

# JOINT STANDING COMMITTEE ON NOMINATIONS

## Members

The Rev. Devon Anderson, Chair	Minnesota, VI	2024
Ms. Nanci Gordon, Vice-Chair	Vermont, I	2024
The Rev. Tracie Middleton, Secretary	Texas, VII	2024
The Rt. Rev. Kevin Brown	Delaware, III	2024
Ms. Wendy Cañas	New York, II	2024
The Rev. Canon Dr. Lynn A. Collins	Long Island, II	2024
The Rt. Rev. Gretchen Rehberg	Spokane, VIII	2024
The Rt. Rev. Audrey Scanlan	Central Pennsylvania, III	2024
Mr. Tieran Sweeny-Bender	Olympia, VIII	2024
Ms. Hanh Tran	San Diego, VIII	2024
Mr. Eddie Vance	Easton, III	2024
Ms. Delois Ward	North Carolina, IV	2024
Ms. Julia Ayala Harris, Ex Officio	Oklahoma, VII	n/a
The Most Rev. Michael Curry, Ex Officio	North Carolina, IV	n/a

## Representation at General Convention

Deputy Devon Anderson and Bishop Kevin Brown are authorized to receive non-substantive amendments to this Report at the General Convention

## Acknowledgements

The Joint Standing Committee on Nominations wishes to thank the following people, who provided immeasurable support and assistance in our efforts to meet our mandate:

The Rt. Rev. Todd Ousley, Bishop for the Office of Pastoral Development, who provided insight and guidance in identifying bishop candidates for slates and conducting reference checks.

Jeremy Tackett, Senior Manager for Creative Services; Christopher Sikkema, Communications Project Manager; and Mike Collins, Director of Digital Communication; and others in the Office of Communications who worked tirelessly with our team to put together the informational videos.

Michael Glass, Mary Kostel, Kent Anker, and Christopher Hayes, who offered timely and needed advice along the way regarding JSCN mission, problem-solving, candidate questions, by-laws, and needed canonical fixes.

## Report to the 81<sup>st</sup> General Convention

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Brian Murray, Carrie Combs and others in the General Convention Office whose expertise made on-line applications and data gathering possible.

The professional translators who allowed us to communicate graciously with Episcopalians whose first language is Spanish by translating website content, application materials, and slate information from their English versions.

The following individuals who participated in informational videos are:

Executive Council: Timothy Gee, Scott Hayashi, Anne Hodges-Copple, Sandra Montes, Rachel Taber-Hamilton

Church Pension Group Board of Trustees: Ryan Kusumoto, Katherine McCormick, Mary Kate Wold

Board of Examining Chaplains: William Franklin, Hugh Page

Court of Review: Greg Jacobs, Laura Russell

Disciplinary Board for Bishops: Joseph Alarid, Gregory Jacobs, Chilton Knutsen

Joint Committee on the Nomination of a Presiding Bishop: Thomas Diaz, Lydia Kelsey Bucklin

## Mandate

2022 - Joint Rules of Order V

1. 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.
  - g. Court of Review.
  - h. The Joint Nominating Committee for the election of the Presiding Bishop.
2. The Joint Standing Committee on Nominations is composed of three Bishops, two Priests, one Deacon, and six Lay Persons. Members who are Priests, Deacons or Lay Persons must have served as Deputies to the most recent General Convention; once appointed, they will continue to serve as members of the Joint Standing Committee on Nominations through the next succeeding General Convention, regardless of whether they are elected as a Deputy to such General Convention, and until their successors are appointed.
3. The said Committee is instructed to solicit recommendations from interested organizations and individuals, to be considered by them for inclusion among their nominees.
4.
  - a. For the elections of the Secretary of the General Convention, the Treasurer of the General Convention, and the members of the Court of Review, the Joint Standing Committee on Nominations will nominate a minimum of one nominee for each vacancy.
  - b. For the election of the members of Executive Council and the Trustees of The Church Pension Fund, the Joint Standing Committee on Nominations will nominate a minimum of two persons for each vacancy.
  - c. For all other elections other than those described in parts a. and b. of this Joint Rule, for which the Joint Standing Committee on Nominations will present nominees, it will nominate a minimum number of nominees equal to one and one-half times the number of vacancies.
  - d. In all elections for which it will present nominees, the Joint Standing Committee on Nominations is charged with: (i) ensuring that the nominees for each position, and as a group,

as nearly as possible, represent the diverse constituencies of The Episcopal Church; (ii) obtaining biographical sketches with a facial image of all nominees, and (iii) reporting such nominations and sketches in the Reports to the next General Convention, otherwise known as the Blue Book.

e. This Joint Rule does not preclude further nominations from the floor made pursuant to separate rules adopted by either House of the General Convention.

5.

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 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 Episcopal Church budget.

6. Any person desiring to be nominated from the floor of either House for any of the offices listed in Joint Rule V.5.a shall, at a time determined by the Office of the Secretary of General Convention, but no later than sixty days prior to the first legislative day of General Convention, submit the person's name and other necessary information to the Office of the Secretary of General Convention for the purpose of submitting to a background check in accordance with Joint Rule V.5.

## Summary of Work

### Meetings

The Joint Standing Committee on Nominations (JSCN) met in person on the following dates, both times at the Maritime Conference Center in Linthicum Heights, Maryland:

Monday, November 14 – Wednesday, November 16, 2022

Monday, October 9 – Wednesday, October 11, 2023

In addition, the full committee met via Zoom on December 13, 2022, and in 2023 on: January 18, February 14, March 23, April 19, May 23, September 7, and November 12 in addition to countless subcommittee Zoom meetings.

### Process

Our process (detailed below) consisted of: Mandate clarification, developing job descriptions, education, applicant recruitment, development of on-line application materials, gathering references, and candidate selection and notification.

### Mandate Clarification

Together the JSCN reviewed its canonical mandate in addition to resolutions from the 80<sup>th</sup> General Convention (A016, A118, and A124). A016 and A124 amended the Joint Rules of Order to lower the number of nominees required for each slate. A118 amended the canons regarding nomination process and number of candidates required for Court of Review. From these resolutions and the existing canons the JSCN derived its mandate for each slate.

Creating confusions were actions of the 80<sup>th</sup> General Convention that changed the nature of the Board of Trustees for General Theological Seminary without changing some parts of the Joint Rules of Order or related canons to reflect the change. Though the JSCN no longer needed to present a slate of nominees to the 81<sup>st</sup> General Convention, the canons still reflected creating a slate of nominees for General Theological Seminary as part of the JSCN's mandate. JSCN approached Christopher Hayes, Chair of the Standing Commission for Governance, Structure, Constitution and Canons. JSCN was advised that not changing the JSCN mandate in relation to General Theological Seminary was an oversight, and the JSCN were asked not to present a slate for General Theological Seminary Board to the 81<sup>st</sup> General Convention. The JSCN formally asked the Standing Commission on Governance, Structure, Constitution and Canons to “clean up” the canons and Joint Rules of Order as they relate to the General Theological Seminary board by resolution to the 81<sup>st</sup> General Convention.

## **Job Descriptions**

JSCN spent considerable time consulting with existing and previous members of Executive Council, Church Pension Group Board, Court of Review, Disciplinary Board for Bishops, General Board of Examining Chaplains, and Joint Nominating Committee for the Election of a Presiding Bishop in order to update job descriptions for each committee. JSCN's intention was to provide accurate, current, and exhaustive descriptions to equip the discernment of prospective applicants.

## **Education/Videos**

In an attempt to better describe the work of each committee, the JSCN produced videos in which members of the existing groups were interviewed by JSCN committee members. Videos discussed the scope of work, time-commitment, mandate, as well as skills and experience needed for successful membership. The Episcopal Church Office of Communications staff assisted with all technical aspects of the project with enthusiasm and intentionality. Completed videos were posted on the website, disseminated across the church through Episcopal News Service and Episcopal Church social media, and were included with application materials.

## **Applicant Recruitment**

This JSCN had a deep desire to expand the participation in the councils of the church to a wider applicant pool – including younger generations, people of color, and leaders with the needed skills who had never before put themselves forward for leadership beyond their congregation or diocese. Much strategic effort was put into equipping the wider church to put others forward for consideration. The JSCN published an on-line referral form where Episcopalians could refer a prospective applicant to the JSCN. Once received, the JSCN was then able to reach out to the prospective applicant letting them know they had been referred and sending them information to assist with their discernment (job description and video), plus the application form. JSCN's efforts were rewarded, as many applicants entered the process through a referral system.

Further, the JSCN consulted throughout the church with affinity and advocacy groups, ministry networks, General Convention deputies past and present, and members of interim bodies asking for referrals from within their ranks. An added bonus of this both expansive and relational approach was increased visibility both for the nominations process, and for the ministry of the six committees.

## **Application Materials**

Application materials were entirely on-line and professionally translated by the Translation Ministry Office of the Episcopal Church. Applicants were able to apply for more than one committee using a single form.

## References

The JSCN spent the summer months of 2023 contacting two references for each applicant and conducting in-person interviews. Questions asked of references were uniform and submitted online by JSCN members. The JSCN is incredibly proud to have completed approximately 250 reference interviews – two for every applicant, and to put forth slates in which every single nominee received two reference checks.

## Selection & Notification

Following the JSCN in-person meeting in October 2023, applicants nominated for a place on a slate were contacted and congratulated. Nominees were again asked if they still wanted to be a nominee, as the duration between application and selection was approximately seven months. Applicants who were not nominated were also promptly notified and offered a discussion with the JSCN Chair as to how they could strengthen their application should they decide to apply next triennium. Again, the hope was to encourage and support emerging leaders and plant the seeds to expand access to leadership.

## Pilot Project: Bishop Nominations Process

Recruitment of bishops was handled with specific intentionality in this cycle, with excellent results. This was the method:

A few weeks prior to the House of Bishops' spring meeting, the three bishops on the committee (the Rt. Rev. Audrey Scanlan, the Rt. Rev. Gretchen Rehberg, and the Rt. Rev. Kevin Brown), along with the JSCN Chair and the Secretary, organized a brainstorming session, consulting with the Rt. Rev. Todd Ousley, Bishop in the Office of Pastoral Development and the Rt. Rev. Sean Rowe, Parliamentarian for the House of Bishops and Bishop in Northwestern Pennsylvania and Western New York. The brainstorming session yielded an initial list of bishops considered most likely to be qualified, interested, and potentially available, to run for each of the six groups for which nominees were sought.

Bishop Scanlan then sent an email to each bishop thus identified, inviting them to prayerfully consider applying, noting that the bishops on the committee would follow up during the spring meeting. The timing of these invitations was likely the most important factor in the success of this approach. Follow-up during the bishops' spring meeting provided a personal, focused opportunity for discernment, right at the beginning of the application period, which was well received and effective.

The bishops, Chair, and Secretary provided application materials to those who indicated interest, then tracked the submissions of those anticipated applications, as well as other bishop applications. Members of the bishop recruitment project group met a few more times by Zoom to

generate additional names and coordinate follow-up. As a result, the bishops were the first order, rather than the last, to reach the required minimum number of applicants to produce a full slate for their order.

Following up the application process, each bishop's reference checks were augmented by contacting the President of the Standing Committee of that bishop's diocese for an additional reference.

Two additional factors improved bishop recruitment. The resolution passed by the 80th General Convention to reduce the total number of nominees required for certain slates helped, particularly for groups requiring a large number of bishops.

A change to the application form also made the process smoother. Since all letters of good standing for bishops come from the Presiding Bishop's office, the committee requested those for all bishop applicants in a single batch rather than each bishop requesting and sending theirs separately.

## **Recommendations**

The JSCN sought to deepen the process of compiling slates for consideration at General Convention, and to share our learning and recommendations with the wider church and the next iteration of this group. The Commission's intent was to build on the administrative resources from prior JSCNs, and to add our own unique contributions for the betterment of the continuing process of raising up new and emerging leaders. To this process we added an intensity around referrals and education (videos) as well as a relational approach, leaning on in-person conversations rather than attempting this relational work on e-mail or text. Going forward, we recommend the following to the next JSCN:

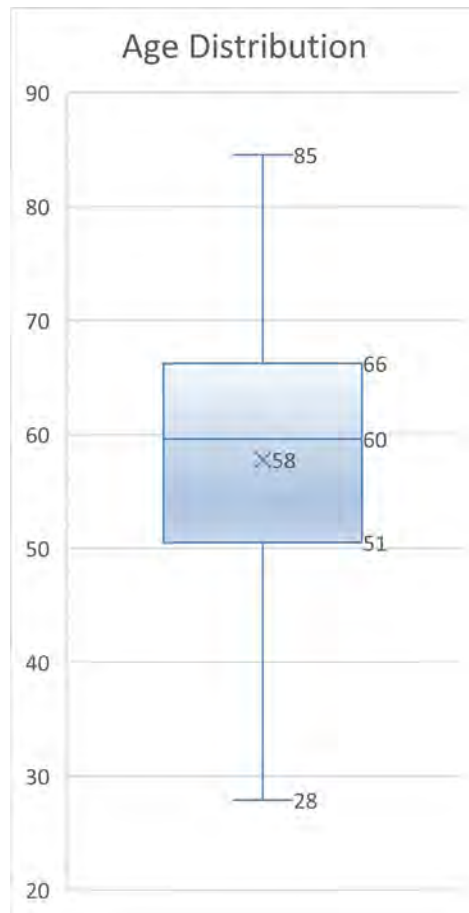
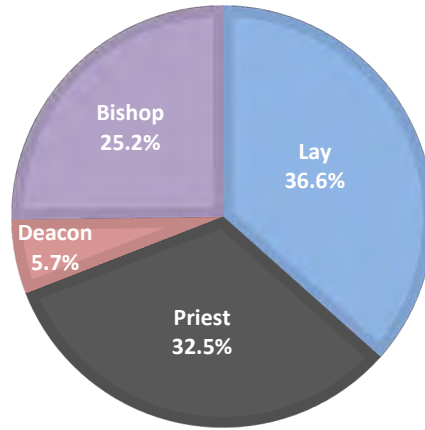
- 1) The "Bishop Track" pilot project was, in the JSCN's opinion, a huge success. By the time the JSCN gathered in-person to select slates, the bishop slates had been filled for over a month, ready for committee discussion. This process produced 100% of the needed bishop candidates well before the rest of the slates were completed. We suggest the next JSCN utilize this process and improve upon it.
- 2) Several seminarians applied for a slate, but the JSCN failed to include a place on the application to indicate whether or when they might anticipate a change in order of ministry.
- 3) The next JSCN might want to research whether or not there is a potential conflict of interest for a candidate to serve on both the Disciplinary Board for Bishops and the Court of Review at the same time.
- 4) The JSCN plans to compile a manual to give future JSCNs, one that includes process, timing, wording, sample press releases and communication to applicants, and strategy for

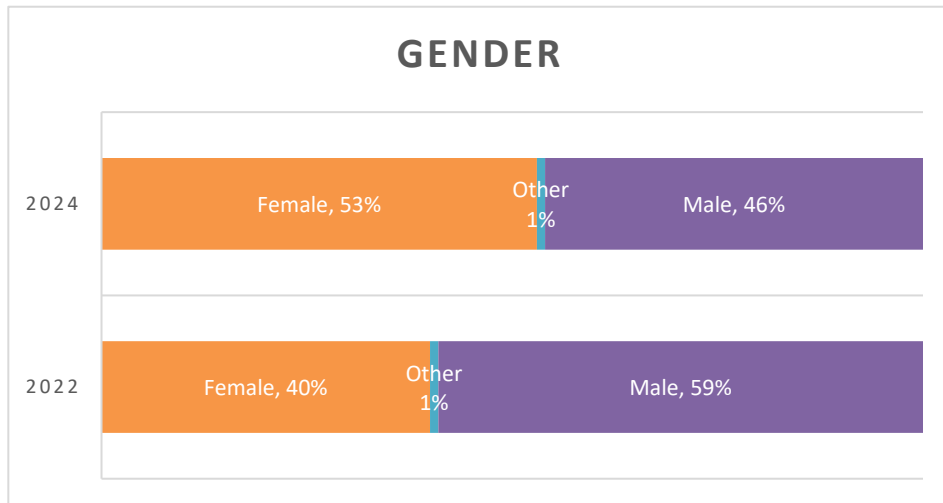
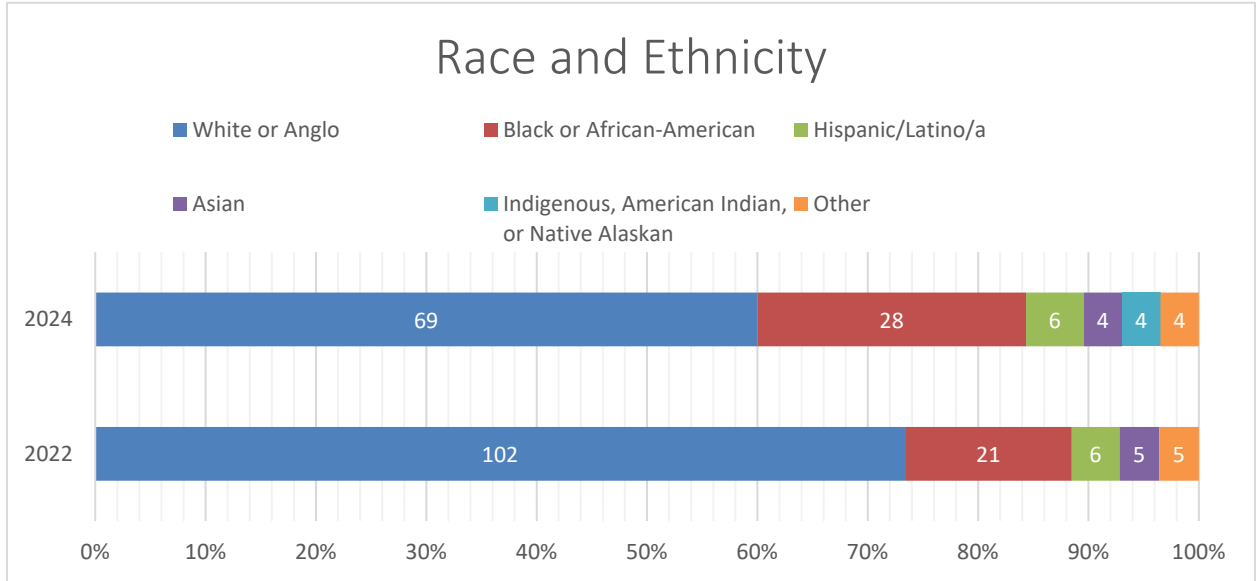


- recruiting applicants and expanding access to people of color, younger generations, and LGBTQ+ Episcopalians. The idea is that the manual would be improved each triennium by each JSCN's experience, learning, and expertise – so that this process gets better, more faithful, and more expansive over time.
- 5) A question we did not resolve is whether or not JSCN members should themselves be eligible for nomination on slates themselves. The JSCN did not achieve consensus on this question, and leave it for future consideration, in consultation with the Presiding Officers.
  - 6) More work can be done to be inclusive to differently-abled people as applicants and nominees. Towards the end of our process, we realized that we had failed to request (voluntary) demographic data regarding the disability status of applicants for churchwide positions. Over the past half century-plus, the Episcopal Church has sought better representation of the diversity of our Church, being mindful of provincial representation, gender, race, ethnicity, age, sexual orientation, gender identity and expression—but to date, we have not been mindful of the disability status of our applicants. Among the other (confidential) demographic information we request of applicants, we recommend that future Joint Standing Committees on Nominations include asking “Do you identify as a person living with a disability?” as a way to help us better include our siblings living with disabilities in the decision-making of The Episcopal Church.
  - 7) Finally, much consternation went into presenting a full slate for the General Board of Examining Chaplains. The JSCN's mission is to nominate specified numbers of lay people, clergy, and bishops, in addition to seminary faculty. With the decreasing number of dioceses utilizing the General Ordination Exam and so many of our seminaries in flux, locating Episcopalians both qualified and willing to serve proved onerous. We are not the same church we were when these numeric expectations for GBEC candidates were deployed into our canons. Extensive effort was invested by the JSCN over a full calendar year as far as recruitment, discernment, and invitations to apply. The JSCN has submitted a resolution asking the Standing Commission on Structure, Governance, Constitution and Canons to research the current level of need for the General Board of Examining Chaplains and propose adjustments in its make-up and numbers to better align with that need.

## Statistics

### ORDER OF MINISTRY





## Proposed Resolutions

### **A068 Amend Joint Rules of Order V.1**

Resolved, That the 81st General Convention amend Joint Rules of Order V.1 as follows:

**<Amended text as it would appear if adopted and concurred. Scroll below the line of asterisks (\*\*\*\*\*) to see the version showing all deleted and added text.>**

Joint Rule V.1

1. 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. General Board of Examining Chaplains.
  - e. Disciplinary Board for Bishops.
  - f. Court of Review.
  - g. The Joint Nominating Committee for the election of the Presiding Bishop.

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**<Proposed amended resolution text showing exact changes being made:>**

Joint Rule V.1

1. 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.~~ d. General Board of Examining Chaplains.

~~f~~-e. Disciplinary Board for Bishops.

~~g~~ f. Court of Review.

~~h~~ g. The Joint Nominating Committee for the election of the Presiding Bishop.

EXPLANATION

In 2022, the 80<sup>th</sup> General Convention passed Resolution A139 which allowed the Board of Trustees of the General Theological Seminary to amend the constitution of the seminary without the consent of the General Convention. The Constitution of the General Theological Seminary was amended in 2022 to remove the General Convention's role in appointing trustees to the board of the seminary. By removing the requirement that the Joint Standing Committee on Nominations nominate seminary trustees, this resolution brings the Joint Rules of Order into alignment with the current constitution of the seminary.

**A069 Amend Joint Rules of Order V.4.c to fix a rounding error**

Resolved, That the 81<sup>st</sup> General Convention amend Joint Rules of Order V.4.c as follows:

**<Amended text as it would appear if adopted and concurred. Scroll below the line of asterisks (\*\*\*\*\*) to see the version showing all deleted and added text.>**

Joint Rule V.4.c

c. For all other elections other than those described in parts a. and b. of this Joint Rule, for which the Joint Standing Committee on Nominations will present nominees, it will nominate a minimum number of nominees equal to one and one-half times the number of vacancies, rounding up to the nearest whole number as needed.

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**<Proposed amended resolution text showing exact changes being made:>**

Joint Rule V.4.c

c. For all other elections other than those described in parts a. and b. of this Joint Rule, for which the Joint Standing Committee on Nominations will present nominees, it will nominate a minimum number of nominees equal to one and one-half times the number of vacancies, *rounding up to the nearest whole number as needed.*

EXPLANATION

In 2022, the 80<sup>th</sup> General Convention passed Resolution A106 which lowered the number of nominees per vacancy required to be nominated by the Joint Standing Committee on

Nominations. In the course of our work this triennium, the Standing Committee realized that for positions with an odd number of vacancies, nominating nominees equal to one and one-half times the number of vacancies would require nominating fractions of a person, and the Committee deemed it un-Christian to follow procedures requiring chopping people into fractions. This resolution clarifies the Joint Rules of Order and offers the Committee a procedure for nominating nominees in a non-violent manner.

### **A070 Research needs for the General Board of Examining Chaplains**

*Resolved*, That the 81<sup>st</sup> General Convention direct the Standing Committee on Structure, Governance, Constitution and Canons to research the current level of need for the General Board of Examining Chaplains and propose adjustments to its make-up and membership to better align with that need.

#### EXPLANATION

Much consternation went into presenting a full slate for the General Board of Examining Chaplains over the biennium (2022-24). The Joint Standing Committee on Nomination's mission is to nominate specified numbers of lay people, clergy, and bishops to the General Board of Examining Chaplains, in addition to seminary faculty. With the decreasing numbers of dioceses utilizing the General Ordination Exam and so many of our seminaries in flux, locating Episcopalians both qualified and willing to serve proved onerous. The Episcopal Church is not the same church it was when these numbers and expectations were deployed into the canons. Extensive effort was invested by the JSCN over a full calendar year as far as recruitment, discernment, and invitations to apply. While it was able to meet its mission, the JSCN feels it is past time to reassess the composition, membership, need and role of the General Board of Examining Chaplains and to entertain creative options for locating qualified applicants.

## Slates

### Executive Office of the General Convention

#### 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.

#### **N. Kurt Barnes**

Lay

New York, NY

New York, II

Grace Millbrook

I have served effectively and efficiently as GC Treasurer, EC Treasurer, an FMS Chief Financial Officer for 19 years, working with many members of church governing bodies, under varying economic and political climates. I have assumed operational management responsibilities during extended vacancies in other C-Suite positions.



I assumed responsibility and transformed the Office of Development into a successful operation that has helped TEC and church-affiliates. During the first 14 years, my job as Treasurer and Chief Financial Officer was managing and conserving assets. I suspect that Presiding Bishop Curry decided I could have a deeper appreciation for asset management if I also had the challenge of asset gathering – fundraising.

I served as a senior officer at a global mining company and at a global vestment firm with responsibility for financial and investment management and legal filings worldwide.

## **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.



Report to the 81<sup>st</sup> General Convention

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Elect: 12 Trustees. **Slate Needs Minimum of: 24 Nominees**

*HoD elects all; HoB affirms HoD election*

Name	Order	Name	Order	Name	Order
Dwight Babcock (IV SW. Florida)	Lay	Michael Barlowe (VIII California)	Priest	Austin Rios (II Europe)* ****	Bishop-elect
Samuel Bonsey (II Europe)	Lay	Sam Candler (IV Atlanta)*	Priest	Diana Akiyama (VIII Oregon)	Bishop
Billy Boyce (I Massachusetts)	Lay	Tracy Johnson Russell (I Connecticut)	Priest	Kevin Brown (III Delaware)	Bishop
Sharon Brown- Veillard (II Long Island)	Lay	Geoffrey Smith (I New Hampshire)	Deacon	Susan Brown Snook (VIII San Diego)	Bishop
David Heywood (III Washington)	Lay	Luis Lopez (IX Colombia)	Priest		
Esslie Hughes (II New York)	Lay	Matthew Mead (II New York)	Priest		
Zena Link (I W. Massachusetts)	Lay	Michael Molina (III Bethlehem)***	Deacon (Transitional)		
Yvonne O'Neal (II New York)*	Lay	Landon Moore (II Long Island)	Priest		
Samuel Reckford (II Newark)	Lay	Leon Sampson (VIII Navajoland)	Priest		
Linda Watt (IV W. N. Carolina)*	Lay	Denise Stahura (VI Minnesota)	Priest		
		Molly Weiss (VI Minnesota)	Priest		

\* Incumbent running for re-election

\*\*\* Candidate's order of ministry has changed

\*\*\*\* Candidate on slate to be released in supplementary report pending receipt of consents to election to become Bishop of California

**Dwight Babcock**

Lay  
Marco Island, FL  
St. Mark's,  
West Florida, IV



I serve as the Diocesan Administrator and CFO for a two-state diocese with 60+ congregations, as well as multiple schools and agencies. The one common denominator that effects their sustainability is affordability; "help us find ways to afford full time clergy, reduce the costs of escalating property and casualty insurance expenses, and find affordable healthcare options". Additionally, I routinely consult with churches regarding planned giving initiatives and stewardship programs. I work with clergy and lay employees regarding their pensions and retirement and consult with vestries regarding their concerns about their endowments and healthcare choices. I served on the CPG Client Counsel for four years and built relationships with a diverse group of colleagues across the church sharing our insight into our challenges. On the CPG Board, I would continue to bring my experiences to bear to ensure all Episcopal churches can better navigate the ever-changing church landscape.

**Samuel Bonsey**

Lay  
Paris, France  
American Cathedral of Paris  
Convocation of Episcopal Churches in Europe, II



I want to help the Church Pension Fund invest for positive impact. My career in finance is committed to building the field of responsible, sustainable, impact investing. In my role as Executive Director of The ImPact ([www.theimpact.org](http://www.theimpact.org)) I support values-driven investors in reconciling their sacred intentions with the profane realities of our global financial system. As a young professional, I feel an urgent and joyful call to assist CPF in pursuing a higher, clearer (dare I say, bolder) example of faith-based investing. Together, we can address and repair The Episcopal Church's profiteering from economies based upon enslaved labor. Exploitative or extractive wealth accumulation and inequitable wealth distribution haunt the church's ongoing participation in the financial system, as exemplified in disparities between clergy and lay pensions. My hope and prayer is to support CPF efforts to build the Beloved Community through more just and equitable investment practices.

**Billy Boyce**

Lay  
South Bedford, MA  
Grace Church  
Massachusetts, I



As a follower of Jesus, a Certified Public Accountant, and a financial services professional with PricewaterhouseCoopers, I strongly believe in the trust and faithful service of the Church Pension Fund. Centering the sustainability of the fund and its ability to serve current and future leaders of our beloved Episcopal Church. Having worked as a trusted advisor to CEOs, CFOs, and boards of directors, with clients across various industries, I will bring my business background to serve as fiduciary to the fund. While growing in my professional career I've continued to serve the church in local, diocesan, and church-wide positions. With that experience, I bring with me the stories and perspectives of the clergy and laity most impacted by the fund. I would be humbled and honored to serve as a Trustee of the Church Pension Fund.

**Sharon Brown-Veillard**

Lay  
Brooklyn, NY  
St. Alban's Carnasie  
Long Island, II

My faith has always ordered my course in life, and I have used my talents to make meaningful contributions to the Church and the wider community. As a tax attorney for 25 years, I specialize in public finance and my primary focus involves assisting state and local governmental entities in raising funds through the issuance of municipal bonds in the capital markets. My diverse background includes proficiency in finance (BS), tax (MS and LL.M), and the law (JD) and I understand the importance of sound investments, diversification, and risk management. I currently serve as the Chair of Dispatch of Business for the Convention for the Diocese of Long Island, a position I have held for the last 10 years. I service as the chairperson and treasurer, respectively, on two not-for-profit boards. I will bring to the Board my keen eye for due diligence and will be a vocal advocate for transparency and accountability while acting in the best interests of the beneficiaries of the pension fund.

**David Heywood**

Lay  
Gettysburg, PA  
St. Francis  
Maryland, III



I retired from 38 years' practicing law in tax, employee benefits, corporate transactions, and finance. I practiced in a national law firm and corporate executive positions with demonstrated commitment to diversity and disadvantaged communities; represented charities; and served for 12 years on a major corporation's pension appeals board.

My mother, a pioneer as the first female senior warden in the Diocese of Ohio, inspired me to serve the church. I served as search committee chair, junior & senior warden, and Finance chair at St. Francis, Potomac MD and Church of the Mediator, Allentown PA; Diocesan Trustee in the Diocese of Bethlehem; United Way board and distributions chair; and on the Washington diocesan lawyers' guild assisting the COO and parishes in obtaining PPP loans during Covid. Also served as board chair of St. Francis Episcopal Day School and St. Andrew's Episcopal School.

I hope to use this experience to ensure strong church benefits programs for generations.

**Esslie Hughes**

Lay  
Hoboken, NJ  
St. Bartholomew's  
New York, II



A graduate of Wesleyan University and the University of Chicago Booth School of Business, I am a strong, respected leader driven by an enduring interest in leadership, ethics, and in mentoring and developing leaders. I have been fortunate in senior roles at The Bank of New York, the Public Company Accounting Oversight Board (PCAOB), and in recent years at The Episcopal Diocese of New York, to have acquired extensive management, financial, governance, and operations experience. As an ex-officio member of the Diocesan Board of Trustees, I also serve as staff liaison to the Investment, Finance, Budget, Audit, and Risk Management Committees, among others. I hope my experiences listed above, and as a member of a number of other nonprofit boards including Episcopal Divinity School and the Episcopal Church Building Fund, can be leveraged to help guide the Church Pension Fund to continued excellence and living into best practices, in order to support the broader mission of the church.

**Alexizendra Link**

Lay  
Waltham, MA  
St. Luke's  
Western Massachusetts, I



My name is Alexizendria (Zena) Link. I am uniquely qualified to serve on the Church Pension Fund Board of Trustees through my religious, academic and leadership experience. In addition to graduating from divinity school, I've served in numerous capacities throughout the church. Through my faith, training and ministry, I've become a successful facilitator, public school educator and strategist for community and national organizations committed to social justice and improved educational services that strive for the humanity of all. I've embodied and utilized those skills on various Episcopal boards and committees for over a decade. If elected, I would bring an intersection of competencies from previously serving on The Executive Council's finance committee, The Diocese of Western MA Board of Trustees, two Program, Budget and Finance (PB&F) committees and the investment committee for the Massachusetts Teachers Association. Thank You in advance for your consideration.

**Michael Molina**

Lay  
Temple, PA  
Trinity Church  
Bethlehem, III



My work in the military, the US Government, the civilian sector, for non-profit organizations, and in the Episcopal Church have prepared me for this position. I was a Chaplain Assistant in the US Army Reserve, worked in for statistical agencies of the US Federal Government, served on the board of 2 non-profit organizations, worked for a document firm with corporate and federal government contracts, and served in the Episcopal Church as a vestry member and music director. I have degrees in Human Services and Theology. My combination of education and experience make me a well-rounded candidate, capable of working under pressure and discerning solutions to complex issues -- all while remembering Christ and his faithful people in my service.

**Yvonne O’Neal**

Lay

New York, NY

Church of the Holy Trinity

New York, II



I am a dedicated, accomplished financial professional with extensive experience in financial services and expertise in retirement savings and pensions, insurance, and investments. I am a faithful layperson and have been in leadership roles in the Episcopal Church since I was a teenager. I have the privilege of serving on The Church Pension Fund Board of Trustees (CPF Board), where I am vice chair of the Audit Committee. I am very active in social justice matters and I bring these matters in our CPFBoard discussions. I look at the totality of our corporate strategy through the lens of the 17 sustainable development goals(SDGs) which represent our vision for the care of creation. The SDG's work emphasizes protecting our planet's resilience. I believe my extensive experience in financial management will help our Church maintain its strong financial position to accomplish our goals today, and for the longer term. I would be honored to continue to serve.

**Samuel Reckford**

Lay

Short Hills, NJ

Christ Church, Short Hills

Newark, II



With decades of both financial and board experience, I could be useful to the CPF Board. My first career was as a risk executive at a major investment bank, where I served for 17 years on the Global Credit Risk Committee in addition to serving on various industry-wide risk management committees. Since retiring from Wall Street, I have served in two CFO roles, including at the Diocese of Newark since 2017. Outside of work, I was Board President at a top NJ private school for 18 years and spent the last 7 years on the board of Stevens Tech, where I am Audit chair and Investment vice-chair. I was also Warden of my church and have served 25 years on its investment committee. Through these experiences I have refined my finance, risk, audit and investment expertise while studiously observing and practicing board participation and leadership skills. I believe that my professional skills combined with my love of the Episcopal church and desire to contribute would be an asset to CPF.

**Linda Watt**

Lay

Weaverville, NC

Trinity, Asheville

Western North Carolina, IV



I am enthusiastically seeking a second term as a trustee of the Church Pension Fund. As a trustee, I have focused on risk mitigation, especially on cyber risk. I also give special attention to lay issues, especially regarding financial health, assuring that these are addressed proactively, transparently, and creatively.

As the Church's former Chief Operating Officer and a public sector executive I bring a solid background in finance. As a trustee, a deputy, and through diocesan and church-wide committees, I have a broad understanding of Church needs and a deep respect for our clergy and lay employees. I am attuned to our non-US dioceses from my many Foreign Service years in Latin America. I am foremost a listener who takes all viewpoints into consideration in decision-making. I aim to be a hard-working and thoughtful voice working on behalf of all CPG clients, grounded in my Christian faith and the values of the Episcopal Church.

**Michael Barlowe**

Priest

New York, NY

Grace Cathedral, San Francisco

California, VIII



General Convention's wisdom in creating the Church Pension Fund (CPF) has supported the church's ministries for generations. My relationship with the Church Pension Fund (CPF) goes back 40 years, first as a clergyperson and as a clergy spouse. For ten years, I was a diocesan executive who advised lay and clergy leaders about CPF assessments, pensions, health insurance, and property insurance.

Most recently, as an officer of The Episcopal Church, I have conferred regularly with CPF senior management in such churchwide concerns as lay pension enhancement and parity, church data analysis, and pensions for Cuba. I have convened or served on the several bodies of Executive Council, called for originally by General Convention, to strengthen understandings of CPG's shared goals.

As a trustee, I would bring all this experience to the board, as well as my background as a banker; many years of developing and overseeing multi-million-dollar budgets; a knowledge of the regulatory and legal context in which CPF operates; and a profound commitment to continuing the Church Pension Fund's distinguished role in furthering God's mission through The Episcopal Church.

**Sam Candler**

Priest

Atlanta, GA

The Cathedral of St. Phillip

Atlanta, IV



Thank you for an opportunity to continue serving as a trustee of The Church Pension Fund. I grew up in a small Episcopal Church in Georgia, went to California for college and to Connecticut for seminary; I have taught as an adjunct professor at Emory University. I am glad to be a seasoned priest who has served parishes in three different dioceses. Presently dean of St. Philip's Cathedral, Atlanta, I advocate that strong parishes, small and large -and their leaders, lay and ordained-are the future of the church. I enjoy raising up integrity, energy, and health; and I want to represent those values in meeting the pension fund challenge of growing lay pension benefits. I have served on many school boards, and, in South Carolina, on the Governor's Commission on Race Relations. I am a deputy to General Convention, committed to caring for the details of our wider church life. I hope to help the pension fund steward the generous spirit of Anglicanism as a gift to the world!

**Tracy Johnson Russell**

Priest

Bethany, CT

St. Monica's, Hartford

Connecticut, I



The skills, competencies, and experiences that have prepared me to offer myself to service on this body come specifically from my lived experience and ministry in bi-vocational, full-time, and secular contexts. I have served in many roles in these contexts: Director of HR, Rector, Chaplain, Chair of a Corporation, Property Manager, Founder and Executive Director of a non-profit, and fund developer. I served as President of the Standing Committee, along with a variety of other leadership roles in my diocese. I also have leadership and teaching roles at two theological institutions: Berkeley Divinity School at Yale Divinity School and Hartford International University. The most important lesson that I have learned through my varied experiences is that practicing good, equitable and faithful stewardship of the resources we have been given is good and holy work. And I will bring this orientation and grounding into my work and ministry as a member of the CPG Board of Trustees.



**Luis Lopez**

Priest

Cali, Valle del Caluca

Trinity Church

Colombia, IX



I am a married priest and father of two beautiful children; I serve with joy in the Diocese of the Episcopal Church in Colombia, convinced to bring the Good News of salvation to all people, especially those who are on the fringes of society. The congregation I serve as vicar is the Trinity Church Parish in the city of Cali, Colombia. I pastorally encourage my parish and I oversee the management of the Church's properties in the city of Cali. I am a theologian by profession and I enjoy reading. I have served my Diocese in different capacities: President of the Standing Committee, member of the Ecclesiastical Discipline Committee, and Chaplain of Public Relations. I enjoy my ministry and spending time with my family. In my spare time, I play sports.

**Matthew Mead**

Priest

Pelham, NY

Parish of the Redeemer

New York, II



I am a husband, father, priest, and rector. I love Jesus Christ, I grew up in the Episcopal Church, I have been serving parishes and the wider church as a priest for 19 years, and I hope to continue active ordained ministry for another 20 to 25 years. I currently serve the Diocese of New York as a Trustee, as Chair of the Real Estate Committee, on the Finance Committee, the Canons Committee, and the Commission on Ministry, and I served as Chair of the Budget Committee for the past decade. I also served as Deputy to General Convention in 2022 and 2018, as Alternate in 2015, as Chair of the 2022 Legislative Committee for Stewardship & Socially Responsible Investing, and as Secretary for the Task Force on Liturgical & Prayer Book Revision. Sustainable and sound oversight of the Church Pension Fund matters to me personally and for the whole church. I believe I have the skills and experience to serve on and be of service to the Church Pension Fund Board. I offer myself for consideration.

**Landon Moore**

Priest  
Brooklyn, NY  
St. George's  
Long Island, II



Currently, I serve as Priest-in-Charge at Saint George's Episcopal Church in Brooklyn. I have gained skills in creating streams of passive income for the ministry of the parish that is not the normal pledge and plate. Some examples of my innovations have been, renovating unused space into apartments, creating an endowment, and other ministries that are financially self-sufficient; so that Saint George's will continue to be a beacon for the ministry of Jesus Christ in the community of Brooklyn. I bring experience as a self-published author with an interest in the publishing mission of CPG to help Church publications become more accessible for writers. I do believe in the financial security of CPG for the retirement of its employees. However, I come ready for conversations about the future of the church and how CPG can add to those financial opportunities. I hope to use my gifts to add to the mission of the church and to provide direction to the Pension Fund.

**Austin Rios**

Bishop-elect  
Rome, Italy  
St. Paul's Within the Wall  
Convocation of Episcopal Churches in Europe, II



Six years ago, I was elected to serve as a Trustee and would be honored to do so once more. As Rector of a multilingual and multicultural church outside the United States, I offer an international perspective for CPG's work of serving the wider church with integrity. While I am proud of the work we have accomplished-including helping dioceses and churches navigate the difficulties of COVID, providing better Medicare options for our clients, and for the exemplary investment stewardship of these years-some of the most important work we've done has been to focus on Diversity, Equity, and Inclusion throughout all levels of the organization. I've been privileged to add my voice to these hard, but necessary conversations, and to witness all the ways that our DEI work is helping shape CPG into a more beloved, professional, and compassionate community. I currently serve as Vice Chair of the Investment Committee.

**Leon Sampson**

Priest

Fort Defiance, AZ

The Good Shepherd Mission

Navajoland, VIII



I serve in a community that is limited by the options of proper health care benefits, as I am part of a high populated tribal entity but have major restrictions to health care and wellness benefits. The history of wellness for my "dine'" Navajo people have not always been supported by wholehearted and well intentions of a nation. Still today the health care and wellness system have flaws that allows individuals such as me to slip through the cracks of getting adequate health care and wellness services. A larger issue of selfcare among our community has always left our leadership to fend for themselves when it comes to answering God's call to serve the communities that surround us.

**Geoffrey Smith**

Deacon

Etna, NH

St. Barnabas

New Hampshire, I



The CPF management team has recently said the consequences of climate change are having a strategic impact on their subsidiary, Church Insurance Company. As a deacon for 27 years now serving in the Diocese of New Hampshire and Vermont, most of my working career was in the field of property / casualty insurance and risk management. I worked as a casualty underwriter for 3 years before completing an MBA in Finance at DePaul University. For the next 35 years I served in leadership roles in risk management for some of America's largest companies, where I had direct responsibility for the corporate insurance programs, as well as loss prevention, claims management and risk financing.

This experience will enable me to be an effective Board member and advocate for TEC. I would welcome the opportunity.

**Denise Stahura**

Priest  
St. Paul, MN  
St. Clement's  
Minnesota, VI



Before I was ordained, I spent 30 years working in finance and strategic planning for Fortune 500 companies, including U. S. Bank and Pillsbury, and for non-profits, including Greater Twin Cities United Way. I managed a portfolio of services with million dollar budgets and charted the strategic planning for a \$20 million non-profit.

When discerning for the priesthood, I told my bishop that I enjoyed finance but didn't know what use it would be to God as a priest. He assured me that the "church needs people like you." Having worked in both the for- and non-profit arenas, I know that budgets and investment strategies reflect the priorities of an institution. Investment strategies that support social justice, earth care, and diversity are important indicators of a Church in God's world.

**Molly Weiss**

Priest  
Oakdale, MN  
Christ Episcopal Church, Woodbury  
Minnesota



I have worked in the field of corporate and non-profit Human Resources for over 23 years, including the design and management of benefit, retirement and compensation plans. My HR experience also covers leading employee engagement and Diversity, Equity and Inclusion, which I seek to infuse into all that I do. In addition, I have served as the Chair of the Diocese of Minnesota's Personnel Committee for 3 years. As part of this committee, I led a team of dedicated people to revision and recraft both our overall employment policy handbook, and our compensation structure and guide. These experiences gave me a deep appreciation for the balance between policy and the practical application of that policy as well as the needs of faith communities and employees. As I do in my ministry as a priest, I seek to enrich the corporate world with the Spirit, and the Church with learnings from my practical experience.

**Diana D. Akiyama**

Bishop  
Portland, OR  
Oregon



My competencies and skills relevant to serving on the Church Pension Fund Board are centered in strategic thinking focused on informed projections about the road ahead. Our current environment of accelerated change demands financial leadership that will be critical for the longevity of our mission and ministry in our diocese. Currently, we are working to restructure the financial model for our diocese as we anticipate diminishing numbers of faith communities and an increase in requests for funds to support our ministries across the diocese. As one of four dioceses selected as pilots for the ECF Diocesan Vitality Initiative, we are undertaking a 360 assessment of our diocesan assets focusing on spiritual and ministry vitality as well as financial sustainability. Alongside this work, we have formed a team to guide faith communities exploring creative uses of their campuses. We are encouraging innovations that serve the neighborhood while also providing revenue for our ministries.

**Kevin S Brown**

Bishop  
Wilmington, DE  
Episcopal Church in Delaware  
Delaware



Before being called to priesthood, I studied for and received an MBA in 1996. I then worked in corporate finance at FedEx then help launch an money management firm. I served as Vice President of Operations (overseeing, among other things, investment compliance) for the firm as well as an investment manager.

**Susan Brown Snook**

Bishop  
San Diego, CA  
Bishop Diocesan  
San Diego



I am the Bishop of the Diocese of San Diego, supporting our congregations for the changing future of the church. Our current generational and cultural shifts will require new efforts to ensure financial sustainability. I hope to support the church in this work by serving as a CPG Trustee. I hold an MBA and Master's in Accounting from Rice University, and had a 10-year career as a CPA before ordination. I served on TEC's Executive Council from 2012 to 2018 and chaired the Budget and Local Mission Committees, and now serve on the Joint Budget Committee. I also serve on CPG's Client Council, giving advice on CPG's products from a church perspective. I am the vice-chair of the Task Force on the Denominational Health Plan, which is researching ways to reduce health insurance costs. I am committed to helping all our congregations spend their resources wisely, supporting long-term financial security for employees while freeing up church assets for God's mission.

## **Members of the Court of Review**

TERM OF OFFICE: 3 years

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: 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.

## Report to the 81<sup>st</sup> General Convention

Elect:	Lay 6+1 alternate	Clergy 7+1 alternate (including at least 2 priests and 2 deacons)	Bishop 3+1 alternate
Slate Needs at Minimum:	Lay 7	Clergy 8 (including at least 2 priests and 2 deacons)	Bishop 4

*HoD elects lay and clergy; HoB elects bishops*

Lay	Clergy (at least 2 priests, 2 deacons)	Bishops
Grecia Christian-Reynoso (IX Dominican Republic)	(D) Terry Howell (IV Atlanta)	Joseph Barker (VI Nebraska)
Delbert Glover (III Washington)	(D) Margaret Thor (VI Minnesota)	Elizabeth Gardner (VII Nevada)
Sharon Henes (I Connecticut)**	(P) Gregory Jacobs (IV North Carolina)	Betsey Monnot (VI Iowa)
Andrea Petrosh (VII W. Louisiana)	(P) Giovan King (VIII Hawaii)	E. Mark Stevenson (III Virginia)
Russell Randle (III Virginia)	Tambria Lee (IV E. Carolina)	
Laura Russell (II Newark)	George Anne McDonnell (VI Minnesota)	
D.C. “Woody” Bradford (VI Nebraska)	Marisa Thompson (VI Nebraska)	
** Nominee diocese changed	Mariclaire Partee Carlsen (III Pennsylvania)	



**Grecia Christian Reynoso**

Lay

La Romana, República Dominicana

Iglesia Episcopal Todos Los Santos

Dominican Republic, IX



Attorney-Notary with interpersonal and teamwork skills, leadership and commitment, high sense of responsibility, ability to work in teams, promoting values and constant interest in acquiring new knowledge, both in my professional and religious life. Decision-making and planning skills, results-oriented, and willing to go above and beyond expectations to get the job done.

I am a Christian by birth, with a willingness to serve in my beloved Church. I am involved in the Ministry of the Sick as a Lay Minister and am currently in charge of bringing Communion to the handicapped in my Congregation. In addition, every Sunday I am in charge of imparting the Holy Eucharist, along with the Priest who serves at the Iglesia Episcopal Todos los Santos.

**Delbert C. Glover**

Lay

Washington, DC

National Cathedral

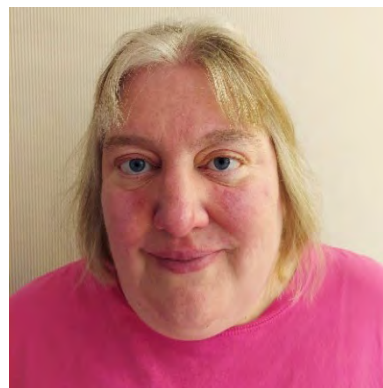
Washington



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.

**Sharon M Henes**

Lay  
Newington, CT  
St. Dunstan's Episcopal Church  
Connecticut, I



I bring the experience of serving on the Court of Review since its formation in 2019 and service on the Diocese of Milwaukee's Disciplinary Board for six years. I am well versed in both Title III and IV. At the 80th General Convention, I was a member of the Title IV Disciplinary Canons Committee. In addition, I bring the unique perspective of 15 years on a prosecution team for disciplinary cases involving licensed professionals including doctors, nurses, mental health counselors and pharmacists as well as 10 years of drafting unprofessional conduct laws. Underlying issues in these cases are similar to clergy issues. My viewpoint is discipline is not punishment; rather a balancing of rehabilitation/reconciliation, deterrence, and protection of the community. My gifts include analytical thinking, ability to see the big picture, strong advocacy, and compassion for all. My experience and gifts. I would be honored to continue utilizing my experiences and gifts on the Court of Review.

**Andrea Rabalais Petrosch**

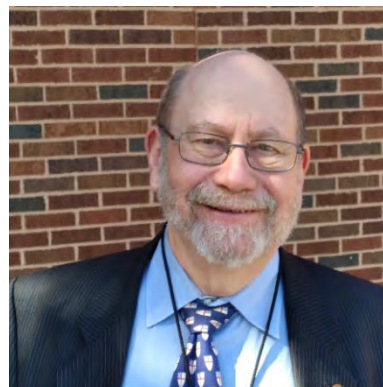
Lay  
Bossier City, LA  
Western Louisiana, VII



I currently serve as the President of Province VII. This is my most recent experience since I first became active in the church as a member of EYC and diocesan youth in the Diocese of Arkansas. As a military spouse with each new assignment I sought out opportunities to participate and serve the military and local communities and the Episcopal Church. Frequent moves, extensive Church work, and employment in finance and education taught me flexibility and teamwork. I have served on vestries and diocesan council, sung in choirs, and been a trustee for the University of the South. In every case, it was my responsibility to understand and follow guidelines, usually the Canons of the Episcopal Church or bylaws of the organization, and respond with dignity, grace, and courage to the task at hand. Time and talent are essential gifts for the health and life of our Church. Individual faith and communal worship hold us together in our work in the Church. I will share what I have wherever called.

**Russell Randle**

Lay  
Arlington, VA  
Saint Mary's, Arlington  
Virginia, III



I have practiced law for over 40 years, often in complex litigation, and worked a year as a judicial law clerk at the federal district court and in some cases at the court of appeals, helping to draft opinions.

I currently serve on the SCSGCC, the body which helps General Convention update our canons, and previously served on Executive Council (2015-2022), where I helped write the Chief Legal Officer job description and update our conflict of interest and background check standards. I have studied canon law at VTS.

While on the Standing Committee in the 2000s, when the Standing Committee played a more active role in discipline, I helped resolve three serious clergy discipline matters. I have helped in the pro bono defense of criminal misconduct charges against a clergyman and in private practice helped resolve civil claims arising from criminal misconduct by a Scout leader.

I think my service would help both the Court and the TEC.

**Laura Russell**

Lay  
Guttenberg, NJ  
All Saints Episcopal Church, Hoboken, NJ  
Newark, II



As attorney representing low-income survivors of domestic violence, I have spent my entire career working for justice. As a five-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.

**D.C. "Woody" Bradford**

Lay

Omaha, NE

All Saints Episcopal Church

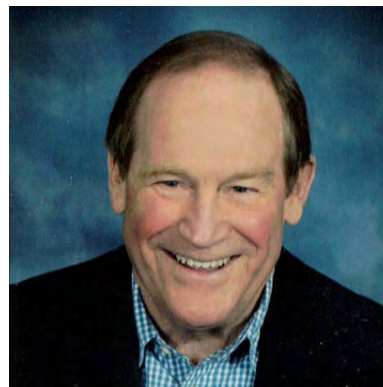
Nebraska, VI

I am a trial lawyer practicing civil and criminal law appearing on behalf of doctors, nurses, lawyers & accountants in preservation of their license.

I am the Chancellor of the Diocese of Nebraska and have had the opportunity to advise 4 Bishops regarding Title IV.

I have been a Deputy to the last 15 General Conventions and served on the Constitution & Canons Committee and the Standing Commission on Social Justice and Public Policy.

I am a founding member of The Tri-Faith Initiative in Omaha, Nebraska which has built a campus involving a Mosque, a Temple & a Christian Church. In that process I was a member of a 12 member Board, 4 Episcopalians, 4 Jews, & 4 Muslims, who came together to deal with substantive issues of reconciliation & had the opportunity to work with people of very different religions & ethnic backgrounds to structure a campus where all would be able to preserve, practice and worship the same God in their own distinctive way yet be bound together in peace & love.



**Terry R Howell**

Lay

Tucker, GA

St Simon's, Conyers

Atlanta, IV

I have been an attorney for over 20 years, mostly doing litigation.

I listen very well. I consider myself to be unbiased, with a practiced sense of fairness honed over many years. I can glean nuances in standards and apply them to situations in a fair and compassionate manner. I believe that my skill set aligns very well

with the tasks that I would need to address and consider in the dual roles of Disciplinary Board for Bishops and The Court of Review.



**Margaret Thor**

Deacon

Arden Hills, MN

St John in the Wilderness

Minnesota, VI



I was ordained to the diaconate in June 2014. I retired in 2017 after 32 years in the Examination division of the Internal Revenue Service where I interpreted the tax law and applied it to the facts of a case. The majority of my career was spent as a manager and senior manager ensuring that those I led applied the law equitably. When meeting with taxpayers, I listened carefully to make certain that the taxpayers were heard and facts of the cases were fully developed. I then assured that the law was applied accurately to the facts. During the last GC, I served on the Rules of Order Committee. I am the chair of the diocese's COM, formerly a member of the ECMN council, and the former convener for the ECMN Commission of the Diaconate. I am an officer on the board of directors for a local area food shelf. I am also a member of the board for the Fund for the Diaconate. I am a deacon fulfilling my call to serve God in the world focusing on justice issues and to inspire others to do the same.

**Gregory Jacobs**

Priest

Durham, NC

St. Titus Episcopal Church, Durham

North Carolina, IV



I practiced law for 18 years specializing in labor and employment discrimination before entering the priesthood in 1995. I have served the Episcopal Church for more than 20 years in matters involving Title IV clergy misconduct. As a member of Constitution & Canons Committee (2000-2006), I helped refine and clarify canonical language adopted in the initial Title IV provisions, working closely with diocesan chancellors as well as members of the Committee. 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. My work culminated in reports to diocesan disciplinary review panels, summarizing the results of my investigations and recommending appropriate actions to be taken as well as participation in later stages of Title IV cases, including conciliation/resolution efforts and preparing cases.

**Giovan King**

Priest

Kailua, Hawaii

The Parish of St. Christoopher

Hawaii, VIII



At Stanford Law School, I published in the Law Review on the relationship between secular courts and ecclesiastical courts. As a priest, I was a judge and then justice of the Ecclesiastical Court in Los Angeles prior to becoming a priest in the Diocese of Hawaii in 2011. I was appointed President of the Disciplinary Board in the Hawaii Diocese shortly after my arrival in 2011. I believe we had three cases during that tenure. I later served another term on the Disciplinary Board. I have served on Reference, Conference and Hearing panels and have been an advisor several times for both complainants and respondents. I have attempted to make Canon IV as clear as possible to all involved in disciplinary matters. It does seem that we are at a pivotal time in clergy discipline, not simply with respect to bishops but with respect to all clergy.. I was asked in the fall by the Nominations Committee if I would agree to have my name submitted for the Court of Review and after much thought and prayer I agreed. I hope that if I am selected I may be of service in this critical aspect of our ministry. Mahalo.

**Tambria Lee**

Priest

Beaufort, NC

Saint Paul's Beaufort, NC

East Carolina, IV



I work at being a holy listener and make every effort to be responsive, rather than reactive in discernment. I love gleaning for fact & clarity in the midst of confusion, navigating the tension between competing truths, and working to find healing for all parties in the most improbable and tragic of circumstances. The court's call demands immediate response and I offer that with trust in the process , confidentiality, and prayer without ceasing. Serving as President of a Disciplinary Board for seven years has honed this wisdom while reminding me of the grace upon which we stand. There is a tension that often appears between the truth that Jesus says sets us free and the truth that Pilate questions. Whether it is the investigative work of Title III or the appellate work of Title IV it behooves us to embody the canons not as mere individuals with a cause or a side, but as people who long for what the Kingdom of God requires. "Love is the motive, but justice is the instrument."

**George Anne McDonnell**

Priest

Stillwater, MN

Episcopal Church of the Ascension Stillwater Minnesota  
Minnesota, VI



I have privileged to have lived and been active in nine different dioceses across the country and one outside the U.S. over my life in the Episcopal Church. I have worked with several excellent bishops and a few that were less than stellar. I have been an active Episcopalian for 38 years. I love my church deeply. I was the first the female acolyte in my congregation at age 17. It was at that age that I began to fall in love with the my faith and my church. I have struggled, questioned, embraced, studied, cried, laughed, left and come back. I have done a great deal of soul searching and have served on several diocesan committees including youth formation committees, Standing Committee, Clergy and Employment Committees. I have been ordained for over 20 years and have served in four parishes. Prior to that, I was active as a youth minister first as a volunteer then as a Christian Formation Director. My favorite spiritual practice is the Daily Office. It sustains my faith.

**Marisa Thompson**

Priest

Omaha, NE

All Saints Episcopal Church  
Nebraska, VI

As someone with a passion for justice for all people and an expectation that the leadership of this Church act in ways that do not harm the mission of the church or the individuals within and outside of the church, I feel called to the work of the Court of Review.

As part of my love of all things governance related, I have spent much of my time on the Standing Commission for Structure, Governance, Constitution, and Canons working on Title IV and dabbling in Title III, the two places from which the court gets its charge. As a priest, I have a vested interest in our disciplinary system. As a non-lawyer, I have worked to understand and translate the legal language and practices to make things clearer. I have a thorough understanding of the process and procedures and a keen eye for the places where justice and a pastoral hand could be more present. I am called to this work of aligning our policies and procedures with a church that preaches love, dignity, and grace.

**Mariclaire Partee Carlsen**

Priest  
Acworth, GA  
St. Catherine's  
Pennsylvania, III



I have served as an Intake Officer for the Diocese of Pennsylvania since 2018, and find the work that I do to be very personally meaningful, even when challenging. I have found it to be a ministry of administration, accompaniment, and a very specialized sort of pastoral care to all participants in the process.

Before discerning my vocation to the priesthood, I was a judicial clerk and a labor and employment lawyer, which has helped ensure that my work in the disciplinary process is conducted efficiently and fairly. My perspective is that a functional, transparent process is faithful service to the Church and to all involved- complainants, respondents, all who give of their time to serve from Disciplinary Boards to Hearing Panels, as well as members of our congregations . Joining the Court of Review seems like a natural extension of the work that I have done to date in pursuing justice and reconciliation for all participants in the Title IV process.

**Joseph Barker**

Bishop  
Omaha, NE  
Nebraska, VI



I strive to be a good listener and a fair and impartial observer. I am organized, efficient, and I am not afraid to take work away from a meeting. I attended law school and worked in the legal field for three years prior to entering church ministry.



**Elizabeth Gardner**

Bishop  
Las Vegas, NV  
Nevada, VII



Elizabeth is the bishop of the Diocese of Nevada – a place that is both vast and small. Before becoming a bishop, Elizabeth was a rector, an interim, a diocesan staffer, an associate, and an assistant (does anyone really know the difference?). But before that, she worked in corporate, non-profit, and political worlds. Her varied and extensive background help her see how healing and wholeness are so needed in our Title IV process. In addition to accountability, Elizabeth wants due process undergirded with compassion and fairness. Elizabeth and her husband, Chris, live in Reno with their two dogs, their daughter’s cat, and the many and varied dead animals the cat brings home.

**Betsey Monnot**

Bishop  
Des Moines, IA  
Iowa, VI



I see working within our disciplinary canons as similar to working within our liturgical rubrics in that we constantly need to maintain a dialogue between the details and the larger picture. In a disciplinary proceeding I see the larger picture as the mandate to do justice and love mercy, balanced with the details of the canonical procedures as laid out for us. I have worked with the disciplinary canons from several angles: as a member of the Ecclesiastical Court before the updated Title IV, as an Investigator, and now as a Bishop. I am able to keep track of canonical details and requirements and understand how they need to be followed in any living process. I am generally calm and clear-headed, and always seek to understand the positions of others, whether or not I agree with them. My goal is to work for agreement rather than a technical victory through a majority vote, even when the vote is what is required and recorded. I am capable of making hard decisions when necessary.

**E. Mark Stevenson**

Bishop  
Richmond, VA  
Virginia, III

Over the years of my ordained ministry, I have experienced a number of responsibilities that have allowed me to study deeply the polity and structure of The Episcopal Church. I served as canon to three bishops (including the Presiding Bishop), directed ministries on a regional and national scale, and now serve as Bishop Diocesan. I have a broad and thorough understanding of our canons, and have seen their application in a wide variety of settings and circumstances. It would be my hope to use the things I have learned in my study and work to aid the Court of Review in discussion and discernment as it addresses the proceedings, and sometimes unique challenges, brought before it.



## 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

Elect: Lay 2 Clergy 2 Bishop 5  
 Slate Needs Minimum of: Lay 3 Clergy 3 Bishop 8

*HoD elects lay and clergy; HoB elects bishops*

Lay	Clergy	Bishops	
Joan Case (II Convocation of Episcopal Churches in Europe)	Channing Smith (VIII, Los Angeles)	Thomas Brown (I Maine)	Gregory Rickel (IV SE. Florida)
Joe Thompson (VIII California)	Christy Stang (VI Minnesota)	Brian Cole (IV E. Tennessee)	Martha Stebbins (VI Montana)
Alan Murray (VIII Oregon)	Molly Weiss (VI Minnesota)	Mark Cowell (VII W. Kansas)	Megan Traquair (VIII N. California)
Michael Truncale (VII Texas)	Fatima Yakubu-Madus (V Indianapolis)	Wendell Gibbs (V Michigan)	Ruth Woodliff-Stanley (IV S. Carolina)

**Thomas Brown**

Bishop  
Portland, ME  
Maine, I



In the past 25 years I have served on several general church commissions, committees, agencies, and boards. As a longtime deputy to General Convention, and now as a bishop, I have experience working alongside others to strengthen the Episcopal Church's response to the Great Commission. Yet to do the work of growing Christians we need policies and structures that will ensure transparency, health in all its forms, and accountability of the church's leaders.

My interest in serving on the Disciplinary Board of Bishops reflects an interest in making sure the disciplinary process for bishops is followed consistently and correctly. Furthermore, I am a relatively inexperienced bishop, and I hope that my new perspective will be put to use in building a disciplinary board who are fair, honest, and willing to make difficult decisions.

**Brian Cole**

Bishop  
Knoxville, TN  
East Tennessee, IV



I have a deep interest in supporting the health and wholeness of the House of Bishops and our shared ministry.

**Mark Cowell**

Bishop  
Larned, Kansas  
Western Kansas, VII



I am, in my secular life, currently a county attorney and a city prosecutor. I have 29 years experience practicing law. My training is in the evaluation, preparation and prosecution of offenses. I am able to read and interpret statutes, ordinances and canons, and I understand the procedures required. If elected, I would bring my professional training and skills to this board. Thank you for the opportunity to serve.

**Wendell Gibbs**

Bishop  
Lewis Center, OH  
Michigan, V

I have served on numerous bodies in the Church, most recently as Chair of the Committee on Dispatch for the House of Bishops and as a member of the Disciplinary Board for Bishops. My tenure as a bishop diocesan afforded me hands-on experience with Title IV and that experience has been useful in my first term on the DBB. I believe that experience is important when seeking to hold people accountable for their actions while also seeking reconciliation and healing for all parties involved.



**Gregory Rickel**

Bishop  
Ft. Lauderdale, FL  
Southeast Florida, IV

I have been a bishop for 15 plus years and in that time have learned the Title IV system, watched it change, etc. Along with my MDiv and D.Min I hold a Masters in Interpersonal and Organizational Communication and a Master's in Health Service Administration.



**Martha Stebbins**

Bishop  
Helena, MT  
Montana, VI

I am a diocesan bishop in my 4th year. Prior to my election, I was on a variety of diocesan bodies for which I had to become familiar with the Episcopal Church canons. My prior background as a veterinarian and epidemiologist. It is from that profession where I was trained in critical thinking and problem solving. I believe these gifts and my experience now as a bishop would be an asset to the Disciplinary Board for Bishops.



**Megan Traquair**

Bishop  
Fair Oaks, CA  
Northern California, VIII



Our disciplinary Canons aim for healing and redemption in painful circumstances. I believe I have the knowledge and experiences to contribute to this process for Bishops. I have worked through complex disciplinary matters, first as Canon to the Ordinary and Intake Officer (2013-2019) and now as Bishop Diocesan (2019 - present). I am familiar with the range of emotional responses which can arise in the persons involved. Equally valuable has been the the careful work with the multiple parties involved in any larger altercation, which includes the parish or diocese itself. All participants need a path to healing in Christ. Beyond addressing the issue at hand, is the importance of laying the groundwork for redemption and restoration of communal life, though not in the same setting anymore. I believe my skills, experiences, and pastoral awareness would be valuable for serving on the Bishop's Disciplinary Board.

**Ruth Woodliff-Stanley**

Bishop  
Charleston, SC  
South Carolina, IV



My calling has included work to transform conflict and bridge across lines of difference in the church over the past three decades. This work has led me to hone skills of considering situations from multiple vantage points, listening with much care in the belief that the truth comes into sharpest relief when a multitude of voices are clearly heard and fully respected. I have been responsible for disciplinary processes in different parts of the Body of Christ. These processes have required spiritual grounding and a capacity for thorough work held in a theology of redemption and hope. I have a strong commitment to justice accompanied by a respect for the power dynamics with which we must wrestle always as we do the holy work of seeking the truth of any situation. I believe our commitment as bishops to hold one another accountable is holy and life giving. I believe what is good for the body is good for the individual, and what is good for the individual is good for the body.

**Channing Smith**

Priest

Montecito, CA

All Saints by the Sea

Los Angeles, VIII



All ministry is pastoral. In my 30+ years of ordained ministry, I have both learned this and lived into this value. In addition, I believe deeply in the healing and transformational presence of God in our lives and in the life of the church. Through pastoral care and accountability, I have seen the Spirit change and heal painful experiences in church communities. During my ministry, I have chaired three different school boards and believe deeply in the importance of governance, roles and responsibilities. Having been trained in inquiry-driven leadership, I bring a curiosity and an interest to know and learn more about a situation while including everyone within the group to share their perspective. I have had diocesan experience serving on the standing committees of two different dioceses as well as chairing a diocesan stewardship committee for 5 years. It is personally important for me to continue to expand the reach of the Episcopal church and encourage the practice of racial healing and increased diversity. My previous parish was active in this work being one of the first congregations in the Episcopal Diocese of Texas to participate in Project Curate. As of January of this year, I began serving as rector of All Saints by the Sea in Montecito, CA.

**Christy Stang**

Priest

Chanhassen, MN

St. Stephen's Episcopal Church, Edina, MN

Minnesota, VI



Although new to ministry, I am passionate about ensuring that clergy are supported, both in preventative care and responsive support in cases of misconduct and complaints, especially bishops. I have observed the positive and negative repercussions of behavior in the episcopate, and if elected to the Disciplinary Board for Bishops, I would bring my work ethic, deep faith in Jesus, and a holistic approach to the individual along with an awareness of the Canons. I hold myself accountable to being open-minded and compassionate, responding to information with an eye for detail as well as for the bigger picture. As someone elected as an alternate deputy for the Minnesota delegation to General Convention in 2024, I understand that the structure and decisiveness of the Canons provide both a necessary and pastoral framework for church life. I hope to have many years of ministry ahead of me, and I am invested in the health and well-being of everyone in the church.

**Molly Weiss**

Priest

Oakdale, MN

Christ Episcopal Church, Woodbury

Minnesota, VI



Across my 23 year career in corporate and non-profit Human Resources, my primary role was to ensure the following of policies and law – both corporate as well as State and Federal. I am a trained investigator and have conducted innumerable and a wide variety of investigations. At the end of these investigations, my role was to help leaders make tough decisions about how to handle the process with care, especially showing respect and honoring the dignity of all involved. In my formation for priesthood, I took classes on the Canons and have, as applicable, applied this knowledge in my work as the Chair of the Personnel Committee for the Episcopal Church in Minnesota.

**Fatima Yakubu-Madus**

Deacon

Indianapolis, IN

Christ Church Cathedral

Indianapolis, V



1. Networking in the church and Community
2. Discernment
3. Advocacy and Outreach
4. Mission work in Africa

The experiences listed above give me a broader view of the church and the world at large. I served two terms on Commission on Ministry, this allowed me the opportunity to walk with aspirants in discerning their call. In addition, I was on the search committee for my current Bishop. I am currently on the board for the Funds for the Diaconate. I have been ordained since 2010 and serving my second parish.

I worked in a fortune 10 Pharmaceutical company multiple roles as a research scientist, manager of a laboratory, and operation consultant.

I have continued to be a missionary for Community Engagement and served as a deacon at Christ Church Cathedral.

Founded a non profit organization in 2008 that has given me the opportunity to collaborate with different Dioceses in the Anglican Communion.



**Joan Case**

Lay

Holzkirchen, Bavaria

Church of the Ascension, Munich, Germany

Convocation of Episcopal Churches in Europe, II



I am a lay person who is engaged in various ministries and am active in the local community in particular as a trained hospice volunteer.

Interacting effectively with a wide range of people has been an important part of my life as a church leader, as a volunteer working in a crisis management team and in my professional life. I have acute

listening skills, being trusted to operate closely in confidence with vulnerable people who are in sensitive situations. I have been invited to act as a confidante and counsellor and have experience in conflict resolution. I am able to analyse and process complex information.

I am not a legal specialist but do have sound common sense. I am conscious of the goals and processes of Title IV, recognize the importance of prayerful consideration of information and am cognizant of the need for justice and reconciliation for all persons impacted by Title IV-related events. I believe that my competences and skills would be helpful on the Disciplinary Board.

**Joseph Thompson**

Lay

Omaha, NE

Epiphany, San Carlos CA

California, VIII



I am a clergy spouse, the proud holder of a M.Div. degree from Yale, and an attorney licensed to practice law in Oregon, Nebraska, and North Carolina. I have served as a Deputy District Attorney, General Counsel for a state agency, and as an Administrative Law Judge, presiding over cases where the stakes

ranged from loss of a license to involuntary medication of the ill. My experience as a lay leader, with courtroom procedure, and decision-making in contested cases makes me well qualified to serve on the Disciplinary Board for Bishops.

If elected, I will serve faithfully in accordance with our Baptismal Covenant: striving for justice, striving for peace, and with respect for the dignity of every human being. I will do everything in my power to ensure diligent pursuit of accountability and reconciliation, a level playing field, fair and impartial treatment for all parties, and a caring heart for all those injured, intentionally or accidentally, by the church.

**Alan Murray**

Lay

Milwaukie, OR

All Saints Episcopal Church, Portland, OR  
Oregon, VIII



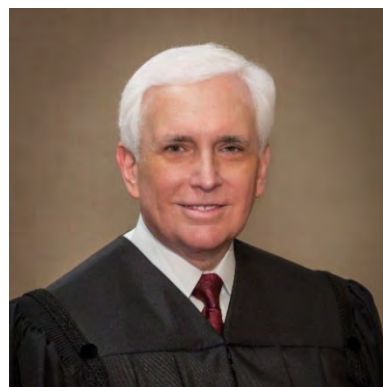
My professional background as a Marriage and Family Therapist and a Clinical Practice Specialist has helped me to understand how systems work and impact each other. I earned my counseling graduate degree in a Mennonite seminary which specializes in peace making, conflict resolution and mediation. I have over twenty years of clinical experience in many clinical and corporate settings which requires analytic and systemic thinking along with the art of bringing healing and wholeness. My involvement in the General Convention, interim bodies and legislative committees have equipped me with a good knowledge of the canons and especially Title IV. I value transparency, accountability, deep listening and collaboration. I have companioned clergy who had undergone disciplinary process and understands both the letter and the spirit of the law, holding the tension of both justice and reconciliation as a goal. As a queer person of color, I hope to bring a diverse perspective to the Disciplinary Board.

**Michael Truncale**

Lay

Beaumont, TX

St. Mark's Episcopal Beaumont, Texas  
Texas, VII



Prior to becoming a federal judge, I was a trial lawyer, mediator, and arbitrator. In this capacity, I learned the importance of understanding that there are two sides to every story. Through the adversarial process, the truth emerges. Also, I learned that corrective measures (e.g. verdicts, settlements) need to be tailored to create the appropriate outcome based upon the facts and the law. The skills that I learned as a lawyer, mediator, and arbitrator are the skills that I rely upon as a judge. As a judge, I apply the rule of law to the facts of each case. I let the law and the facts guide me. I suspect that the same skills would be useful in analyzing matters that come before the Board of Discipline. Finally, I have learned that regardless of the merits of claims or defenses, all participants in the process should be treated with dignity and respect.

## **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.

Report to the 81<sup>st</sup> General Convention

Elect: Lay 6 Clergy 2 Bishop 2  
 Slate Needs Minimum of: Lay 12 Clergy 4 Bishop 4

*HoD elects clergy and lay; HoB elects bishops*

Lay		Clergy	Bishops
Wendy Blackman (II New Jersey)	Heidi Kim (VI Minnesota)	Randy Callender (III Maryland)	Diane Jardine Bruce (VIII Los Angeles)
Wendy Cañas (II New York)	Andrea Petrosch (VII W. Louisiana)	Karen Coleman (I Massachusetts)	Jonathan Folts (VI South Dakota)
Grecia Christian Reynoso (IX Dominican Republic)	Laura Russell (II Newark)	Kimberly Jackson (IV Atlanta)	Susan Haynes (III S. Virginia)
Victor Feliberty- Ruberté (II)	Katie Sherrod (VII Texas)	Lester Mackenzie (VIII Los Angeles)	Bonnie Perry (V Michigan)
GJ Gordy (VIII Navajoland)	Jill Showers Chow (IV Alabama)	Eric Metoyer (VIII California)	
Warren Hawk (VI S. Dakota)	Linda Aristondo (II, New York)	Rhonda Rogers (VII Texas)	

**Wendy Blackman**

Lay  
Hackensack, New Jersey  
St. Mark's Episcopal  
New Jersey, II



I was baptized and confirmed in the Anglican Church in Barbados, lived in the United Kingdom during my teenage and young adult life, attended church while there. Have been in the USA for almost fifty years and have been involved in the Episcopal Church for over forty years.

I served in multiple capacities, at the local level, Youth Group leader, acolytes, Lecture, Usher, Vestry, LEM, Alter Guild, currently Senior Warden.

Diocesan Level, Diocesan Council, Standing Committee, Board of Mission, Commission on Black Ministry, Anti Racism Commission, Acolyte Festival Co-Ordinator, Chair of the Van Duzer Scholarship Committee, Search Committee for Current Bishop Elect Sally French .

Member of (UBE) Union of Black Episcopalians for many years, Current President Earl B. Scott Chapter Diocese of NJ '

Retired Neurosurgical Critical Nurse. I have worked with people from all walks of life. I love people, in retirement I continue to engage with people am not afraid to voice my opinion.

**Wendy Cañas**

Lay  
Bronx, NY  
St. Ann's Episcopal Church  
New York, II



"Love in Action"

In 2008, I became a member of the Episcopal Church because I saw my Church serving all community members with love in action. The love in action I experienced the year at St. Ann's made me understand that serving my neighbor is the ultimate love that all Christians must share in their daily ministry. My work at the parish level and various diocesan committees prepares me to be an excellent executive council member. In my Church, I held a vestry member position and warden. At this moment, I am the Church's treasure. In the Diocese of New York, my first leadership experience was in the council. As a council member (2010), I served on the social concern and budget committees.

My first experience with General Convention was in 2015 as an Alternate. In 2015, I was amazed by all the work that happened among the "Deputies of Color" to ensure that all church members feel loved and respected in the Church. My hope is my leadership experience as a member.

**Grecia Christian Reynso**

Lay

La Romana, República Dominicana

Iglesia Episcopal Todos Los Santos

Dominican Republic, IX



I have been an Episcopalian since birth, and I am a LAWYER - NOTARY with a DOCTORATE degree. I have served on diocesan and local committees, including the following:

Chancellor of the Diocese, Chair of the Committee on Constitution and Canons, member of the Women's Fellowship,

Daughter of the King, Evangelism, and Fellowship, and I was a member of the Disciplinary Board, as well as a member of the Task Force Committee on Cuba, the standing committee of World Mission, and currently a member of the Court of Review of the Episcopal Church.

For me it has been a great experience to work, serve, worship and glorify with love, humility and simplicity of heart, putting my knowledge, gifts and talent at the service of my Episcopal church. I give all this for the blessings I always receive from our Lord Jesus Christ.

**Victor Feliberty-Ruberte**

Lay

Ponce, PR

San Lucas Evangelista

Puerto Rico, II



Episcopal Lay Educator

Professional Experience: Full Professor at the Inter-American University of PR, teaching courses in history, cultural studies, and qualitative research methodologies. I have also served as dean of administration & finance (2002 to 2018) and now as academic dean (since February 2020).

Education: B.S. in Industrial Engineering from the University of PR; M.Div. with a focused area in Historical Theology from Columbia Theological Seminary in Decatur, Georgia; and Ph.D. in History with a subspecialty in History of the Americas from the IAUPR Metropolitan Campus. In addition, I have completed professional certifications in Strategic Planning, Lean Enterprise, Leadership, Project Management, Mediation and Conflict Management, and Coaching, among others.

It will be an honor to serve in Church governance, bringing my talents, perspectives, and experiences to affirm the Anglican tradition and its commitment to racial, environmental, gender, and economic justice.

**Gerlene Gordy**

Lay

Farmington, NM

St. Marks Church

Navajoland Area Mission, VIII



I am a lifelong Episcopalian, having grown up in St. Mark's Church in Coal Mine, New Mexico. At the beginning of my service to the church, it was primarily to represent my small church in our annual convocation.

My life in the church began with leading Sunday School, Senior Warden, Area Mission Council, Vacation Bible School, Commission on Ministry, Youth Coordinator, General Convention Deputy, and now Communications for the Area Mission. I have also served as vice chair of a legislative committee to the General Convention. I am now an Evangelism Grant's Committee member and sit on the board for Episcopal Communicators. I have also participated in many events and conferences with the Native American/Indigenous Ministries of the Episcopal Church.

Through my background as a layperson in the Episcopal Church with deep cultural indigenous roots and my work in Communications and outreach, I feel that I have the skill set to be useful and can offer a unique voice to the Executive Council.

**Warren Hawk**

Lay

Wakpala, South Dakota

St. Elizabeth's Mission Church, Standing Rock Mission

South Dakota, VI



At-Large Tribal Council, Standing Rock Sioux Tribe. Constitutional oaths: Exercise powers through appropriate motion, resolution or ordinance, subject to any limitation of the Constitution or applicable statues of the United States. Negotiate with Tribal, Federal, State, Local and International governments and advise and consult with representatives of said governmental agencies on all activities which may affect the Tribe. Advise the Secretary of the Interior on all appropriation estimates or Federal projects for the benefit of the Tribe. Promote and protect the health, education and general welfare of the members of the Tribe. Manage, protect and preserve the property of the Tribe and the wildlife and natural resources of the Tribe. Administer any funds within the control of the Tribe. All other Legislative and Governmental duties outlined in the Standing Rock Sioux Tribal Constitution and Ordinances. Serve as Chair of the Judicial Committee - Budgetary and Law legislative body.

**Heidi Kim**

Lay  
Minneapolis, MN  
St. John the Evangelist, St. Paul, MN  
Minnesota, VI



I have been engaged in the ministry of racial healing and justice-making for over 40 years, in the church and in secular society. I served as the Staff Officer for Racial Reconciliation on the Presiding Bishop's staff for 5 years and have been the convener of a Commission for Racial Healing and Justice in ECMN. I have engaged in research and private consulting around conflict transformation and organization development in faith communities and am a Qualified Administrator of the Intercultural Development Inventory. I also have a background in secondary and higher education and the nonprofit sector. I have deep experience in organizational culture/change initiatives, including challenging issues in human resources management. I am a Korean American immigrant currently residing in Province VI. I would feel humbled and privileged to serve the church as a member of the Executive Council.

**Andrea Petrosch**

Lay  
Bossier City, LA  
Western Louisiana, VII



I currently serve as the President of Province VII. This is my most recent experience since I first became active in the church as a member of EYC and diocesan youth in the Diocese of Arkansas. As a military spouse with each new assignment I sought out opportunities to participate and serve the military and local communities and the Episcopal Church. Frequent moves, extensive Church work, and employment in finance and education taught me flexibility and teamwork. I have served on vestries and diocesan council, sung in choirs, and been a trustee for the University of the South. In every case, it was my responsibility to understand and follow guidelines, usually the Canons of the Episcopal Church or bylaws of the organization, and respond with dignity, grace, and courage to the task at hand. Time and talent are essential gifts for the health and life of our Church. Individual faith and communal worship hold us together in our work in the Church. I will share what I have wherever called.



**Laura Russell**

Lay

Guttenberg, NJ

All Saints Episcopal Parish, Hoboken, New Jersey

Newark, II



My calling is church governance. I am blessed to be able to use this passion in roles at all levels of our Church. My skills in church polity, governance and advocacy are what I can bring to Executive Council. I served as Chair of the Social Justice and International Policy Legislative Committee. I am a five-time Deputy, and chaired several interim bodies, recently Chairing the Committee to Oversee our Anti-Harassment Policies. I am the President of the Court of Review. As a board member of non-profits, I drafted bylaws and procedures. As a practicing attorney representing low-income survivors of domestic violence, I have spent my career working for justice, and bring my desire for justice to every committee I am on. Working for a not-for-profit, I learned budget management and strategic planning. Throughout my career and within the Church, I have sought to mentor young adults and raise up all voices in the Church by creating safe space and working to ensure equity in processes.

**Katie Sherrod**

Lay

Fort Worth, TX

St. Luke's in the Meadow, Fort Worth

Texas, VII



Polity matters. A powerful force for good is generated when laity, deacons, priests, and bishops work together, all respecting the dignity of every order of ministry. It matters especially in times of stress. If pulled out of balance, great harm can result.

I know how to speak up, taught by lived experience in the Diocese of Fort Worth, reporting on 2 Lambeth Conferences, taking part in 12 General Conventions, and previous service on the Executive Council 2009-15.

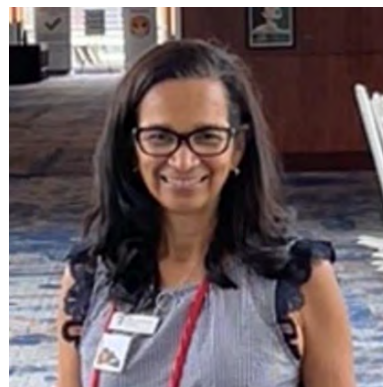
In a post pandemic world, amidst grief of more than one million deaths, we can minister to physical, emotional, and spiritual exhaustion with the life-giving, energy-generating news of a loving God.

We must be a safe place for the historically marginalized, invisible, and ignored, especially the targets of powerful interest groups. We must not only speak up for them, we must stand with them when they speak up.

All this, because when we mark someone in baptism as Christ's own forever, it is with a cross, not an asterisk.

**Jill Showers Chow**

Lay  
Mobile, AL  
Christ Church Cathedral  
Alabama, IV



I am a lifelong Episcopalian. Over the years, I've had many experiences with church groups and programs. In particular, my work with Baptized for Life Initiative has provided me with the opportunity to not only share my spirituality with other but to look within myself and how God calls me to be a disciple. An experience that I look back to has been through the continued partnership with the Mobile MOB Pacers; we began a ministry series to promote health and wellness through physical exercise and healthy eating habits. Through evening walks and monthly dinners, we were able to not only teach people about keeping their bodies healthy and active but also to engage their minds and spirits with thoughtful conversations during our ministries. The Baptized for Life Initiative also allowed me to participate in the Prayers in the Park Project. We reached out to the unhoused, our neighbors, and those who are alone. In our time together we shared meals, Eucharist, and conversation.

**Linda Aristondo**

Lay  
New York, NY  
St Mary's Episcopal Church (Harlem) New York City  
New York, II



I am a Latina lay member of the Church at this time, a third-year seminarian, and on the ordination track in the Diocese of New York. Among my competencies is devotion to justice and reconciliation exemplified by my current role as an attorney in the field of restorative justice. I function as legal counsel with a commitment to the highest standard of justice while seeking opportunities for the individual charged to be offered the most supportive systems available as they journey to return to the best version of themselves. I also acknowledge the pain of aggrieved individuals who also deserve to be lovingly heard and seen while justice is made available to both parties. I place my competencies and skills at the door of the Church, at large. It would be an honor and privilege to serve in this capacity.

**Randy Callender**

Priest

Odenton, MD

St. Philip's, Annapolis

Maryland, III



As a committed member of the Episcopal Church, I strongly believe in the mission and values of our faith. I have been actively involved in the church community for many years, serving in various leadership roles and participating in numerous ecumenical and outreach ministries. As such, I believe that I possess the competencies and skills that are essential to serving on Executive Council. One of my greatest strengths is my ability to communicate effectively. Whether it is through public speaking or written communication, I am able to convey complex ideas and information in a clear and concise manner. I believe that this skill would be particularly valuable in my role on the Executive Council, as I would be able to effectively communicate the needs and concerns of our church community to other members of the council. Many would describe me as a person who is hospitable, warm, and a church nerd who truly loves his Savior and is committed to serving Jesus Christ.

**Karen Coleman**

Priest

Ashland, MA

Boston University / Trinity Episcopal Boston

Massachusetts, I



As a follower of Jesus and deeply committed to God's mission in the Church and the world, I am an effective leader on The Executive Council. I have served both as an alternate and clerical deputy. At the last GC, I served on Legislative Committee 03 - Title IV. I have worked in various small and large parishes to look at diverse perspectives in the more remarkable church and the local community. From grassroots to investment portfolios, my experience covers a variety of relationships along racial, socio-economic, gender, and abilities to ensure that all have a place of welcome at the table. I am deeply committed to how we care for our planet and to assist in the stewardship of the resources placed into our care. My current position as University Chaplain for Episcopal Ministry allows me to work with the future leaders of our church, both lay and ordained. I am excited to see people of all ages become engaged and involved in the church.

**Kimberly Jackson**

Priest

Stone Mountain, GA

Episcopal Church of the Common Ground

Atlanta, IV



I've served in a myriad of ministry settings that vary in size, context, and demographical make-up. From campus ministry on an HBCU campus, to leading a very small parish, to serving as an associate rector in one of TEC's largest parishes, and now as a priest who works with people experiencing homelessness, these

experiences will help me approach the issues brought to Executive Council with an open and broad perspective. I understand the difference in impact that our decisions can have on people in different contexts.

I also serve as a state senator in Georgia. This service has honed my skills in conflict transformation, problem-solving, and budgeting. As a senator, I work well with people who hold different ideological stances, and representing over 200,000 constituents has taught me the importance of thinking carefully about how policies impact everyone. Whether in the senate, the parish, or community, I am a person who brings compassion, wisdom, and integrity to my work.

**Lester Mackenzie**

Priest

Newport Beach, CA

St. Mary's Episcopal Church Laguna Beach CA

Los Angeles, VIII



With 15+ years in ministry, I'm passionate about serving the Church and fostering unity within our diverse community, with Jesus as our centre. My experience demonstrates commitment by having served as C1 Clergy Deputy for the Diocese of Los Angeles in three General Conventions of the Episcopal Church.

With deep understanding of the Anglican Communion and The Episcopal Church, I bring financial management experience and effective communication skills. I serve on Standing Committee, Diocesan Council, served on Corporation of the Diocese of Los Angeles, and as Chaplain to the House of Deputies in three General Conventions.

If elected to Executive Council, I'll diligently fulfill fiduciary duties with loyalty and care. As a cross-cultural leader, I'll promote representation and inclusivity. My familiarity with technology and computer literacy enables effective use of tools like Zoom & Microsoft Teams. I'm eager to utilize my diverse skillset to support the Church's mission.

**Eric Metoyer**

Priest

San Francisco, CA

St Cyprian's, San Francisco

California, VIII



Our New Episcopal Communities are deepening the faith for many in new ways. I am called to support these communities at all levels of the Church. I've served on DioCal's Diocesan Staff in San Francisco for many years, focussed on multi cultural communities and congregational life. I also served as rector of a small parish in the midst of the pandemic, innovative worship and technological adaptation working to build a stronger, faith based community. I've served as former chair of the Afro Anglican Commission, three time Deputy to General Convention, and board member of an Episcopal School. In the wider church I've served on interim bodies focussed on church planting and congregational renewal since 2015, bringing the experience of DioCal to the wider church and the learning of the Church to DioCal. This experience and involvement in new ministries for a changing church is my call to serving on the Executive Council of The Episcopal Church. Thanks be to God, Amen!

**Rhonda Rogers**

Priest

Humble, TX

St. Francis of Assisi, Prairie View

Texas, VII



I am a life-long Episcopalian and currently at St. Francis of Assisi in Prairie View, TX. I would use my skills and experience to aid the Executive Council to discern the needs of the body, how to meet them, and serve everyone with dignity and respect.

I served on several bodies in the Episcopal Church at the diocesan level. I was a lay representative on the Diocese of Rochester Standing Committee under two bishops, clergy representative on the Diocese of Texas Executive Board and currently on the Seminary of the Southwest Board of Trustees.

During 38 years at Mobil Chemical Company and ExxonMobil Chemical Company, I developed and managed metrics, strategic goals, regional and global budgets, implemented corporate and division initiatives, and coached personnel development.

I have three adult children and two grandchildren. My hobbies are reading, golf, gardening, travel, music, and theatre.

I would be honored to serve on Executive Council.

**Diane Jardine Bruce**

Bishop  
Irvine, CA  
Los Angeles, VIII

My almost 12 years as Bishop Suffragan in the Diocese of Los Angeles entailed extensive work in New Community/Multicultural Ministry and Stewardship. I know the blessings and opportunities in this work for our Church. In addition, my prior work as a banker for 17 years provided me with extensive knowledge of finance, both in investments and in the preparation of complex budgets.



Currently serving as Bishop Provisional of the Diocese of West Missouri has introduced me to a part of TEC with different opportunities for evangelism and growth. Being involved in the life of rural congregations particularly opened my eyes to their unique challenges.

I am finishing 12 years as a trustee of the Church Pension Fund, which provides me with extensive knowledge of this important work for our church.

I hope to bring my varied experiences both secular and ecclesiastical, together with my collaborative and transparent leadership style, to benefit the church by serving on Executive Council.

**Jonathan Folts**

Bishop  
Pierre, SD  
South Dakota, VI

As bishop of South Dakota, with the largest Native American population of our Church, there are several areas between what is being looked for in an Executive Council member and the subjects we engage. In SD, where prejudice is high and media coverage is low, racial relationships are key in bringing the Church and our communities together. We consider care of creation to be vital, and our Diocesan Leadership Initiative project in 2022 involved planting prairie grass gardens and teaching about their benefits. Due to our minimum budget, we are creative about our spending. Additionally, in developing partnerships and raising awareness, we strive to be good advocates and communicators. At heart, our focus in 2023 is to be people who love to tell the story and God's role in our story. I have good project management skills, much to the disdain of my favorite procrastinators, and believe (with kudos to the A-Team) that there is nothing so good as to see a part of God's plan come together!



**Susan Haynes**

Bishop  
Williamsburg, VA  
Southern Virginia, III

My most important competency is the ability to form connections and build bridges between people in two different camps. By focusing on what we believe and celebrate in common, I am able to build relationships through service and conversation. I also have an enormous capacity to attend to details and to keep projects moving forward so that we don't get bogged down.



**Bonnie Perry**

Bishop  
Detroit, MI  
Michigan, V

As the Episcopal Church grapples with post-pandemic challenges, we must align our governance structures and resources with a plan for institutional transformation. My experience as a bishop and parish priest has taught me how to achieve the incremental, measurable changes we will need to realize that plan. I know how to move groups along, celebrating successes and learning from setbacks, without losing sight of the call to participate effectively and faithfully in God's mission. My steadfastness, my belief in Christ's unshakeable love, and my sense of humor enable me to weather the challenges of leading change with joy and wonder.

In a class I taught at Bexley Seabury Seminary, I asked students to envision a world in which mission is central to everything the church undertakes. As we enter this time of leadership transition, I believe that the Episcopal Church must envision that world, and I'd be honored to help lead the effort as a member of Executive Council.



## **Members of the General Board of Examining Chaplains**

**The House of Bishops elects all members, and the House of Deputies votes to affirm the election.**

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.



Report to the 81<sup>st</sup> General Convention

Elect: Lay 3 Clergy 3 Seminary Faculty 3 Bishop 2  
 Slate Needs Minimum of: Lay 5 Clergy 5 Seminary Faculty 5 Bishop 3  
 Presbyters with pastoral care or specialized ministry

*HoB elects all; HoD affirms elections*

Lay	Clergy (Priest in active ministry)	Seminary Faculty (Clergy or Lay)	Bishops
Cynthia Hill (VII Texas)	Andrew Armond (VII Texas)	Scott Bader-Saye (VII Texas)	Cathleen Bascom (VII Kansas)
David Miron (III Central PA)	Giovan King (VIII Hawaii)	Kirsten Guidero (V N. Indiana)	Nicholas Knisely (I Rhode Island)
Janeal White (VII Texas)	Mark Kowalewski (II Long Island)	David Jackson (VIII Hawaii)	Gretchen Rehberg (VIII Spokane)
Dhananjay Jagannathan (II New York)	Milquella Mendoza (IX Dominican Republic)	Tricia Lyons (III Virginia)	Jos Tharakan (VIII Idaho)
5.	Derrick Muwina (I Massachusetts)	Shawn Strout (III Washington)	
	Scott Parnell (III Virginia)	Kara Slade (II, New Jersey)	
	Sandy Wilson (II Virgin Islands)	Romulus Stefanut (IV, Tennessee)	
	Cody Maynus (VI, Minnesota)		

**Cynthia Hill**

Lay

Fort Worth, TX

All Saints' Fort Worth

Texas, VII



My Ph.D. is in Experimental Psychology, the field of study that examines human behavior through controlled experiments and the development of theories that guide such research. Although my field of study lies particularly in cognition and developmental issues, rather than assessment and testing, I am familiar with the issues of developing exams. The primary issues in assessment are validity and reliability, i.e. do test questions measure what they intend to measure and do they produce a consistent result. My education in these matters qualify me for the position.

As the Vice President of the Godly Play Foundation board during the pandemic, I was one of the leaders of a global team, that carried on its business. We worked collaboratively, and we worked in unity and with cohesion in the pursuit of our mission. The development of skills gained from working on a global team to achieve our goals during a difficult time will help equip me to serve on another wide ranging team.

**David Miron**

Lay

Lancaster, PA

St. Thomas Episcopal, Lancaster PA

Central Pennsylvania, III



My experience as a pastor, leadership team member, instructional facilitator, adjunct instructor and consultant with clergy and congregations, combined with my academic preparation has helped me identify and grow in skills related to the ministry of the Board of Examining Chaplains. In my 26 years of facilitating college courses (with adult students) in the areas of organization development and comparative religion, I have developed competency in finding ways to assess knowledge and, more importantly, understanding and, skill in reading and responding to material submitted.

Serving on the Board would provide an opportunity to put my skills, experience and knowledge of the church into the service of the church in helping to form persons who sense a call to ordained ministry. Examining Chaplains help candidates for ordination consider how to apply their vocational and academic experience and learning to real ministry.

**Janeal White**

Lay

Beaumont, TX

St. Mark's Episcopal Church, Beaumont, Texas  
Texas, VII



I am an Indigenous professor with a doctorate in social work who has more than 20-years of professional experience with nonprofits in religious and secular spaces. My research of homelessness, poverty, and resilience have prepared me for understanding the complex interplay between extreme poverty and society.

Before entering academia, I served as a college missionary with young adults as they discerned God's call on their life. I have now served on faculty in post-secondary institutions for the past nine years where I have developed competency for designing assessment tools for students who are simultaneously facing challenges as non-traditional, minoritized, and/or marginalized students. As an educator, I specialize in creating educational environments that build on student strengths and provide equitable mechanisms for evaluation despite lived experiences of scarcity or disability. My expertise in qualitative methodologies has equipped me to assess complex theoretical concepts.

**Dhananjay Jagannathan**

Lay

Brooklyn, NY

Saint Ignatius of Antioch Episcopal Church  
New York, II



I am an ethicist by training and profession. My academic work focuses on the history of Western philosophy (especially on Aristotle and Aquinas), contemporary moral and political philosophy, and issues at the intersection of philosophy and literature (especially tragedy).

In recent years, I have published a substantial body of public-facing theological or theologically-inflected writing, mainly in Christian magazines, about religion, politics, literature, and music, including several pieces each for Plough Quarterly, Earth & Altar, and Breaking Ground. One of my main intellectual projects, especially in joint work with my wife Tara Isabella Burton, a novelist and theologian, is the articulation of the role of beauty in our ethical lives and the place of moral judgment in our engagement with art.

I hope to bring both the intellectual standards of philosophical ethics and a conviction in the relevance of lived and embodied experience to our ethical lives to the work of the GBEC.

**Andrew Armond**

Priest  
Hewitt, TX  
St. Alban's Episcopal Church, Waco, TX  
Texas, VII



I have extensive experience in areas relevant to writing and scoring the General Ordination Examination. For nearly fifteen years, I taught first-year writing to college students, guiding them through the process of composing, revising, and editing academic essays. I scored AP English Literature examinations for the College Board for thirteen years, a process that required a great deal of familiarity and comfort with scoring in a group setting according to a detailed rubric.

In addition to those qualifications, I have been writing, researching, and editing within the field of Religion and Literature for nearly twenty years. Within the church, I have served as a choirmaster, an organist, an Episcopal school chaplain, and a deacon and priest. I have taught courses in World Religions, in Bible, and in Christian Ethics. These experiences have solidified my deep engagement with the liturgy and theology of The Episcopal Church, which will serve me well as a member of the GBEC.

**Giovan King**

Priest  
Kailua, HI  
The Parish of St. Christoopher  
Hawaii, VIII



I have completed three honors dissertations in the course of obtaining my A.B. (church music); M.Div. (missionary ministry); and D.Min. (dealing with decreasing church attendance). I published in the Stanford Law Review on church law and as a member of the Law Review edited professors' and classmates' publications. I edited two books. "A City Build on a Hill" was a compendium of lectures given at a national seminar and "Running the Race" included writings by myself and clergy and lay from around the world. I was part of the faculty of Virginia Theological Seminary's Summer Collegium for five years, evaluating the work of individuals who had been priests for a number of years but desired to refresh their training. While serving as Chair of the Commission on Ministry, I evaluated writings of Nominees, Postulants, and Candidates. I have mentored two individuals who are now priests and am now mentoring a nominee for the priesthood, and am a reader for his D.Min. thesis.

**Mark Kowalewski**

Priest

Halesite, NY

St Stephen's Episcopal Church

Long Island, II



I served a previous term on the board several years ago, I have great interest in formation for ordained ministry and Christian formation generally. I hold a PhD in Ethics and Moral Theology and have extensive experience in teaching on a congregational level. I have many years of experience as a Rector and Cathedral Dean and have had the privilege of discerning with candidates for ordination and training candidates both before ordination and as newly ordained. I also have experience as the Canon for Formation in the Diocese of Los Angeles, a member of the Commission on Ministry and the head of the Diocesan Examining Chaplains. This experience prepares me well for once again serving on the Board.

**Milquella Mendoza**

Priest

San Pedro de Macoris, San Pedro de Macoris

Parroquia Ayudada San Esteban

Dominican Republic, IX



God has been endowing me in the Ministry with Gifts, Talents and Competencies in the worship and practice of the Liturgy of the Church. I am called to enrich and enliven the order of worship in such a way that it is an expression that leads the congregation to a full encounter with its God. In a practical way, our liturgy communicates the message of the gospel through the call to worship, the confession of sin, the assurance of forgiveness, the message, our offerings of gratitude, and the blessing of the moving church. I am willing to serve and contribute what is necessary to the Church according to my pastoral experience of 17 years of ordained ministry.

**Derrick Muwina**

Priest

Cambridge, MA

Saint Peter's Episcopal Church, Cambridge  
Massachusetts, I



I have extensive parochial ministry and academic training. I have served various parishes both in my native country of Zambia and in the United States. I have served multicultural/multilingual congregations. I am currently the Rector of St. Peter's Episcopal Church, in Cambridge, Massachusetts.

I hold a Bachelor's degree from University of Western Cape; a Master of Theological Studies from the Episcopal Divinity School; a Master of Sacred Theology in Mission History from Boston University; a Doctor of Philosophy in Constructive Theology and Theological Ethics from Boston University. I have seminary teaching experience having spent four years as a full-time lecturer at St. John's Anglican Seminary in Zambia teaching African Theology and Hebrew Scriptures . In my doctoral studies, I taught courses in Christian Ethics and the Ethical Leadership. I wrote my doctoral dissertation on Christian Humanism with a focused on the ethics of human dignity, non-violence, and economic justice.

**Scott Parnell**

Priest

Irvington, VA

Ware Church  
Virginia, III



I believe in emphasizing the intellectual tradition of Christianity. Before moving into parish ministry, I taught Systematic Theology, Church History, and Scripture as a lay and then an ordained person in Episcopal Schools across the county - it was a joyful exercise in taking complex ideas and making them accessible to middle and high school students. The most recent school, Christchurch School (VA), emphasized a differentiated skills-based assessment model. My experience crafting assessments to meet students with different learning types and abilities was essential: God makes us all different, so we should have multiple ways for students to demonstrate what they've learned. Just as the secular-education world is evolving, seminary education is evolving, which implies that GOE assessments should be evolving, too. Bringing the experience of crafting skills-based differentiated evaluations (and the practice of assessing them) would contribute to the work of the GBEC. I have also been appointed to the Diocese of Virginia Commission on Ministry and Board of Examining Chaplains.

**Sandy Wilson**

Priest

St Thomas, Virgin Islands

Cathedral Church of All Saints

The Virgin Islands, II



I bring a spirit deeply committed to journeying with those preparing for ministry in a changing church, having taught, coached and mentored seminarians and newly ordained clergy for over 40 years. My passion has been to give students a chance to contextualize the theology that they read in settings that make sense for the ministry settings in which they may find themselves. I have been privileged to prepare examinations for seminarians, to tutor and teach students preparing for ministry and to be a listening ear and coach to many others. It would be my privilege to be a part of the GBEC Team. I bring passion, experience, compassion and rigor to this enterprise and would hope that my wide ranging experience of ministries from parish priest, to college chaplain, to seminary teacher, to creative liturgist, to church leader would give me the insight needed to prepare and read examinations fairly and with some cultural competence having served all sizes and ethnicities over these years.

**Cody Maynus**

Priest

Northfield, MN

All Saints, Northfield

Minnesota, VI



As a parish priest and chaplain to college students, it has been my privilege to walk alongside people from every walk of life during moments of profound joy and absolute heartbreak. I love The Episcopal Church and I want our clergy to be adequately prepared to meet the needs of the whole people of God. This looks like nurturing clergy who embody both keen intellect and pastoral sensitivity. My academic work (MA, Collegeville) is in monastic studies (history and spirituality) and liturgy. I previously served as the Canon for Formation in the Diocese of South Dakota and helped construct the formation process for vocational deacons in that diocese. I am currently serving on a design team in Minnesota working to create a 'reading for orders' process to form clergy for whom seminary would not be an attainable option. I have mentored three seminarians and two transitional deacons and have served as a spiritual director and confessor for others in formation.

**Scott Bader-Saye**

Lay  
Austin, TX  
St. Julian of Norwich  
Texas, VII

I have been serving on the GOE ethics question-writing committee for the last four years. I have found that service to be meaningful and important. I am a seminary professor and would bring that educational experience to this work. I am committed to theological education, and I would be honored to serve in this capacity.



**Kirsten Guidero**

Priest  
Marion, IN  
Gethsemane Episcopal Church  
Northern Indiana, V

With over seven years of experience teaching theology and a desire to give back to my beloved ecclesial home through clergy formation, I am delighted to be considered for this important role. The competencies I bring include a deep love of theology as a discourse enlivened by being practiced in everyday life and through dialogue with other disciplines. I am skilled at creating curricula to achieve this aim, including developing innovative assessment strategies that empower active learning. I am also proficient in designing pedagogies that integrate anti-oppressive approaches to evaluation. I hold significant experience working independently and collaboratively in educational and ministry contexts as well as in facilitating teams. As a second-career theologian who first worked as an editor, I am gifted at managing projects to achieve both overarching goals and important details. I hope to use my expertise to equip clergy for building the courageous, inclusive church the world deserves.





**David Jackson**

Priest  
Kapaa, HI  
All Saints'  
Hawaii, VIII



I have previously served as a member on the Joint Nominating Committee for the Election of the Presiding Bishop 2012-15, which resulted in the election of Presiding Bishop Michael Curry.

GOE Reader: I served as a Reader of the national GOE's in 2008 and 2009.

I am currently the Chief Instructor in Bible and Church History in the Diocese of Hawa'i local formation program (via the Iona Institute and SSW).

I was ordained in the Church of England (Diocese of Oxford) in 1995, and have served in TEC for over 20 years in churches, Episcopal school chaplaincy, and as Dean and President of Bloy House (the local formation program in the Diocese of Los Angeles). My experience in the wider Anglican Communion gives me a more global point of view to offer.

**Patricia "Tricia" Lyons**

Priest  
Alexandria, VA  
Virginia Theological Seminary, St. Clement Episcopal Church,  
Alexandria, VA  
Virginia, III



I spent 20 years after Divinity School as a high school teacher of Latin, Religion and AP History, and served as a lay chaplain in Episcopal schools. I was very involved in the National Association of Episcopal Schools as keynoter, consultant and content writer.

One of my constant curiosities and efforts with colleagues was about how we assess religious education and formation. When I started teaching in Episcopal schools, I was stunned that most religion classes/retreats/faith-informed community service are not graded, evaluated or assessed in any way to see if what we teach actually forms the learners with Episcopal values, Prayer Book or habits of liturgy/prayer. Even in pluralistic learning communities, it should be possible to both engage students respectfully with Episcopal teaching and find ways to assess the learning. I wrote a doctoral dissertation and book on assessing adolescent faith development. Finding ways to evaluate and assess spiritual learning/growth is my passion.

**Shawn Strout**

Priest

Alexandria, VA

Trinity Parish, Washington DC

Washington, III



I would be honored to serve on the GBEC. I have been a question writer for the worship area for three examination periods and have enjoyed that process. As the Assistant Professor of Worship, Associate Dean of Chapel, and Director of Assessment at VTS, I have experience with residential seminary both as a faculty member and an administrator. Furthermore, I served as an adjunct professor in worship for the Stevenson School for Ministry in the Diocese of Central Pennsylvania for six years, giving me additional experience with non-residential theological education. I have taught courses on-site, online, and in hybrid formats. I have been privileged to teach students from as close as Virginia to as far away as India and Taiwan. These experiences have given me a deep appreciation for the breadth of theological education in the Episcopal Church and the Anglican Communion. This breadth of experience will allow me to recognize the various contexts and diverse backgrounds that students embrace.

**Kara Slade**

Priest

Princeton, NJ

Trinity, Princeton

New Jersey, II



For the past 6 years, I have been honored to serve on GBEC. As the current chair of the ethics evaluation team, and the immediate past vice-chair of the Board, I have been able to bring my academic experience to the composition and the evaluation of the GOE. I currently serve as the Anglican Studies instructor at an ecumenical seminary, and have also taught in several diocesan schools for ministry. The world of theological education is changing rapidly, and yet the church is called to ensure that the canons are followed and that those following all paths to ordination meet all canonical requirements for proficiency. We are also called to treat each person taking the GOE with care, extending the same pastoral sensitivity to them as we hope they will extend to others in their own ministries.

**Romulus Stefanut**

Lay  
Sewanee, TN  
Chapel of the Apostles  
Tennessee, IV



My motivation for seeking this position is threefold, driven by my extensive doctoral-level training in Biblical Studies, an unwavering passion for fostering critical biblical literacy, and a sincere desire to enhance the proficiency of our current students and future priests in this domain.

To begin with, I obtained my Ph.D. in Biblical Studies from the University of Chicago, a distinguished program renowned for its comprehensive focus on both the Hebrew Bible and the New Testament. Prior to achieving Ph.D. candidacy, I successfully navigated seven rigorous six-hour doctoral exams encompassing both Testaments, their Jewish and Graeco-Roman contexts, as well as proficiency in the original languages of Hebrew and Greek. This robust preparation has equipped me with the scholarly tools necessary for in-depth analysis of the Holy Scriptures, incorporating linguistic, historical, and cultural exegetical skills.

**Cathleen Bascom**

Bishop  
Topeka, Kansas  
Kansas, VII



I am primarily interested in how we mold faith leaders for a changing, yet inquisitive 21st-century population from the rich Anglican theology and church traditions we cherish. The GOE's can be one way of gaining a picture of how new clergy integrate academic study with the issues of today. I believe that we need to consider some revision of both form and content of the exams to bear the most fruitful assessment.

I was ordained in 1990 and hold numerous degrees, mainly in English Literature, Creative Writing, Divinity and Homiletics. I taught under-graduate students Biblical Studies at a Lutheran-tradition college for a few years. I have been a bishop for nearly five years, and do actively engage GOE results and new models of forming clergy for ministry in our diocese.

**Nicholas Knisely**

Bishop  
Providence, RI  
Rhode Island,



As a former university instructor, COM member in previous dioceses and having served now for over a decade as bishop, I am interested in how best to create a fair, equitable and accurate exam that will both identify the strengths of ordinands and areas where additional support will be needed.

This is becoming particularly important across the wider church as the traditional residential seminary program is becoming a less common format for formation. The local ministry schools and online training programs have unique strengths but also open up the possibility of a less standardized preparation.

The Board of Examining Chaplains, particularly as it creates the testing tools that are mandated by the canons, will have an outsized role to play in responding and supporting to these new formation modalities. I believe my background will be of use in doing this work.

**Gretchen Rehberg**

Bishop  
Spokane, WA  
Spokane, VIII



I am a strong believer in formation and education for our laity and clergy, and the need for opportunities to demonstrate learnings. The work of the GBEC is an important way of setting standards and expectations for those who are called to ordained priesthood. As a former professor and now bishop I would be comfortable working to help write the GOE questions and evaluate answers.

**Jos Tharakan**

Bishop

Boise, ID

Idaho, VIII

I have been ordained for 28 years. Being involved in churches with thousands of members attending on a Sunday to small congregations of as many as 6, I have experience dealing with different pastoral and spiritual issues of various ethnic and racial groups. I have had the privilege of serving culturally different communities from predominantly white English speakers to Spanish-speaking, Laotian, Korean, Hindi, and Malayalam-speaking groups. With 8 Units of Clinical Pastoral Education, I am also able to understand and support the intricate and complicated human experience of God. These experiences and education I have had could serve anyone entering into ordained life to expand their focus and ministry.



## **Joint Nominating Committee for the Election of the Presiding Bishop**

TERM OF OFFICE: 3 years

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 (only in the event of a vacated office of Presiding Bishop):

- 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.

Report to the 81<sup>st</sup> General Convention

Elect: Lay 5 Clergy 5 (including at least one deacon) Bishop 5  
 Slate Needs Minimum of: Lay 8 Clergy 8 (including at least two deacons) Bishop 8  
 One of the clergy must be a vocational deacon.

*HoD elects lay and clergy; HoB elects bishops*

<b>Lay</b>	<b>Clergy</b> (at least 2 deacons)	<b>Bishops</b>
Brandon Beck (VII W. Texas)	(D) Carolyn Foster (IV Alabama)	Lucinda Ashby (VIII El Camino Real)
Tivaun Cooper (II New York)	(D) Carole Maddux (IV Atlanta)	Jennifer Baskerville-Burrows (V Indianapolis)
Joanmarie Famularo (VII Texas)	Linda Grenz (I Rhode Island)	Mariann Budde (III Washington)
Robert Halleck (VIII San Diego)	Adrienne Hymes (IV SW. Florida)	Mark Lattime (VIII Alaska)
Hugh Halsey (VIII Olympia)	David Jackson (VIII Hawaii)	Jose McLoughlin (IV W. N. Carolina)
Ora Houston (VII Texas)	Luis Lopez (IX Colombia)	Jeffrey Mello (I Connecticut)
Eddie Vance (III Easton)	Alyssa Stebbing (VII Texas)	Phoebe Roaf (IV W. Tennessee)
Andrea McKellar (IV South Carolina)	Deborah White (VIII California)	Audrey Scanlan (III C. Pennsylvania)
	(D) Fatima Yakubu-Madus (V Indianapolis)	

**Brandon Beck**

Lay  
San Marcos, TX  
St Mark's, San Marcos, TX  
West Texas, VII



I am a member of a dispersed monastic community through which I serve the Church as a teacher, healer, community builder, and visionary. I am an EfM mentor, a two-time servant on the GC Task Force on Ministry for People with Mental Illness, a diocesan council representative, a diocesan Mental Health Task force member, and a Community of Hope lay chaplain. I have a PhD in Adult Education and a MFA in Creative Writing which weave together with my ministry and theology to build community at the intersection of my queer/trans experience and education and support for those in recovery. I am discerning a call to ordained life.

**Tivaun Cooper**

Lay  
Brooklyn, NY  
St. Bart's NYC  
New York, II



I would like to contribute my knowledge and enthusiasm to help our church. I was raised with a strong respect for the sacred traditions and a dedication to maintaining the ideals of justice and accountability. I promise to support honesty, decency, and openness in our diocesan institutions. I sincerely believe that our bishops should base all of their decisions on the highest moral principles and the tenets of our Church. I will work diligently to foster an environment of equal opportunity to be heard by our bishops. Additionally, I am aware of the significance of dealing with any instances of dishonesty or betrayals of trust within our episcopal leadership. I'm dedicated to preserving a strong accountability system in which grievances are thoroughly examined and appropriate steps are taken to protect the integrity of the system.



**Joanmarie Famularo**

Lay  
Austin, TX  
Jubilee Episcopal of Austin  
Texas, VII



Served Under Bishop Walker at Grace Episcopal Day School School promoting the Episcopal Identity to our students in our education of K-8 in an ecumenical environment. All were welcome at the Wednesday Chapel Service and Monthly Communion. As a member of Jubilee Episcopal in Austin Texas fills my need to be where my Lord Jesus is every Sunday. In the songs readings and sermons that nourish my soul. Feeding my imperfections to go back to do his work in the community and return next Sunday morning and learn more of his experiences that refuel my meaning in this chapter of my life. My need to join my fellow lay leaders to pray on the new journey to select who will lead over the next nine years is personal and clear. The community of jubilee requires support compassion and support. I pray for the love and support to join.

**Robert Halleck**

Lay  
Del Mar, CA  
St. Peter's Episcopal Church Del Mar, California  
San Diego, VIII



I am the retired President of Maryland Federal Bancorp, a billion dollar plus bank public company now part of Truist Corporation. I had a 30 plus year career in financial services. In my early years I was a buyer of banks for First Virginia Banks where I learned the art of financial analysis and negotiation. I hold an MBA from The University of North Carolina and BS in Finance from Norwich University. In my working career I served as trustee of several retirement funds. Obviously, as a bank president I had all departments working for me and I was, for good or bad, a very hands on manager. I believe you must know what you are supervising. I have always managed my own portfolios and mentored several successful investors. I have been an Episcopalian since 1965 and in 3 different parishes been the head of finance, endowment, and planned giving areas. I can evaluate almost any investment opportunity based in the criteria I am given. I work well with others and years ago shed my ego.

**Hugh Halsey**

Lay  
Bainbridge Island, WA  
Grace on Bainbridge  
Olympia, VIII



I have a broad background of experience both in my work and in my membership of The Episcopal Church. I have been an active member in four different diocese and many different churches. I hold an MA in Christian Formation from Virginia Theological Seminary. I have a prophetic call and believe in speaking truth to power.

Our church is in the midst of a radical change. I believe that we have an opportunity to transform into a liberation focused justice oriented organization serving God and the people. However, if we choose to do nothing, our church will still be transformed into something unrecognizable within my lifetime. Even if I am not selected to serve I hope that young people are being cultivated into these positions. If we do not lift up our younger parishioners who can we expect to lead us in the years to come, and continue our work and traditions?

Thank you, be well, God bless.

**Ora Houston**

Lay  
Austin, TX  
St. James' Episcopal Church  
Texas, VII



I believe that God's children call God by many names and no name. They come in all shapes, sizes, religions, beliefs or not! It has been my pleasure to be a Lay Deputy to three General Conventions and serve on various committees and commissions of the Diocese of Texas. My lay ministry from 2015 - 2019 was serving the good people of District 1 and the citizens of Austin on the City Council.

It is my belief that God can work at the extremes however, prefers to work in spaces where we humans have the capacity to be open to the movement of the Holy Spirit. More often than not found in our work in the middle.

It is my prayer that there will be no need for this Committee, however if there should be a need, I am prepared to serve.

**Eddie Vance**

Lay  
Ridgely, MD  
Christ Church, Denton, MD  
Easton, III



I am a servant, a team player, and a leader: Senior Warden & Vestry member (CCDenton); Diocese of Easton Nominating Committee; Trinity Cathedral Chapter (thrice); General Convention Deputation (since '97); Province 3 Council (since '01) & P3 Executive Committee; Provincial Leadership Council & Joint Standing Committee on Nominations (TEC). Served on: Rector Search Committee (CCDenton); VP Diocesan Council (Easton); Standing Committee (Easton); Nominating Committee Chair (Easton); GC Deputation Chair (Easton); Nominating Committee Chair (P3); Resolutions Committee (P3); Bishop Search & Nominations Committee (Easton); Integrity, Eastern MD Chapter, Convener & Co-Chair; Standing Commission on Ecumenical & Interreligious Relations (TEC). Also: Choir, crucifer, lector, EM, Worship Leader & Eucharistic Visitor. Progressive theologically, and otherwise. I strive to keep The Church moving forward, always am blessed, privileged & honored to serve, and ask kindly for your vote. Thank you & amen!

**Andrea McKellar**

Lay  
Johns Island, SC  
St. Stephen's, Charleston  
South Carolina, IV



I would be honored to serve the church in this capacity and feel it is a good use of my skills if elected. I have served in multiple roles on diocesan staff and on a parish staff over the last 13 years including as a Diocesan Transition Officer walking the path with congregations as they call a new clergy person, explore new ministry models, and training lay leaders. I have also served on the denomination level as a member of Executive Council (2018-2024), chair of the Joint Standing Committee for Finance (2022-2024) member of the Audit Committee (2022-2024), chair of the Budget Committee (2020-2022), Task Force for Leveraging Social Media for Evangelism (2016-2018), and the Standing Committee for Lifelong Faith Formation (2013-2015).

**Carolyn Foster**

Deacon

Birmingham, AL

St. Mark's Episcopal Church, Birmingham

Alabama, IV



I was born, raised, and educated in Birmingham, AL. I grew up in the Smithfield neighborhood located in west Birmingham which became known as Dynamite Hill during the turbulent 60's; a reference to numerous bombings of the homes of civic rights activists in the area. My memories and experiences of that time shaped and guided my work in areas dealing with social justice issues and racial justice and reconciliation.

I have served on several state and local Boards and am currently on the staff of Greater Birmingham Ministries serving as Faith in Community Coordinator. I also serve as Tri-chair for the Alabama Poor People's Campaign. I was ordained Deacon in November 2002 serving at St. Mark's Episcopal Church. I studied Education for Ministry at the University of the South in Sewanee, TN. For over twenty years I co-chaired the Commission on Truth, Justice, and Racial Reconciliation in the Diocese of Alabama.

**Carole Maddux**

Deacon

Roswell, GA

Diocese of Atlanta

Atlanta, IV



As the Archdeacon for Discernment in the Diocese of Atlanta, I have many years of experience in the process of discerning God's call to individuals and the Church. I am a long time member of our Commission on Ministry and am now a permanent ex officio member. It is a great joy to me to help identify with people their call to service.

Before ordination, I also served as a Search Chair for parish during a particularly challenging time for us. Our founding rector had a sudden health crisis that required his immediate retirement during a turmoil laden time in the wider Church. I found that non-anxious leadership would be essential to our success and did my best to provide it. The next rector was a very good fit and stayed for over a decade. Finally, in my professional life as a non-profit executive, I have had a lot of experience with project management as well as Human Resources.

**Linda Grenz**

Priest

Washington, DC

Washington National Cathedral

Rhode Island,

I have been a member of the Presiding Bishop's staff during the tenure of two Presiding Bishops. I've served as a parish priest, interim priest, Canon to the Ordinary & as a consultant providing training & education events in multiple dioceses. I have ten years of experience serving as a transition consultant in the dioceses of

Rhode Island, Vermont & the Convocation of Churches in Europe. This experience has given me a broad understanding of life of the church both in the US & in Europe. I have also gained an appreciation for the life & work of the Presiding Bishop through my work on the Presiding Bishop's staff which included working with dioceses in Africa, the Philippines, Haiti & El Salvador & my current work with the bishop & churches of the Convocation of Churches in Europe where the Presiding Bishop serves as the primary bishop. Also, as a transition consultant, I have extensive experience in accompanying committees & candidates through the discernment process.



**Adrienne Hymes**

Priest

Wesley Chapel, FL

St. Paul's Episcopal Church Wesley Chapel

Southwest Florida, IV

I earned my B.A. in Rhetoric and Communications Studies from the University of Virginia which led to a corporate career in public relations and marketing for 13 years in Washington, DC and Los Angeles. Trained in client relationship development, project/budget management, strategic planning, event planning and media relations, my competencies and skills uniquely equipped me to serve as the diocesan Missioner for

Church Extension in the Diocese of Southwest FL. In this role, I restored the physical plant and defunct campus ministry as resident chaplain and director of the Episcopal Chapel Center at the University of South FL while planting a new faith community in the town of Wesley Chapel. The faith community, of which I am the first vicar, is now a vibrant, growing mission church. If elected, I will enthusiastically contribute to, and learn from, the ministry of the JNCPB, as the committee answers God's call in shaping the life of the Episcopal Church now and into the future.



**David Jackson**

Priest  
Kapaa, HI  
All Saints'  
Hawaii, VIII



I have previously served as a member on the Joint Nominating Committee for the Election of the Presiding Bishop 2012-15, which resulted in the election of Presiding Bishop Michael Curry.

GOE Reader: I served as a Reader of the national GOE's in 2008 and 2009.

I am currently the Chief Instructor in Bible and Church History in the Diocese of Hawa'i local formation program (via the Iona Institute and SSW).

I was ordained in the Church of England (Diocese of Oxford) in 1995, and have served in TEC for over 20 years in churches, Episcopal school chaplaincy, and as Dean and President of Bloy House (the local formation program in the Diocese of Los Angeles). My experience in the wider Anglican Communion gives me a more global point of view to offer.

**Luis Lopez**

Priest  
Cali, Valle del Caluca  
Trinity Church  
Colombia, IX



I am a married priest and father of two beautiful children; I serve with joy in the Diocese of the Episcopal Church in Colombia, convinced to bring the Good News of salvation to all people, especially those who are in the fringes of society. The congregation I serve as vicar is the Trinity Church Parish in the city of Cali, Colombia. I pastorally encourage my parish and I oversee the management of the Church's properties in the city of Cali. I am a theologian by profession and I enjoy reading. I have served my Diocese in different capacities: President of the Standing Committee, member of the Ecclesiastical Discipline Committee, and Chaplain of Public Relations. I enjoy my ministry and spending time with my family. In my spare time, I play sports.

**Alyssa Stebbing**

Priest

Houston, TX

St Paul Episcopal Church/Iglesia Episcopal San Pablo

Texas, VII



I am passionate about the work of racial reconciliation in the church and in our communities. I have witnessed the effects of colonialism around the world, worked with teens in trauma from Native reservations, the inner cities of the US, to orphans in Russia. My call as a priest is to be an advocate for multi-ethnic congregations that face institutionalized racism, and for the full inclusion of our LGBTQIA+ siblings in the communion of God's Church. From 2007-2008, I was an Anglican delegate to the UN Commission on the Status of Women, and subsequently served a term on the The Executive Council Committee on the Status of Women. I've learned a lot from those experiences as a lay leader that inform my ministry as a priest today. I serve as a liaison for the Diocese of Texas on Episcopal Migration Ministries and advocate for the rights of asylum seekers, refugees, and the undocumented in the community where I serve and have provided training at addressing the state legislation.

**Deborah White**

Priest

Alameda, CA

Grace Martinez

California, VIII



My diocese is currently in the midst of a search process. I served as the President of the Standing Committee of the diocese during the beginning of this transition period. In that role, I led the Standing Committee in launching the search process. This work included appointment of the Search Committee Co-Chairs, development of the search timeline, approval of the membership of the Search Committee, making decisions related to the structural organization of the search process, and serving as the primary "voice" of the Standing Committee during the initial announcement of the bishop's retirement and imminent search. I believe that my background as a psychologist and my administrative skills were helpful to the diocese during this time. I would like to apply these skills to working with others to consider how the Joint Nominating Committee for the Election of a Presiding Bishop might evaluate and change its process in an era in which the Church has changed considerably.

**Fatima Yakubu-Madus**

Deacon

Indianapolis, IN

Christ Church Cathedral

Indianapolis, V



1. Networking in the church and Community
2. Discernment
3. Advocacy and Outreach
4. Mission work in Africa

The experiences listed above give me a broader view of the church and the world at large. I served two terms on Commission on Ministry, this allowed me the opportunity to walk with aspirants in discerning their call. In addition, I was on the search committee for my current Bishop. I am currently on the board for the Funds for the Diaconate. I have been ordained since 2010 and serving my second parish.

I worked in a fortune 10 Pharmaceutical company multiple roles as a research scientist, manager of a laboratory, and operation consultant.

I have continued to be a missionary for Community Engagement and served as a deacon at Christ Church Cathedral.

Founded a non profit organization in 2008 that has given me the opportunity to collaborate with different Dioceses in the Anglican Communion

**Lucinda Ashby**

Bishop

Salinas, CA

El Camino Real, VIII



There are many different types of leaders at work in our church on different levels. The gifts I bring are those of diverse experience and knowledge of how the church works at every level and in multiple contexts.

These are areas I have served in: Latino Ministry, Stewardship, Liturgy, Congregational Development, Transition Ministry, Social Justice, General Convention Rules of Order, Task force on Re-engagement with Cuba, Cuba Legislative Committee, World Mission, Task force on Translation and Interpretation, Bi-lateral Committee with Mexico, and the Anglican Center in Rome. At CDSP, I taught "Ministry in a Latino Context."

I am bilingual and bi-cultural, having been raised in Costa Rica, Peru and Northern New Mexico. My background is as an educator, having served as a teacher, administrator, and educational consultant. I have a special affinity for my colleagues who serve in countries of Latin America and the Caribbean, as well as Europe.



**Jennifer Baskerville-Burrows**

Bishop  
Indianapolis, IN  
Indianapolis, V

I currently serve on the Joint Nominating Committee for the Election of a Presiding Bishop. In addition to contributing to the general work of the Committee, I've used my skills in writing, communications and social media. Working with the Communications Subcommittee, I've created accounts and content for the Instagram and Twitter feeds and assist with news updates as the nominating process unfolds. As a bishop, my experience in convening and acting quickly and prudently in unusual circumstances would serve me well on this committee if indeed it were necessary to fill the position of Presiding Bishop unexpectedly.



**Mariann Budde**

Bishop  
Washington, DC  
Washington, Ill

I have served as bishop for nearly 12 years, under two presiding bishops. I would bring a strong commitment to prayerful discernment and an open, inclusive, and engaging process to select a new presiding bishop should, God forbid, we need to elect a new leader in-between terms.



**Mark Lattime**

Bishop  
Fairbanks, AK  
Alaska, VIII

I have been serving as the co-chair of the current Joint Nominating Committee for the Election of a Presiding Bishop. It has been an honor to work for and with such a gifted group of Episcopalians focused on the leadership needs of the Episcopal Church.



**Jose McLoughlin**

Bishop  
Asheville, NC  
Western North Carolina, IV

Currently I serve on the Joint Nominating Committee for the election of the 28th Presiding Bishop of the Episcopal Church. While this has taken a great deal of time and energy to serve, it has been very rewarding and life giving. I continue to develop a deep appreciation for the vocation of Presiding Bishop and all the people who have been called to serve.

I feel my experience on the current committee will be an invaluable asset that will benefit any future work of the committee. I bring the gifts of organization, leadership, calmness in crisis, a deep passion for the ministry of the Episcopal Church.



**Jeffrey Mello**

Bishop  
Meriden, CT  
Connecticut, I

The core gifts and skills I would hope to bring to bear in serving on this committee would be listening, discernment and creating a shared vision across difference. In my work as a Licensed Clinical Social Worker, a parish priest, and now as a bishop, my desire to listen and discern has been critical to the best possible outcomes for the people I have worked with and served. In addition, my understanding of group dynamics and working with boards, vestries, councils and committees in completing a common task would be key to my work on this committee. The Presiding Bishop of the Episcopal Church is a multifaceted role that requires a wide range of gifts, for a particular time in the life of the church. I would be grateful to be a part of helping discern who it is God might need to serve in such a role, should the need arise in the next triennium.



**Phoebe Roaf**

Bishop  
Memphis, TN  
West Tennessee, IV



I currently serve on the Joint Nomination Committee for the Presiding Bishop. In this role, I have listened to the ideas of others and shared my thoughts. I have actively participated in all meetings either virtually or in person and I am chairing one of the subcommittees. I have familiarized myself with the canons regarding the duties of the Presiding Bishop and have prayerfully approached these tasks. I look forward to the opportunity to continue this important work.

**Audrey Scanlan**

Bishop  
Mechanicsburg, PA  
Central Pennsylvania, III



Having served on the JNCPB in the last triennium (2021-2024) my familiarity with the scope and sequence of the work is a key reason- and competency- for signing up to do this work again, should the committee need to be convened.

I am a clear thinker, organized, process-oriented, and am comfortable assessing both the "big picture" of a project as well as I am comfortable down in the weeds (and able to find my way out again!). I have a good facility for listening and I am a direct communicator. I enjoy writing and can bring clarity in the written word. I will use my experience and skills to help organize our work and complete our task with efficiency and faithfulness.