

# JOINT NOMINATING COMMITTEE FOR THE ELECTION OF THE PRESIDING BISHOP

## Members

The Rt. Rev. Mark Lattime, Co-Chair	Alaska, VIII
Canon Dr. Steven Nishibayashi, Co-Chair	Los Angeles, VIII
Deborah Harmon Hines, Secretary	West Tennessee, IV
Mr. Thomas Alexander	Arkansas, VII
Mr. Eric Bailey	Central Florida, IV
The Rt. Rev. Jennifer Baskerville-Burrows	Indianapolis, V
The Rev. Canon Lydia Kelsey Bucklin	Northern Michigan, V
El Rvdo. Diego Chinguá	Central Ecuador, IX
Mr. Thomas Díaz	Los Angeles, VIII
The Rev. Dr. Antonio Gallardo	Los Angeles, VIII
Ms. Maria Gonzalez	Olympia, VIII
The Rev. Maureen-Elizabeth Hagen	Oregon, VIII
Mr. Warren Hawk	South Dakota, VI
The Rev. Dr. Deborah Jackson	Florida, IV
The Rt. Rev. José McLoughlin*	Western North Carolina, IV
The Rt. Rev. Phoebe Roaf	West Tennessee, IV
The Rt. Rev. Audrey Scanlan	Central Pennsylvania, III
The Rev. Mary Frances Schjonberg	Newark, II
The Hon. Rose H. Sconiers	Western New York, II
The Rev. Kit Wang	Maine, I

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## Changes in Membership

The Rt. Rev. José A. McLoughlin was appointed by Presiding Bishop Michael Curry in October 2022 to complete the term of the Rt. Rev. Rob Wright, who resigned.

## Acknowledgements

Committee members are grateful to their predecessors who, leading up to the election of Presiding Bishop Michael Curry in 2015, published three essays to inform The Episcopal Church about how the office of presiding bishop has evolved and changed; the current roles, functions, and responsibilities of the presiding bishop; and the timeline and steps in the nominating and election process. The committee thanks Bishop R. William Franklin, the author; and Sally Johnson and Bishop Ed Konieczny,

previous co-chairs, for their gracious permission to allow these essays to be updated and reposted. Those essays were released by the Office of Public Affairs in March 2023.

Amanda Skofstad, her colleagues in the church's Office Public Affairs, as well as Matthew MacDonald of Episcopal News Service, have been invaluable to the committee's efforts to fulfill the committee's commitment and canonical requirement to inform The Episcopal Church of its work.

## Mandate

2022 - Canon I.2.1

### Sec. 1

a. At each General Convention a Joint Nominating Committee for the election of the Presiding Bishop shall be elected. The Nominating Committee shall be comprised of 20 members, as follows: five Bishops elected by the House of Bishops; five clergy persons, including at least one deacon, and five lay persons elected by the House of Deputies who may but need not be members of that House; two persons, age 16-23, appointed by the President of the House of Deputies; and three persons appointed jointly by the Presiding Bishop and the President of the House of Deputies to ensure the cultural and geographic diversity of the Church. The Joint Standing Committee on Nominations will nominate a slate of nominees for the elected positions, in accordance with its canonical charge and procedures. In all cases, the nominees and appointees shall have the skill sets needed for effective service on the Nominating Committee.

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

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

[Because the 80th General Convention was postponed from 2021 to 2022 due to the COVID-19 pandemic, the election was held online during the summer of 2021. Committee members, who represent all nine provinces of The Episcopal Church, come from 15 dioceses in the United States and the Diocese of Central Ecuador.]

d. The Joint Nominating Committee shall develop and manage a process for soliciting and identifying qualified nominees for the office of Presiding Bishop and for providing the nominees to the General Convention at which a Presiding Bishop is to be elected. The process must enable the work to be done

efficiently and as cost-effectively as practicable. This process shall be designed to encourage diversity that reflects the breadth of The Episcopal Church. The process shall include (1) the Nominating Committee shall inform the wider church of the process and timeline; (2) the Nominating Committee shall prepare a profile for the election of the next Presiding Bishop, and the profile will be distributed widely to the Church; (3) providing the names of not fewer than three members of the House of Bishops for consideration by the House of Bishops and the House of Deputies in the choice of a Presiding Bishop; (4) establishing a timely process for any bishop or deputy to nominate any other member of the House of Bishops through a petition process, and for each Bishop so nominated to be vetted through the same process of background and reference checks as all nominees, and for each Bishop so nominated to be included in the information distributed about the nominees; and (5) providing pastoral care for each nominee bishop and his or her family and diocese.

## Summary of Work

October 14, 2021: The Rev. Canon Michael Barlowe, secretary of the General Convention and executive officer, and the Rev. Dr. Molly James, deputy executive officer, led introductory exercises and briefed the committee on its canonical roles and responsibilities, committee functions and structure, including a leadership team structure. (Meeting held via Zoom in keeping with The Episcopal Church's meeting protocols at the time.)

The General Convention Office conducted an online poll of the members about leadership team structure.

November 5, 2021: Canon Barlowe shared the results of that poll. (Meeting held via Zoom in keeping with The Episcopal Church's meeting protocols at the time.)

November 17, 2021: The committee decided to cast an online ballot to elect a leadership team consisting of two co-conveners, secretary, project manager, chaplain and a communicator. The members subsequently elected

Co-chairs: Bishop Mark Lattime and Canon Steven Nishibayashi

Secretary: Dr. Deborah Harmon Hines

Chaplain: The Rev. Deborah Jackson

Communicator: The Rev. Mary Frances Schjonberg

(Meeting held via Zoom in keeping with The Episcopal Church's meeting protocols at the time.)

January 18-20, 2022: The committee met via Zoom after its planned in-person meeting due to The Episcopal Church's meeting protocols at the time because of the Omicron wave of the pandemic. The members did more get-acquainted work, discussed meeting and communications norms and set a subcommittee structure. Those subcommittees are:

- Profile
- Nominations
- Communications
- Pastoral Care
- Budget

The committee decided to have a booth in the exhibit hall during the July 2022 meeting of the 80<sup>th</sup> General Convention and three listening sessions for 50 people each to take advantage of a historic opportunity to hear Episcopalians attending convention about their hopes and dreams for the church's next presiding bishop. Those plans were cancelled when attendance at the 80<sup>th</sup> was restricted

May 24-26, 2022: In the first in-person gathering since beginning their work in the fall of 2021, the members spent time working in plenary and subcommittee sessions. The committee built a timeline of its work leading to the 81<sup>st</sup> meeting of General Convention. Members committee also met via Zoom

with Sally Johnson and Bishop Ed Konieczny, the co-chairs of the previous joint nominating committee. (Maritime Conference Center, Linthicum Heights Maryland)

October 27-29, 2022: The committee met with Presiding Bishop Michael Curry in person Oct. 27. The following morning, 26th Presiding Bishop Katharine Jefferts Schori met with the committee via Zoom. They both shared their experiences of the discernment and nominations processes that led to their election. They also told the committee about how they fulfilled the duties of the office during their terms. Committee members began to assess the group's intercultural competency and recognize—and compensate for—internal biases as the nomination process moves forward. (Maritime Conference Center, Linthicum Heights Maryland)

January 11-13, 2023: Members, some of whom participated remotely, used Zoom to interview people who have worked closely with Presiding Bishop Michael Curry and his predecessor, Bishop Katharine Jefferts Schori. The committee's goal was to learn more about the scope and challenges of the presiding bishop's work. The members also learned what Episcopalians said in its online survey that was available Oct. 10-31, 2022, about the skills, qualities, and gifts the church ought to seek in its next presiding bishop, considering what the church and the world may look like in the next decade. The survey, hosted by the General Convention Office, received 6,092 responses. (Sheraton Gateway Los Angeles Hotel)

March 3, 2023: The committee met via Zoom to review the first draft of the “Profile for the Election of the 28<sup>th</sup> Presiding Bishop.”

March 31, 2023: The committee met via Zoom to approve the final version of the “Profile for the Election of the 28<sup>th</sup> Presiding Bishop.”

July 26, 2023: The committee met via Zoom to review the process for reading completed applications from bishops who has agreed to enter discernment with it. Members also committed to a confidentially agreement and covenant pertaining to the applications.

September 7-9, 2023: The meeting followed the committee's call for nominations from May 15 to July 15. During that time, 111 Episcopalians submitted bishops' names. The committee invited those bishops to enter the discernment process. Those who agreed provided biographical information, references, and written and video responses to several questions. The videos and written materials in the bishops' applications helped the committee decide which candidates the members interviewed virtually during the fall. (Hilton St. Louis Airport)

When the committee did not meet in person, its work, both in plenary and subcommittees, was carried out via Zoom conference calls, email, and interchanges through Microsoft Teams, the General Convention Office-supplied web-based collaborative work platform.

## **Planned meetings**

Jan. 9-11, 2024

March 17-22, 2024

### **Communicating with the church regarding the role of presiding bishop and the committee's process (as required by Title I.2.1(d))**

1. Set up and maintained a Facebook page, Twitter and Instagram accounts, and an email address.
2. Created a 90-second video to explain the committee's work and asking for the church's help, including its prayers. The video (<https://media.episcopalchurch.org/video/greetings/?wchannelid=3ctu7rksou&wmediaid=552c16sroy>) was posted on the General Conventions media hub and on the committee's social media channels.
3. Co-Chair Alaska Bishop Mark Lattime was also interviewed by Public Affair Officer Amanda Skofstad for inclusion in an episode (<https://media.episcopalchurch.org/video/gc80-show/?wchannelid=u0ozx2qu3w&wmediaid=uyjx1u057m>) of the Office of Communication's Convention Daily.
4. In the months leading up to the May 15, 2023, publication of the profile and call for nominations, the committee reissued updated versions of three essays described above in the acknowledgements section.
5. During the May 15, 2023-July 15, 2023, nominations period, the committee publicized the fact that it was receiving names via a social media campaign, sponsorship efforts with Episcopal News Service and press releases.
6. Called the church to pray with committee members, including offering a prayer that congregations were encouraged to include in the Prayer of the People until the election. The prayer, based on the prayer for the election of a bishop or other minister (page 818, The Book of Common Prayer), is:

Almighty God, source of all wisdom and understanding: Look graciously on your church, and so guide the hearts and minds of those who will choose our next presiding bishop, that we may receive a faithful pastor who will care for all of your people, equip us for our ministries, and proclaim your word to us and to the world, through Jesus Christ our Lord. Amen.

7. Between January 2021 and the writing of this report in the fall of 2023 the committee issued 13 press releases and eblasts meant to maintain transparency about the process, to provide information, and to promote awareness.
8. All communications and materials were available in English, French and Spanish.

The House of Bishops received briefings and updates on the committee's work at its meetings in March 2022, September 2022, March 2023, and September 2023.

### **Profile**

As the committee developed a profile for the next presiding bishop, it created a web-based survey through the General Convention office to involve members of The Episcopal Church in discerning the

skills, qualities, and gifts the church seeks in its next presiding bishop, considering what the church and world may look like in the next decade.

More than 6,000 people respond to the survey, issued in October 2023. They said that the next presiding bishop ought to be a strong leader; have a love of preaching and the ability to effectively communicate; and, above all, be a person of strong faith.

They also said that the environmental crisis, violence, conflict and war, and inequality and division are pressing issues facing the world and that the church is called to address those issues. Respondents said that the challenges that the church faces include embracing the call to evangelism; teaching the faith; nurturing individuals' own faith; and adapting to current realities.

The committee combined the responses to what the members learned during the extensive interviews outlined above, and through the members' own discussions and prayer, into the "Profile for the Election of the 28<sup>th</sup> Presiding Bishop," released on May 15, 2023.

The committee invited Episcopalians to submit the names of bishops that, after prayerful consideration, they thought God is calling and has equipped to serve as the 28th presiding bishop. The committee also invited bishops who felt they are so called and equipped to contact the committee.

See Supplemental Material for profile

## **Process and Timeline**

The period for nominations was open May 15-July 15, 2023. Bishops who had agreed to join the committee's discernment were asked to submit, by August 15, 2023, contact and other personal information, references, answers to short essay questions (two of which were to be answered via videos) and a video of a sermon.

Bishops submitted their applications via a Dropbox account established for that purpose. Committee members accessed each bishop's material in Dropbox.

At the time of this report, the Committee has conducted video interviews with all candidates who submitted the requested information and essay responses.

Committee members will use the remaining meetings in January and March 2024 to discern its selection of nominees, which it will announce in the spring of 2024. There will then follow a set period, in accordance with a process that it will announce, any deputy to the 81st General Convention or bishop may indicate an intent to nominate other bishops from the floor at the General Convention. The committee will vet those nominees with the same process it used for its nominees.

## Budget

Allocated Funds: \$149,050

Expenses to date: \$188,688\*

\* We anticipate this total increasing to at least \$219,100 by the end of our work.

Based on our experience this triennium, we urge the following budget for the next JNCPB.

6 in-person meetings (2/year) @ \$20,000/meeting	\$120,000
1 candidate retreat	\$40,000
Background/medical checks	\$40,000
Interpretation	\$20,000
Translation	\$10,000
TOTAL	\$230,000/triennium

The committee wishes to express its concern about its budget and the fact that we were led to believe that the money needed to do our work would be available. We were told in the fall of 2021 there \$150,000 was available for our work. We did not receive advice about whether this amount seemed reasonable for the work of such a unique interim body as ours. We later realized that this amount was insufficient to cover the expenses for the way in which we felt we needed to conduct our discernment.

We appreciate the additional \$60,000 allocated to the committee's work from the overall interim bodies' budget (line #13 (519a) in the General Convention-adopted 2023-2024 budget <https://www.episcopalchurch.org/wp-content/uploads/sites/2/2022/07/Adopted-GC-2023-2024-Budget-071122-English.pdf>).

Committee members are glad that the Executive Council Joint Budget Committee continues to use a specific line item for the JNCPB (#16 (523) in the General Convention-adopted 2023-2024 budget <https://www.episcopalchurch.org/wp-content/uploads/sites/2/2022/07/Adopted-GC-2023-2024-Budget-071122-English.pdf>). The committee notes, however, that this budget line in the Joint Budget Committee's October 6, 2023, draft version of the 2025-2027 budget (<https://extranet.generalconvention.org/staff/files/download/32296>) continues to use the designation of "accrual for PB Nomination, Election, Transition, Installation." There is no detail about amounts available for each task.

We urge that money be specifically budgeted for each of these tasks. Based on our experience and projected expenses, we recommend a line item dedicated to the Joint Nominating Committee for the Election of the Presiding Bishop and that it be budgeted at \$75,000/year (\$225,000/triennium) to ensure that the next iteration of this committee has the resources it needs to responsibly carry out its mandate.



The tasks of transition and installation are the work of separate canonically mandated committees (Canon I.2.1.e and Canon I.2.1.f) and ought to be funded through their own budget line items.

## Supplementary Materials

### **PROFILE FOR THE ELECTION OF THE 28<sup>TH</sup> PRESIDING BISHOP**

**presented by the Joint Nominating Committee**

**for the Election of the Presiding Bishop (JNCPB)**

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

“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)<sup>1</sup>

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 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 Chingúá  
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**,<sup>2</sup> 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.

### III. The World and the Church of Our Time

#### 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:

##### 1. Environmental Crisis

“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)

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 1, 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,<sup>3</sup> 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 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:

## 1. 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 JNCBPB. 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**.