

# HOUSE OF BISHOPS COMMITTEE ON PASTORAL DEVELOPMENT

## Membership

The Rt. Rev. James Edward Waggoner, *Chair*, 2015  
Mrs. Jeannie Johnson, *Secretary*  
The Rt. Rev. Clayton Matthews, 2015  
The Rt. Rev. Nathan D. Baxter, 2015  
The Rt. Rev. Oge Beauvoir, 2015  
The Rt. Rev. James Elliott Curry, 2015  
The Rt. Rev. Gayle E. Harris, 2015  
The Rt. Rev. Herman Hollerith IV, 2015  
Mrs. Gretchen Lane, 2015  
The Rt. Rev. Robert J. O'Neil, 2015  
The Rt. Rev. S. Todd Ousley, 2015  
The Rt. Rev. Jacob W. Owensby, 2015  
The Rt. Rev. Lawrence C. Provenzano, 2015  
The Rt. Rev. Luis Fernando Ruiz, 2015  
The Rt. Rev. Dean E. Wolfe, 2015  
The Most Rev. Katharine Jefferts Schori, *Ex Officio*

### *Representation at General Convention*

Bishop Jim Waggoner is authorized to receive non-substantive amendments to this report at General Convention.

## Summary of Work

**Mandate:** To build “shalom” in The Episcopal Church through its attention to the life and work of bishops and their families.

To that end, the Committee:

1. Attends to the corporate wellness of the House of Bishops, assessing needs and providing for programmatic responses where appropriate and needed;
2. Assists with the wellness of individual bishops; building systems that allow for pastoral care and healthy relationships, and providing opportunities for education and training to in order to exercise gracious leadership to better serve and enable the community of the baptized in their mission; and
3. Serves as a primary source of advice and support to the Office of Pastoral Development.

**Meetings:** The Committee met twice per year, once in person and once via teleconference during the triennium, and at other regularly scheduled meetings of the House of Bishops.

The following were ongoing matters of concern for the Committee during the triennium:

1. Promotes and incorporates core values at each meeting in order to continue to develop a learning, discerning, and healing community within the House of Bishops;
2. Continues to serve as a council of advice and support to the Bishop for the Office of Pastoral Development and for the Presiding Bishop, especially regarding the re-formation of Dioceses following termination of relationships with The Episcopal Church and separation of House of Bishops members seeking new jurisdiction;
3. Works with the House of Bishops Planning Committee in the continuity of programs between House of Bishops meetings;

4. Supports collaboration and collegiality between the Spouses and Partners of Bishops of the Episcopal Church network and the House of Bishops;
5. Provides direct pastoral care to bishops and their spouses/partners;
6. Researches and reports to House of Bishops regarding appropriate use of Social Media within the House;
7. Continues discussion of Title IV concerns and revisions;
8. Continues conversations regarding the ministries, care, and support of Bishops Suffragan;
9. Assists with the discernment processes for standing committees asked to give consent throughout The Episcopal Church in elections of new bishops through a form entitled, “Questions Bishops and Standing Committees Might Consider Asking Before Offering Consent To an Episcopal Election”;
10. Monitors Episcopal elections regarding women and minorities (Resolution A144) (see report attached as Appendix);
11. Works to develop gracious norms for a newly elected bishop when that bishop’s spouse is ordained and is currently serving, or wishes to serve, within that diocese;
12. Recommends to the House of Bishops Committee on Ministry Development that it review issues concerning income replacement and disability for bishops;
13. Presented a resolution to the House of Bishops at its September 2013 meeting, for presentation at the 78th General Convention, prohibiting Diocesan staff from serving or representing the Diocese in which they are employed specifically as Deputies to General Convention, or on the Diocesan Standing Committee or Executive Board; and to bring a canonical revision to this effect to the 78th General Convention. The resolution passed the House of Bishops. (See below.)

### **Consideration of Procedures for the Election of a Bishop**

The House of Bishops Committee on Pastoral Development sent to the Committee on Ministry a proposal for a new Title III, Canon 11 “On the Election of a Bishop” with the suggestion that the Committee review the materials and then pass them along to the Committee on Canons for consideration at the 78th General Convention in 2015. The proposed changes to Title III, Canon 11 “On The Election of a Bishop” are as follows:

#### **Sec. 1: The Standing Committee**

Upon the call for an election of a Bishop in accordance with Title III, Canon 11 of the Canons of the General Convention, the Bishop shall delegate to the Standing Committee of the Diocese oversight and responsibility for the process unless it already holds this responsibility due to a vacancy in the Episcopate.

#### **Sec. 2: Pre-election Process**

Once the date for an election has been established in consultation with the Office of the Presiding Bishop of The Episcopal Church, the Standing Committee shall appoint two (2) committees to oversee the election process — a Search Committee and a Transition Committee — and shall make provisions for a petition process.

#### **Sec. 3: The Electing Convention**

The President of Convention will convene the session to call for nominations. The Standing Committee shall propose Rules of Order for the Electing Convention and oversee the election.

The Standing Committee will place in nomination the names of all persons whose names were submitted to it by the Search Committee and those who have fulfilled the petition requirements. No nominations from the floor will be permitted.

**Sec. 4: Testimonials**

Upon election, Convention will remain in session until the Canonical Testimonials are signed by a majority in each order of those eligible to vote.

**Sec. 5: Bishop and Council or Executive Board**

The Bishop and Council shall budget appropriately for the above-outlined process.

**Sec. 6: Bishop-Elect and Standing Committee**

A letter of agreement, which is signed by the Bishop-elect and the President of the Standing Committee, shall be filed in the Presiding Bishop's Office no later than 30 days prior to the Ordination.

**The Rationale**

Currently there is nothing in the Constitution and Canons pertaining to the election of a Bishop other than Article 11. Sec. 1 and Sec. 2. Section one says Bishops Diocesan and Coadjutor shall be chosen by rules prescribed by the Convention of that Diocese ..., and Section two says the person must be 30 years of age. No Canon addresses the process used in the Election of a Bishop except for one that allows for a protest within 10 days of an election (III. 11. Sec. 9 (a), and the Canon of Missionary Bishops (III. 11. Sec. 10 (c)). The House of Bishops Committee on Pastoral Development requests consideration of more guidance in our Canons pertaining to the election process used by Dioceses in an Episcopal Election. The primary intent of the proposed new Canon would be to:

- Make clear the role of the Standing Committee in the electing Diocese (a role which is now implicit only);
- Require the Standing Committee to consider the best practices of this Church in Episcopal Elections while still retaining autonomy;
- Make provisions for Background Checks; and
- Make provisions for a Petition Process.

A115: AMEND TITLE III.12.9: RECONCILIATION OF DISAGREEMENTS AFFECTING THE PASTORAL RELATION BETWEEN A BISHOP AND DIOCESE

Resolved, the House of \_\_\_\_\_ concurring, That

Sec. 9. When the pastoral relationship between a Bishop Diocesan, Bishop Coadjutor or Bishop Suffragan and the Diocese is imperiled by disagreement or dissension, and the issues are deemed serious by a Bishop of that Diocese or a two-thirds majority vote of all of the members of the Standing Committee or a two-thirds majority vote of the Diocesan Convention, any party may petition the Presiding Bishop, in writing, to intervene and assist the parties in their efforts to resolve the disagreement or dissension. The written

petition shall include sufficient information to inform the Presiding Bishop and the parties involved of the nature, causes, and specifics of the disagreements or dissension imperiling the pastoral relationship. The Presiding Bishop shall initiate such proceedings as are deemed appropriate under the circumstances to attempt to reconcile the parties, which may include the appointment of a consultant or licensed mediator. The parties to the disagreement, following the recommendations of the Presiding Bishop, shall labor in good faith toward that reconciliation. If such proceedings lead to reconciliation, said reconciliation shall contain definitions of responsibility and accountability for the Bishop and the Diocese.

*Sec. 10. Reconciliation of Disagreements Affecting the Collegial Relation between Bishops in the Same Diocese*

*When the collegial relationship between a Bishop Diocesan, Bishop Coadjutor, or Bishop Suffragan is imperiled by disagreement or dissension, and the issues are deemed serious by a Bishop of that Diocese or a two-thirds majority vote of all of the members of the Standing Committee or a two-thirds majority vote of the Diocesan Convention, any party may petition the Presiding Bishop, in writing, to intervene and assist the parties in their efforts to resolve the disagreement or dissension. The written petition shall include sufficient information to inform the Presiding Bishop and the parties involved of the nature, causes, and specifics of the disagreements or dissension imperiling the collegial relationship. The Presiding Bishop shall initiate such proceedings as are deemed appropriate under the circumstances to attempt to reconcile the parties, which may include the appointment of a consultant or licensed mediator. The parties to the disagreement, following the recommendations of the Presiding Bishop, shall labor in good faith toward that reconciliation. If such proceedings lead to reconciliation, said reconciliation shall contain definitions of responsibility and accountability for the Bishops and the Diocese.*

~~Sec. 11.~~ Dissolution of the Pastoral Relation between a Bishop and Diocese

**Resolution passed by The House of Bishops in September of 2013:**

**Resolved:** The House of Bishops urgently requests the Committee on Constitution and Canons to prepare a canon which prohibits Diocesan staff from serving on a Diocesan Standing Committee, and to bring this canonical revision to the 78th General Convention.

**Explanation:** It is a contradiction of role, responsibility, and some accountability for a Diocesan Staff person to also serve, without prejudice, on the Standing Committee.

## Budget

The Committee met twice per year during the last triennium, once per year in person, and once per year via conference call; and expended \$39,000.

The Committee expects to meet a similar number of times in the next triennium. This will require a budget of \$13,600 per year for a total of \$40,800.

**A116: BUDGET FOR COMMITTEE EXPENSES**

Resolved, the House of \_\_\_\_\_ concurring, That there be appropriated from the budget of the General Convention the sum of \$40,800 for the expenses of the House of Bishops Committee on Pastoral Development for the 2015-2018 triennium.

**The College for Bishops**

**Summary of College for Bishops Work**

The year 2014 was a banner year for the College for Bishops, with a significant increase in participation from around the Anglican Communion, especially the Anglican Church in Canada. The Conference on Orderly Transitions was named for Bishops William and Sydney Sanders, and this conference had the largest class of participants than in recent memory.

In addition to the annual programs, several new initiatives were begun, including:

- A New Survey of Bishops, Spouses, and Partners
- Project Resource, a program for Diocesan Teams, which is fully subscribed
- The First Sociological Study on the Role of Bishops
- Exploration of a possible Institute on Church Studies and Leadership

**Requested Budget Appropriation**

The College for Bishops' request is \$122,500 per year for a total of \$367,500 for the 2015-2018 triennium.

**A151: BUDGET FOR COLLEGE FOR BISHOPS**

Resolved, the House of \_\_\_\_\_ concurring, That there be appropriated from the budget of the General Convention, the sum of \$367,500 for the expenses of the College for Bishops for the 2015-2018 triennium.

**APPENDIX: Report on 2013-14 Episcopal Elections — A144 Task Force on Women and Other Underrepresented Groups**

**A144 Task Force charge:**

- Monitor gender and racial/ethnic ratios in Episcopal elections.
- Analyze data (including previous surveys) and recommend steps to improve gender and ethnic representation of those elected.
- Advise dioceses on the extent to which biases affect the process and those elected to the Order of Bishop.

**Notes on election monitoring and fulfillment of the A144 charge**

Statistics on gender, racial/ethnic ratios, or other forms of underrepresentation are not a required part of Episcopal elections. The monitoring data consists of voluntary reporting by dioceses and consultants involved in election processes. Diversity reported in these data represents only those who have publicly identified with an underrepresented group (based on gender, race/ethnicity, or sexual orientation).

**The Task Force tried five (5) times to secure funds to allow for interviews and surveys of all potential nominees and others, but funding was not available from:**

1. General Convention
2. The Executive Council
3. The Church Pension Group
4. A Bishop who thought funds could be found within the Diocese
5. The Constable Fund

**The Task Force is concerned that without further data-gathering and analysis to help discover the “why” behind the monitored data patterns, that:**

1. The monitored data alone offers no information that could enhance the ability to make corrective recommendations; and that
2. The second and third charge of this resolution cannot be met.

At this point we have pursued every opportunity with the Church to seek the required information to fulfill this charge.

**Summary observations from monitored data:**

1. Women's representation among finalist nominees for 2013-14 elections (42 percent at election time) was slightly greater than their percentage of candidates overall (35 percent), and is comparable to the ratio of female to male priests in the Church. This suggests that women are sufficiently represented throughout the discernment, candidate, and nominee-selection process.

*In 2014 the candidate gender ratio for one diocesan election was unusually high (89 percent female), which affected the overall total for that year. For the other four elections in 2014, the candidate gender ratio is nearly identical to that for 2013. See Table 1 and Figure 1.*

2. Since church records are not kept on race, ethnicity, or sexual orientation, only estimates can be made based on candidates who publicly identify as such. For 2013 and 2014, 11 percent of all bishop candidates publicly identified with underrepresented groups. These were: African-American, Caribbean, Hispanic, Korean-American, and gay and lesbian. Overall, they represented almost a quarter (24 percent) of all finalist nominees over this two-year period, suggesting that candidates from underrepresented groups are sufficiently represented in the nominee selection processes.

*Note: In 2013 the ratio of finalist nominees from these other underrepresented groups was three times (36 percent) that for 2014 (12 percent). See Table 3.*

3. In 2013-14, women represented 42 percent of finalists at election time, but only 18 percent of those elected (N=2). Those from other underrepresented groups represented 24 percent of finalists and 9 percent of those elected (N=1). Both women and other minority nominees were strongly underrepresented among those elected. See Table 2.

4. Caucasian heterosexual men were elected in all diocesan/coadjutor elections during 2013-14 (N=8). No women and no men publicly identifying with an underrepresented group were elected in these processes.

5. Even a diverse slate of nominees does not result in election outcomes that represent the diversity of the Church and its ordained leaders. In the two dioceses where women were elected, women had represented 80 percent and 100 percent of the finalist nominees.

## **Discussion and conclusion**

Despite women having been elected as bishops for more than a quarter of a century, little progress has been made in diversifying the Church's Episcopal leadership over the past two decades. Other forms of diversity are lacking as well. The imbalance is even more critical when focusing on diocesan and coadjutor elections. In the eight such elections over this triennium, all electees were Caucasian heterosexual men.

Since both women and candidates representing other forms of diversity were finalist nominees to be voted upon in elections, in the same or greater percentage as their presence as initial candidates, this suggests that the discernment, search, and nomination processes are generally open to the diversity of the Church. The diversity gap between the finalist nominees and the election outcomes suggests that this period — from the

time that a list of finalists is made known until the time that a ballot elects a new bishop — is where further examination and analysis is most needed in order to discern what may account for these disparities.

Because each diocesan election process is autonomous, different conditions or factors may affect each election outcome. It is assumed that all finalist nominees represent candidates considered to be capable of effectively leading the diocese if elected. It also is assumed that elections select the candidate that delegates believe best represents the desired and needed leadership skills, regardless of gender, race, or other characteristics. Consequently, concern about the persistent pattern of lack of election of women and those from other underrepresented groups does not imply that those elected are not excellent leaders. Rather, it simply points to a broad pattern across the face of church leadership that suggests a breakdown may be occurring beyond the scope of coincidence.

In sum, the monitoring data shows that the sizable and persistent gender gap between those nominated and elected bishops suggest little sign of change. This also can be viewed as part of a broader diversity gap in episcopal leadership. The Task Force has sought support during this triennium to explore in more detail the basis of this gap so that effective recommendations could be made. However, without church commitment and support, monitoring of the current trends points to little if any change on the horizon in gender and in overall demographic diversity within the episcopate.

**Table 1. Gender and underrepresented minority candidate ratios by diocese**

Election Process		Males	Females	% Female	Other Minorities <sup>1</sup>	% Other
2013	Fond du Lac	31	1	3%	0	0%
	N. Carolina–Suff.	33	16	33%	5	10%
	New Jersey	32	12	27%	6	14%
	New York–Suff.	19	22	54%	21	51%
	Southwest Virginia	35	8	19%	0	0%
	Western Michigan	69	42	38%	4	4%
	<b>Subtotal</b>	<b>33</b>	<b>33</b>	<b>50%</b>	<b>8</b>	<b>11%</b>
2013-14	<b>Total</b>	<b>252</b>	<b>134</b>	<b>35%</b>	<b>44</b>	<b>11%</b>

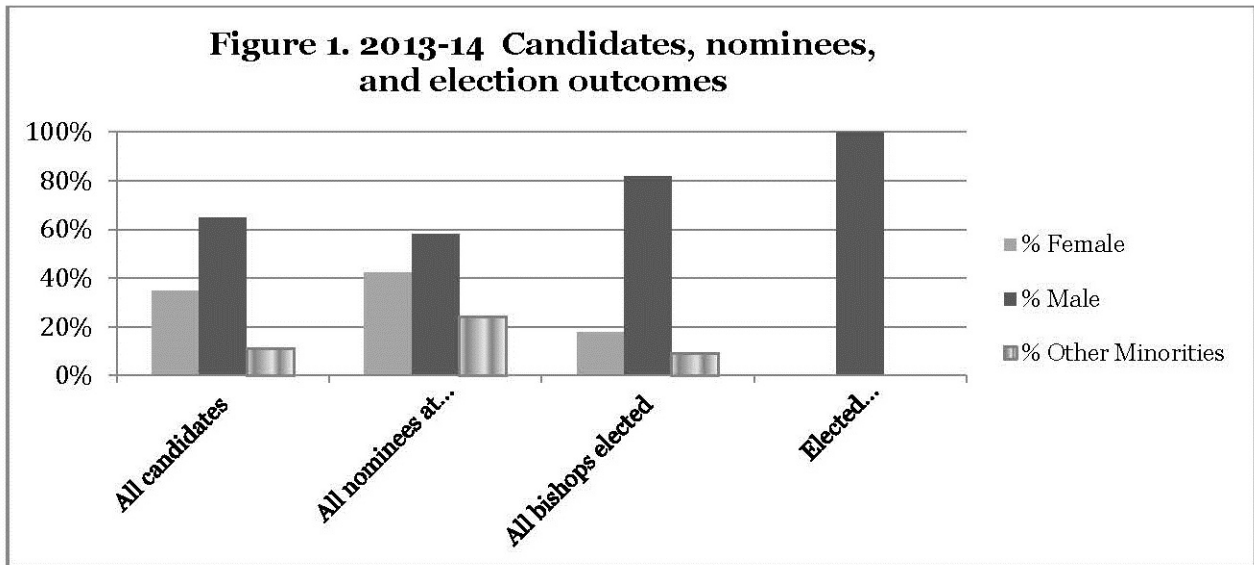
<sup>1</sup> Other minorities include only candidates publicly identifying as minority race, ethnicity, or sexual orientation. Some candidates may hold more than one minority status (race/ethnicity and sexual orientation).

**Table 2. 2013-14 Summary: Finalist Nominees and Election Outcomes**

Election Process	Males	Females	% Female	Other Minorities <sup>1</sup>	% Other
<b>Total Nominees at Election Time</b>	34	25	52%	14	24%
<b>Total Elected</b>	9	2	18%	1	9%
<b>Elected Diocesan/Coadjutor</b>	8	0	0%	0	0%

<sup>1</sup> Other minorities include only candidates publicly identifying as minority race, ethnicity, or sexual orientation. Some candidates may hold more than one minority status (race/ethnicity and sexual orientation).





**Table 3. Finalist Nominees and Election Outcomes by Year and Diocese**

Election Process	Males	Females	% Female	Other Minorities <sup>1</sup>	% Other
<b>2013</b>					
<b>Fond du Lac</b>					
Nominees at Election Time	3	0	0%	0	0%
Elected	1	0	0%	0	0%
<b>North Carolina-Suff.</b>					
Nominees at Election Time	1	4	80%	0	0%
Elected	0	1	100%	0	0%
<b>New Jersey</b>					
Nominees at Election Time	6	3	33%	5	56%
Elected	1	0	0%	0	0%
<b>New York-Suff.</b>					
Nominees at Election Time	2	3	60%	4	80%
Elected	1	0	0%	1	100%
<b>Southwest Virginia</b>					
Nominees at Election Time	3	2	40%	0	0%
Elected	1	0	0%	0	0%
<b>Western Michigan</b>					
Nominees at Election Time	2	2	50%	2	50%
Elected	1	0	0%	0	0%
<b>2013 total nominees at election time</b>	17	14	45%	11	36%
<b>2013 total elected</b>	5	1	17%	1	17%
<b>2013 elected Diocesan/Coadjutor</b>	4	0	0%	0	0%

<sup>1</sup> Other minorities include only candidates publicly identifying as minority race, ethnicity, or sexual orientation. Some candidates may hold more than one minority status (race/ethnicity and sexual orientation).

**Continued — Table 3. Finalist Nominees and Election Outcomes by Year and Diocese**

<b>Election Process</b>	<b>Males</b>	<b>Females</b>	<b>% Female</b>	<b>Other Minorities<sup>1</sup></b>	<b>% Other</b>
<b>2014</b>					
<b>Massachusetts</b>					
Nominees at Election Time	5	2	29%	2	29%
Elected	1	0	0%	0	0%
<b>Maryland–Suff.</b>					
Nominees at Election Time	0	4	100%	0	0%
Elected	0	1	100%	0	0%
<b>Massachusetts</b>					
Nominees at Election Time	3	2	40%	1	20%
Elected	1	0	0%	0	0%
<b>East Carolina</b>					
Nominees at Election Time	3	1	25%	0	0%
Elected	1	0	0%	0	0%
<b>West Texas</b>					
Nominees at Election Time	6	0	0%	0	0%
Elected	1	0	0%	0	0%
<b>2014 total nominees at election time</b>	17	9	35%	3	12%
<b>2014 total elected</b>	4	1	20%	0	0%
<b>2014 elected Diocesan/Coadjutor</b>	4	0	0%	0	0%

<sup>1</sup> Other minorities include only candidates publicly identifying as minority race, ethnicity, or sexual orientation. Some candidates may hold more than one minority status (race/ethnicity and sexual orientation).