

Profile for the Election of the 28th Presiding Bishop

presented by:



“For surely
I know the plans
I have for you,
says the LORD,
plans for your welfare
and not for harm,
to give you a future
with hope.”

(Jeremiah 29:11)¹

I
A Letter to The
Episcopal Church
from the Joint
Nominating
Committee for the
Election of the
Presiding Bishop

Dear friends in Christ,

We are humbled to have been entrusted by this church with the task of “[developing] and [managing] a process for soliciting and identifying qualified nominees for the office of Presiding Bishop” (Canon I.2.1(f)). It is with great joy that we share the “Profile for the Election of the 28th Presiding Bishop.”

The document before you fulfills one of our canonical mandates, that we “shall prepare a profile for the election of the next Presiding Bishop,” and that “the profile will be distributed widely to the Church” (Canon I.2.1(d)). This profile will help the members of this church—and particularly, the members of the House of Bishops, which will elect the next presiding bishop, and the House of Deputies, which will confirm the election—learn of our work thus far.

We have welcomed input from across the church; and here, we have given voice to what we have discerned. As such, this profile articulates from our perspective where we believe The Episcopal Church stands today and to where Christ now calls us. The profile is written in a narrative style, as a means of illustrating, and not simply listing, what we have discerned. It culminates with an invitation for you to join us in discerning candidates for our next presiding bishop. An executive summary that distills the themes and claims of this document can be found at the end.

The election of the 28th presiding bishop is a decisive moment for The Episcopal Church. The church faces challenges and opportunities that are unlike anything we have encountered in recent times. As the prophets of old would have put it, “We find ourselves in a strange land.” This profile speaks to many of these challenges and opportunities, and it attempts to describe the presiding bishop that The Episcopal Church seeks for our time and the near future. But as Holy Scripture teaches us time and time again, our Lord has plans for us—plans for “a future with hope.” God is faithful; and for that, we give “most humble and hearty thanks” (Book of Common Prayer, p. 58). Indeed, it is an exciting time for The Episcopal Church.

Thank you for joining us in this work. We ask that you continue to hold us in your prayers, as we continue to hold each of you in ours.

Faithfully yours,

The Rt. Rev. Mark Lattime, co-chair
The Diocese of Alaska

Canon Dr. Steven Nishibayashi, co-chair
The Diocese of Los Angeles

Dr. Deborah Harmon Hines, secretary
The Diocese of West Tennessee

The Rev. Dr. Deborah Jackson, chaplain
The Diocese of Florida

Mr. Thomas Alexander
The Diocese of Arkansas

Mr. Eric Bailey
The Diocese of Central Florida

The Rt. Rev. Jennifer Baskerville-Burrows
The Diocese of Indianapolis

The Rev. Canon Lydia Kelsey Bucklin
The Diocese of Northern Michigan

The Rev. Diego Chingú
The Diocese of Central Ecuador

Mr. Thomas Diaz
The Diocese of Los Angeles

The Rev. Dr. Antonio Gallardo
The Diocese of Los Angeles

Ms. Maria Gonzalez
The Diocese of Olympia

The Rev. Maureen-Elizabeth Hagen
The Diocese of Oregon

Mr. Warren Hawk
The Diocese of South Dakota

The Rt. Rev. José McLoughlin
The Diocese of Western North Carolina

The Rt. Rev. Phoebe Roaf
The Diocese of West Tennessee

The Rt. Rev. Audrey Scanlan
The Diocese of Central Pennsylvania

The Rev. Mary Frances Schjonberg
The Diocese of Newark

The Hon. Rose H. Sconiers
The Diocese of Western New York

The Rev. Kit Wang
The Diocese of Maine

II

Our Work of Discernment

**“Jesus said, ‘...where two
or three are gathered
in my name, I am there
among them.’”**

(Matthew 18:20)

Christ teaches us that he meets us when we gather in his name. Therefore, we know that the work of discernment, of looking for God's presence among us, is inherently collaborative. This work must be done alongside others. As such, our work has included:

1. **A churchwide survey**², by which over 6,000 respondents shared with us their hopes for and concerns about the world, The Episcopal Church, and the next presiding bishop.
2. **Dozens of interviews** with current and past presiding bishops, churchwide leaders, denominational staff members, and other individuals serving in close proximity to the presiding bishop, by which interviewees reflected upon their experiences in those roles.
3. **Extensive conversation** and prayer as a JNCPB, the elected and appointed membership of which is richly diverse in demographics, ministerial context, and theological perspective.

Each of these components has contributed to this profile. Often, we found consensus between our means of discernment. Sometimes, we found divergent opinions among survey respondents, interviewees and our conversations. This profile aims to acknowledge and synthesize the breadth of our findings. We faithfully present this profile based on our research and discernment thus far, and we will continue to seek the guidance of the church and the Holy Spirit as the nomination process continues.

² *Joint Nominating Committee for the Election of the Presiding Bishop – Survey Analysis, January 2023.*

III

The World and the Church of Our Time

**“May you be blessed by
the LORD, the maker
of heaven and earth.
The heaven of heavens
is the LORD’s, but
he entrusted the earth
to its peoples.”**

(Psalm 115:15–16)

The World of Our Time

In our survey of the church, we asked, “What are the three major global issues in the next 10 years?” Between the survey and our own methods of discernment, there seems to be much consensus. Below, we will identify the top three issues facing the world over the next 10 years:

I. Environmental Crisis

We have discerned that **the environmental crisis is one of the most pressing issues facing our world today, and that it must be an absolute priority over the next 10 years.** This is shown consistently across all kinds of demographics from our discernment work: race, ethnicity, sexuality, age, geography, and order of ministry. As the psalmist prays, God has entrusted to us the care of creation, but we have “betrayed [God’s] trust” (Book of Common Prayer, p. 370), and “we have denied...[God’s] goodness...in the world [God has] created” (Enriching Our Worship I, p. 19). The consequences are many: the deterioration of ecosystems, the increasing change of climate, the depletion of resources, and the lack of sustainable energy, all of which most often fall at the expense of the already marginalized communities among us. In these ways, the global climate emergency continues to be the most pressing issue facing the world over the next years. The Episcopal Church must recommit itself to the creation that God has entrusted to us.

2. Violence, Conflict, and War

“[The LORD] shall judge between the nations, and shall arbitrate for many peoples; they shall beat their swords into plowshares, and their spears into pruning hooks; nation shall not lift up sword against nation, neither shall they learn war any more.”
(Isaiah 2:4)

We have discerned that **violence, conflict, and war are also among the most pressing issues facing our world today.** This particularly includes the Russian invasion of Ukraine that began in February 2022, relentless racial violence, and ongoing gun violence—all horrible exercises of power and needless slaughtering of human life. Unnecessary violence, conflict, and war have taken a disturbing place of prominence in our day. From our perspective, over the next 10 years, The Episcopal Church will need to recommit itself in substantial ways to those words of the Lord given to the prophet Isaiah: that instruments for war be refashioned into instruments for the common good; that systems of death be displaced by systems of life; and that we shall not “learn war any more.”

3. Inequality and Division

“My brothers and sisters, do not claim the faith of our Lord Jesus Christ of glory while showing partiality...Have you not made distinctions among yourselves and become judges with evil thoughts?” (James 2:1, 4)

The Letter of James proclaims a powerful vision, reminding us that we tend to make ourselves “judges,” making “distinctions among [ourselves].” But this is not the way of Jesus Christ. In just this way, we have discerned that **the inequality and division of our day are also among the most pressing global issues.** These issues are fueled by systemic discriminations of all kinds: racism, nationalism, xenophobia, heterosexism, homophobia, transphobia, ageism, ableism, classism, and unfortunately, many others. And indeed, The Episcopal Church itself is plagued by such inequalities and divisions in its own particular way. There is much truth-telling and reckoning work to be continued by The Episcopal Church over the next 10 years.

The Church of Our Time

In our survey of the church, we asked, “**What are the three major issues facing The Episcopal Church in the next 10 years?**” Many survey respondents spoke to the significant decline in church attendance and membership,³ and across our methods

of discernment, we have found consensus around four particular challenges that The Episcopal Church faces for its next 10 years, each of which is related to the trend in church attendance and membership:

“Jesus said, ‘Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit and teaching them to obey everything that I have commanded you...’”

(Matthew 28:18–19a)

1. We have discerned that the church faces a **challenge of evangelism**, a word that has been rightfully reclaimed by Episcopalians in recent years. Christ’s “Great Commission” to us is to “go...and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit. (Matthew 28:19)” This certainly includes long-term efforts, such as church-planting, but it primarily includes the daily efforts that are fundamental to the life of all Christian people (Book of Common Prayer, pp. 855–6). Evangelism is about looking for where the Holy Spirit has been at work in the world all along. Evangelism is about being sent out to meet God there, “to do the work [God] have given us to do, to love and serve [God] as faithful witnesses of Christ our Lord” (Book of Common Prayer, p. 366). God has done a good work in The Episcopal Church over the past several

³See *Parochial Report Results from 2021* (New York: The Episcopal Church, 2021), <https://www.generalconvention.org/parochialreportresults>.

years, building us up to be the evangelists that we were baptized to be; we pray that God will continue this work in us these next 10 years.

2. We have discerned that the church faces a **challenge of “catechesis,” of teaching the faith.** Just as we cannot neglect the command to “make disciples of all nations,” we cannot neglect Christ’s command to “[teach] them to obey everything that [he has] commanded [us].” From our perspective, The Episcopal Church seems ready to recommit itself to faith formation across all ages—particularly to youth ministry and campus ministry—and to the work of raising up and forming leaders, both lay and ordained. Passing on and building up our unique witness to the Christian faith will be essential over the next 10 years.

3. We have discerned that the church faces a challenge of **nurturing our own faith.** After all, we cannot proclaim what we do not know (Romans 10:14). With a strong and well-nurtured faith, we might join Peter and John in boldly proclaiming, “We cannot keep from speaking about what we have seen and heard” (Acts 4:20). We believe that we are in a moment in which individual Episcopalians need to tend to their own faith, to go deeper, for it is only by this that we can take up the work Christ has laid before us. This work is vital, particularly over the next 10 years.

4. We have discerned that the church faces a challenge of **adapting to our current reality.** This is not an act of defeatism; after all, Christ’s commission to go, baptize, and teach is always before us. Rather, it is a process of reordering ourselves and our priorities to meet the needs of our day. We see glimpses of creative adaptation: neighboring dioceses discerning how best to share their resources; the General Convention reevaluating its procedures; our seminaries engaging in new partnerships; and so on. Such work will be crucial for The Episcopal Church over the next 10 years.

IV

A Presiding Bishop for Our Time

This section of the profile aims to articulate the particular qualities that The Episcopal Church seeks in the next presiding bishop. Of course, there are many specific roles and functions of the office that remain consistent between tenures (see “Canonical Qualifications, Terms, Roles, and Functions,”).

But here, we aim to reflect on what we have discerned is needed in a presiding bishop for our time.

Several qualities and characteristics came to the surface and found consensus, including:

- A fidelity to prayer and study.
- A commitment to physical, mental, and spiritual self-care.
- A demonstrated capacity for personal growth over time.
- A recognizable love of learning and of challenges.
- A desire to collaborate with people.
- A demonstrated capacity for transforming systems at local and diocesan levels.
- A commitment to building relationships with others and for others.
- A genuine personality, gracious disposition, and good sense of humor.

Below, we will identify **three particularly important characteristics** desired in our next presiding bishop, not only because these characteristics found great consensus in our work of discernment, but because they are deeply connected to the challenges and opportunities that we have outlined above:

I. Strong Leadership

“[Christ] himself granted that some are apostles, prophets, evangelists, pastors and teachers to equip the saints for the work of ministry, for building up the body of Christ, until all of us come to the unity of the faith and of the knowledge of the Son of God, to maturity, to the measure of the full stature of Christ”

(Ephesians 4:11–13).

The Episcopal Church wants a **presiding bishop of strong leadership to lead us into the challenges before us**. We acknowledge that strong leadership looks different depending on the person, but this leadership must always be strategic, articulate, collaborative, committed, and gracious. The next presiding bishop will have demonstrated a capacity for this kind of strong leadership during their work in a diocese, and will have demonstrated an aptitude for leadership through systemic change. And as Scripture memorably illustrates, this leadership is always for the “building up the body of Christ,” the church. The presiding bishop’s leadership style should be one of both strategic visioning and of enabling others, of building up the body, “until all of us come...to the full stature of Christ.”

2. Love of Preaching and Communicating

“For I long to see you so that I may share with you some spiritual gift so that you may be strengthened...” (Romans 1:11)

This sense of Paul’s “longing” is what The Episcopal Church is looking for in a presiding bishop: **someone who longs to bring a word to The Episcopal Church and to the world.** Not only should the next presiding bishop be a strong preacher—a quality that differs depending on the given preacher—but someone who truly loves to preach. This work of “bringing a word” takes place beyond the pulpit. It takes place on social media and in letters to The Episcopal Church; at diocesan conventions and in staff meetings; in Executive Council meetings; and in House of Bishops gatherings. And given the breadth of this church, the work of preaching and communicating inherently takes place across a variety of cultures and people. The next presiding bishop should have the language to speak to a diverse church, to speak across difference.

3. Faithfulness

“...the Lord commanded that those who proclaim the gospel should get their living by the gospel.” (1 Corinthians 9:14)

“Faithfulness” is the last characteristic to be listed, but it is by no means the least. In fact, it is the most important, because, as the Apostle Paul reminds us, the work of proclaiming the gospel should be grounded in “living by the gospel.” As the Book of Common Prayer has us pray, we show forth God’s praise “not only with our lips, but in our lives” (p. 101). This insistence on faithfulness consistently and compellingly appeared in our survey results, interviews, and conversations. The next presiding bishop should be one who is **deeply grounded in their faith and hope in Christ and steadfastly committed to the living tradition of The Episcopal Church.** They should be fully authentic and a person of palpable integrity, always ready to offer “an accounting for the hope that is in [them]” (1 Peter 3:15).

V

Canonical Qualifications, Terms, Roles, and Functions

Canonical Qualifications

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

Term

The presiding bishop's term is nine years beginning Nov. 1, 2024, and concluding Oct. 31, 2033. If the presiding bishop reaches the age of 72 prior to the completion of the term, they must resign to the General Convention closest to the date on which they turn 72, and a new presiding bishop would be elected at that General Convention for a term of nine years beginning Nov. 1 following the close of General Convention (Canon I.2.2).

Roles and Functions

The primary source for understanding the role and responsibilities of presiding bishop is the church's [Constitution and Canons](#).

The church is most familiar with the presiding bishop's responsibilities to:

- Provide leadership in developing policies and strategies for the church and speaking for the church on the policies, strategies, and programs of General Convention.
- Visit every diocese of The Episcopal Church (Canon I.2.4(a)).
- Speak God's words to the church and to the world as the representative of this church.
- Represent The Episcopal Church in the Anglican Communion as primate.
- Participate in the ordination and consecration of bishops.
- Preside over the House of Bishops.

Additionally, the presiding bishop has various responsibilities for:

- Congregations in foreign lands, including Micronesia and the Convocation of Episcopal Churches in Europe.
- The consent process upon the election of bishops.
- Members of religious orders and Christian communities.
- The Episcopal Church in Navajoland.
- Federal chaplaincies and the bishop for federal ministries.
- Dioceses without bishops.

The presiding bishop also has significant responsibilities for the discipline and changes in status of bishops:

- Receives requests from bishops for release and removal from the ministry of The Episcopal Church.
- Receives resignations of bishops.
- Receives evidence of the incapacity of bishops.
- Issues pastoral directions, restrictions on ministry, and administrative leaves to bishops.
- Appoints the intake officer for complaints against bishops.
- Serves on the Reference Panel of the Disciplinary Board for Bishops.
- Certifies abandonment of communion by bishops.
- Processes charges of violations of doctrine by bishops.
- Has a significant role in proceedings to terminate the relationship of a bishop and a diocese.

The governance functions of the presiding bishop include:

Appointments: The presiding bishop appoints bishops to all the standing commissions, joint standing committees, task forces of General Convention, committees of the House of Bishops, legislative committees of the House of Bishops at General Convention, Board of Transition Ministries, and Board of Archives. They make other appointments to the General

Board of Examining Chaplains and United Thank Offering Board; appoint personal representatives to standing commissions; and, in the event of a vacancy, appoint the registrar.

Appointments with President of the House of Deputies: The presiding bishop and president of the House of Deputies jointly appoint the Executive Council committees, Executive Council members to serve as liaisons to each standing commission, the chief operating officer, chief financial officer, and chief legal officer of Executive Council, the executive officer of General Convention, and the treasurer of General Convention in the event of a vacancy. They may jointly change the date and length of General Convention, appoint, and may designate the house of initial action for every resolution before General Convention.

Member of Committees and Commissions: The presiding bishop is an ex officio member of every standing commission and joint standing committee, as well as other governance bodies.

Chair and President of Governing Boards: The presiding bishop serves as the president of the Domestic and Foreign Missionary Society (DFMS), the New York nonprofit corporate entity through which The Episcopal Church owns property and does business. The Executive Council is the board of directors of this corporation. The presiding bishop is also chair and president of the Executive Council, and as such, has “ultimate responsibility for the oversight of the work of the Executive Council in the

implementation of the ministry and mission of the Church as may be committed to the Executive Council by General Convention” (Canon I.4.2(a)).

The executive functions of the presiding bishop include:

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

Other Executive Functions: In addition to the staff of Executive Council, the presiding bishop is responsible for the staff and activities in their office, which typically include, at a minimum, a canon to the presiding bishop, and the bishop in charge of the Office of Pastoral Development.

Some roles of the presiding bishop are not specified in the Constitution and Canons but naturally result from them. Still other roles are given to the presiding bishop by other organizations, and these include:

Speaker and Preacher: The presiding bishop is a sought-after speaker and preacher

by innumerable organizations and groups in The Episcopal Church and Anglican Communion. As such, the presiding bishop travels extensively.

Provide Hospitality: On behalf of the whole church, the presiding bishop offers hospitality to visiting church leaders, members of the Anglican Communion, and ecumenical and interfaith visitors.

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

VI

An Invitation to Discern

We now invite you all to join us in this work in a particular way, by discerning individuals who might be called to the office of presiding bishop and to the work that lies before our church. The JNCPB will contact all bishops whose names are submitted to invite them to participate in our discernment process and to provide application materials.

To submit a name for the JNCPB's consideration, please complete this [form](#). The deadline for submitting names is **Saturday, July 15, 2023**, and the deadline for submitting application materials is **Tuesday, Aug. 15, 2023**.

VII

Executive Summary

Our Work of Discernment

This profile makes use of three primary tools for data collection:

1. A churchwide survey with over 6,000 respondents.
2. Dozens of interviews.
3. Countless hours of conversation and prayer.

The World and the Church of Our Time

The Episcopal Church identified three particularly pressing issues facing our world today:

1. The environmental crisis.
2. Violence, conflict, and war.
3. Inequality and division.

We identified four particularly pressing challenges facing our church today:

1. A challenge to embrace our call to evangelism.
2. A challenge to teach the faith.
3. A challenge to nurture our own faith.
4. A challenge to adapt to current realities.

A Presiding Bishop for Our Time

The Episcopal Church identified three particularly important qualities of the next presiding bishop:

1. Strong leadership.
2. A love for preaching and communicating.
3. Faithfulness.

The Canonical Qualifications, Terms, Roles, and Functions

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

Canonical Qualifications: The presiding bishop must be a member of the House of Bishops of The Episcopal Church.

Term: The term is nine years, beginning on Nov. 1, 2024, and ending on Oct. 31, 2033. If the presiding bishop reaches age 72 prior to completion of the term, the presiding bishop must resign to the General Convention closest to the date on which they become 72.

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

Governance Functions: In the governance of the church, the presiding bishop has a variety of responsibilities in appointments to various governing bodies: making decisions with the president of the House of Deputies; serving as a member of every committee and commission of the church; and serving as chair and president of the key governing boards of the church.

Executive Functions: The presiding bishop is chief executive officer of the Executive Council and therefore responsible for staff and operations of the Church Center, with the exception of the executive office of the General Convention.

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

An Invitation to Discern

To submit a name for the JNCPB's consideration, please complete this [form](#). The deadline for submitting names is **Saturday, July 15, 2023, and the deadline for submitting application materials is Tuesday, Aug. 15, 2023.**