the aforementioned is tempered by good interpersonal skills, respectful listening skills and rational decision making abilities. My priestly Continuing Education with The Lombard Mennonite Peace Center regarding conflict resolution informs who I am and how I lead. Essential to any court is the need for impartiality. I have no agenda and have never sought to serve on any Disciplinary Board or the Court of Review but have instead been invited to self-nominate each time. Life as an attorney, lay person and now priest, gives me a unique understanding and appreciation of the complex, wonderful world of the Church.

**Tracie Middleton**

Deacon

Fort Worth, TX

Trinity, Fort Worth

The Episcopal Church in North Texas, VII



I am currently on the Court of Review and previously served on the Disciplinary Board and Commission on Ministry in Fort Worth. I am interested in how processes, such as the church's disciplinary processes, are designed and improved. The re-configuring of Title IV is an ongoing work that I hope to contribute to.

**Steven Miller**

Bishop  
DeFuniak Springs, FL  
Milwaukee, V



I have been ordained since 1984 and have been a Member of the House of Bishops since my election as Bishop of Milwaukee in 2003. Throughout my episcopacy, I have worked closely with my chancellors in a number of legal matters and Title IV processes. I hope to continue to offer my gifts in some small where during my retirement .

**Russell Randle**

Lay  
Arlington, VA  
Christ Church, Alexandria, VA  
Virginia, III



My legal training and forty years of active law practice, including substantial federal court litigation, may prove helpful to the Court of Review. That work includes helping to write federal court opinions as a judicial law clerk. In private practice, my most notable cases have involved negotiation of equitable settlements in large complex matters. My service to TEC includes investigation and resolution of several clergy misconduct cases, as well as service as pro bono counsel in criminal proceedings alleging clergy misconduct. That service also includes Executive Council representative (2015-21), six prior terms as General Convention Deputy, President (2001) and Secretary (2000) of the Standing Committee of the Diocese of Virginia, and work on the Virginia Suffragan Bishop Search Committee (2011). This wide service may help provide broad perspective on the issues facing the Court of Review and help the Court to uphold the canons in a way that furthers the Gospel.

**Brian Reid**

Priest

DuBois, PA

Northwestern Pennsylvania, III



I have been a priest of the church for more than 45 years serving multiple congregations in three dioceses. In Northwestern Pennsylvania, I have served as the President of the diocesan Disciplinary Board since its formation. I also served on its predecessor body for many years. I have a lot of experience in drafting and understanding canon law at the diocesan level having served for many years as the Chair of the diocesan Constitution and Canons Committee. I wrote the first draft of our Constitution and Canons when we rewrote them completely in 2008. I have similar experience at the churchwide level having served on the Constitution and the Constitution and Canons Committees of General Convention. I have served a great many years on the Commission on Ministry. I have a Paralegal Certificate. I believe that I have the necessary gifts of leadership and discernment to continue serving as a Member of the Court of Review.

**Grecia Reynoso**

Lay

La Romana, Dominican Republic

All Saints Church, La Romana

Dominican Republic, IX



I thank the Lord Jesus Christ for all the blessings I have received, and my parents for teaching me The Way of Love. It has been a wonderful experience for me to work, serve, worship, and Glorify with love, humility, and singleness of heart, giving the best me of what I know. I am a Notarial Attorney with a Doctorate, which I have always put at the service of the Diocese. I leave the same teaching to my daughters and grandchildren, who are also always at the service of their church. I have served in the Diocesan and Local Committee, where I can highlight serving as Constitution and Canons Coordinator and the Disciplinary Board, and currently as Diocese Chancellor for the second time. I have also been part of the Cuban Task Force and the Standing Committee on World Mission. If I am elected, I will give from the fullness of my self and skillfulness.

**Gregory Rickel**

Bishop  
Seattle, WA  
Olympia, VIII



I have a good experience both in education (Masters in Health Services Administration) and work experience (hospital administration) as well as Board experience in many and varied organizations. I also hold a Master's in Interpersonal and Organizational Communications which is a skill that helps in both communal and individual communication and joint work. My experience as a priest (23 years) and bishop (13 years) has gifted me with the lived experience for the position on the Court of Review. I offer myself for this position in hopes it is a body that never has to meet.

**Phoebe Roaf**

Bishop  
Memphis, TN  
West Tennessee, IV



If elected, I will prayerfully participate in the work of the Court of Review in a spirit of discernment and humility. This work is difficult yet it is a necessary part of ensuring the health of our church. I will strive to balance concern for my brother and sister bishops who are engaged in the disciplinary process with my understanding of our ordination vows and the Constitution and Canons of The Episcopal Church. I will look for opportunities for healing and reconciliation whenever possible.

**Brunilda Rodriguez-Velez**

Lay  
San Juan, Puerto Rico  
Saint John the Baptist Cathedral  
Puerto Rico, IX

Photo Not  
Available

My dual formation as a christian and lawyer provides me the opportunity to bring fairness, justice, recognition of rights and duties and legal impartiality in the search for solutions to conflict encompasses with empathy, christian compassion, nurture, the search within the person soul to promote healing, repentance and reconciliation.

**Laura Russell, Esq.**

Lay  
Guttenberg, New Jersey  
All Saints Parish, Hoboken  
Newark, II



As attorney representing low income survivors of domestic violence, I have spent my entire career working for justice. As a four-time deputy from the Diocese of Newark, I bring the policies from General Convention to the practice of Title IV. As the current President of the Court of Review, and the President of my Diocesan Disciplinary Board for over nine years, I feel I have the expertise needed for this position. I have been able to help shepherd multiple matters to conclusion. From this, I have come to understand the complexities of Title IV, along with the need to be compassionate, fair and recognize everyone's strengths and challenges. Conclusion does not equal winners or losers, only individuals in need of healing. I believe I have been able to help in that healing, for all parties. I have also chaired and served on various task forces, including task forces working on issues of sexism, sexual harassment and US and international policy. I would be honored to continue to serve.



**Kai Ryan**

Bishop  
Austin, TX  
Texas, VII



I have served in ordained ministry in 3 dioceses and 2 others in professional lay ministry over 35 years. (Central Gulf Coast, Dallas, Texas and West Texas and Rio Grande) As Canon to the Ordinary in the Diocese of Texas, I worked firsthand with our Disciplinary Board, Chancellor, and Bishop Diocesan on Title IV complaints and on training those handling Title IV matters. I also worked with persons discerning how to respond to problematic behavior, whether through the Title IV process or other interventions. As Bishop Suffragan, I work pastorally with congregations before, during, and after disciplinary processes and continue to learn how these processes can protect and restore trust and health. Engaging in the church's mission with clergy across multiple diversities (gender, race, ethnicity, generation, theology, sexual orientation) has helped me develop sensitivity to the impact of these differences within the disciplinary process.

**Carrie Schofield-Broadbent**

Priest  
Syracuse, NY  
Central New York, II



I minister with the clergy, laity and congregations of our diocese to cultivate and grow dynamic, healthy, invitational congregations and ministries that are relevant to their contexts and deeply rooted in Jesus. Before ordination, I had a career as a Conflict Resolution trainer and consultant. In addition to ministering in parishes of various sizes, I served the diocese as a District Dean, member of the Diocesan Board, creator and coordinator of the Lay Preaching Program, and chair of the Bishop Search Committee. My passions in ministry include: empowering lay ministry, supporting non-traditional paths to ordination, conflict resolution, facilitation, preaching, hearing people's stories, & creative, collaborative ministry. Steeped in prayer and rooted in relationship with God and God's people, I follow Jesus with passion, humility & joy. I seek to serve God through leading with integrity, creativity, and humor as I listen and learn with curiosity, openness and courage.

**William Vodrey**

Lay  
Cleveland, Ohio  
St. Paul's, Cleveland Heights, Ohio  
Ohio, V



I have been a lawyer in Ohio since 1992. I am, and always have been, passionately committed to seeing that justice is done in all cases - fairly and impartially, without fear or favor, bias or prejudice. I served as a magistrate of Cleveland Municipal Court from 2001-2020, and was sworn in as a judge of the Cuyahoga County (greater Cleveland) Court of Common Pleas on Jan. 3 of this year. I was previously an assistant county prosecutor for six years, most of that time in the felony trial division, and before that a legal aid lawyer for two and a half years.

**Christopher Wendell**

Priest  
Bedford, MA  
St. Paul's Episcopal Church, Bedford MA  
Massachusetts, I



My service to our Church's disciplinary processes is informed by my background as a full-time parish priest, a recently-minted 40 year old, and as someone who has been very active in Disciplinary Board work in my own Diocese and Province, which both have significant Title IV caseload. I served for three years as President of the Disciplinary Board in my diocese, which included review of over 20 matters. I have been involved with three Conference Panels (one as chair), have led trainings in disciplinary canons and process for diocesan clergy, and have been active in the Province I Title IV network. On the church-wide level, I served in the past triennium as an inaugural member of the Court of Review. Additionally, I have served in many other governance roles: Standing Committee, Diocesan Council member, Real Estate Advisory Committee. These have helped me experience more fully the way our church governs itself for mission with integrity, as we live Jesus' Way of Love together.



**Chip Whitacre**

Deacon  
Plymouth, MN  
Trinity, Excelsior  
Minnesota, VI



I believe myself to be an attentive and compassionate listener; a skill that has served me well as a manager, crisis-line volunteer and as a pastoral presence in my ministry as a Deacon. I have the analytical skills, life experience and maturity to sort through different interpretations of an event or series of events involving competing interests. I have been involved in many such situations as both a Regulatory Affairs professional and a volunteer arbitrator for the Better Business Bureau that have required me to work toward negotiated settlements or to provide an independent judgment. I believe that these skills and my experience with many roles in the Church will help me to be an effective contributor to the work of the Court of Review.

## MEMBERS OF THE DISCIPLINARY BOARD FOR BISHOPS

**TERM OF OFFICE:**

6 years

**NUMBER TO BE ELECTED:**

5 bishops elected by the House of Bishops, 2 clergy (deacon or priest) and 2 lay persons elected by the House of Deputies

**POSITION DESCRIPTION:**

The Disciplinary Board for Bishops is a court of the Church to have original jurisdiction over matters of discipline of Bishops, to hear Bishops' appeals from the imposition of restriction on ministry or placement on Administrative Leave and to determine venue issues as provided in Canon IV. 19.5. (This description is taken from Canon IV.17.3.)

**QUALITIES AND COMPETENCIES A NOMINEE SHOULD HAVE:**

Members of the Disciplinary Board for Bishops should be well-versed in the Canons; understand the goals and processes of Title IV; embrace a process that includes reconciliation as well as justice; and be able to articulate that goal in a way that does not deny or diminish the hurt of those who are feeling wronged. Compassion, dedication to finding solutions/resolutions that uphold the Canons in a manner that serves the overarching goal of reconciliation, and clarity about acceptable/unacceptable behavior are all essential qualities for Board members. Analytical thinking and the ability to balance the letter and spirit of the law are equally essential. It is vital that incumbents have computer literacy and Internet access. Candidates need the ability to keep information confidential and understand that it can be shared only within the guidelines of the Title IV process.

**Patrick Bell**  
Bishop  
Coeur d'Alene, ID  
Eastern Oregon, VIII



Patrick W. Bell was elected the Bishop of the Episcopal Diocese of Eastern Oregon on December 12, 2015 on the first ballot and was consecrated on April 16, 2016 in Bend, Oregon. Upon consecration Bell became the 1,092nd Bishop consecrated for the Episcopal Church. His primary residence will be in Coeur d'Alene, and he will commute to Oregon to work as the Bishop on a part-time basis.

Bell was born and raised in the northern Palouse region of Washington. Raised as an Episcopalian, Bell became a Pentecostal minister and professor before returning to the Episcopal Church. After completing additional seminary studies he was ordained to the priesthood in 1989 by Bishop Rustin Kimsey and began work at St. Matthew's Episcopal Church in Ontario, Oregon. In 2002 Bell was named the rector of St. Luke's in Coeur d'Alene. Bell is married to TinaMarie Bell, and has five children and eight grandchildren.

**Mark Cowell**  
Bishop  
Larned, KS  
Western Kansas, VII

Photo Not  
Available

As a prosecutor, my first obligation is to seek justice which is different from seeking a conviction. I believe that I can distinguish well between finding fault and seeking reconciliation. I have also worked assisting the chancellor and I have extensive history reviewing statutes and canons.

**Bradfute Davenport Jr.**

Lay  
Richmond, VA  
Grace & Holy Trinity Episcopal Church  
Virginia, III



I served as legal counsel to the Hearing Panel in the Title IV case involving Bishop John Bruno. As such I worked closely with Bishop Herman Hollerith, the President of the HP, and became intimately familiar with the Title IV maze. I attended all meetings and telephone conferences of the HP, as well as the three day trial. I drafted the HP's orders, including most of its 90+ page final order deciding the case. I also worked closely with David Beers and Mary Kostel in connection with the Presiding Bishop's Partial Restrictions on Bishop Bruno's Ministry while the case was pending and with Bishop Waynick and her counsel when Bishop Bruno appealed the HP's sanctions order. At Bishop Hollerith's request I attended the pre-trial depositions of several witnesses, to maintain order if necessary. When Bishop Bruno appealed I also conferred several times with the legal counsel to the Court of Review to explain some of the procedural history of the case. I am Church Attorney in Virginia.

**Rodney Davis**

Priest  
Carmichael, CA  
Saint Michael's Episcopal Church, Carmichael, CA  
Northern California, VIII



I have served as the president of the Joint Disciplinary Board of the Dioceses of California, Northern California, El Camino Real, and San Joaquin. In that role I acquired knowledge of the standards and goals of Title IV and have applied them in disciplinary proceeding that were before me. Because of the broad jurisdiction of the Joint Board, consisting of four distinct dioceses, I have participated in the application of Title IV in a number of varied settings and cultures. Over the course of my life, I have acquired the perspective and experiences of a judge, lay leader, and priest. That has been valuable in applying Title IV in a manner that strives for reconciliation as well as justice, and treats both those accused of misconduct and their accusers with dignity, respect, and compassion. My interest in and involvement with professional ethics is longstanding and has led to service on judicial disciplinary panels.

**Martin S. Field**

Bishop  
Kansas City, MO  
West Missouri, VII



While I am not an attorney nor "learned in the law", I am a student of our Canons, and more particularly of their underlying values and purposes. I believe wholeheartedly that the disciplinary canons of Title IV must be administered in an atmosphere of pastoral care and compassion for all parties that may come into dispute or who may have caused or received harm. I have participated in Title IV actions on several occasions during my time as Bishop of West Missouri, and I have been able to ensure in each case that all parties are heard, all pain and sorrow acknowledged, and long-term reconciliation is sought.

**William Fleener Jr.**

Lay  
Grand Ledge, MI  
St. David's Lansing  
Western Michigan, V



I have attended 7 general conventions and have been the co-chair of our deputation for the last 3 general Conventions. I have served several times on the Joint Standing Committee on Program Budget and Finance. I have also served on the other Standing Committees and other Committees at General Convention. I have also served on the Court for the Trial of Bishops and the Joint Nominating Committee for the Presiding Bishop. I am a member of St. David's Lansing and have served on the vestry of every parish I have attended as an adult. I have been the Chancellor for the Diocese of Western Michigan since 1994 and have recently been named Chancellor for the Diocese of Eastern Michigan. My wife and I also coordinate out diocesan your camp program. I am a law professor and coordinator of the externship program at WMU-Cooley Law School. I share my home with my wife, two adult children, a sister-in-law who is an adult with a disability, 4 dogs and a cat.

**Thomas (Tom) Hahn**

Lay  
Arlington, VA  
Christ Episcopal Church, Alexandria, Virginia  
Virginia, III



If elected, I'd contribute clergy discipline (Title IV) proceeding experiences along with other relevant professional and ministerial experiences. These include: (Disciplinary/Judicial/Investigatory) - Multiple Title IV diocesan appointments as clergy or complainant's advisor; Federal executive appointment as Administrative Judge; U.S. Congressional Counsel advising members conducting national security oversight investigations; Annual ethics training as active Virginia Bar member: (Title III Ministries) - Co-chair of both Virginia's Commission on Ministry and the Spiritual Discernment Committee, and spiritual discernment community facilitator: (Parish/Church Experience) - Multiple parish ministries and EfM graduate/current co-facilitator; Member of Kanuga Visitors. As a Board member I'd strive to use the experiential gifts given me for effecting just application of both the letter and spirit of the Canons to realize "reconciliation among all involved or affected." (IV.1)

**Susan Haynes**

Bishop  
Newport News, Virginia  
Southern Virginia, III



As a former mental health professional, I have a thorough understanding of the dynamics of human behavior and competency in interpersonal relationships. I am comfortable one-on-one or in groups. I am able to weigh the facts, feelings and merits of an issue from several different angles. I believe that all occasions of interpersonal conflict and disruption are an invitation from the Holy Spirit to work for reconciliation and to be better formed for God's Kingdom. As a person of deep prayer, I rely on that Spirit to guide and direct deliberations and listenings. As a non-anxious presence, I am grounded in the patience to listen and be deliberate and intentional in taking action, drawing firm boundaries, and expressing compassion. My experience in Diocesan leadership as both a Presbyter and a Bishop has adequately acquainted me with Title IV.



**d'Rue Hazel**

Deacon  
Columbia, SC  
Diocesan Staff  
Upper South Carolina, IV



As a Deacon, diocesan staff member and Title IV Officer, I have fully engaged the work of reconciliation which lies at the heart of restoring all people in unity of God and each other in Christ. It is the focus of our Disciplinary Canons. The act of, or the willingness to be restored, is therefore central to this difficult and sensitive work. Having served as a Diocesan Title IV Officer and Reference Panel member for the last eight years, I have constantly pursued personal growth and development for competently participating in this restorative work of the Church. This has included disciplined work toward practiced proficiency in and knowledge of the Title IV Canons, Bowen Family Systems, Mediation Skills, Conflict Resolution, and Facilitator Training, bringing them effectively and compassionately to bear when receiving complaints. I have made it a particular priority to give proactive attention to my own emotional, spiritual, and physical health, enabling me to take part in this ministry as a healthy self-differentiated leader.

**Dorsey Henderson Jr.**

Bishop  
Mount Dora, FL  
St. Edward's Episcopal Church, Mt. Dora, Florida  
Upper South Carolina, IV



Juris Doctor Degree from the University of Florida College of Law  
Member, Florida Bar (inactive)  
Chair of Constitution and Canons, Diocese of Southeast Florida and Fond du Lac  
Former Member, Standing Commission on Constitution and Canons  
Former Member, Task Force to revise Title IV Canons  
Former Member, General Convention Committee on Canons  
Presiding Judge, Province IV Court of Appeal  
Attorney and Staff Director, Florida Joint Legislative Commission on Migrant Labor  
Member and former President, Disciplinary Board for Bishops

**Michael Hunn**

Bishop  
Corrales, NM  
Rio Grande, VII



The Title IV process is a chance for the church to practice what we preach about the justice, love and forgiveness of the risen Christ. I served Diocese of North Carolina as Canon to the Ordinary, Canon to the presiding Bishop, and now serve as Bishop of the Diocese of the Rio Grande. In each of these positions I have worked many Title IV cases. I led the effort by which the Diocese of North Carolina adapted its discipline system when the "new" Title IV process came into being in 2009. Twice I have taught Canon Law and Title IV to seminarians at the Anglican House of Studies at Duke University and I have consulted with various dioceses and bishops on the handling of particular cases and on how to set up their discipline processes. My views on implementing Title IV are found in <https://www.titleiv.org/>.

**Gregory Jacobs**

Priest  
Durham, North Carolina  
St. Titus Episcopal Church  
North Carolina, IV



I have served the Church for 20 years in matters involving Title IV clergy misconduct. As a member of the Constitution & Canons Committee, I helped refine and clarify canonical language adopted in the initial Title IV provisions, working closely with diocesan chancellors. For 15 years, I served as the principal Title IV Intake Officer in both the Dioceses of Massachusetts and Newark. My responsibilities included initial intake, interview of all parties/witnesses, and investigation of more than a dozen Title IV allegations brought against clergy. My work culminated in reports to disciplinary review panels in which I summarized the results of investigations and recommended appropriate responses. I participated in later stages of Title IV cases, including conciliation/resolution efforts with clergy and injured parties. I was also responsible for communicating and implementing Title IV's provisions in these dioceses. In 2019, I co-led a Title IV workshop for newly-elected bishops.

**Nicholas Knisely**

Bishop  
Providence, RI  
Rhode Island, I



I have served for the previous six years as a member of the Board of Discipline for Bishops, and have been part of two hearing panels. I am familiar with the work and would like to continue so that I can use the experience to further serve the Episcopal Church.

**Chilton Knudsen**

Bishop  
Catonsville, MD  
Washington, III



I've served as a bishop in six different dioceses. I was the Title IV intake person in most of those. I served on the Court of Review for the trial of a bishop. I served as an appointee to the Disciplinary Board for Bishops because one bishop had to be recused; I have heard one case. I am able to master a large amount of written material and have experience in human relations. I have also served as a Trustee of the Church Pension Fund and am able to handle sensitive material with integrity.

**Julie Larsen**

Lay

Laguna Niguel, California

St Margaret of Scotland, San Juan Capistrano

Los Angeles, VIII



I have 20+ years experience as a partner (in two National law firms) designing and evaluating employment practices and litigating discrimination lawsuits. I sat on the LA Disciplinary Board for four years. Currently, as Vice Chancellor, I annually train postulants in Title IV and provide monthly advice to the Disciplinary Board, regarding Title IV processes.

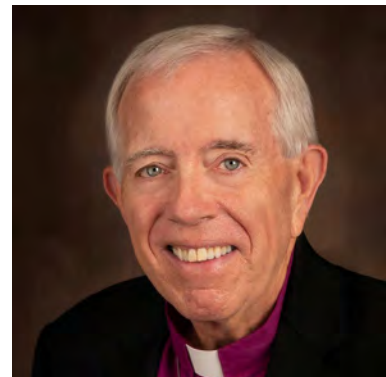
I have gained tremendous perspective from the errors I made and hurdles I faced as pro bono co-defense counsel for a bishop in a 2017 hearing and subsequent appeal. I believe my gifts and experiences would diversify and strengthen the Board's ability to balance the analytical and spiritual aspects of Title IV disciplinary processes realizing the overarching goals of reconciliation, justice, compassion for all affected, and clarity about unacceptable behaviors.

**James Magness**

Bishop

Virginia Beach, VA

Southern Virginia, III



I have dealt with and processed disciplinary matters as the Bishop Pro Tempore of Southern Virginia, as the Bishop for the Armed Forces and Federal Ministries and, during my Navy career, as a senior Naval officer (for the entire Navy Chaplain Corps).

**Kevin Nichols**

Bishop  
Bethlehem, PA  
Bethlehem, III



I believe that my diverse experience in the business world, parish ministry, diocesan leadership, and now as a Bishop offers me insight into the complexities faced by leaders especially during the most fragile moments of one's life and ministry. I believe that I would bring to the Disciplinary Board a listening heart and pragmatic approach to the Title IV matters that might come before us. Prayerful discernment and attention to detail are two qualities that I would bring to each matter. Issues of confidentiality, accountability, and justice need to guide our work and hopefully lead us toward reconciliation and healing. It would be an honor for me to serve the wider Church on the Disciplinary Board for Bishops.

**Christopher Wendell**

Priest  
Bedford, MA  
St. Paul's Episcopal Church, Bedford MA  
Massachusetts, I



My service to our Church's disciplinary processes is informed by my background as a full-time parish priest, a recently-minted 40 year old, and as someone who has been very active in Disciplinary Board work in my own Diocese and Province, which both have significant Title IV caseload. I served for three years as President of the Disciplinary Board in my diocese, which included review of over 20 matters. I have been involved with three Conference Panels (one as chair), have led trainings in disciplinary canons and process for diocesan clergy, and have been active in the Province I Title IV network. On the church-wide level, I served in the past triennium as an inaugural member of the Court of Review. Additionally, I have served in many other governance roles: Standing Committee, Diocesan Council member, Real Estate Advisory Committee. These have helped me experience more fully the way our church governs itself for mission with integrity, as we live Jesus' Way of Love together.

## THE EXECUTIVE COUNCIL

**TERM OF OFFICE:**

6 years

**NUMBER TO BE ELECTED:**

6 lay persons, 2 presbyters or deacons, 2 bishops

**POSITION DESCRIPTION:**

The Executive Council is the Board of Directors of the Domestic and Foreign Missionary Society (DFMS) (Title I, Canon 3 (Article II, Constitution of DFMS)). In addition, Members carry out the program and policies adopted by the General Convention and have charge of the coordination, development, and implementation of the ministry and mission of the Church. The Executive Council is required to manage the budget of the Church, to submit to General Convention a budget for the next triennium, and to make annual reports to the Church of receipts and disbursements and a statement of all trust funds and properties. (Title I, Canon 4). The Council does its work within four standing committees: Finance, Governance and Operations, Mission Beyond the Episcopal Church, and Mission Within the Episcopal Church.

Standing Committees and Task Forces of the Council may meet either by teleconference or in person for two or three days excluding additional travel time in the interim between Council's regular meetings (see Canon I.4. Appointments may be made to some Interim Bodies as liaisons). Members are expected to attend all meetings, unless otherwise excused, and to come to all meetings prepared for the work ahead including reading all reports and other materials sent to members in advance of meetings.

**QUALITIES & COMPETENCIES AND NOMINEE SHOULD HAVE:**

All nominees must have a commitment to this ministry and the time to participate fully. Council members need a deep commitment to God's mission in the Church and world, strong faith, openness to new ideas, flexibility, the ability to communicate in small and large groups, the capacity to engage with staff members from the Episcopal Church Center, and a broad perspective of the Church on a local and global scale.

Nominees should have a broad, compassionate understanding of the needs of The Episcopal Church, and a strong commitment to the Church's mission and ministry. We seek and strive for diverse voices and skills appropriate to our mission.

Specific skills and gifts are desired in the areas of: 1) evangelism, racial reconciliation or stewardship of creation; 2) understanding of the workings of the Anglican Communion and The Episcopal Church; 3) finances and budget management; 4) organizational development; 5) the fiscal and fiduciary duties of corporate directors; 6) proven advocacy skills; and 7) good communication abilities, as well as abilities in the planning, implementation and completion of assignments.



**Dianne Audrick Smith**

Lay  
East Cleveland, OH  
St. Andrew's Episcopal Church, Cleveland  
Ohio, V



As a lifelong Episcopalian my professional and volunteer career in the church at parish, diocesan and church-wide levels includes managing/developing organizational budgets, developing bylaws, drafting procedures to guide groups, and providing expertise in fund development. At GC 2018 I served as Chair of the Ohio Deputation and as a member of the Cuba Committee. My leadership at the national and local levels was developed through my service as national officer in UBE, through relationships built at CDSP and as a trustee of the General Theological Seminary. Serving as presenter and host, my public speaking includes small and large groups. As a deep listener to young adults and mentor/supporter, I encourage them to participate more broadly in the activities of the parish, diocese and TEC by "sharing my story." I offer my skills in understanding church polity and politics, advocacy for the least of these, an ability to cull action from visions, and service to church and community.

**Cody Bro**

Lay  
Phoenix, Arizona  
St John the Baptist, Glendale  
Arizona, VIII



I have been blessed to have been elected to a series of oversight and leadership roles, each with increasing responsibility in the Episcopal Church; vestry, standing committee, deputy to general convention. In each of these roles I have been an unabashed advocate of doing things the right way, not necessarily the easy way. I take the time to know the goings-on of The Episcopal Church, and the wider Anglican Communion. I believe that God is calling me to use my younger generational voice to provide The Episcopal Church with the perspective of the next generation. Now more than ever we need to explore ways to use technology to expand our Gospel mission of mission to reach, expand and grow The Episcopal Church of the 21th Century.

**Annette Buchanan**

Lay

Neptune, New Jersey

St. Augustine's Church, Asbury Park

New Jersey, II



My journey as a faith leader began at St. Augustine's Church in Asbury Park, NJ. Of importance, my call to leadership was reinforced by improving my spiritual practices of prayer and study. I served on several committees and joined the leadership when elected as Vestry member and Junior Warden. I became a delegate to Diocesan convention and served on Diocesan Council among other diocesan responsibilities increasing my knowledge of the Episcopal Church. My major concern in the church was the need for social justice programs. Fortunately, I was introduced to the Union of Black Episcopalians and was inspired by their advocacy work. Within UBE, I was mentored as a lay leader, and became the National President. My advantage was that skills honed in corporate life were transferrable to ministry within the church. These gifts of strategic planning, program management, collaboration, I believe are well suited to serve the Executive Council in the challenges and opportunities we will face.

**Luz Cabrera Montes**

Priest

Houston, Texas

Iglesia Episcopal San Mateo (Sponsoring) &

Trinity Episcopal Church (Curacy)

Texas, VII



My ability to connect with others, in authentic and meaningful ways, is a skill that would allow me to effectively contribute to the key areas of The Executive Council. I am passionate and committed to God's mission, and as a Latina in the church, I recognize the importance of understanding the unique needs of The Episcopal Church. My experiences have taught me to relate and effectively work with different groups of people and have been a part of the many ministries of the Church. I am responsible and committed to working with others and acknowledge that we are all gifts to this Church. I am creative and have witnessed different forms of worship and know the gift that this is. I advocate for justice and I'm not afraid of asking questions that may be uncomfortable. I would use my gifts to do this work intentionally and in authentic ways that represent all the voices of this Church.

**Thomas Chu**

Lay  
Bridgehampton, NY  
Episcopal Church of Our Savior, Manhattan  
New York, II



Since confirmation as a young teenager, I have sought and found ways to engage God's mission through The Episcopal Church, first as a volunteer, then as an administrator in several churches through high school and as a student chaplain at Columbia University. For over 18 years I was privileged to serve in congregational development, young adult and higher education ministries, and ministries with young people, working with Executive Council and General Convention committees, ecumenical and global networks. During these years, I strongly advocated for including and empowering younger and new voices in the church, a commitment which I continue. Later I found my current calling as an estate planner, I built a practice addressing the needs of small business owners and older clients. Blessed with new skills and gifts to offer the church and as a member of Generation X, I belong to a hinge generation to navigate to a new future, and would be honored to serve.

**Joseph Clavijo III**

Deacon  
Metairie, Louisiana  
St. George's Episcopal Church  
Louisiana, IV



The Rev. Joseph Clavijo serves as deacon at St. George's Episcopal Church in New Orleans, and is chair of the Bishop's Environmental Commission for the Episcopal Diocese of Louisiana. He serves as chair for the "Greening our House of Worship" committee for the Greater New Orleans Interfaith Climate Coalition. In community, Joseph serves as volunteer chaplain at Tulane Medical Center and is a board member serving with Grace at the Greenlight, a ministry providing meals and services for the unhoused in New Orleans. Joseph recently completed a certificate program from The University of the South; "Contemplation and Care for Creation" and is organizing events within the diocese and interfaith community where participants will encounter the sacred in nature, interpret that experience, and reflect on its implications for their own lives and society. He and his wife Donna have two adult children. They spend considerable time involved in music and the arts and enjoy spending time in creation at Audubon Park and City Park.

**DeDe Duncan-Probe**

Bishop  
Liverpool, NY  
Central New York, II



The work of The Executive Committee connects with my deepest theological understanding of Jesus Christ's Way of Love, most notably in the committee's work for evangelism, racial reconciliation, and creation care. The stated 'Qualities and Competencies' of a nominee, are commiserate with my demonstrated skills of organization, vision setting, implementation, creativity, and collaborative leadership. In terms of experience and training, I have been blessed to serve on a number of diverse governing boards, including my current role as Vice-President of Province II. In my vocation as bishop and as co-founder and Vice-President of CA AeroComm Corporation, a well-established consulting firm in the aerospace industry, I have had an opportunity to work with diverse groups of people, focused on executive strategies for sustainability, inclusivity and empowerment, and adaptive growth.

**William Fleener Jr.**

Lay  
Grand Ledge, MI  
St. David's Lansing  
Western Michigan, V



I have attended 7 general conventions and have been the co-chair of our deputation for the last 3 general Conventions. I have served several times on the Joint Standing Committee on Program Budget and Finance. I have also served on the other Standing Committees and other Committees at General Convention. I have also served on the Court for the Trial of Bishops and the Joint Nominating Committee for the Presiding Bishop. I am a member of St. David's Lansing and have served on the vestry of every parish I have attended as an adult. I have been the Chancellor for the Diocese of Western Michigan since 1994 and have recently been named Chancellor for the Diocese of Eastern Michigan. My wife and I also coordinate our diocesan youth camp program. I am a law professor and coordinator of the externship program at WMU-Cooley Law School. I share my home with my wife, two adult children, a sister-in-law who is an adult with a disability, 4 dogs and a cat.

**Timothy Gee**

Lay

Palo Alto, California

Saint Andrew's Episcopal Church, Saratoga, California

El Camino Real, VIII



As a candidate for the Executive Council, I offer my proficiencies in leadership, administration, management, organizational and legal analysis, and group collaboration in service to our Church. I developed these skills during my years in court management, contracts administration, legislative analysis, church leadership, non-profit and community leadership. As a third term deputy and member of several Joint Committees, including Program, Budget & Finance, I am familiar with our Church's mission, structure and governance. I will endeavor to apply my experience, skills and knowledge in the Committee's deliberations and to promote the key ministries and missions of church planting, racial reconciliation, care of creation and responsive governance. In light of my experience and commitment to the mission and ministries of our Church and of the Jesus Movement, I would be honored to share my gifts with the wider church and ask for your support of my election to the Executive Council.

**Charles Graves**

Priest

Houston, Texas

Houston Canterbury Campus Ministry

Texas, VII



As an appointee currently serving on Executive Council, I am well suited to continue in this critical ministry. I am a Millennial African-American priest who as a college missionary is dedicated to raising up the new leaders of the Church. In this capacity, my ministry focuses on discipleship, evangelism and building the Body of Christ for the future. Having served in one Standing Committee, two Diocesan Councils, three General Conventions, boards in four dioceses and parishes in five dioceses, I am well equipped for the Councils of the Church in leading God's people forward. I have served in Episcopal/Anglican ministries in Italy & Ghana, am proficient in Spanish, Italian & English, and have years of experience in both black ministries and Latinx & immigrant ministries as well. Also as a former U.S. Senate aide, I have a highly detailed knowledge of the political and social justice climate in which our church operates, and the increasingly powerful advocacy of the Episcopal Church.



**Scott Haight**

Lay  
Dyersburg, TN  
St. Mary's Episcopal Church - Dyersburg  
West Tennessee, IV



I have been blessed and honored to serve in numerous leadership roles at the local, diocesan and national levels of our Church. My experience in communicating, writing, listening, and analyzing church issues over a 25-year span, and my 34+ years of practicing business law, is what I can bring to Executive Council. I am a Deputy to 3 GC's, and First Alt. twice. I have served both my Diocese and Parish in many senior leadership roles. I trust the collective wisdom of fellow Church leaders drawn from all orders, backgrounds, and walks of life-wisdom reflecting the diversity of our Church. I am dedicated to the diversity, unity and preservation of our Church in ever-changing circumstances and challenges. I believe that it can be a vital force in our lives, communities, country and the world. I believe that my years of leadership experience at the parish, diocesan and national levels of our Church, as well as my legal experience, will benefit the Executive Council in its ministry.

**Deborah Jackson**

Priest  
Hixson, TN  
St. Paul's Episcopal Church (Chattanooga, TN)  
Florida, IV



Prior to becoming a priest, I had a career in marketing and management in the insurance industry, during which I acquired many skills that inform and amplify my ordained ministry. I currently serve as an associate dean at the School of Theology at Sewanee, a position I began after six years as a parish priest. My work now focuses on formation of church leaders, especially planning orientation for new seminarians and supporting their overall experience. I provide pastoral care, and collaborate with others as needed to ensure an environment of seamless care for the students. I have also enjoyed serving the wider church as the National Chaplain for the Junior Daughters of the King, and as a delegate of TEC to the United Nations Commission on the Status of Women. I have experience in event planning and project management, and I have served on the boards of directors of numerous non-profit agencies. If elected, it would be my honor to serve on this committee, and with God's help, to contribute to the mission of the Church in the world.



**Deon Johnson**

Bishop  
St. Louis, MO  
Missouri, V



"A single bracelet does not jingle." I have often used this Congolese proverb as a reminder we were made for community, connection, and collaboration. I currently serve as the Bishop of the Diocese of Missouri and previous to that the Rector of a parish in the Diocese of Michigan. As a bishop and parish priest I am at my best when working with others to affect change. The Episcopal Church is in the midst of transformation. Change always involves naming and grieving what has been, while dreaming and daring about what could be. I hope that my experience in bringing others together could be used on the Executive Council. In this season of naming, grieving, dreaming and daring it would be an honor to serve the wider church as we envision the next normal to which God is call us as form a more Beloved Community.

**Clyde Kunz**

Lay  
Tucson, AZ  
Episcopal Church of St. Matthew, Tucson  
Arizona, VIII



A former investment advisor, I have since worked in the nonprofit sector for 30 yrs. primarily in areas of Governance and Fund Development (which I have taught through a university-based center on NPO management). An honorary Canon, I served as a PB-appointed Director of ECF, now as a Director of Forward Movement and on the Standing Committee for the Diocese of AZ. I am Coordinator for EfM in our Diocese and mentor a weekly EfM group. I am one of four (and the only lay) diocesan intake officers for Title IV complaints and in 2018 chaired the Bishop Search Committee. A delegate to General Convention in 2018, was a member of the Social Responsible Investing & Stewardship Committee. I am licensed as a "Lay Preacher" by the Bishop and am on the parish homiletics rotation approx. every 6 weeks. More than any of the above: I love the Church and hope to serve her using any and all of the skills God has given me, for many years to come.

**Joe McDaniel Jr.**

Lay  
Pensacola, Florida  
Christ Church Parish, Pensacola, Florida  
Central Gulf Coast, IV



As a Deputy to the 79th GC, I drafted five substantive resolutions, including Doo2, entitled Funding The Beloved Community, which were all passed by the GC. I served on The HOD's Committee on Racial Justice & Reconciliation ("RJ&R") and I was elected to The Joint Nominating Committee to elect The Presiding Bishop. During the 78th GC, I served as the Aide to the HOD's Committee for the Confirmation of The PB. I formally served as The National Vice President for The Brotherhood of St Andrew's Commission on RJ&R. I presently serve as The Co-Chair for the Diocese of The Central Gulf Coast's Commission on RJ&R, and as the Secretary-Treasurer for The DuBose Chapter of the UBE, and I represent the UBE on The Consultation. I practiced Corporate Finance law in New York City and following that was a Principal in an M&A Advisory Firm until retirement in 2010. I possess a J.D. from UVA's School of Law, and an M.B.A. in Finance from NYU and a B.A. in Political Science from FSU, cum laude.

**Sandra Montes**

Lay  
Sugar Land, TX  
Trinity Episcopal Church, Houston  
Texas, VII



In my life trajectory I have learned patience, organization, discipline and commitment. My parents' example taught me that evangelism, formation, missions and stewardship are vital for church growth (in numbers and in Spirit) and vitality and that budgeting, loving and asking for forgiveness are fundamental. Music and writing taught me creativity, communication and listening skills. I am passionate about authenticity, inclusivity, making room for everyone and learn daily to encourage others to share their voices. Through education and teaching people of all ages, I have learned to teach people with various learning styles and needs. My work as a leader has helped me build and work in cooperative teams. Life as a single madre indigena latina has taught me to prioritize, persevere, manage time, resources and energy and succeed while facing and moving mountains. I was brought up with humility, endurance and faith and knowing we are all related and must use my gifts to help others.

**Rafael Morales**

Bishop  
San Juan, Puerto Rico  
Puerto Rico, IX



My academic background and work experiences within the church and at a professional level have provided me with valuable resources in the area of organizational management and pastoral life development. The application of knowledge and experience in the life of the Church has allowed me to develop a pastoral and managerial style that seeks to ensure the harmonious welfare of human and financial resources to expand the mission of the Church. The Diocese of Puerto Rico, which I have been shepherding for the past three years, has faced various natural and social disasters. When these have occurred, the Church has always been present and has taken action for the benefit of those most in need. The formation of a diverse team was key to leading an effective response. These experiences would allow me to present through the Diocesan Council a strong voice of social action and diverse action responses for our Church and for our society.

**Sarah Nolan**

Lay  
Richmond, Virginia  
St. Paul's Episcopal Church, Richmond  
Virginia, III



Having served many years in a for-profit cooperative start-up and a non-profit/church plant I have developed fiscal management and strategic planning skills (from both success and failure) that help organizations creatively approach their constraints to find innovative and collaborative solutions. As a church planter, former organic farmer, community organizer, communicator, fundraiser and lay chaplain - I hope to bring a perspective that reflects the many ways people engage with The Episcopal Church and the intersectional nature of this work. If elected to Executive Council, I would use the experiences I have gleaned working within cooperative, non-profit and congregational settings to listen carefully, problem solve, vision and seek to equip the wider church to live out the "loving, liberating, life-giving way of Jesus."

**Sean Rowe**

Bishop  
Erie, PA  
Northwestern Pennsylvania, III



For more than 13 years as bishop and bishop provisional, I have helped congregations across three dioceses learn to experiment for the sake of the gospel. Together with leaders known for the grit, resilience and determination that characterizes post-industrial communities, I have helped guide our congregations to find faithful ways to be the church in a rapidly changing landscape with diminishing material resources. By striving to privilege gospel impact over our own territorial needs and wants, we have reduced operating expenses and invested our income to support congregations and advance the mission of God in our region. These experiences in resilient, economically challenged dioceses, coupled with my scholarly research in organizational learning and leadership and my long service in churchwide governance, will allow me to contribute strategic thinking and practical experience to Executive Council's deliberations about the hard decisions that now face the Episcopal Church.

**Carrie Stepp Graves**

Lay  
Towson, MD  
Episcopal Church of the Redeemer  
Maryland, III



God called me to The Episcopal Church as a child. As an adult I found a path to spiritual maturity through EfM and Biblical dream work, and discerned a call to work or the Church. I enjoy ecumenical and interfaith ministry, loving nothing more than to help diverse groups of people work together for a common cause. My range of Church board experience is essential to serving on Executive Council and offers me a deep understanding of the Church's needs. I served as canon staff liaison in Upper SC for the work of racial reconciliation, stewardship of creation, world mission, and outreach. I manage budgets and have honed my advocacy skills in SC and as canon for communications in MD. My group facilitation and communication skills, combined with my spirituality, are my rock. With them I am able to communicate the Gospel in a meaningful way. If elected, I hope to knit together my call and skills to help the Executive Council realize God's dream of the beloved community, individually, communally and globally.

## MEMBERS OF THE GENERAL BOARD OF EXAMINING CHAPLAINS

**TERM OF OFFICE:**

6 years

**NUMBER TO BE ELECTED:**

3 lay persons; 3 faculty members of theological seminaries or other educational institutions; 3 presbyters with pastoral cures or in specialized ministries; 2 bishops. (HOB elects; HOD confirms elections)

**POSITION DESCRIPTION:**

GBEC board members write the annual General Ordination Examination (GOE) administered to candidates for eventual ordination as priests. The examination includes tests for proficiency in Holy Scriptures, the history of the Christian church, Christian theology, Christian ethics and moral theology, Christian worship, and the practice of ministry. Writing the GOE includes both composing questions and the associated rubrics for answering those questions; these rubrics are provided to guide candidates as they answer the questions. Board members also evaluate the candidates' answers in the weeks following the administration of the exam. At its meetings, the board, made up of 22 members total, evaluates and plans for the succeeding year's work and oversees the work of the board's paid executive director and testing and professional consultants.

**QUALITIES AND COMPETENCIES A NOMINEE SHOULD HAVE:**

Nominees should have an interest in theological education and some expertise in one of the six canonical areas. Previous experience on a diocesan Commission on Ministry or as a diocesan examining chaplain is helpful.

Competency in testing methods and procedures is useful. Board members should be able to work comfortably in teams and task groups. GBEC assignments demand ability to concentrate intently on tasks at hand. It is vital that applicants have computer literacy, Internet access, and the ability to work online with others.



**Laura Ahrens**

Bishop  
West Hartford, CT  
Connecticut, I



I have served on the GBEC for several years. I bring to this position a knowledge of the present process, a dedication to the work of formation for those seeking orders in TEC, and a passion for exploring how the GOE's and other tools can support our work in God's mission. The gifts and skills of clergy needed to serve the Church of 21st century should be grounded in our traditions and should also serve the present day context. I bring passion, reflection and diocesan wide experience on the exploration to this conversation. I would look forward to working with the GBEC on how the GOE's can best serve this work.

**Martha Alexander**

Lay  
Charlotte, NC  
Christ Church Charlotte  
North Carolina, IV



Since 2003 I have served as a deputy from the Diocese of North Carolina to the General Convention and served on various committees. At the 78th General Convention I was Chair of the Legislative Committee on World Mission and I served as Chaplain to the Legislative Committee on The Episcopal Church in Cuba at the 79th General Convention. I have been a reader for the General Ordination Exams and am currently serving on The Church Pension Fund Board of Trustees, the Executive Council Committee on Historically Black Colleges and Universities, the Global Episcopal Mission Network Board and as the Companion Coordinator for Province IV. Over the years I have had the opportunity to work in the church with a diversity of laypeople, priests, deacons and bishops. I am committed to learning, discussing and reflecting on the issues before us and keenly listening to the many creative voices within the church. And, I will bring thorough and prayerful consideration to all matters.



**Michael Bamberger**

Priest

Sierra Madre, CA

Church of the Ascension

Maryland, IX



I have served as a reader of the GOEs for about 30 years, and was elected to the Board in 2015. I have served on the question writing teams for the areas of Theology and Ethics, and I have been the trainer for evaluation of the areas of Ethics and Church History. I am committed to the process of fairly administering and evaluating the exam. I made it possible for the exam to be administered in Spanish.

**Katharine Black**

Priest

Boston, MA

The Cathedral Church of St Paul

Massachusetts, I



The GOE has changed radically from when it was a pre-professional test like the bar exam. Formerly, there were two parts: academics to demonstrate knowledge, and Coffee Hour Questions to reveal pastoral skill on questions people really ask. Our current goal is to show Bishops and Candidates whether Candidates are ready to be ordained. My commitment to GOEs is year-round, framing and honing questions to reflect the annually changing exam. I'm particularly adept in designing clear, often imaginative, questions in every area that can be answered with entry level Proficiency. I have a wry sense of humor useful for editing and discussing questions either too broad or too vague. In 7 different venues, I have been paired with a variety of readers who consistently report feeling welcomed and valued. Finally, I bring both enthusiasm and energy, delighting in each part of the process: actual meetings, imagining and shaping questions, reading responses, and working with new and experienced readers.

**Stewart Clem**

Priest

St. Louis, MO

The Church of St. Michael & St. George

Missouri, V



As a theologian by training, I am deeply invested in theological education, and my desire is for our ordinands to be fully equipped for ministry in a rapidly changing cultural landscape. At Aquinas Institute of Theology, I teach a diverse body of students who are preparing for ministry in all its forms: lay, ordained, and vowed religious. My courses cover foundational aspects of moral theology as well as specialized topics, including social ethics and health care ethics. I also have expertise in the history of Christianity, with an emphasis on Christian moral and political thought in the Middle Ages through the early modern period. I have taught over a dozen graduate and undergraduate courses, honing my skills at administering and grading exams and essays. As a parish priest, I am active in catechesis and adult education, as well as formation programs for aspirants and postulants. I hope to bring my experiences as a seminary educator, priest, and moral theologian to serve the GBEC.

**L. Zoe Cole**

Lay

Denver, CO

St. Andrew's

Colorado, VI



Theology is not the specialty of ivory towers and dusty corners, it is the privilege and responsibility of all the people of God. My lifelong interest in education and formation has guided my work in the church and the secular world. I have worked with laity and with clergy in a variety of calls and ordained vocations, in designing, implementing, and evaluating corporate compliance, ethics, legal and religious education. Recently, this interest resulted in my completing a PhD in religious and theological studies, focused on theology/theological anthropology, philosophy, and cultural theory. My church-wide involvement has also helped me to understand the needs and structure of many different levels and areas of church ministry and governance. I believe I bring the requisite skills and experience to work independently and in teams to help assure that candidates for ordained ministry within are adequately prepared for their various ministries within and on behalf of the church.

**Christopher Corbin**

Priest  
Lead, SD  
Christ Church, Lead  
South Dakota, VI



The first thing that would make me a good fit for the General Board of Examining Chaplains is my academic background: I have a PhD in theological studies from Vanderbilt University where I focused on Anglican theology and history. Second, my ministerial work has been dedicated to local formation and congregational development. My familiarity with the most recent academic theology and church history will allow me to help create appropriately rigorous questions for evaluating candidates for ordination in today's Church. At the same time, my work in local congregational development will let me evaluate for more than academic knowledge-I can assess the ways in which candidates can apply theological and historical knowledge and skills in ways that lead to flourishing ministerial contexts. Finally, much of my professional work has taken place in Native American ministerial contexts, which gives me some sensitivity to non-dominant or non-Western forms of learning and ministry.

**R. William Franklin**

Bishop  
New York, NY  
Long Island, II



I have previously served between 2012 and 2018 on the General Board of Examining Chaplains. In addition, I have served as Chair of the History GOE Question Writing Committee. In 2021, I served as a Bishop Second Reader of Not Proficient GOE papers. I have experience of being a long-time professor at Episcopal seminaries, a seminary Dean, and a diocesan Bishop. So, I am knowledgeable in dealing with the intersection of academic life and ordained ministry in our Church.

**Rosalind Hughes**

Priest

Bay Village, OH

Church of the Epiphany, Euclid

Ohio, V



I am honored to stand for election to the Board of Examining Chaplains. I hold an MA in Theology from Oxford University and an M.Div. from Bexley Hall. I believe that my academic grounding in the required canonical areas is solid. I currently serve as convener of our Diocesan Liturgical Task Force and I am active in developing our gun violence prevention education and response. As a friend, colleague, and as Chair of our Diocesan Examining Chaplains, I have advised General Ordination Exam candidates to answer the examinations prayerfully and imaginatively, projecting themselves into their future as a priest in Christ's church. The formation of faithful ministers of the gospel has been a gift that I have enjoyed and which I love to share with others. It is this combination of academic foundation with some pastoral experience and imagination that I think qualifies me to be of use in this ministry, both in crafting questions and interpreting answers; always and only with God's help.

**Adam Kradel**

Priest

Carlisle, PA

St. Johns Episcopal Church

Central Pennsylvania, III



I am parish priest, ordained 20 years, who also has a PhD in American Politics from a top 10 program (University of Wisconsin-Madison). I have used this to help construct the Church and Society question for the GOE and then Practice of Ministry. In recent years I have worked on the Worship question, which is fitting for me as I spend time curating liturgy every day. My years working in academic has enabled me to understand the strength and limitation in evaluation of essays, which has help me make regular contributions to both the construction of GOE question and the evaluation of completed essays.

**Rhonda Lee**

Priest  
Durham, NC  
N/A--diocesan staff  
North Carolina, IV



Ordained in 2005, I have served as a university chaplain, a parish priest, and, since 2014, a regional canon in the Diocese of North Carolina. I have been a member of our Commission on Ministry for the Priesthood and our Disciplinary Board, and am now a trainer for both Safeguarding God's Children and Dismantling Racism. With a PhD in U.S. history, I have taught undergraduates at Duke, and lectured on preaching, stewardship, prayer, and pastoral care around suicide at Duke Divinity School. As a scholar, I study protest movements and the ethics of violence; my published personal essays focus on everyday discipleship.

**Anne LeVeque**

Lay  
Takoma Park, MD  
Ascension, Sligo Parish, Silver Spring, Maryland  
Washington, III



Most helpful to the Board would be my skill in writing exam questions to assess students' learning; my broad experience in equipping clergy and laity to thrive in ministry in peaceful times and in conflict, in a pandemic and in whatever comes next; and my experience, as diocesan staff, of working cooperatively to develop and realize a vision for shared ministry.



**Jane McCamant**

Lay  
Chicago, IL  
St. Paul and the Redeemer  
Chicago, V



I am a sociologist of religion and morality and would bring that substantive expertise to the work of the GBEC. I received my PhD in 2020, and am currently a Social Sciences Teaching Fellow in the Department of Sociology and the College at the University of Chicago. My own research expertise is in the history of moral and religious education, and I have studied moral philosophy and the history of theological ethics. As a teacher I design and evaluate countless written assignments, and I have familiarity with double-blind review processes through my work with the American Journal of Sociology. I would also bring to the GBEC experience of the discernment and ordination process. Since 2018 I have served on Chicago's Commission on Ministry, and since January 2020 as vice-chair. Serving on the search committee for the 13th bishop of Chicago has also given me experience of consensus-based work using both online and in-person collaboration.

**Hugh Page Jr.**

Priest  
Mishawaka, IN  
Holy Trinity Episcopal Church - Westside Ecumenical Clericus  
Northern Indiana, V



I am scholar of the Hebrew Bible / Old Testament with close to three decades of research and teaching experience in the discipline. I have been a GOE reader in the past and am completing my first term as an elected member of the General Board of Examining Chaplains. My research interests in the broader area of biblical studies focus on Hebrew Poetry, the interpretation of the Bible in the Africana world, and the comparative study of biblical and ancient Near Eastern lore - and the implications thereof for contemporary theology.



**Jason Poling**

Priest

Reisterstown, MD

St. Andrew's Episcopal Church (Pasadena, MD)

Maryland, III



I believe very strongly that when clergy "do solemnly engage to conform to the doctrine, discipline and worship of The Episcopal Church" they should know what they're getting into. That is what theological education is about: preparing our students for the work of ministry as priests in our Church by giving them a sense of what that work is and equipping them to do it. The GOEs are a means of determining whether that preparation has been done, and in making that determination they serve both postulants and our Church.

I have received theological education (M.Div., M.A.T (Biblical Studies), D.Min.) in both ecumenical and denominational seminaries, and I earned my S.T.M. in Anglican Studies at General Theological Seminary during the eventful 2014-2015 academic year. In addition to serving as Priest-in-Charge at a parish in the Diocese of Maryland, I currently have the privilege of serving as the founding Director of the D.Min. program at St. Mary's Ecumenical Institute in Baltimore.

**Carla Roland Guzmán**

Priest

New York, NY

Church of Saint Matthew & Saint Timothy

New York, II



I am passionate for theological formation and, in particular, church history. I have a MA degree in Church History (Early Church) and a PhD in Theology with a focus on Church History and Methodology (Early Modern Transatlantic). I have served for several years as a diocesan examining chaplain for the Diocese of New York. I am currently an Affiliate Faculty in Church History at The General Theological Seminary--I teach introductory church history courses, currently Early Modern to the Present; I have also taught courses on Decoloniality and History of the Episcopal Church. I always aim to connect church history to preaching and teaching, and to our breadth of tradition and liturgy, including the BCP. Moreover, I am fully bilingual (English and Spanish). Finally, I have also written a book on Episcopal Church history, specifically, the institutional history of ministry to, with, and among Latinx persons and communities.

**Kirk Smith**

Bishop

Sedona, AZ

Retired Bishop of Arizona, attend St Andrew's Church, Sedona, AZ  
Arizona, VII



As a recently retired bishop and former academic (Cornell Ph.D), I am particularly interested in how the church educates both clergy and lay leaders for the future. In 2019, I had the privilege of being a visiting professor of church history at General Seminary and at Yale Divinity School in the Spring of 2021. It was exciting to be in places which do traditional academic formation so well, with strong engagement with the urban environment. However, as a bishop, I am also concerned that the church provide opportunities to train and support those who cannot do a three year residential program. The Diocese of Arizona created such a successful program for non-stipendiary local priests. I am also concerned that ministry candidates engage intellectually with challenges from the scientific and psychological communities, and that we respond effectively to the current immigration crisis. Overall, our formation process needs to give more attention to Hispanic Ministry, Youth, LGBT folks and other groups historically neglected by the church.

**George Sumner**

Bishop

Dallas, TX

Dallas, VII



I have a Ph.D. in systematic theology from Yale, have taught at the seminary level, and have a publishing record, some of it on Anglicanism. I was the head of a seminary for 16 years. As a bishop I am involved in the ordination discernment process.

**Edythe (Edie) Wakevainen**

Lay  
Clinton Township, MI  
Grace Episcopal Church, Mt. Clemens  
Michigan, V



I am a learner and a teacher. I have a PhD in Psychology, as well as a Certificate in Theological Studies and an Anglican Studies Diploma. I have foundational knowledge in testing, education, and in the canonical areas. In 30 years working full-time in higher education, I have developed, written, and edited countless assessments, including questions and rubrics. As a reader for the Advanced Placement Psychology exam, I have used rubrics to grade thousands of essays in a concentrated period of time. I am an experienced educational technologist who enjoys working online using a variety of tools. I have worked as a member of a number of teams in a variety of settings and have great appreciation for the power of collaboration to bring out the best in each of us. I believe that these experiences and skills equip me uniquely to serve on the General Board of Examining Chaplains, and it would be an honor to serve in this way.

**Peter Williams**

Lay  
Asheville, NC  
Grace EC, Asheville, NC  
Western North Carolina, IV



I held Board membership from 2000 to 2012, then again from 2015 to 2018, filling a vacancy. Since then I have served as a member of the History committee, for which I was the primary author of a number of questions over the past two decades. I received the Ph.D. from Yale in 1970 in Religious Studies with emphases in the History of Christianity and American Religious History. From 1970 to 2012 I taught in the Department of Comparative Religion at Miami University in Oxford, Ohio, and also held visiting appointments at Bexley Hall, Bowdoin College, and Stanford University. Relevant professional work includes having served as editor of the 9-volume Studies in Anglican History, sponsored by the Historical Society of the EC; as author of the book Religion, Art, and Money: Episcopalians and American Culture from the Civil War to the Great Depression (UNC Press, 2015); and a number of reviews in Anglican and Episcopal History and other scholarly journals on Anglican/Episcopal themes.

**Thomas Williams**

Priest

Tampa, FL

Cathedral Church of St Peter, St Petersburg

Southwest Florida, IV



As a philosophy professor since 1994, I have considerable experience in developing tests, evaluating answers, and assessing the success of an exam in measuring what it is intended to measure. Having taken the GOE myself (in 2008), served as a reader (in 2009, 2010, and 2012), and carefully watched the development of the GOE in the years since, I am keenly aware of the high stakes of the exam, the crucial importance of pastoral sensitivity in evaluating responses, and what makes for good questions. My academic training and publication record show my expertise in church history, theology, and ethics; I also have considerable practical experience and continuing education in church music and liturgy. Having now had one foot in both academic life and priestly ministry (as both a professor and a cathedral canon), I am well-positioned to offer what I think would be a useful perspective on the General Board of Examining Chaplains.

**Andrew Wright**

Priest

Newark, NJ

Newark, II



I have a deep love for the Church, for the laity and the clergy, and our mission of reconciliation that we seek to undertake in the world. The Church is part of God's saving work, that continues day by day in and through each of us. My skills include an ability to read and reflect carefully, connecting current concerns with our tradition of scripture and theology. I'm also trained academically with a doctorate in liturgical theology and have a great concern for formation at all levels of education, desiring to help shape clergy and lay leaders through teaching and conversation. I have had opportunities to work in a wide variety of positions, dioceses, and contexts, giving me a broad perspective of the church's ministry. I've served as rector, as associate and as interim; I've taught high school theology and seminary liturgics; I've served in youth, college, and school ministries. I now serve on a diocesan level as Canon to the Ordinary. This breadth informs my perspective on ministry.

## TRUSTEES OF THE GENERAL THEOLOGICAL SEMINARY

### **TERM OF OFFICE:**

3 years

### **NUMBER TO BE ELECTED:**

2 lay persons by the House of Deputies

2 presbyters or deacons by the House of Deputies

2 bishops by the House of Bishops

### **POSITION DESCRIPTION:**

Trustees are responsible for evaluation, planning, implementation, and financial oversight of the Seminary for the fulfilling of its mission: “to educate and form leaders for the church in a changing world.” Specific duties include constituting professorships, electing the Dean and members of the faculty, prescribing the course of study, and establishing rules and regulations for the government of the Seminary.

### **QUALITIES & COMPETENCIES OF A TRUSTEE OF GENERAL:**

- supportive of the Mission of General, committed to the three foci of Sustainability, and willingness to work towards advancing the Four Strategic Pillars, exercising a fiduciary level of trust, care, loyalty and obedience to the mission of General
- actually and actively committed to General’s long term success
- bringing knowledge and experience in one or more of the substantive areas of present need: investment management, insurance, fundraising/capital campaigns, hotel/conference management/food and beverage operations, construction/architecture, higher education, entrepreneurial ventures, and IT
- keenly concerned and engaged in developing strategies to meet the future needs for lay and ordained leadership in the church through a stronger General
- committed to working effectively and collegially with fellow Trustees, the Dean/President and other key faculty and administrative leaders of General
- aware and supportive of the duties and proper focus of trusteeship
- willingness to actively engage in committee work
- get from others or give to the Annual Fund at least \$5000 per fiscal year
- meaningfully participate in an upcoming Capital Funds Campaign
- encourage your diocesan and other Bishops and Commissions on Ministry to send students to General - host, co-host, or assist with a Friends and Alumni Gathering in your diocese

**FIDUCIARY OBLIGATIONS:**

- to always exercise the duty of care in carrying out the Trustee's actions
- to always act with loyalty to General; this requires each Trustee to act without any conflicting interest and to carry out the duties as a Trustee of General for the sole benefit of General, without regard to benefits or burdens on any other institution, including the other body from which one is elected or in which one participates or has an interest



**Michael Braxton**

Lay  
Pittsburgh, PA  
Calvary Episcopal Church, Pittsburgh, PA  
Pittsburgh, III



I am honored to be a current trustee of GTS. I have learned what a close-knit Christian community GTS is and have been welcomed home, as the seminary invites all of us. Spreading the message of home and welcome is the basis of GTS's continued success in a sound and hopeful future. I bring to this position nearly 20 years of fundraising and development experience in higher education and in the non-profit sector. I am the Director of Development for Pittsburgh Opera and before that led a team of fundraisers at Carnegie Mellon University. I am also trained as a lawyer and commercial litigator. It is a varied background of experience that I continue to offer in service to my church community. I am active in my parish and have held various leadership roles in my diocese, including chairing our Bishop Nominating Committee. At this Convention, I serve on PB&F and previously on the Committee on Ministry. I ask for your continued prayer and hope for your support again.

**Kevin Brown**

Bishop  
Wilmington, DE  
The Episcopal Church in Delaware  
Delaware, III



I am proud to have been nominated to consider this wonderful work, and I would be very happy to serve if elected. My experience is diverse, as my resume reveals, but more, my confidence in the loving power of Jesus Christ to transform the world has never been stronger. I am convinced that the body of Christ-the church-is called to do great things in Christ's name, and I rejoice in being a part of it. We live in a moment of great challenge and great opportunity. May we have the grace and courage to embrace them!

**Noreen Duncan**

Lay  
Trenton, NJ  
Trinity Princeton  
New Jersey, II



I sense that the General Theological Seminary is poised to play a pivotal role in this climate of international soul searching. I want to be part of that walk to the promise with the GTS. I want to help grow the GTS tradition of nurturing the faithful who dream dreams. In May, the Holy Spirit led several of us in the NJ Episcopal Diocese to create the first virtual Anti-racism training course in The Episcopal Church. Two more courses have been scheduled. Opening sacred space to access information is integral to Anti-racism training. I believe that the GTS would embrace this kind of innovative leadership. I am the president of the Trinity Cathedral Academy Board. A retired Distinguished Professor of English, I had been department chair, a class-room and distance learning instructor for 37 years. Teaching and creating curricular innovations, I advised student associations, editing two (2) literary journals and designing a multi-discipline Pan African faculty lecture series.

**Deon Johnson**

Bishop  
St. Louis, MO  
Missouri, V



"A single bracelet does not jingle." I have often used this Congolese proverb as a reminder we were made for community, connection, and collaboration. I currently serve as the Bishop of the Diocese of Missouri and previous to that the Rector of a parish in the Diocese of Michigan. As a bishop and parish priest I am at my best when working with others to affect change. The Episcopal Church is in the midst of transformation. Change always involves naming and grieving what has been, while dreaming and daring about what could be. I hope that my experience in bringing others together could be used both as a Trustee of General Theological Seminary an on the Joint Nominating Committee for the Election of the Presiding Bishop. In this season of naming, grieving, dreaming and daring it would be an honor to serve the wider church as we envision the next normal to which God is call us as form a more Beloved Community.

**T. James Kodera**

Priest

Sudbury, Massachusetts

St. Luke's Episcopal Church, Hudson, MA

Massachusetts, I



I would like to continue contributing to the Board of Trustees of the General Theological Seminary my experience in two vocations: academic and church. I offer more 40 years of teaching Religion as an academic field at Wellesley College, and 3 years before that at Oberlin College. My teaching and research in the comparative and historical study of religion will give a broad perspective on Christian theological education. The other is my experience as the first Asian American priest, ordained in the Diocese of Massachusetts, one of the charter dioceses of our Church. Since I was ordained in 1985, I have served several parishes; the last 20 years as part-time Rector at a working-class parish west of Boston. I also served in the Episcopal Asiamerica Ministry (EAM), including as President of the EAM Council. In addition, I also bring global experience and perspective. I was born and bred in Japan, where Christians still comprise one percent of the population.

**Richard Norman Jr.**

Priest

Parrish, FL

Southwest Florida, IV



I have blessed with many different leadership roles, within the Church and the greater community-I have proved my ability to lead. My leadership model is transparent, collaborative, distributive, and innovative. I possess the ability to align the gifts and passions of individuals and faith communities and elected bodies with the needs of the Church and the world. I am a compassionate, energetic. I possess knowledge of finances and systems. I enjoy collegial relationships and thrive as a member of team. I have a passion and love for General Seminary; I was formed on the Close and General provided me the springboard to experience my past and present ministry contexts. I believe my gifts and passions will benefit the Board as they lean into the future of the Seminary and the Church.

## JOINT NOMINATING COMMITTEE FOR THE ELECTION OF THE PRESIDING BISHOP

### **TERM OF OFFICE:**

3 years + (some work required following the election)

### **NUMBER TO BE ELECTED:**

Five (5) lay persons and five (5) clergy persons, one of whom must be a deacon, elected by the House of Deputies; Five (5) bishops elected by the House of Bishops. Total persons to be elected: 15

Total persons on the committee: 20 (2 youth reps. to be appointed, 3 other members to be appointed to ensure diversity)

### **POSITION DESCRIPTION:**

The Nominating Committee shall:

- design a process to solicit and identify qualified nominees for the office of the Presiding Bishop;
- inform the wider Church of the process and timeline
- prepare and publish a profile for the election of the next Presiding Bishop;
- select a slate of not fewer than three (3) members of the House of Bishops;
- establish a petition process for additional nominees;
- provide for pastoral care for the nominees, their families, and their diocesan staffs;
- present to a Joint Session of the House of Deputies and House of Bishops the names of the nominees to be considered by the two (2) Houses; and
- report its actions, expenditures, challenges, and recommendations to Executive Council within three (3) months after the election.

### **QUALITIES AND COMPETENCIES A NOMINEE SHOULD HAVE:**

Members of the Joint Nominating Committee for the Election of a Presiding Bishop should have the ability to listen well, in order to hear from a wide representation of the church what gifts, abilities, and characteristics it discerns it needs in the next presiding bishop, and to hear from nominees what they discern about the direction of their own ministries. They should also have the ability to consolidate and clearly communicate the resulting vision to the wider church.

Members should have some understanding of the roles and responsibilities of the presiding bishop and the scope of the work. Committee members must understand that they are nominating candidates for the whole church and not leverage their role in the nominations process or their proximity to the candidates to advance personal agendas.

It would be helpful if the following skills and experience were represented among the membership, though not every member need have them: logistics, event planning, project management, pastoral care, human resources management, interviewing, public relations/communications/ journalism, and data collection or survey design.

It is helpful to have familiarity with conference call technology such as Adobe Connect or Zoom. It is vital that nominees have computer literacy and internet access. Committee members must have the ability to keep information confidential.

**Thomas Alexander**

Lay  
Little Rock, AR  
Christ Episcopal Church  
Arkansas, VII



Having worked closely with the Presiding Bishop over the past several years, especially through the challenges of the pandemic, I feel called to offer my name and experience to the Church in this season of discernment. I've been a member of the Executive Council since 2015, serving on the Joint Standing Committees on Governance/Operations and Local Mission and Ministry, and chairing the Working Groups on Alcohol and Substance Abuse and on Executive Council History and Racial Reconciliation. I've been a member of the Standing Commission on Liturgy and Music since 2015, serving on the Subcommittees on the Church Calendar and the Revision of the BCP, and co-chairing the Subcommittee on Formation. I'm a three-time deputy to the General Convention, serving as a member and then Vice Chair of the Legislative Committee on Prayer Book, Liturgy, and Music. As an organist, I've served in Arkansas and Western North Carolina. This fall, I'll begin at Virginia Seminary as a postulant from Arkansas.

**Jennifer Baskerville-Burrows**

Bishop  
Indianapolis, IN  
Indianapolis, V



As a parish priest, leader at the church-wide level, and now bishop, I've seen the varied ways the office of PB has been inhabited. Our church, like the world, is at an inflection point. I believe those called to be PB must be further persuaded by this particular call to the church's mission of reconciliation in Christ. In seeking to build a slate of nominees I would bring the gifts of bridge-building, collaboration, and adaptive and strategic thinking. For over 30 years I've been helping others discern their gifts for ministry. When I served on CREDO faculty leading the section on "discernment" I would remind participants that discernment is an ongoing, never ending listening to our lives that we do alone with God and in community with others. It is not about making "good choices" but about hearing and seeing well. The Holy Spirit is alive and well in the church and the world and it would be my joy to hear and see what the Spirit is up to as we make this important call.



**Kevin S. Brown**

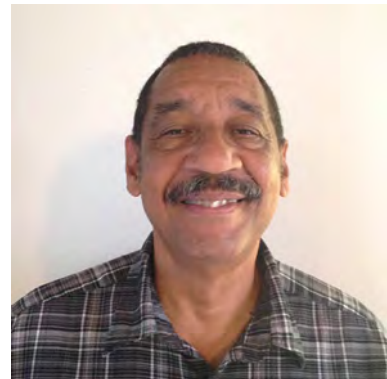
Bishop  
Wilmington, DE  
The Episcopal Church in Delaware  
Delaware, III



I am proud to have been nominated to consider this wonderful work, and I would be very happy to serve if elected. My experience is diverse, as my resume reveals, but more, my confidence in the loving power of Jesus Christ to transform the world has never been stronger. I am convinced that the body of Christ-the church-is called to do great things in Christ's name, and I rejoice in being a part of it. We live in a moment of great challenge and great opportunity. May we have the grace and courage to embrace them!

**Louis W. Glosson**

Lay  
San Jacinto, CA  
Church of the Good Shepherd Hemet, CA  
San Diego, VIII



Over the past several years I have served on two nominating bodies: Office of Black Ministries of the Episcopal Church and Search Committee for Bishop of the Diocese of San Diego. Currently, I serve as a Senior Warden at the Church of the Good Shepherd, member of diocesan Standing Committee and on the Bishop's Advisory Council. In 2022 I will complete a term on Executive Council where I have served on the GAO Committee. A longtime member of the Union of Black Episcopalians, I have served as Youth Advisor and mentor. By serving in these various positions I have gained valuable experience and knowledge about the Episcopal Church and the duties of the Presiding Bishop. My past professional experience in EEO provided a background in HR, public relations, and communications. These experiences allow me to contribute my skills and gifts to the Nominating Committee.



**Maureen-Elizabeth Hagen**

Deacon  
Portland, OR  
St. Stephen Episcopal Parish, Portland  
Oregon, VIII



I take time to discern. I try to rid myself of preconceptions, and have a spirit of curiosity and wonder. I have a deep abiding love of God and God's people. I listen to many disparate voices, asking others about their dreams. I have done a lot of spiritual direction and one-on-ones. They have served me well. I have found when given the opportunity to participate, people engage. I am strategic, tending to see the overall picture rather easily. That helps for planning, introducing change, planning events. I have put on many conferences for up to 300 people. I can focus on the details, including budgets.

Coming to the church at 41, I appreciate its great gift and practice radical hospitality. I have had a broad exposure to TEC through my work with deacons, Forma, General Convention, Baptized for Life, Nuevo Amanecer, UBE, and theological education. I adapt well - I moved our entire diocesan school online in 3 days. Although I work well independently, I am collaborative.

**Deborah Harmon Hines, PhD**

Lay  
Memphis, TN  
West Tennessee, IV



I love God, family, and the transforming nature of learning. In loving God, I love the Episcopal Church. The Episcopal Church has been part of my family since I was confirmed at age sixteen. It would be my honor to serve this Church as a member of the Joint Nominating Committee for the Election of the Presiding Bishop.

Professionally, I have served on several high-level search committees. I have a long track record of service to the Episcopal Church. I know the Episcopal Church broadly after serving as National President of UBE (1982-88), Church Pension Fund Trustee (2000-2012), Trustee of the Diocese of Western MA (2005-2015), Vestry of Holy Spirit Episcopal Church (2015-2000), and Deputy to General Convention from WMA (1991 - 2012). I bring my analytical and administration skills honed as Vice Provost at the University of Massachusetts Medical School and my pedagogy skills Professor of Radiology, Nursing and Cell Biology. I am married to Rev. John Edgar Freeman.

**Toni C. Hogg**

Lay  
Hayes, VA  
Abingdon, White Marsh, Gloucester, VA &  
St. Aidan's, Virginia Beach, VA  
Southern Virginia, III



I have been privileged to serve on numerous committees and boards in the wider church. I have been a lay deputy to General Convention since 2006. I have served on the Presiding Bishop's Confirmation Committee (Bishop Curry was elected), Ministry Committee and presently serve on the Joint Standing Committee on Nominations. I believe that my experience, acquired insight and skills are well-suited to the continuing challenges of General Convention and the committee work. I have been blessed to witness and learn from so many others in the church, and this has left me well-versed in discernment, listening and dialogue skills which impart to me an inclusive perspective of The Episcopal Church.

**Michael Hunn**

Bishop  
Corrales, NM  
Rio Grande, VII



As Canon to the Ordinary for Bishop Michael Curry and his chaplain at the General Convention that elected him Presiding Bishop I experienced the election and transition of one PB to another first hand. As Transition Minister for the Diocese of the North Carolina for over 12 years I learned much about what makes for healthy transitions in the church. As a participant in Presiding Bishop Curry's installation and transition to the work of Presiding Bishop I understand the critical ministry of the church-wide staff, the work of Executive Council and the inner workings of the Church Center. I am committed to a smooth, welcoming and empowering transition for the next Presiding Bishop of the Episcopal Church.

**Deborah M. Jackson**

Priest

Hixson, TN

St. Paul's Episcopal Church (Chattanooga, TN)

Florida, IV



Prior to becoming a priest, I had a career in marketing and management in the insurance industry, during which I acquired many skills that inform and amplify my ordained ministry. I currently serve as an associate dean at the School of Theology at Sewanee, a position I began after six years as a parish priest. My work now focuses on formation of church leaders, especially planning orientation for new seminarians and supporting their overall experience. I provide pastoral care, and collaborate with others as needed to ensure an environment of seamless care for the students. I have also enjoyed serving the wider church as the National Chaplain for the Junior Daughters of the King, and as a delegate of TEC to the United Nations Commission on the Status of Women. I have experience in event planning and project management, and I have served on numerous executive search committees. If elected, it would be my honor to serve on this committee, and with God's help, to contribute to the mission of the Church in the world.

**Dixie Roberts Junk**

Priest

Westwood, KS

St. Paul's Episcopal Church &

Iglesia Episcopal de San Pablo; Kansas City, KS

Kansas, VII



Ministering in a bi-lingual, multi-cultural urban context & working with the Office of Latino/Hispanic Ministries has given me training & practical experience affirming cultural competency, listening, & advocating for diverse voices. I hope to use my experience to foster a committee that respects all voices & perspectives of TEC. In my work & serving on non-profit boards I have focused on leadership development. I welcome an opportunity to share the potential of adaptive, creative, engaged leadership to energize the committee process. I've had a versatile career & worn many hats: As an architect I coordinated teams of diverse individuals to design, develop & construct projects. Being a business owner required creative problem solving & adaptability. I've needed to be resourceful, innovative & technically savvy as a parish priest to remain relevant in a changing world. This variety allows me to be adaptive and serve the committee where most needed.

**Lydia Bucklin**

Priest

Marquette, Michigan

Northern Michigan, V



At the heart of my vocation is deep listening and honoring the voices of local communities. As I travel across the Upper Peninsula of Michigan, ministering alongside small, yet deeply committed and gifted communities of faith, I hear that now, more than ever, we long for genuine connection, with one another, the broader church, and especially with God.

In learning to live out my vocation I've developed skills in community organizing, creating processes and spaces to listen for collective discernment and the Holy Spirit. I am passionate about small churches/dioceses, children and youth ministry, dismantling racism, evangelism, and re-imagining theological formation for all. My skills and experience also include transitions ministry, communications (including design, editing, and publishing), and ministry development (recognizing and cultivating the potential in others). If elected to this committee, I will work tirelessly to ensure the integrity of the search process.

**Mark Lattime**

Bishop

Fairbanks, AK

Alaska, VIII



Having served 10 years in the Diocese of Alaska, I have come to appreciate most my ability to listen deeply to others. Not all people communicate in the same way the dominant/Western culture expects. I have learned that it is crucial to listen as much with the eyes as with the ears; to be present to what is being said, but to attend as well to what is being left unsaid. There is a skill to both emotional intelligence and cultural awareness. Living in and serving among the diverse communities of Alaska has help me to hone these skills. I've also come to appreciate how so many of the important and worthy discussions and ministries that the Episcopal Church invests resources of time, energy, and money in are lost on small remote communities that are led by lay leaders and where infrastructure limitations make participation impossible. As we consider candidates for the next Presiding Bishop, it will be important that the interests and hope of the whole church is heard.

**Janet MacNally**

Deacon

Minneapolis, Minnesota

St. Paul's Lake of the Isles

Minnesota, VI



My secular career was as a teacher and coach for Speech and Theatre Arts. As such I have developed and enhanced the skills of listening as an important partner in any communication endeavor as well as the ability to communicate in both written and spoken word with clear and concise messaging. I can speak in person, on Zoom or on tape. As we continue to find our way in the 21st Century with everything that has come our way from a global pandemic to the urgency to face and change the long standing systematic racism that has plagued our nation for the past two hundred and forty four years the church finds herself in an unique place to provide a significant and spiritual voice at the table. It will be important, at this juncture, to hear the voices of all her faith communities, from the largest of cities, to the Native American missions, to the suburbs, each with a different and yet equal vision as to what the church should be in this place in time. Also, like all of us, I can Zoom.

**Jose McLoughlin**

Bishop

Asheville, NC

Western North Carolina, IV



José Antonio McLoughlin is the seventh bishop, and first Hispanic, of the Episcopal Diocese of Western North Carolina. Prior to his election as bishop, José has served in the dioceses of Oklahoma, Southeast Florida, and Virginia. José is a hands-on bishop, dedicated to the people of the diocese and the clergy who serve them. He has committed to being fully engaged in the church's ministry with youth, minorities, and underserved populations, and is passionate about raising up a new kind of leadership food the church in our day. While not disregarding the great traditions of the Church, Bishop José believes that changes are necessary in the ways the church ministers in our day, and many of those changes must originate from the ministry of the bishop. Born in San Juan, Puerto Rico, Bishop José is bilingual, enjoys music, playing the drums, all things aviation and studying 18th century American history.



**Tracie Middleton**

Deacon  
Fort Worth, TX  
Trinity, Fort Worth  
Fort Worth, VII



This committee's responsibilities include collecting input from across the church to build a profile of the who we'll be looking for in our next presiding bishop. I have experience in designing surveys, aggregating data, and visualizing results. Most of my work experience has been in journalism and communications. I'm good at distilling large amounts of information. I've participated in nominations processes in my diocese, at the Association for Episcopal Deacons, and on the Joint Standing Committee for Nominations. I've enjoyed creating administrative and tracking tools and tapping into the (usually fewer than) "six degrees of separation" among every member of the church to connect with potential candidates. There are also occasional deeply reflective conversations about discernment. This committee is also tasked with providing for the pastoral care of nominees, their families, and staffs. I feel strongly about designing each step with pastoral care in mind.

**Steven Nishibayashi**

Lay  
Glendale, CA  
St. Mary's (Mariposa)  
Los Angeles, VIII



As a member of Executive Council since 2015, I have experienced the complex governmental structure of the Episcopal Church and the importance of having a wise, visionary leader in the Presiding Bishop. I have nearly 50 years of service in the Diocese of Los Angeles and the broader church. Through my work on the Standing Committee, Commission on Ministry, and as Chair of the Bishop Coadjutor Search Committee (1999) in the Diocese of Los Angeles, I have learned the vital importance of developing the trust of potential candidates by respecting the confidentiality and integrity of any discernment process, especially for nomination for Presiding Bishop. I believe I bring the skills and experience necessary for this process of discernment.



**Thomas W. Peters**

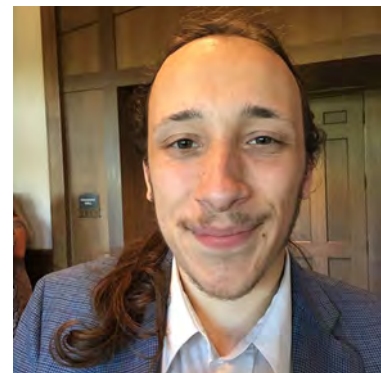
Priest  
Cheshire, CT  
Christ Church, Bethlehem  
Connecticut, I



I have served on 3 nominating committees seeking candidates to lead organizations, from head of school in a secular world, to parish rector and diocesan bishop in a religious world. For each, I brought an appreciation for the historical significance of the institution as well as an appreciation for the need to respond to new and changing dynamics. In each search, a "first" was achieved: first female head of the school, first female rector and one who supported gay rights, and first bishop from outside the diocese. Subsequent experience as a deputy to General Convention 2015 and on the Task Force on Provinces gave me greater appreciation for the work of TEC. Today I work in a bi-vocational capacity, the leader of a small church seeking to redefine itself in an increasingly secular world and a classroom teacher in a secular school seeking to find a sense of spiritual direction and meaning. I would love to bring this balance and experience to the search for a new leader for TEC.

**Richard Pryor III**

Lay  
Kent, OH  
Christ Church, Kent  
Ohio, V



As a recent graduate of the University of the South, I was able to serve in a number of leadership roles in All Saints' Chapel and elsewhere. Throughout those four years, I was able to meet a variety of students, faculty, and guests, giving me exposure to the church and those in it that would have been impossible anywhere else. I have augmented those experiences with serving at three General Conventions, doing mission work in the broader Anglican Communion, serving as an editor of the new magazine Earth & Altar, and serving on my diocesan task force for young adult ministry. These experiences have taught me three things - first, what an asset Bishop Curry is to this church; second, what a great task his successor will face; and third, what a wide range of opinions there are in this church. I will bring a skill at listening to others, a style of decision-making bathed in prayer and discussion, and a joy in working hand-in-hand with God and other people.

**Phoebe Roaf**

Bishop  
Memphis, TN  
West Tennessee, IV



I would welcome the opportunity to serve on the Joint Nominating Committee for the Election of a Presiding Bishop. Before ordination I was a public policy analyst and a business attorney. In both vocations I collaborated with others to identify mutually beneficial solutions for the parties involved. This entailed researching pertinent issues, formulating questions, engaging in active listening, resolving conflict, analyzing and synthesizing information, and presenting the findings before groups of various sizes. Nothing is wasted in God's economy as these skills have been an integral part of my current vocation. I would prayerfully approach the work of the Joint Nominating Committee with an open heart and mind.

**Bill Robison**

Lay  
Wauwatosa, WI  
Trinity EC, Wauwatosa WI  
Milwaukee, IV



In my roles as a parent, business owner, volunteer and member of the Episcopal Church, I have sought to identify strengths and skills in those around me, to recognize and nurture those gifts, and encourage others to realize their impact on others. Since my first service as deputy in Anaheim 2009, I have been involved in a number of bodies where I discerned the potential usefulness of my own gifts. Among others, I served on the House of Deputies Committee on Confirmation of the Presiding Bishop, and the Task Force on Review of Presiding Bishop Election and Transition Process, studying the work from nomination through consecration and transition, and its effects on the candidates, their families, home dioceses, and the church. I also served on the Nominating Committee for the 12th Bishop of my own diocese. All this has taught me much about the honesty, confidentiality, humility and effort required as central to the charge of this committee. I feel called to offer my gifts to this work.

**Audrey C. Scanlan**

Bishop

Mechanicsburg, PA

Central Pennsylvania, III



I came to work in the church with a varied set of experiences that included working as an Executive Chef, schoolteacher, in the Guidance Department of an Elementary School, and as founder of two non-profits serving emotionally needy children. I honed my gifts of organization and administration as an entrepreneur and as a manager offering supervision and oversight that is essential in transforming a vision to a sustainable enterprise.

I possess clarity of thought and a visual learning style that perceives organizational structure as strength. The work of this committee will need to be able to see clearly the current gifts and challenges of our church and identify places in our structural system of strength, need, and openness to change. Determining priorities and creating plans to accomplish goals while allowing for organic shifts is essential. I believe that I am competent in leading with these ideas in mind.

I also am a published writer and appreciate good communication.

**Mary Frances Schjonberg**

Priest

Bradley Beach, NJ

Newark, II



During the nearly 14 years I worked for the Episcopal News Service, I often traveled with the presiding bishop across The Episcopal Church and the Anglican Communion. I saw how each one reacted to the demands of the job. I saw the work of the presiding bishop evolve, within the bounds of the Constitution and Canons, to meet the challenges facing the church and the world. I also experienced how those changes impacted the churchwide staff. Each of the three presiding bishops for whom I worked had a different style, so I witnessed both the flexibility and rigidity of the bounds of the office. My work also allowed me to get acquainted with many members of the House of Bishops and learn about how they are managing change in their dioceses. I feel called to offer my knowledge and experience of the breadth and depth of the church, and my communications skills, to the work of discerning and nominating a slate of bishops from which General Convention will choose our 28th presiding

**Rose H. Sconiers**

Lay  
Buffalo, NY  
St. Philip's  
Western New York, II



As a retired Judge, having served in City Court, Supreme Court and Appellate Court, I have acquired the necessary skills to be objective by listening to facts and making decisions that affect the lives of individuals, families and communities. I have also served in several leadership positions in the church, the courts and the community. I will utilize my life learned skills and God given gifts of compassion and humility to serve the Nominating Committee for the election of a new Presiding Bishop.

**Anne Swardson**

Lay  
Paris, France  
Cathedral of the Holy Trinity, Paris  
Convocation of Episcopal Churches in Europe, II



As a Christian, I have learned the power of the Word. As a journalist for four decades, I have learned the power of words. As a lay member of numerous Cathedral and Convocation bodies, including as president of the Council of Advice, I have learned how important it is not just to write and speak, but to listen and understand. I have participated in two canon searches, one dean search and one bishop search. In a practical sense, this means I can write press releases and other communications that convey the work of the Nominating Committee, I can help prepare a profile for what we seek and otherwise ensure that all written communications do the job we intend. Because the Convocation is spread across seven countries, I am very experienced with managing and acting via video conference. As one of the chief organizers of the April 2019 consecration in Paris of our bishop, Mark Edington, I'm also skilled in making things happen, in an organized, punctual and calm way.

**Brian Thom**

Bishop  
Boise, Idaho  
Idaho, VIII



I have served my entire ordained ministry in the Intermountain West. As priest and bishop, I have happily ministered for the last twenty-nine years in the Diocese of Idaho. This experience has left me with a particular appreciation for the character of life in rural, western states. The breadth of the Episcopal Church was opened up to me through participation in each General Convention since 1994. I served several triennia on the Standing Committee on Ministry and for the last two Conventions on the Special Committee on Marriage. For this triennium, I am participating in the work of the Task Force on Liturgy and Prayer Book Revision. The fruition of these many experiences will help me serve the Joint Nominating Committee for Election of the Presiding Bishop well. I will bring an important perspective from a smaller and more dispersed portion of the Church, providing a more complete picture of the Episcopal Church our next Presiding Bishop will serve.

**Margaret Thor**

Deacon  
Arden Hills, MN  
St. John in the Wilderness, White Bear Lake, MN  
Minnesota, VI



Several words come to mind when describing my competencies and skills that are important in serving on the nominating team including leadership, teamwork, responsible, decisive, listener, good interviewer, and organized. I spent the majority of my 32-year career at the IRS as a manager and senior manager leading groups of individuals in accomplishing a specific plan and meeting deadlines. In both leading people and working on teams, I listened carefully to those I worked with to ensure they were heard and their ideas incorporated to achieve our mission. I employed these skills on the search team for the X Bishop of Minnesota. I was the lead of the planning team for the discernment retreat which involved overall organization of the event, interviewing and listening skills, timeliness, and decision making. I am a deacon fulfilling my call to serve God in the world. I use my skills to bring people together demonstrating God's love at homeless shelters, feeding ministries, and advocacy.



**Megan M. Traquair**

Bishop  
Sacramento, CA  
Northern California, VIII



The search for nominees for Presiding Bishop is so vital, that it must be both effective and Spirit-filled. My skill in forming teams, focused on their mission while retaining their pastoral nature, has been a critical and positive addition to the committees I serve. I have a strong ability to listen, elicit information, and organize these learnings. I believe in and have guided smooth clergy transition processes from many angles. I have a good eye for the workings of large systems and an interest in how it all feels at the ground level. The quality of the search team interaction will affect the experience of the rest of the church. There are many stakeholders in this journey and a clear path, regular communication, and much prayer is needed. It will shape how The Episcopal Church can participate and be heard. My competency in these areas can assist the Joint Nomination Committee in both wise action and the quality of its communal life during a very important time of holy discern

**Kate E. Wesch**

Priest  
Essex, CT  
St. John's Episcopal  
Connecticut, I



This is the church that has raised, formed, and empowered me to be the leader that I am today. I have spent time in all corners of the church from Oklahoma, to Seattle, to Connecticut. I have worshipped in Episcopal communities of all shapes and sizes; rural to urban, rich to poor, young and old, and always among people with a deep and abiding hunger for Jesus and eager to share the good news of God in Christ. As a priest, I have primarily served two congregations: one an urban, rapidly growing, and well-resourced congregation and the other a scrappy and growing congregation with a giant heart. I believe fervently that it is possible for congregations of all sizes and contexts to develop into more faithful, healthy, and effective communities that seek to be transformed and bring about the kingdom of God. What I bring to this committee is a lifetime of love for this church, hope and vision for its future, and the courage to dream something new.



**Robert C. Wright**

Bishop

Atlanta, GA

Atlanta, IV



I bring over thirty years of studying, practicing and inspiring leadership in complex organizations. I have learned much as as a board member and member of search committees for Deans and Heads of Seminaries, Episcopal Schools and Independent schools. With members of the Diocese of Atlanta, I have developed right- sized search processes for congregations and created and implemented a diocesan wide leadership training for clergy, laity and young people for the eighth largest diocese in the Episcopal Church. Through these experiences, I have deepened my ability to listen and discern direction with people with multiple interpretations and have increased my capacity to create catalytic questions helping groups move from inquiry to impact. I relish the opportunity to offer my experience and enthusiasm for the Lord of the Church at this inflection point in our common life.

Note: The slate is presented as of December 2020. The JNCPB election was completed in July 2021.