

**House of Bishops  
Committee on Pastoral Development  
(1994-1997)**

**MEMBERSHIP**

The Rt. Rev. Vincent Warner (Olympia) *Chair*  
The Rt. Rev. F. Clayton Matthews (Virginia) *Secretary*  
The Rt. Rev. Robert M. Anderson (Los Angeles)  
The Rt. Rev. Edward Chalfant (Maine) resigned and was not replaced.  
The Rt. Rev. Clarence Coleridge (Connecticut)  
The Rt. Rev. Robert H. Johnson (Western North Carolina)  
The Rt. Rev. Edward Jones (Indianapolis)  
The Rt. Rev. Jack M. McKelvey (Newark)  
The Rt. Rev. Mary Adelia McLeod (Vermont)  
The Rt. Rev. Chester I. Talton (Los Angeles)  
Ms. Ann Vest, Norfolk (Virginia)  
Ms. Roberta Walmsley (New Hampshire)  
The Rt. Rev. Don A. Wimberly (Lexington)  
The Rt. Rev. Harold Hopkins, Executive Director, Office of Pastoral Development

**SUMMARY OF THE COMMITTEE'S WORK**

The committee met twice a year during the triennium in November and April respectively. The primary function of the committee was to serve as a council of advice to the Office of Pastoral Development, as well as its officers. In November of 1994, it was decided that the most effective manner to assess the value of the work of the Office was through a survey which was distributed to the House of Bishops in March 1995 and evaluated by the committee in April 1995. The cost of the survey and of the consultant was paid for through voluntary contributions from the bishops. Of those responding, 61% indicated a need for retirement planning; in addition, there was a perceived need for ongoing training and development of skills for bishops. High praise was given to the "College for Bishops," being offered through the Office of Pastoral Development and General Seminary. It was decided that a primary focus of the Office of Pastoral Development for the triennium should be in three well-defined areas: congregational development, individual and corporate wellness, and the development of leadership qualities and skills.

In response to the survey, further recommendations were made for the next triennium, including: the development of resources to provide pastoral care through the Office of Pastoral Development on a national level; the continuation of the Office of Pastoral Development with additional funding and staff; and the development of a "statement of norms of behavior" for the House of Bishops, with the next Presiding Bishop.

The primary objectives of the Committee have been met through time at each meeting of the House of Bishops to address issues of wellness and appointment of a member of the committee to

the House of Bishops Planning Committee. The following topics have been addressed: how to cope with stress; how to make the best use of time; how a bishop talks to a complainant; helpful management skills from a servant leadership model; and, in 1997, how to be bridge builders in a conflicted system.

Additional objectives accomplished during the triennium:

- recommended that a Transition Committee be formed to assist the outgoing Presiding Bishop and the new Presiding Bishop to provide for a healthy and smooth transition of authority and that funding be requested from the Executive Council (subsequently, Bob Johnson and Jack McKelvey were asked to serve on the Transition Team);
- formed a task group made up of representatives from Bishops' Executive Secretaries Together, the Lay Professional Network and the Office of Pastoral Development to produce a statement on fair employment practices in response to the question of "pro forma resignations;"
- reviewed the guidelines used for the bishops mentoring program;
- elected Clay Matthews as the representative to the Council on the Development of Ministry;
- asked Bob Witcher to work on a manual for bishops;
- distributed, collated, and published the findings from "A Bishops and Spouses of Bishops Questionnaire," developed by the "Clergy Family Project;"
- encouraged the Spouses Planning Group to create a committee to "follow up" on widows and divorced spouses of bishops;
- asked the Officer of Pastoral Development to create and distribute a list of recommended resources for bishops who seek advice and counsel regarding exceptional stress and anxiety issues;
- responded to the Pension Group's "wellness initiatives" by asking them to address the issue of medical cost for those who take early retirement under the proposed plan requiring 30 years of accredited service and encouraged further thought on an "outplacement and vocational discernment" program for clergy and bishops; and
- requested permission from the Presiding Bishop to ask for voluntary gifts from the bishops to help fund the "Episcopal Leadership Project."

The Committee endorsed the CREDO (Clergy Reflecting on Experience and Development Opportunities) project of the Pension Group's wellness initiative presented by Jim Fenhagen.

The committee wishes to thank Susie Miller for her work with the Office of Pastoral Development's survey, as well as her leadership in discerning how best to function as a committee for maximum productivity. We also wish to thank Roberta Walmsley and Adair Lummis for their leadership on "A Bishops and Spouses of Bishops Questionnaire."

FINANCIAL REPORT FOR THE 1995-97 TRIENNIUM

|                 | <i>1995</i> | <i>1996</i> | <i>1997</i> | <i>Total</i> |
|-----------------|-------------|-------------|-------------|--------------|
| <i>Income</i>   | \$7,333     | \$7,333     | \$7,333     | \$22,000     |
| <i>Expenses</i> | \$17,757    | \$13,000    | \$6,500     | 37,257*      |

## PASTORAL DEVELOPMENT

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\* In addition, the Survey of the Office of the House of Bishops and "A Bishops and Spouses of Bishops Questionnaire" were paid for by funds raised outside of the triennium budget.

### OBJECTIVES AND GOALS FOR THE COMING TRIENNIUM

In the next triennium, the Committee on Pastoral Development's goals are to:

- have a representative on the Transition Committee for the New Presiding Bishop;
- continue as a council of advice to the Executive Director of the Office of Pastoral Development;
- work with the Executive Director of Pastoral Development in creating and providing resources for providing pastoral care;
- consult with the Presiding Bishop to develop a process for mutual review and evaluation;
- continue to offer the services of the committee to the House of Bishops Planning Committee through the chair;
- assist the new Presiding Bishop with creation of a process to establish "standards of behavior" for bishops;
- assist the church with monitoring its response to issues of abuse of power, sexual misconduct, and domestic violence, especially as they relate to bishops, in cooperation with the Commission on Sexual Exploitation and Commission on the Status of Women;
- continue to sponsor conferences on orderly transitions of bishops and the publication of *Front Row/Back Row*;
- consider other issues, including: congregational development, ethical dialogue, servant leadership, covenant relationships, leadership in conflicted systems;
- "follow up" with nominees not elected in episcopal elections;
- continue to sponsor the College for Bishops, Conference for New Bishops and Conference for Experienced Bishops, and
- have a joint meeting with our counterpart group with the ECLA.

### BUDGET APPROPRIATION

|               | 1998     | 1999     | 2000     | Total    |
|---------------|----------|----------|----------|----------|
| <i>Income</i> | \$14,000 | \$14,000 | \$14,000 | \$42,000 |

This budget reflects the true cost of the Committee's work.

### **Resolution A103 House of Bishops Committee on Pastoral Development Budget Appropriation**

- 1 *Resolved*, the House of \_\_\_\_\_ concurring, That there be appropriated from the Budget of
- 2 General Convention, the sum of \$42,000 for the expenses of the Committee on Pastoral
- 3 Development for the triennium.