

JOINT STANDING COMMITTEE ON NOMINATIONS

Membership

The Rev. Canon Lee Alison Crawford, *Chair*, 2015
The Rt. Rev. Edward Little, *Vice Chair*, 2015
Canon Richard Miller, *Secretary*, 2015
The Rev. Valerie Balling*
Ms. Hisako Beasley, 2015
Mrs. Sherry Denton, 2015
Ms. Janice Dunlap*
The Rev. Rosali Fernández-Pola*
Mr. Christopher Hart*
The Rt. Rev. Chilton Knudsen, 2015
The Rev. Ledlie Laughlin, 2015
Mr. Gibson Oakley*
Mrs. Margaret Schaefer*
The Rt. Rev. Chester Talton, 2015
Mr. Jack Tull*
The Most Rev. Katharine Jefferts Schori, *Ex Officio*
The Rev. Gay Clark Jennings, *Ex Officio*
The Rev. Canon David Pfaff, *Consultant**

Changes in Membership

During the triennium, there were four changes in membership: The Rev. Rosali Fernández-Pola resigned in November 2012; Mr. Jack Tull was appointed to fill his place in November 2012; Mr. Gibson Oakley, The Rev. Canon David Pfaff, and Mrs. Margaret Schaefer resigned in April 2014. The Rev. Canon David Pfaff was appointed Consultant to the Committee. Ms. Janice Dunlap, Mr. Christopher Hart and The Rev. Valerie Balling were appointed to fill vacancies in April 2014.

Representation at General Convention

Bishop Edward Little and Deputy Lee Alison Crawford are authorized to receive non-substantive amendments to this report at General Convention.

Summary of Work

Mandate: To 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(c); (c) the Secretary of the House of Deputies and the Treasurer of the General Convention under Canon I.1.1(j); (d) Trustees of the General Theological Seminary; (e) General Board of Examining Chaplains.

Meetings: The Joint Standing Committee on Nominations accomplished its work in five teleconference/Adobe Connect calls and one face-to-face meeting. The meetings of November 6, 2012; April 5, 2013; December 13, 2013; May 2, 2014; and November 3, 2014 were conducted by telephone or Adobe Connect. The one face-to-face meeting took place at the Crowne Plaza Hotel and Conference Center–Chicago O’Hare, June 11-14, 2014. Electronic communications on the GCO Extranet system assisted the Committee throughout the triennium.

During the first conference call, the Committee appointed Canon Richard Miller as Secretary and The Rev. Canon David Pfaff as Chaplain. The Committee discussed its budget and agreed to ask Executive Council for \$25,000 for the triennium. The Committee established four subcommittees for its work: 1) Church Pension

Fund; 2) Executive Council; 3) Secretary of the House of Deputies and Secretary of the General Convention, Treasurer of General Convention; and 4) General Board of Examining Chaplains, the General Theological Seminary, and the Disciplinary Board of Bishops. Each committee was tasked with creating a job description for each position.

Committee members affirmed the need for face-to-face meetings with the Executive Officer of General Convention, who, in the past has also been the Secretary of General Convention; and the Treasurer of General Convention, who, in the past has also been Treasurer and Chief Financial Officer of The Episcopal Church and the President of the Church Pension Group.

Between the January 2013 meeting and the subsequent one, the chair spoke with Duncan Ely (GBEC) and The Rev. Dr. Canon Michael Barlowe (Executive Officer of General Convention). The JOINT RULES VII Sec. 18 reads, "Except for the Secretary and the Treasurer of the General Convention, the said Committee is instructed to nominate a number, equal to at least twice the number of vacancies" With this in mind, committee member Mr. Jack Tull contacted The Rev. Dr. Canon Michael Barlowe and Mr. N. Kurt Barnes on April 18, 2013 to see if they intended to be nominees for Secretary of the House of Deputies and Treasurer of the General Convention, respectively. They both affirmed that they intended to be nominees.

The Committee met again by conference call in April 2013. The chair notified the Committee that the \$25,000 committee budget request for the 2013-2015 triennium was reduced to \$16,000 by the Executive Council of The Episcopal Church. The Committee appointed conveners for each subcommittee and discussed steps forward with limited resources.

In between this call and the following call in June 2013, each subcommittee contacted the appropriate leaders of the church entities covered by their subcommittee to find out knowledge, skills, abilities, and other desirable qualities that nominees should possess. Jack Tull requested and received the position descriptions for the Secretary of the House of Deputies and Secretary of the General Convention and for the Treasurer of the General Convention from Mr. Christopher Barajas, Manager for Digital Systems & Publications, General Convention Office. Mr. Barajas said that these position descriptions were created by the Joint Standing Committee on Nominations in the last triennium. In the position description for the Secretary of the House of Deputies, a duty said, "Receive Testimonials of election of bishops within 120 days of General Convention," which the Committee removed. Mr. Barajas confirmed that that portion of the Canons dealing with consents for Bishop-elects was eliminated by the 77th General Convention.

The subcommittees then drafted a description of these attributes for potential nominees. These results and descriptions were shared with the entire Committee before the June 2013 conference call. Subcommittees posted the document to the extranet for the entire Committee to review.

In September 2013, the CPG subgroup travelled to New York City and met with CEO Mary Kate Wold and the Board. Prior to the meeting, they spoke with the Trustee officers The Rt. Revs. Wayne Wright (Chair) and Robert Johnson (Vice Chair); and with Vice Chair Barbara Creed.

Between the June and December calls, work continued on refining position descriptions. As it was the Committee's first time working with Adobe Connect, Mr. Brian Murray, of the General Convention Office, assisted the Committee. The Committee refined all position descriptions and, in light of the work of the Task Force on Reimagining the Church, included a new question for candidates: "In a bulleted list, please describe up to five experiences you have had in the Church or the world that have helped prepare you for serving in this position. Of particular interest are experiences in moments of transition and change and how you responded to them." The Committee also recognized the absolute necessity for candidates to have knowledge and skill in using the internet for the work of a CCAB.

Members posted final revisions to the position descriptions after this meeting. During January, the Chair translated all position descriptions, application forms, and letter of invitation from English into French and Spanish. All documents went live on the JSCN web page in early February. The application deadline was March 15, 2014. As the number of candidates fell short of the requisite amount for some, but not all, of the groups, the Committee then extended the deadline to April 1, 2014. The most difficult board for which to fill slots was the General Board of Examining Chaplains.

Between April and the June meeting, each subcommittee was tasked with calling references provided by the applicants. Each candidate's references were contacted by a clergy/lay pair of committee members. While the chair and vice chair had access to every single candidate's application, only those applications of candidates applying for a particular position were distributed to the subcommittee members tasked with finding appropriate candidates for that office.

The Committee had its one and only face-to-face meeting June 11-14, 2014 at the Plaza Hotel and Conference Center—Chicago O'Hare. During this three-day meeting, the Committee engaged in anti-racism training, which was provided by Crossroads Anti-Racism Organization and Training and the Antiracism Commission of the Episcopal Diocese of Chicago. Trainers were Karen Zeich, Derrick Dawson, and Gary Cox, with Michelle Alexander, intern.

Each committee member was asked to talk about his or her role in the Church, and about their impressions regarding the need for, and importance of, anti-racism training. A discussion of power and how it relates to the work of the JSCN was pursued after training ended. The Committee agreed as a whole that the Crossroads Anti-Racism Organization gave them some new language and concepts that they hitherto had not articulated, either as individuals or as a committee. Members also agreed that the work of the Committee would have been enhanced had this important discussion taken place early on in the triennium – even before refining job position descriptions, soliciting applications, and making reference calls.

Next, the Committee held an extensive conversation via conference call about possible changes to the composition of GBEC membership with The Rt. Rev. Larry Benfield, Bishop of Arkansas, vice chair of GBEC, and current board member; and with Duncan Ely, executive director of GBEC. Two major points concerned the work of the Committee at this juncture:

- 1) How the proposed changes and the variables involved might be approached at General Convention (GC). It is not certain if timing of the canonical changes would take effect at GC or post-convention. In the interim, the JSCN must act under the current canon.
- 2) How the proposed changes make the Board operate more in line with commissions where appointment of bishops is made by the House of Bishops, the Presiding Bishop, and nominees provided by the existing board. In light of the proposed changes, the GBEC wanted to be proactive in assisting the JSCN in our current process.

The Committee met in subgroups to report on the reference calls they had made and to answer any questions that other subcommittee members had about those candidates whose references they had not called. Each subcommittee then decided whom to advance and whom not to advance, and prepared their slate for the entire JSCN.

In plenary session, the Committee reviewed the nominees submitted for the positions available for election and discussed the further need for candidates. Subsequently, the plenary session recessed to meet in subcommittees to review further and discuss candidates for elected offices. When the Committee reconvened, it voted to approve the slates of candidates the subcommittees prepared.

Having accomplished this task, the Committee broke into three discussion groups for the remainder of the last morning session in order to craft a resolution for GBEC, to create a proposed policy on campaigning or politicking during Convention, and to create a statement/press release on this meeting.

By meeting's end, committee members had divided up the work needed to prepare the Blue Book report: assembling all biographies and photographs of each candidate; preparing a statistical analysis; contacting the Executive Officer of General Convention about the Committee's concerns about politicking at GC; and redacting the actual report.

The Committee held its last meeting via Adobe Connect on November 3, 2014. During this call, the Committee reviewed, edited, and approved the present report; heard any updates on candidate changes or additions since June; and signed off on the slate.

NOMINEE STATISTICS

Total Nominees		79	
Gender	Male	32	40.5%
	Female	47	59.5%
Ethnicity	Asian	5	6.3%
	Black	10	12.7%
	Latino/a	10	12.7%
	Native	2	2.5%
	Caucasian	47	59.5%
	unknown	5	6.3%
Age Distribution	30-39	6	7.6%
	40-49	9	11.4%
	50-59	22	27.8%
	60-69	30	38.0%
	70+	7	8.9%
	unknown	5	6.3%

Nominees by Province

	CPF	EC	GBEC	GTS	GC	Total
Province I	2	2	2	1	1	8
Province II	2	3		3	1	9
Province III	3	2	3			8
Province IV	7	7	4	2		20
Province V	2	1	1	2		6
Province VI	3	1	1			5
Province VII	2	1	1	1		5
Province VIII	4	5	2	2	1	14
Province IX	1	3				4
Total	26	25	14	11	3	79
Anti-Racism-Trained	23	21	9	10	3	66
Average Age	60.7	53	54.7	61.3	67	

The preponderance of nominees continues to be Caucasians over age 55, with more men than women being put forward as candidates. Province IV, followed by Province VII, provided the greatest number of nominees, perhaps reflecting a concentration of Episcopalians in those regions. Province IX had the least number of nominees, attributed in part to communication issues. Nominees for General Convention deputies tend to be older than those for other offices; work obligations may well dictate who can run for deputy. This might affect who receives the call for nominations for CCABs and who responds to the invitation. The current General Convention calendar tends to invite candidates who have retired to stand for election. The Committee also noted that no deacons presented themselves. This fact reflects the varying interpretations of the role of deacons in the councils of the Church.

Recommendations

In the course of the triennium, the Committee discussed at length two concerns: the budget cuts that affected its ability to work, and campaigning at General Convention.

First, the budget cuts that reduced the funding from \$25,000 to \$16,000 for the triennium: the Committee was not invited to participate in the initial November 2012 gathering of Committees, Commissions, Agencies, and Boards (CCABs). Committee members felt that the loss of that early face-to-face meeting and – more important – the anti-racism training that took place there, hampered their ability to work efficiently earlier on in the triennium and to understand the power dynamics inherent in recruiting candidates. The Committee strongly recommends that the JSCN be included in the initial gathering of CCABs. This will require additional funds for its budget.

Second, campaigning at General Convention: the Committee believes that excessive campaigning at General Convention negatively affects the voting process. Moreover, politicking is contrary to the Spirit of the Church and discernment. Effective politicking does not reflect an individual's gifts or abilities to carry out the ministry to which they may be elected. Deputies and Bishops must walk through a gauntlet of candidates' supporters handing out papers, brochures, and knick-knacks. Those running for Executive Council and the Church Pension Group tend to campaign more than those running for other offices, such as the General Board of Examining Chaplains, or Trustee for the General Theological Seminary. Committee members think that such campaigning places some individuals at a disadvantage.

The Committee affirms the importance of a well-informed electorate, and the desire of candidates to be well-known. Therefore, in place of politicking, it proposes that the office and staff of the General Convention create a website at which all candidates may post the following:

- Photograph
- Narrative information, not to exceed 1000 words, as an addition to the 150-word statement in the Blue Book
- Video not to exceed two minutes
- Link to additional information

The intent of these changes is to:

- Ensure that elections to the councils of the Church are inclusive and accessible
- Affirm that elections to the councils of the Church are centered in discernment for ministry
- Avoid printing and wasting of paper

The Committee therefore strongly suggests that no candidate shall politick by standing at doors to the convention hall distributing leaflets, tchotchkes, etc.; or by hosting special gatherings. If needed, perhaps Planning and Arrangements could create one area between that of the House of Bishops and the House of Deputies where all candidates' materials may be placed and displayed appropriately.

The Committee also recommends the following changes to a candidate's application: remove the 'Optional' label from the Ethnicity box. Label instead as, "Please complete." Add the question: "Please tell us how exercising this ministry and serving in this capacity would be an expression of your faith and understanding of how to follow Jesus?"

Finally, the Committee recognizes the need to be more pro-active in soliciting applications from different groups, especially those dioceses of Province IX. Committee members should contact expressly groups such as the Union of Black Episcopalians, the Episcopal Women's Caucus, the National Association of Deacons, Integrity, the Latino ministry network, and various online networks.

The Committee is pleased to place in nomination for balloting at the 78th General Convention the names following this report.

PROPOSED RESOLUTIONS

The Joint Standing Committee on Nominations endorses the proposed resolution 2015-A041 of the General Board of Examining Chaplains to Amend Canon III.15.1-5 concerning the Board's composition and functions.

Budget

The Joint Standing Committee on Nominations was budgeted \$16,000 for the 2013-2015 triennium. At the time of this report, the Committee spent \$0.00 and \$15,323.75 in 2014, totaling \$15,323.75.

The Joint Standing Committee on Nominations will require \$30,000 for meetings and other expenses for the 2016-2018 triennium. The Joint Standing Committee on Nominations plans to meet approximately two times during the next triennium, in attending the initial meeting of CCABs, and then a meeting in the second year of the triennium (2017). This will require \$15,000 for 2016; \$15,000 for 2017; and none for 2018, for a total of \$30,000 for the triennium.

NOMINEES FOR ELECTION

The Episcopal Church elects its leaders. This is a distinctive and traditional feature of our common life, and a vital function of the General Convention. The Committee asked nominees to respond to the following statement:

Please share your competencies and skills that are relevant to serving in this position, and indicate how you hope to use these gifts if elected.

The answers from the following nominees reflect their answer to the question and their biographical information.

Executive Office of the General Convention

SECRETARY OF THE HOUSE OF DEPUTIES

This is a three-year term. The House of Deputies elects the Secretary of the House of Deputies; by concurrence of the House of Bishops, the Secretary of the House of Deputies also becomes the Secretary of the General Convention.

The Rev. Canon Dr. Michael Barlowe

New York, NY
Grace Cathedral, San Francisco
Diocese of California, Province VIII



I joined The Episcopal Church when I was a young adult, and I found a community living to transform the world. Ever since, I have been passionate about our Church, working to strengthen and enlarge her life and service among God's people. I believe The Episcopal Church has a mission that deserves our highest aspirations, greatest creativity, and broadest proclamation of the Good News of Jesus Christ. Ministries as an inner-city rector, cathedral dean, diocesan executive, and Executive Officer of General Convention have given me practical wisdom for the work of Secretary of the House of Deputies. As deputy or alternate from three dioceses, as a member of Executive Council, and through policy work in domestic and world mission, I have gained insight into the complexities of our Church's ministry. It would be an honor to serve the church as Secretary as we grow in mission, spiritual vitality, and service.

TREASURER OF THE GENERAL CONVENTION

This is a three-year term. The House of Deputies elects this position; the House of Bishops confirms this election.

Mr. N. Kurt Barnes

New York, NY
Grace Church
Diocese of New York, Province II



Since 2003, I have served as treasurer and CFO of The Episcopal Church and as treasurer of General Convention, continuing a career that spans finance and investment in for-profit and not-for-profit organizations. I have worked as a RAND Corporation economist; as a Time Inc. corporate planner; as an editor of Fortune Magazine; as an Inco Limited finance officer; and with Morgan Stanley Asset Management. Through the New York State Attorney General, I was appointed CFO of Hale House to

correct financial mismanagement. I assisted Amnesty International in restructuring its financial management and investment committee. I have a passion for efficiency and effectiveness in carrying out God's mission, which means recognizing the fiduciary responsibility to work collaboratively for the entire Church, without favoring individual groups, and while avoiding duplication of activities. I hope that with patience and the ability to explain complicated subjects simply, I can continue to serve the Church in multiple roles.

Mr. Delbert C. Glover

Providence, Rhode Island
 Church of the Redeemer
 Diocese of Rhode Island, Province I



As a retired DuPont vice president and active Church leader on diocesan and national levels, I would bring experience in finances and my professional, leadership, and interpersonal skills to this position. I have served as the chief administrative executive officer at Trinity Church, Wall Street and The Riverside Church and was the Associate Dean at General Theological Seminary. In both my secular and church roles, I was involved in developing and managing multimillion-dollar budgets. I have been a General Convention deputy six times; and a member of the Executive Council, where I was the chair of the Finance Committee and a member of the Audit Committee. I've also been a board member of the National Cathedral and currently serve on the Church Pension Fund board. I am a candidate for treasurer to serve my Church, to help oversee its financial affairs and faithfully administer the budget adopted by General Convention.

Trustees of the Church Pension Fund

Position Description

The Trustees of the Church Pension Fund (CPF) play a critical role in the governance and oversight of the Church Pension Group (CPG), including the Church Pension Fund and the following affiliates:

- The Episcopal Church Medical Trust
- Church Life Insurance Corporation
- The Church Insurance Companies (which include The Church Insurance Agency Corporation, The Church Insurance Company, The Church Insurance Company of New York, and The Church Insurance Company of Vermont)
- Church Publishing Incorporated

Trustees make significant decisions affecting investment strategy, pension policy and benefits, and other CPG services. This requires them to address complex issues faced by the Church Pension Fund and its affiliated companies, while recognizing the need for compassion and flexibility, ensuring fiscal accountability, and balancing social and fiduciary responsibilities.

CPF Trustees may serve on one or more board committees as well as on the boards of CPG's affiliated companies.

Additional information on the Church Pension Fund can be found in the Constitution & Canons, Canon I.8, and in the report of the Church Pension Fund to the General Convention.

Competencies & Qualities

CPF needs trustees who have expertise and experience in areas of business similar to CPG's principal businesses (e.g., investments, pensions, employee benefits, insurance, and health care) and relevant skills (e.g., accountants, attorneys, and other business and financial professionals), in addition to experience with the Church. It is vital that incumbents have computer literacy and internet access. In addition, CPF and its trustees value diversity (broadly defined) on the Board of Trustees.

Time Expectations

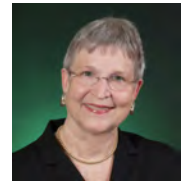
Meetings of the CPF Board are usually scheduled in conjunction with committee and affiliate board meetings, which together require a commitment of three days in New York City, four times per year. In addition, there is an annual 3-4-day offsite meeting. In advance of each face-to-face meeting, trustees may participate in committee conference calls and may review reports, financial statements, and other materials prepared by, or at the request of, CPG management.

Trustee Nominees

There are twelve (12) available positions, for six-year terms. The House of Deputies elects the Trustees; the House of Bishops confirms the election.

Ms. Martha Bedell Alexander

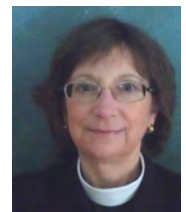
Charlotte, NC
 Christ Church
 Diocese of North Carolina, Province IV



Over the years, I've served the Church on local, diocesan, provincial, and national levels. I'm president of the Standing Committee in the Diocese of North Carolina, am on the Botswana-North Carolina Companion Link Committee, and am involved with the Companion Diocese Network in Province IV. I have been a General Convention deputy since 2003, and delegate or alternate to North Carolina's Diocesan Convention since 1975. I was chair and secretary of the Standing Commission on World Mission (2003-2009). In the world beyond the Church, I served as an elected official for 20 years and as executive director of a not-for-profit agency. I've been a Church Pension Fund trustee since 2009 and bring to that role a commitment to serving our clergy and lay employee beneficiaries, an understanding and working knowledge of The Episcopal Church, and an appreciation for budgets and fiscal responsibilities. I would be honored to continue my service on the CPF Board.

The Rev. Theresa Markley Brion

Cumberland, MD
 Diocese of Maryland, Province III



I am a former ERISA/employee benefits attorney who practiced with regional and international law firms for seven years before becoming a tax and employee benefits editor for a major tax and financial publisher. I also successfully earned the CFP® certification in 2007. I subsequently taught tax, retirement planning, and estate planning for the College of Financial Planning's master's program. Each of these roles has required me to explain complex concepts in plain English, which is invaluable to serving as a trustee for the Church Pension Fund. I am articulate, well-versed in financial and tax concepts, and superior in facilitating consensus. I value the contributions of all persons and am adept in building bridges. I also appreciate the importance of confidentiality and reasoned judgment and analysis. I am interested in using my past professional experience and gifts to serve The Episcopal Church in manners outside my priestly role.

The Rev. Thomas James Brown

Winchester, MA
 Parish of the Epiphany
 Diocese of Massachusetts, Province I



As a current Church Pension Fund trustee, I am asking General Convention to support my candidacy to serve a second term. During the past six years, I have worked with others in support of CPF's fulfillment of its mandate to implement both a comprehensive lay pension program and a denominational health plan. I have been a leader in the restructuring of the governance of the CPF Board, and I am currently vice chair of its Benefits Policy Committee. As a parish priest and an experienced leader in the general Church, I bring a voice and a set of experiences that are as essential to our deliberations as the contributions of colleagues with investment, law, insurance, and publishing expertise. It would be an honor to continue to serve as a trustee of an Episcopal Church entity whose core values are compassion, fiscal stewardship, mutual respect, service, and adaptability.

Ms. Roxanne Thomas Chargois

Houston, TX
 St. James' Episcopal Church
 Diocese of Texas, Province VII



I bring 25 years of uninterrupted service in financial consulting, investments, insurance, and human resources management. My experience also includes working as a banking officer at Sears Bank and Trust (Chicago) and as a financial consultant and securities broker at Merrill Lynch (Houston). These positions required Series 6 and Series 7 licensure. My human resources experience was gained at Baxter International and at Sears Bank and Trust. I held the positions of human resources manager and human resources director, which focused on benefits, retirement, and compensation. I transitioned from the corporate world to a successful entrepreneurial business in the automobile industry. My primary responsibilities include financial management, employee benefits, insurance, and retirement. If elected, I would use my background and experience to ensure sound policy decision making, targeted investment strategies, broad financial benefit and retirement planning, and comprehensive analyses to stay abreast of the needs of the Church, clergy, and lay people we serve.

The Rev. Robert W. Cowperthwaite

St. Augustine, FL
 St. Paul's Episcopal Church, Franklin, TN (Retired)
 Diocese of Tennessee, Province IV



I have served congregations of various sizes and settings. I believe I resonate with the issues, hopes, expectations, and fears of clergy (especially) who look to the Church Pension Fund for retirement security. Over the course of at least four General Conventions, I attended hearings and spoke on several occasions on matters that came before the Committee on the Church Pension Fund. I followed the Committee action and reported to my deputation. I strongly supported adding lay pension benefits and have helped make that part of the compensation package for lay employees at St. Paul's. I have the ability to read and understand financial statements. I also have a history of pastoral care that would enable me to bring real faces and real-life situations to balance financial data. It would be an honor to serve our Church and all who participate in the Church Pension Fund.

The Rt. Rev. Clifton Daniel III

Philadelphia, PA
 Diocese of Pennsylvania, Province III



A lifelong Episcopalian, I have served and helped lead this Church in a variety of settings: as rector of parishes; as bishop of two dioceses in settings both rural and urban; and in a generously endowed parish as well as in a seminary in the midst of financial crisis. I know and give thanks for the breadth, strength, and vitality of the lay and ordained leadership of this Church as they faithfully serve God's mission and God's people. If elected to the Board of the Church Pension Fund, my aim will be to assist in maintaining the Fund in as healthy a state as possible and to fulfill the board's fiduciary responsibility through prudent management and growth. As a Board member, I will ensure that the lay and clerical beneficiaries of the Fund are cared for spiritually and financially in the most generous way possible.

Mr. Stephen C. Edmonds

Austin, TX
 All Saints' Episcopal Church
 Diocese of Texas, Province VII



My professional background includes nearly 20 years devoted exclusively to retirement fund administration and governance, leaving me well-grounded in investment, actuarial, and policy issues related to pensions and insurance. I have served as executive director of the \$2 billion City of Austin employees' retirement system and previously as director of the now \$7 billion Oklahoma employees' retirement system. I have been a trustee for two other statewide retirement systems and have also served as an assistant state insurance commissioner. I have been an active member of All Saints' Episcopal Church in Austin for many years and previously of St. Paul's Episcopal Cathedral in Oklahoma City. Service to these churches has included vestry, endowment board, investment committee, and more. I bring specific, relevant experience in meeting the challenges of providing reliable lifetime pension benefits to plan participants. It would be an honor to serve as a trustee for the Church Pension Fund.

Mr. C. Bradford Foster III

Memphis, TN
 Grace-St. Luke's Episcopal Church
 Diocese of West Tennessee, Province IV



As an attorney in private practice for 40 years, I focus in the areas of health care, nonprofit entities, fiduciary obligations, and public finance — all areas of responsibility of the Church Pension Fund. I have chaired the boards of numerous nonprofit organizations, most recently an Episcopal continuing care retirement facility serving more than 400 residents. I served as senior warden of my parish and serve now as chancellor of the Diocese of West Tennessee and as Church attorney for the Dioceses of Montana and Idaho. Our daughter is an Episcopal priest, and I have learned the importance of CPF for all those it serves. As a cradle Episcopalian and an Eagle Scout, I was schooled to live a life of service. My legal background and work for nonprofit boards has heightened my ability to listen to others and to keep an open mind. I ask for your vote to serve on CPF.

The Very Rev. Dr. Chip Graves

Huntington, WV
 Trinity Episcopal Church
 Diocese of West Virginia, Province III



There are four primary competencies relevant to my serving the Church Pension Group: servant leadership; executive management experience; investment and employee benefits experience; and experience with The Episcopal Church at all levels (local, national, international). As a member of the Cherokee nation, I realize the significance of diversity in our culture and the need for servant leadership. Given my corporate experience in managing financial assets, employee benefits, and a multimillion-dollar distribution company, my ministry focus has been to integrate my passion for service with corporate management experience. I have served diverse Episcopal parishes in addition to several local, national, and international boards (example: Christian Associates Food Pantry, Diocesan Council, Rotary International, and Kimoyo International in Ghana, Africa). Furthermore, I have been very active with Gathering of Leaders, the Consortium of Endowed Episcopal Parishes, and several international mission efforts. It is my hope to support CPF with my given talents and experience.

The Rt. Rev. Julio Cesar Holguín

Diocese of the Dominican Republic, Province IX



I am a pastor who is concerned about helping people in their spiritual and material needs. I am also an enterprising and creative person who likes to work in a team; at the same time, I respect the opinion of other people. I can work under pressure without losing control. I am an honest person and am loyal to the Church. I am always ready to learn, and I seek to achieve the objectives that I propose. I like to be informed about the status and progress of the economy on a world-wide, national, and local level. I also have good management of the budget of my Diocese and its investments. I like to share with my friends and sing when conditions permit it. At present, we have no representation of Province IX, and I hope to be chosen to be the representative voice of our clergy and laity on the Church Pension Fund Board.

The Very Rev. Tracey Lind

Cleveland, OH
 Dean, Trinity Cathedral
 Diocese of Ohio, Province V



As a current Church Pension Fund trustee (serving as chair of the Benefits Policy Committee and as a member of the Executive and Finance Committees), I have a deep concern for the health, welfare, and financial security of our clergy and lay employees and their families, as well as our churches and institutions. I bring 27 years of ordained ministry in urban and suburban settings, coupled with solid experience in the oversight of multimillion-dollar endowments, including review of investment managers, development of investment policies, and balancing of fiduciary and social responsibilities. In addition, I have a practical background in strategic planning, leadership development, and organizational ethics. Given the evolving climate and demographics of The Episcopal Church and the insurance and health care industries, I believe my experience, abilities, and commitment will continue to be of value as we serve CPF's clergy and lay beneficiaries. I would be honored to be reelected to the CPF Board.

Mr. Kevin B. Lindahl

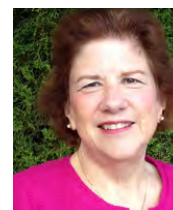
Denver, CO
 St. Barnabas Episcopal Church
 Diocese of Colorado, Province VI



I serve as general counsel of the Fire and Police Pension Association, the multi-plan, multi-employer, statewide government pension and disability system serving Colorado firefighters and police officers. We manage a \$4.5 billion investment portfolio, including manager selection, asset allocation, actuarial review, asset and liabilities studies, and strategic planning. I advise on issues including operations, benefit administration, investments, and federal law compliance. I have negotiated social responsibility issues and studied, advised, and lectured regarding fiduciary responsibilities. I articulate pension concepts to a broad range of audiences. I hold a BA in Economics, a JD, and an MBA. I have great respect for persons who pursue a life of service. My experience has been valuable during my first term as a Church Pension Fund trustee. I am excited to support those who serve us and The Episcopal Church in our rapidly changing world and would be honored to be reelected to the CPF Board.

Ms. Sandra F. McPhee

Evanston, IL
 St. Matthew’s Episcopal Church
 Diocese of Chicago, Province V



As an attorney with almost 40 years of estate-planning experience, and as a lifelong Episcopalian, I passionately believe our Church must adequately provide for all of its retired lay and clerical employees. I am a trustee of my own parish’s endowed funds and have served on boards of a wide variety of not-for-profits, focusing on the financial aspects of their work. I have a broad view of the Church, having served on the Executive Council (2003-2009), the Standing Commission on World Mission (2009-2015, chair 2012-2015), the Steering Committee of the Episcopal Partnership for Global Mission, and the Board of the Consortium of Endowed Parishes. I am currently on of the Standing Committee of the Diocese of Chicago. My skills include the ability to synthesize information, to ask tough questions, and to encourage compromise. If elected, I would bring all of my skills and passion to the CPG Board.

The Rev. Dr. Tim Mitchell

Louisville, KY
 Church of the Advent
 Diocese of Kentucky, Province IV



I have been a Church Pension Fund trustee since 2009 and currently serve as vice chair of the Investment Committee, as a member of the Audit Committee, and as director of Church Life Insurance Corporation. Serving as rector for the last six years of a growing urban parish in Louisville, I know the importance of supporting the financial, physical, and spiritual well-being of our Church’s clergy and lay employees. I also have an extensive background in the investment management of Church assets, having worked for 12 years as regional director of the California office of a socially responsible investment advisory firm, and before that as a corporate banker in Mexico City. In the Diocese of California, I served on the Investment Committee while completing a doctor of ministry degree in the area of faith and finance. It would be an honor to continue to serve as a CPF trustee.

Ms. Margaret A. Niles

Lake Forest Park, WA
 St. Mark's
 Diocese of Olympia, Province VIII



I would be honored to serve another term as Church Pension Fund trustee. I am an attorney with extensive experience serving pension funds and similar institutions in legal aspects of investments, fiduciary matters, and other issues. I have a long-time commitment to international development and understanding through service on nonprofit organization boards, pro bono legal services, and other work. These experiences enhance my awareness of the diverse needs of people around the world and in my own neighborhood. As a clergy spouse for 27 years, I appreciate on a personal level the needs of a clergy family and the importance of the Church Pension Fund. I offer my strengths in connecting people from different perspectives and backgrounds, working cooperatively and energetically, and focusing on the vision of the organization. I feel called to serve as a CPF trustee because I believe it is the best way to offer my gifts to the Church and its people.

The Rev. Canon Altagracia Perez-Bullard

New York, NY
 Diocese of New York, Province II



All healthy institutions must be well equipped with leadership that can manage ongoing programs and services while planning for future changes in a way that is sustainable. I have a great deal of experience with organizations that are seeking to grow and serve in changing contexts, while providing important services to their constituencies. My academic research, Church, and community work equip me to facilitate the organizational work of visioning and prioritizing so that policy and practice effectively serve the mission of institutions that are called to be fiscally responsible and offer compassionate services. I bring experience in conflict resolution, especially across lines of race, class, ethnicity, gender, sexual identity, and religion. The increasingly diverse communities we seek to serve as Church institutional leaders require the ability to build on differences, addressing the challenges that this pluralism brings.

The Rt. Rev. Brian N. Prior

Diocese of Minnesota, Province VI



I am a lifelong Episcopalian who is blessed to have served the Church as a layperson, deacon, priest, and bishop. I have a business background and have had the good fortune to be a part of starting a number of nonprofit organizations that continue to provide resources and services in their communities. Presently, I have fiduciary responsibilities that include congregational, diocesan, educational institutions, senior housing, pooled investments; and camp, conference, and retreat centers. I have served with all of the above types of organizations through the changing employee-benefits system, including the implementation of the Denominational Health Plan. I am passionate about assisting our faith communities in becoming clear about their unique identities through discerning their particular gifts, engaging their local context, and creating sustainability through establishing missional partnerships. This passion, coupled with my experience, makes me a strong candidate to serve as a trustee for the Church Pension Fund.

Mr. Kirby Purjet

Knoxville, TN
Diocese of East Tennessee, Province VI



I have 35-plus years serving several parishes as business administrator. In that capacity, I have been the primary point of contact regarding employee medical and retirement benefits as well as property and liability insurance. As an end user of the services and products offered by the Church Pension Group, I am keenly aware of the value — and sometimes burdens — of service delivery at the local level. I have made it a point to engage CPG staff in conversations about process improvement. I believe that the end-user voice is important, if not critical, to that end. I am now serving as diocesan administrator, representing a larger number of parishes. From that perspective, from my experience as parish administrator, from my involvement with parish administrators across the country, and as a lay employee of the Church, I believe that I can represent the larger lay employee community and administrative needs of the local parish.

The Rt. Rev. Gregory H. Rickel

Diocese of Olympia, Province VIII



Throughout my life, I have had a great interest in the ministry of health and wellness. I hold a master's degree in Health Services Administration and a master's in Interpersonal and Organizational Communication, and I was a successful administrator in health care management for seven years before entering seminary. This is a passion and interest that I would like to dedicate to The Episcopal Church, which I serve and love.

Ms. Lisa Sargent

Carmichael, CA
St. Michael's Episcopal Church
Diocese of Northern California, Province VIII



My pension and health benefits program management career with two of the largest pension systems in the country (CalPERS and CalSTRS) has provided me with the knowledge, skills, and insight to effectively perform the strategic, policy, and fiduciary oversight required of a Church Pension Fund trustee. In pension systems of such complexity, change was a constant as we assessed the evolving environment to position the organization and membership for the future. The Church is faced with numerous challenges, and we must be open and accepting of change to prosper in a dynamic and diverse world. I am active in leadership in my parish and my diocese and have served on the CPF Legislative Committee for two General Conventions. I feel called to use my expertise to ensure that the CPG explores every opportunity to better serve the evolving needs of the Church and its employees by providing high-quality, cost-effective health and pension benefits.

Mr. Dennis E. Stark

Pawtucket, RI
St. Martin's Episcopal Church
Diocese of Rhode Island, Province I



I am a community and Church leader with Board-level skills and experience in governance, financial affairs, and investment management. I believe that the Church Pension Fund is a great asset of the Church, and if elected I would work to keep it financially strong and responsive to the retirement needs of our clergy and lay employees.

I am treasurer of my parish and have been treasurer of the Rhode Island Diocese. I am currently a member of their Standing Committee and have served on Diocesan Council, on the Finance Commission, and as chair of the Compensation & Benefits Committee.

I have served as a deputy or alternate to General Convention since 2000, on Executive Council, and as a member of the Investment and Joint Audit Committees. I am treasurer of the Episcopal Divinity School and serve on its Audit, Executive, Finance, and Investment Committees.

Mr. Edgar Starns

Baton Rouge, LA
 St. Luke’s Episcopal Church
 Diocese of Louisiana, Province IV



It has been my privilege to serve as a Church Pension Fund trustee since 2009. Currently, I am Chair of the Audit Committee and serve on the Benefits Policy Committee. In my professional life, I am a director of my firm's employee benefit practice, which encompasses defined-benefit and defined-contribution plans as well as health and welfare plans. This experience has been most helpful in the discharge of my fiduciary obligation to CPF and its beneficiaries. My entire work history has involved fiduciary responsibility and the administration of various employee-benefit plans. If chosen to serve another term, I will remain committed to using my experience and my professional background to overseeing the administration of our plans in a sound and prudent manner to the benefit of the Church's clergy and lay employees, encouraging and nurturing our future leaders, and keeping our promises from generation to generation.

Ms. Sandra S. Swan

Chocowinity, NC
 St. Paul’s Episcopal Church, Greenville, NC
 East Carolina, Province IV



I have the skills and experience to continue being an effective advocate for Church Pension Fund beneficiaries throughout all provinces of the Church. As a current trustee, I have served on the Benefits, Finance, and Audit (vice chair) Committees, monitoring CPF's excellent financial stability and sound benefit programs. I have served our Church and its people on all levels: I was president of Episcopal Relief and Development for six years and served on Standing Commissions and national Church Task Forces and vestries, and I am now my parish's director of resource development. I authored *The New Outreach*, a guide to effective church programs. I delivered the 2012 Virginia Theological Seminary Mollegen Lecture, "Plain Talk about Church Talk." For 30 years, I led nonprofit programs in disaster relief, health, welfare, and development. Academic accomplishments (MA, MBA, and DHL from Berkley Divinity School) give me a solid foundation for the responsibilities of Pension Fund trustee.

Canon Anne M. Vickers, CFA

Tampa, FL
 St. Mark's Episcopal Church
 Diocese of Southwest Florida, Province IV



My work and ministry as canon for finance and administration of the Diocese of Southwest Florida is deeply engaged with the business methods that serve the Church. As a chartered financial analyst, I'm equipped to perform the highly technical fiduciary responsibility of a Church Pension Fund trustee. My experience as a trusted adviser to churches fuels my passion for the benefits of detailed analysis, effectively communicated with a clear alignment of goals. I seek and find indicators of success and opportunity, and I will enthusiastically drive innovative ways to extend best practices. Technology extends my capacity, and I jump at the chance to use it. As an active diocesan partner with each of the Church Pension Group businesses, I know I'll hit the ground running — eager to contribute analysis and strategic insight to uphold the strength and vitality of the Church Pension Fund in the context of the future of our evolving Episcopal Church.

The Rev. Canon Dr. Sandye A. Wilson

South Orange, NJ
 The Episcopal Church of St. Andrew & Holy Communion
 Diocese of Newark, Province II



I am a systems thinker who has long worked to connect the practical realities of active ministry with the pastoral challenges of funding, support, long-range planning, insurance issues, health, and the skilled management of funds to meet these challenges. I also care very much about what makes us responsible stewards and about the call to share some of our abundance with those who have labored in vineyards that have not provided adequate hope for their futures. I am a reasonable team player who brings experience in ethics, investments, economics, finance, pastoral care, liturgy, and hope. I have gifts and passion in creative planning, clergy development as a mentor and coach, congregational vitality, and leadership development. I work well with people on all sides of the spectrum. I pray regularly and listen well. I hope to use these skills well as a trustee of the Church Pension Fund.

Mr. Robert H. Wootten

Des Moines, Iowa
 St. Paul's Cathedral
 Diocese of Iowa, Province VI



I have been in the investment business my entire career, and I understand what is needed to be successful. I understand the risks associated in successful investing and business management. I understand the importance of the Fund to those whose lives have been devoted to serving God and the Church. Their sacrifice to the service of others is rewarded with the knowledge of a more secure retirement, and it is to that end that I feel I can best serve. It is critical to know the objectives of the funds and to implement strategies to meet those goals, while understanding risk tolerances, the time involved, what measures and defines success, and the accountability of those involved. I will work to see that the beneficiaries of the funds can expect what has been promised to them, as success is directly related to the individual whose retirement is entrusted to us.

Disciplinary Board for Bishops

Position Description

From Canon IV.17.3: "The Disciplinary Board for Bishops is hereby established as a court of the Church to have original jurisdiction over matters of discipline of Bishops, to hear Bishops' appeals from imposition of restriction on ministry or placement on Administrative Leave and to determine venue issues as provided in Canon IV.19.5. The Disciplinary Board for Bishops shall consist of ten Bishops elected at any regularly scheduled meeting of the House of Bishops, and four Priests or Deacons and four lay persons initially appointed by the President of the House of Deputies with the advice and consent of the lay and clergy members of the Executive Council and thereafter elected by the House of Deputies. All lay persons appointed to serve shall be confirmed adult communicants in good standing. Members of the Board shall serve staggered terms of six years, with terms of one half of the Bishops and one half of the lay persons, Priests and Deacons collectively expiring every three years, with the first expirations occurring at the end of the year 2012."

At this convention, the House of Deputies will elect two clergy and two lay members.

Competencies & Qualities

Members of the Disciplinary Board for Bishops should be well-versed in the Canons; should understand the goals and processes of Title IV; should embrace a process that includes reconciliation as well as justice; and should 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 or resolutions that uphold the Canons in a manner that serves the overarching goal of reconciliation, and clarity about acceptable or 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.

Duties of This Office

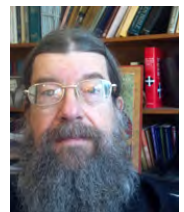
Members attend one two-day, face-to-face meeting at the beginning of the triennium; all other work is done via conference call.

The Reference Panel is staffed by the Intake Officer, the President of the Disciplinary Board for Bishops, and the Presiding Bishop; this Panel handles the majority of the work. Members of the DBB may be appointed to the Conference Panel or the Hearing Panel.

Other information: The DBB's work includes significant paperwork that must be digested or processed.

The Rev. Paul A. Colbert

Coarsegold, CA
St. Raphael's, Oakhurst/Holy Trinity, Madera
Diocese of San Joaquin, Province VIII



The Church is called upon to model a different way of engaging conflicts than is society. The current Title IV canons offer a model for reconciliation and discipline as each situation warrants. I currently serve on the Joint Disciplinary Board for the Dioceses of California, El Camino Real, Northern California, and San Joaquin. As president, I have worked on Reference Panels with bishops committed to health and healing for both congregations and clergy as conflicts have arisen. As a priest in San Joaquin, I have heard stories of pain caused by the action of a previous bishop. I have also heard stories of healing and reconciliation as

time has moved forward. My underlying gifts to this Board will be that of listening and discernment — the fruit of work as an engineer, housing counselor, advocate for the homeless, proponent of nonviolent engagement, priest, monk, and a disciple of Christ.

Fr. Donald R. Hands, PhD

Savannah, GA
Diocese of Georgia, Province IV



I believe I have the background, knowledge, and experience to be a competent and compassionate member of the Disciplinary Board. Being a priest and a clinical and forensic psychologist with 40 years' experience dealing with the seamier side of life, I am not surprised by human foibles, sin, and misconduct. I have seen God's awkward grace working in the darkness to provide not only justice but also healing. I spent seven years working with more than 400 impaired clergy and bishops, then 17 years with inmates and have seen almost every kind of victimization, whether financial, domestic, sexual, or physical. I was the only non-Roman member of the Roman Catholic Archdiocese of Milwaukee Clergy Review Board under then-Archbishop Timothy Dolan. I believe there is no healing without justice, but 'an eye for an eye' alone will not bring about healing. I believe in due process and in restorative and creative justice.

The Rev. Canon Suzann Holding

Glen Ellyn, IL
St. Mark's Episcopal Church
Diocese of San Diego, Province VIII



In all likelihood, I would not have sought nomination for the Disciplinary Board for Bishops had I not served as canon to the ordinary/diocesan intake officer during the time of the transition to, and the implementation of, the "new" Title IV canons. However, those two roles enabled me to have a deeper understanding and knowledge of this process of accountability, which is grounded in our baptismal vows and strives to find a way through hurt, betrayal, conflict to healing, repentance, forgiveness, restitution, justice, amendment of life, and reconciliation. Implementation of the process has shown in some cases how difficult that can be, and we continue to learn as we live into this new way of being in community. I believe that my experience and training in conflict resolution, combined with my listening, pastoral, problem-solving, and negotiating skills, would serve the Board well.

Ms. Leanora Kovacs

Clinton Corners, NY
Church of the Messiah
Diocese of New York, Province II



I went to law school as an adult because of a love of the law in its highest form and its use to clarify issues and enable the resolution of conflict. As I have grown in my profession and in my faith, I have continued to value the law in all its manifestations, including those governing the life of the Church. In my work life, I struggle on a daily basis with the complexities of conflict, and I have a deep understanding of the subtleties involved in issues of misconduct. What I strive for is discernment, respectful resolution, and an honoring of differing points of view and experience, while keeping in mind the requirements and

limitations that structure legal situations. I am skillful at facilitating a broader vision in times of stress and transition and would bring those skills to this position.

The Rev. Erik W. Larsen

Middletown, RI
 St. Columba’s Chapel
 Diocese of Rhode Island, Province I



I have served as a priest for 33 years with 12 bishops (diocesan and suffragan) in Connecticut and Rhode Island and in the (then) extra-provincial Diocese of Hong Kong. I have also participated in Diocesan Executive Council and Standing Committee and was a member of the General Convention ‘77 deputation. As canon for Transition Ministry, I worked with bishops and senior staff with parishes in transition for five years, with particular training in conflict management, resolution, and transformation. I have studied with Speed Leas of the Alban Institute; Plowshares Institute, where I was certified as a trainer of trainers; and with Lombard Mennonite Peace Center. In Connecticut I was part of the Pastoral Response Advisory Committee, and I am presently a Title IV advocate in Rhode Island. I hope that my listening skills as an experienced mediator and my working relationships with deacons, priests, and bishops throughout the Church will inform my role on the Board.

Ms. Melinda A. Lucka

Charleston, SC
 Grace Church, Charleston
 The Episcopal Church in South Carolina



I have been an Episcopalian for the past 27 years. During that time, I have served on my parish vestry and in various diocesan roles: as an advisor to the committee to reorganize the Diocese after our 2012 division; in Standing Committee; and in the Constitution and Canons, Credentials, and the Resolutions Committees for our reorganizational Conventions in 2013. The C&C work was tedious but necessary, as the former leadership eliminated all references to The Episcopal Church, in spirit and in polity.

From 2006-2013, I served in leadership capacities for the Episcopal Forum of South Carolina, an organization whose mission was to maintain TEC presence within our Diocese. In 2011-2012, I compiled abandonment actions under the 2006 and 2009 disciplinary Canons, and a Title IV complaint regarding our former bishop. I am a civil litigator and a criminal prosecutor; however, I am also a trained mediator, believing that sensitive legal issues should be resolved, without litigation, if at all possible.

Mr. Marcellus Smith

Birmingham, AL
 St. Mark’s Episcopal Church
 Diocese of Alabama, Province IV



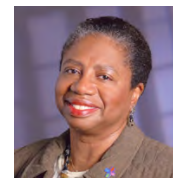
As a lifelong member of The Episcopal Church and having been an active member in three different dioceses, I have a deep appreciation and love for The Episcopal Church.

I have been elected by the Diocese of Alabama to six General Conventions and have served on the Canons Committee for five Conventions. I have served as secretary to the Standing Committee on Constitution and Canons for the past five years. Being a part of the process in writing the new Title IV gives me a unique perspective on not just the Title’s law, but also on the intent, spirit, and reconciliation components of the Title IV process.

Thus this unique understanding of the process, along with more than 35 years of corporate management experience that involves personnel matters, has equipped me to be able to fairly and actively listen to each situation that comes before the court.

Ms. Deborah Stokes

Westerville, OH
St. Philip Episcopal Church
Diocese of Southern Ohio, Province V



My competencies and skills in facilitation and reconciliation were enhanced during my role as public health social work administrator for the State Department of Health. During that time, I helped to develop treatment and prevention programs addressing the psychosocial issues impacting on the health and welfare of families in Ohio. As a consequence, I have been able to utilize my competencies and skills as deputy to General Convention, Title IV Review Committee, Executive Council, and Diocesan Standing Committee. Each position has called for knowledge and skills in reconciliation, facilitation, and the Canons. I have enjoyed serving the Church. I feel that my background, experience, and God's gift of servant leadership will serve me well on the Disciplinary Board of Bishops with compassion, love, and humor. If elected, I will represent the Church to the best of my ability.

The Executive Council

Term of office: 6 years

Number to be elected: 6 lay persons, 2 presbyters or deacons, 2 bishops

Position Description

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. Members also serve as the Board of Directors of the Domestic and Foreign Missionary Society. The Council does its work within five standing committees: Local Ministry and Mission, Advocacy and Networking for Mission, World Mission, Finances for Mission, and Governance and Administration for Mission.

Qualities & Competencies

In addition to attendance and participation in Executive Council meetings, members are often appointed to task forces and special working groups that function between Council meetings. 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. Specific skills and gifts are desired in the areas of: understanding of the workings of the Anglican Communion and The Episcopal Church, finances and budget management, organizational development, proven advocacy skills, good communication abilities, and the planning, implementation and completion of assignments. It is helpful to have familiarity with conference-call technology such as Adobe Connect. It is vital that applicants have computer literacy and internet access.

Duties of This Office

Number of meetings per year: Three (February, June, and October)

Additional Information

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. For additional information, see Canon I.4. Appointments may be made to some CCABs as liaisons.

Bishop Nominees to the Executive Council

There are two (2) available positions, for six-year terms. The House of Bishops elects these members; the House of Deputies confirms the election.

Lay Person Nominees to the Executive Council

There are six (6) available positions for six-year terms. The House of Deputies elects these members; the House of Bishops confirms the election.

Clergy Nominees to the Executive Council

There are two (2) available positions, for six-year terms. The House of Deputies elects these members; the House of Bishops confirms the election.

The Rev. Jabriel Simmonds Ballentine

Orlando, FL
 Episcopal Church of St. John the Baptist
 Diocese of Central Florida, Province IV



As an under-40 black male of both Caribbean and Black American lineage, I bring an understanding of diversity that would benefit the Council in development of its communication to, and advocacy on behalf of, ethnic communities. With my political acumen and organizational development experience, I would be an asset to the Council in envisioning what the structure of the Church should look like and in developing the strategy for moving people to that vision. Most importantly, as a committed theologian, I will work to help our deliberations to be undergirded by sound theology.

The Rev. Yamily Bass-Choate

Yonkers, NY
 San Andres’ and St. Paul’s
 Diocese of New York, Province II



The energy I have for mission increases daily, and I owe my proactive leadership style and creative problem-solving to that passionate energy. I am a member of the national Church’s Trust Fund for Hispanic Theological Education and a trustee for the Board of the General Theological Seminary, and I serve on the Advisory Board for *The Episcopal New Yorker* and on the Community Advisory Committee for the City of Yonkers. Working across the table and communicating effectively with local and international community and Church leaders, I am guided by faith in the mission and evangelism of the Anglican Communion. As a priest in an urban setting, I am committed to carrying out God’s mission in the Church and the world with innovative programs to nurture and vitalize our community, especially when funding is low and fiscal responsibility is a priority. My strengths in the financial management of two parishes, dedication to collaborative administration and Church development, and a deep sense of God’s Grace are the gifts I will bring to the Executive Council if elected.

The Rev. John F. Dwyer

Minneapolis, MN
 St. Christopher's Episcopal Church
 Diocese of Minnesota, Province VI



I am faithful, spiritual, organized, and an individual who likes to think outside of the box. I am a problem solver and a change agent who works within formalized structures and can still effectuate substantive change. I am not afraid to take on issues and structures that are thought to be problematic (please see my published book, *Those 7 References: A Study of the References to Homosexuality in the Bible*). I hope to utilize my skill set and background as an attorney to assist The Episcopal Church in moving fully into the missional mindset, thereby breaking down barriers to change that thwart our living into Christ's charge to all of us: to help the poor, the homeless, the orphan, the widow(er). We are called by our baptismal covenant to respect the dignity of every human being; we cannot allow structures or entrenched bureaucracy to get in the way of our truly living into those vows and Jesus' instructions.

The Rt. Rev. Carol J. Gallagher

Diocese of Montana, Province VI

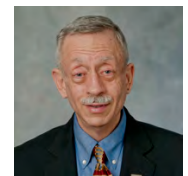


In my 13th year as bishop, I have experienced the breadth of the Church in many dioceses and unique locations. I bring to this role a wealth of experience and skills as well as an inquiring mind and a compassionate heart. As an Indigenous woman and mother, I bring a commitment to building relationships, building bridges, and the radical hospitality needed to renew the life of our Church.

In working with the people involved in the Bishops' Native Collaborative, I have found that despite our differences theologically and otherwise, we have much in common and much to share. I do believe we are called by Christ to build and be a meeting place, a place of welcome and renewal for all people. I believe The Episcopal Church has unique gifts to offer the wider communion and the world. I would like to be a part of that growth and transformation.

Mr. E. Bruce Garner

Atlanta, GA
 All Saints' Episcopal Church
 Diocese of Atlanta, Province IV



Age and experience have provided me with skills and competencies relevant to serving on Executive Council. Serving as Lay Deputy to General Convention 2015, and as alternate or first alternate to GCs during 1994-2012, provide me experience with the extensive changes that have occurred in our Church. Serving on nonprofit boards for over 30 years has provided me experience with changes and transitions, particularly in the governance arena. Serving my diocese on its Executive Board, chairing our Bishop's Consecration Committee, and chairing our Commission on AIDS and Commission on LGBT Ministry keeps me connected to those represented in the broad spectrum of God's created humanity. My role in God's mission in my parish fulfils and challenges me. My propensity to ask difficult questions and to seek improved ways of engaging in ministry gives me additional talents needed for service on Executive Council. Thinking younger, while growing older, meshes experience with flexibility in seeking better ways to accomplish the work of our Church.

Mr. Louis W. Glosson

San Jacinto, CA
 Church of the Good Shepherd
 Diocese of San Diego, Province VIII



Three themes center me: serving God by example, listening to God’s people, and serving God through ministry to youth. I have honed my skills in listening, interpretation, mediation, and action. As senior warden, I focused my attention on financial matters, construction, and building a new education facility. As stewardship chair, I lead by the example of financial commitment on “a fixed income.” In the parish, as football or basketball coach, and as youth director and regional director of the Union of Black Episcopalians, listening intently and working with the person toward resolution is key. I’ve engaged the whole person and spent time to develop different perspectives — whether with young adults in crisis, with young children learning to sing a new song, or with white parishioners understanding the contributions of African Americans to The Episcopal Church and the impact of racism on us as Christians. Having served as alternate, then deputy to past General Conventions, I look forward to continued service.

Ms. Mayra Liseth Gonzáles Polanco

Catedral Episcopal El Buen Pastor
 Diocese of Honduras, Province IX



In much of my career, I have facilitated and organized groups of missionaries who have come to Honduras to work either with medical missions in rural communities or with humanitarian groups who work with the girls at Our Little Roses. I have learned to build consensus, to resolve disputes, and to organize deep-rooted experiences for the missionaries and the people they serve. I’m bilingual and computer-savvy, and I work well setting and achieving goals among diverse groups through communication, cooperation, and clearly defined steps. I can bring all of these skills to the Executive Council of The Episcopal Church. My experience with The Episcopal Church in the Ninth Province and with national Church organizations has given me an expanded vision of The Episcopal Church at large as well as of the diversity and missions in the Ninth Province.

Ms. Julia Ayala Harris

Norman, OK
 St. John’s Episcopal Church
 Diocese of Oklahoma, Province VII



My passion is helping organizations live out their goals in ways that are true to their values, identity, and mission. I have a background in nonprofit management, specifically organizational development and change management. I have had various experiences in restructuring organizations — from Church-based relief and development agencies in South Sudan to homeless ministries in Florida. Currently, I serve as the Episcopal Church Women United Thank Offering Board chair for the Diocese of Oklahoma. Additionally, I am a member of the Task Force for Reimagining the Episcopal Church (TREC), in which I have had the profound experience of listening to the concerns and hopes about the future of our Church from Episcopalians at all levels. I would like to bring these experiences from TREC, my career, and my love for our Church to Executive Council as we begin the process of living out our mission in the midst of organizational change in the next triennium.

The Rev. Robert “Moki” K. Hino

Hilo, Hawaii
 Church of the Holy Apostles
 Diocese of Hawaii, Province VIII



My journey as a full-fledged Episcopalian began in The Episcopal Church in Micronesia when I was 30 years old. Since my ordination to the priesthood in 2006, I've been called to serve at various levels in the church: as EYE 2008 Design Team Member, General Convention Deputy 2009, contributing author for the Lifelong Christian Formation Charter, and as member of the Standing Commission on Lifelong Christian Formation and Education. In addition to my diocesan roles of Standing Committee member and Diocesan Convention Secretary, I am also chair of the Hawai'i deputation to General Convention 2015. These experiences affirm my passion for offering myself to the Church in ways that I find interesting and exciting. As an Episcopalian born and raised in the Western Pacific, I also offer a new and different perspective to our mission and ministry as disciples committed to seeking and serving Christ in all persons, and to respecting the dignity of every human being.

The Rt. Rev. Santosh K. Marray

Birmingham, AL
 Diocese of Alabama, Province IV



I have served as a member of the Diocesan Commission on the Ministry, Diocesan Council, and Diocesan Finance Committees, including on national commissions in several countries. In parish ministry, I have led several congregations through change and transition in vital ministry. I have also led numerous capital campaigns for capital development, including in planting new congregations. I believe in the essentials of collaboration, collegiality, and mutual accountability as significant benchmarks of our stewardship and common life as a Church. I am a vocal proponent and servant of the mission of God and the Church called to live it.

As bishop, I have administered a diocese that was severely under-resourced and have witnessed what prudent and accountable leadership can achieve when we skillfully and strategically exercise our stewardship to God and the Church. I strongly believe that my wide spectrum of experience in the life of the Church across the Anglican Communion would serve well in helping me be an effective member of the Executive Council.

Mr. Albert (Ted) Mollegen, Jr.

Glastonbury, CT
 St. James' Glastonbury Episcopal Church
 Diocese of Connecticut, Province I



My competencies include collaboratively casting an inspiring practical vision for an organization 's future and collaboratively strategizing the best way to create that future, including developing the human and financial resources need to carry out that strategy. Because it is easy to see deficiencies and make improvements to what someone else has initiated, I have composed a draft The Episcopal Church (TEC) Grand Strategy (<http://www.mollegen.net/GC2015>). I hope to get the Executive Council and Church Center senior staff to take it over, own it, and continuously evolve it into what TEC needs to improve its future.

Other competencies include forming alliances with key individuals in various parts of TEC to work together toward common visions and goals, and facilitation of small groups so that the knowledge and creativities

of all group members (including me) are used in solving important problems and/or building effective plans for the future.

Canon Dr. Steven Nishibayashi

Glendale, CA
 St. Mary's (Mariposa)
 Diocese of Los Angeles, Province VIII



I am a lifelong Episcopalian and lifelong learner committed to personal and professional service; my life is a dynamic process of discernment. In my experience, volunteer service to a mission to which I am sympathetic and dedicated repays in gifts greater than the individual investment. I rejoice in the diversity of tradition within The Episcopal Church but believe traditions should evolve to adapt to the present and prepare for the future. Our lives are mutually enriched when we share with, listen to, and learn from one another. I bring a wealth of experience in a variety of local and diocesan settings as an interviewer and facilitator. I have the time, interest, and energy to devote to the work of Executive Council. I pray my experience and talents can serve the wider Church, embrace its current richness, and cultivate and prepare a richer, more fulfilling, more diverse, and more inclusive future.

Mr. Brendan O'Sullivan-Hale

Indianapolis, IN
 Episcopal Church of All Saints
 Diocese of Indianapolis, Province V



I had no religious affiliation before being baptized in The Episcopal Church as a college student in 1997. Apart from my conversion, the most rewarding spiritual experience of my life was serving as senior warden of my parish during a high-anxiety period of clergy transition and serious budget stress. Getting through this time involved building the confidence of lay leaders, transforming our culture of financial giving, changing our expectations of clergy leadership, and deliberately aligning our budget with mission. The parish grew both in numbers and faithfulness as a result. My recent work as convener of the Diocesan Reimagining Task Force in Indianapolis has similar aims. My professional experience as an investment analyst provides me comfort in working with budgets and complex organizations; my personal experience of Jesus convinces me that our call is not to manage our decline but to seek new ways to make disciples and serve others.

The Rev. Steven J. Pankey

Foley, AL
 St. Paul's
 Diocese of Central Gulf Coast, Province IV



I'm a husband, a father, a priest, and a blogger. My blog is a member of the Christian Century Blog Network and has been featured on *The Text This Week*: writing my thoughts on the lectionary (and occasionally, the Church) at *Draughting Theology*. Whether it is through my writing, engaging in strategic discernment in my congregation, working with a team to restructure our diocese, or in my studies for a DMin at Sewanee, much of my work involves imagining a Church equipped for mission in the 21st century. Having served on various boards of directors, both within and beyond the Church, I've developed a strong belief that good leadership can change a culture, and I am certain that The Episcopal Church can be the leading voice in bringing about the kingdom of God in the world today. I look forward to being a part of that leadership effort.

Ms. Holli S. Powell

Lexington, KY
 Church of the Holy Trinity
 Diocese of Lexington, Province IV



I became an Episcopalian in 2004, having been drawn to the Church by the publicity surrounding the consecration of Bishop Gene Robinson. Since then, I’ve been active in all levels of our Church, from serving as a parish treasurer and vestry member, to being employed for five years as the deputy for financial affairs in the Diocese of Lexington, to assisting as a staff consultant to the Programs, Budget and Finance Committee of the 2012 General Convention in Indianapolis. My background in nonprofit auditing and finance, especially in the finances of Church structures, pairs well with my lifelong interest in personal and organizational leadership to serve our Church through Executive Council. However, I am propelled by my belief in a Church that teaches us to respect the dignity of every human being, by my love of Jesus, and by my desire to see what our community of devoted believers can do for our world.

The Rt. Rev. Bavi Rivera

Cove, OR
 Diocese of Eastern Oregon, Province VIII



Living on the West Coast, in the None Zone (where the largest religious affiliation is ‘None’), I find that ministry always includes looking at new ways of doing and being Church. From leading my first youth ministry right out of college to my current episcopate in Eastern Oregon, I have served in times and places that seemed to be marked by scarcity where there was once abundance of people and resources. This has called forth creativity, collaboration, and vision from me and from the people with whom I have served. It is exciting and sometimes a bit scary. Yet we find new ways to do ministry: for example, by moving from the youth-group model to contact-point ministry, by using buildings in new ways that invite in neighbors who may or may not join the congregation, and by working in partnerships with other folks in our communities — especially our Lutheran counterparts.

Ms. Nina Vest Salmon

Lynchburg, VA
 St. John’s Church
 Diocese of Southwestern Virginia, Province III



Love for the community of faith that is The Episcopal Church is the greatest strength I have to offer. My gifts are not with budgets or numbers. As an English professor, I work better with words and with people. I’ve learned to work with budgets as statements of mission and can step back to see the big-picture goals of priorities and choices that budgets suggest. A professed lover of meetings (most especially when well run and purposeful), I have high energy for the work of the Church. It is my conviction that a solid infrastructure will provide clear space in which to live, to love and worship God, and to follow Jesus Christ.

The Rev. Augusto Sandino Sánchez Pujols

Santo Domingo, Dominican Republic
 San Jose
 Diocese of the Dominican Republic, Province IX



For more than 40 years (34 of them in the Church), I have shown faithfulness, patience, discretion, and strict adherence to the laws, rules, and canons. My aptitudes are determination, consistency, and persistence. When I begin any project for the development of my family, the Church, or to improve the lives of the communities where I have worked, I do not abandon it until it culminates in success, empowering as many people, both in the process and in what is achieved. Moreover, the Lord has blessed me with the facility of reconciling people with whom I interact. Hence, to be elected to be part of the Executive Council of The Episcopal Church, I could serve that high body with that capacity, to contribute toward harmonizing the differences of opinions and options, reconciling and helping to work in peace and efficiency.

The Rt. Rev. Dabney T. Smith

Parrish, FL
Diocese of Southwest Florida, Province IV



As a multigenerational and life-long Episcopalian, I am passionate about our Church. I value our traditions and our ability to proclaim the Gospel in fresh ways in expanding environments. I believe I am a team builder and strong listener who seeks reconciliation in problem solving. I understand myself to be an evangelistic pastor-leader who seeks to challenge people for faith maturity, organizational health, and purpose. I believe it is important to consistently realize and articulate current reality, while taking the long view toward the future we try to create within God’s will. This demands the best efforts in maintaining healthy relationships in the midst of issues that are sometimes confusing or divisive. I would seek to use my approach to leadership to assist the Executive Council in leadership that connects with the people in our congregations and calls them to deeper faith experience and expression.

Mr. John (Jack) R. Tull

St. Augustine, FL
Church of the Redeemer
Diocese of Florida, Province IV



I seek election to the Executive Council so that I can use my 42 years of leadership experience at the parish, diocesan, and The Episcopal Church (TEC) levels to do the work of the Executive Council, its work groups, and its task forces. I also bring gifts from my broad experience in TEC through mission and ministry, especially with Episcopal Relief and Development and Millennium Development Goals. I am retired and can devote full time to the work and vision of General Convention and the Executive Council and will insure to the best of my abilities that the directions received from General Convention are carried out in a timely and effective manner. As a four-time deputy to General Convention, I believe that I have a working knowledge of the major issues facing TEC, and I would use that knowledge to assist with the important work of Executive Council.

Dr. Miguel Edgardo Umaña Erazo

El Buen Pastor Catedral
Diocese of Honduras, Province IX



I am a medical doctor with a master’s in public health and epidemiology, teacher, and chair of Public Health at the University of Honduras. I was an adviser to the Ministry of Health from the Pan American

Health Organization (PAHO). These experiences have given me the ability to do great things with limited resources.

I have been extensively involved in the life, worship, and governance of The Episcopal Church for the past 23 years, both in Honduras and the United States. I have been faithful in serving the assignments entrusted to me by the local, diocesan, and national Church, serving God and his people. My blessing is that my family is also very involved in Church life and supports my ministry as a layperson devoted to serve. I believe that I have the various skills needed for leadership to support the implementation of the tasks assigned to the Executive Council and the resolutions adopted by our Church's General Convention.

General Board of Examining Chaplains

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. The House of Bishops elects; the House of Deputies confirms elections.

Position Description

GBEC members write the annual General Ordination Examination (GOE) administered to candidates for Holy Orders. They also produce background material for readers of the examination papers. Some board members read exams; others supervise teams of readers; others review and approve written evaluations for all responses to GOE questions. At its meetings the Board, made up of 22 members total, evaluates and plans for the succeeding year's work. The Board is made up of bishops, priests with pastoral cures or who are involved in specialized ministries, lay or ordained members of accredited seminary faculties or other educational institutions, and lay persons with particular expertise.

Qualities & Competencies

Previous experience on a diocesan Commission on Ministry, Standing Committee, or as a former reader of GOEs is helpful. It is vital that applicants have computer literacy and internet access. Nominees should have an interest in theological education and some expertise in one of the seven canonical areas. Board members should be able to work comfortably in teams and task groups. GBEC assignments demand ability to concentrate intently on tasks at hand. Competency in testing methods and procedures is useful. It is helpful to have familiarity with conference call technology such as Adobe Connect. It is vital that applicants have computer literacy and internet access.

Duties of This Office

Number of meetings per year: Three (February, June, and October); 7 days plus videoconference call. In addition, members spend approximately 60 hours reading examinations at home for answers in one canonical area.

N.B.: Not all members of the Board will be readers for the GOEs. First-year members will attend the readers' meeting and will read exams along with other readers. For additional information, see Canon III.15.

Bishop Nominees to GBEC

There are two (2) available positions, for a six-year term. The House of Bishops elects this member; the House of Deputies confirms the election.

Lay Person Nominees to GBEC

There are three (3) available positions, for six-year terms. The House of Bishops elects these members; the House of Deputies confirms the election.

Priest Nominees to GBEC, with Pastoral Cures or in Specialized Ministries

There are three (3) available positions, for six-year terms. The House of Bishops elects these members; the House of Deputies confirms the election.

Nominees to GBEC, Members of Accredited Seminary Faculties or other Educational Institutions

There are three (3) available positions, for six-year terms. The House of Bishops elects these members; the House of Deputies confirms the election.

Ms. Liza Anderson

New Haven, CT
 Christ Church, New Haven
 Diocese of Connecticut, Province I



I am a PhD candidate at Yale University with training in ancient and medieval church history, world Christianity, and ecumenism. I have taught theology in a variety of contexts, including denominational seminaries, ecumenical divinity schools, and distance learning programs. I bring a global perspective, having worked, studied, and traveled in more than 80 countries, and having studied 17 different languages. I have particular experience teaching and evaluating students whose first language is not English, and designing exams that are culturally sensitive to those coming from many different backgrounds. At this time in our Church's life, when there are many alternative ways of preparing for ordination, I believe there is a real need for some kind of standardized measure of competency. I am also, however, sympathetic to criticisms that have been raised about the General Ordination Examination, and I am open to re-imagining the exam to better suit the needs of the Church today.

The Very Rev. Canon Michael A. Bamberger

Sierra Madre, CA
 Sierra Madre Episcopal Church of the Ascension
 Diocese of Los Angeles, Province VIII



I remember a time when diocesan canonical exams were used as a tool for exclusion and discrimination. I am committed to the use of the General Ordination Examination as one tool for the Church to use to assess proficiency in a "blind" and consistent manner. That said, I am aware of the need for improving the process and quality of the evaluations. I believe that there are opportunities to make the process even more cost-efficient. I also bring the perspective of serving in a very diverse diocese, and of the need for the GOE to reflect the needs of the Church decades into the future. Another area in which the General Board of Examining Chaplains could be of help to the Church is in developing a national and consistent evaluation for determining proficiency for diaconal candidates. I will also bring years of experience as a pastor and teacher to the creation of each year's examination.

The Rt. Rev. Larry Benfield

Little Rock, AR
 Diocese of Arkansas, Province VII



Since my appointment to the General Board of Examining Chaplains in 2007, I have focused on making the General Ordination Examination a better instrument for evaluating the academic proficiency of people who are preparing for a priestly vocation. Having a useful GOE is even more important as the church begins to train people for priesthood in settings other than seminary. I have also tried to find ways to

reduce the overall expense of the GBEC. We are now using new methods of evaluating the GOE that have reduced costs. I would like to see both of these efforts — a better examination and increased efficiency — through to their completion.

The Rev. Canon Dr. Katharine C. Black

Boston, MA
 St. John the Evangelist, Boston
 Diocese of Massachusetts, Province I



I claim active listening and posing apposite questions as skills. Often, wide-ranging discussions elicit various viewpoints, while the General Board also needs to create useful exams. Constructing good questions and responses helps improve that process. The Board’s chaplains intentionally have diverse backgrounds, but they also must produce questions, responses, and procedures for the General Ordination Examinations. Recently, with Field Education Students and seminarians, I’ve heard comments about which questions make sense, given the restricted resources permitted. In an increasingly diverse Cathedral Adult Forum, I also hear more of what participants want to learn, know, and discover. Newcomers want to learn about the Bible and how we read it, and they want to hear what we believe about Jesus Christ. Those of us charged with the formation of new priests must assure them, ourselves, and others that training priests requires the GOEs’ materials of learning and knowledge in addition to pastoral care and feelings.

The Rev. Dr. Thomas Ferguson

Columbus, OH
 All Saints, New Albany, OH
 Diocese of Southern Ohio, Province V



At its core, The Episcopal Church has a competency-based process for preparation for ordination: no degree or particular course of study is mandated canonically, and candidates are expected to demonstrate competency in seven areas, as defined by the Church as a whole. I believe that theological education and training for ministry are changing as the Church and the world are changing: it will be more experiential and collaborative to meet the missional needs of an increasingly post-Christian society. As Dean at Bexley Hall Seabury Western, I have worked to adapt our programs to be more flexible and responsive to the needs of the Church and the world. I feel that the General Board of Examining Chaplains is well poised to adapt and reshape the General Ordination Examination to meet the needs of the Church in helping future leaders demonstrate competency for ministry in the Church of the 21st century.

Ms. Norma N. Givens

Greer, SC
 St. Luke’s Episcopal Church
 Diocese of Atlanta, Province IV



Juxtapose the qualifications of the General Board of Examining Chaplains and my credentials and experiences, and you will find a perfect blend. I have been involved in the selection of leaders for the Church and learning institutions. As senior warden, I served as chair and liaison between the parish and bishop in selecting two vicars. I am a member of the Commission on Ministry, Diocese of Atlanta. I was elected lay deputy to the 77th and 78th Conventions; thus, I have been involved in the governance of our Church at all levels. During my tenure in higher education, I served on a presidential and other search committees (chair) for faculty and administrative positions. These activities usually required reading or accessing portfolios and interviewing candidates. I taught Human Resource Management, served as

interim HR manager, and chaired the Peach County Board of Education. I have a doctorate from the University of Georgia and completed further study at the University of Chicago. I love Jesus!

The Rt. Rev. William Gregg

Charlotte, NC
Diocese of North Carolina, Province IV



Throughout my ministry as deacon, priest, and bishop, I have been committed to and involved in education, formation, and training with God’s people to equip us to live faithfully our baptismal vows. My work has included the parish, diocese, and classroom (elementary and collegiate). As bishop of Eastern Oregon, I designed and implemented a program for preparation for ordained ministry (opened to all in the Diocese). I have broad experience in the design and evaluation of academic and field work. I think the General Ordination Examination is a useful tool. Both candidates and our Church need an excellent, reliable instrument for evaluating the level of general preparation and readiness of ordinals to begin ordained ministry. I served on the General Board of Examining Chaplains during 2006-12. I would like to serve again.

The Rev. Charles E. N. Hoffacker

Brandywine, MD
St. Paul's Parish, Baden
Diocese of Washington, Province III



I have been a General Ordination Examination reader for over a decade and served as a diocesan examining chaplain for nine years and as an Education for Ministry mentor for four years. In addition, I taught college Philosophy and World Religions. My interest is substantial in every canonical area, especially church history, liturgy, and theology. I have intense concentration, strong writing, and analytical skills; and I work well as both a team member and a leader.

In my view, the increasing diversity of programs that prepare candidates for ordination in The Episcopal Church requires us to articulate what are the essential learnings (both knowledge and skills) for deacons and priests. The process of doing so must take full account of the vocational diaconate and those deacons and priests ordained for baptismal ministry support teams. I believe that my competencies and skills would enable me to contribute to this church-wide conversation through service on the General Board of Examining Chaplains.

The Rev. Adam Paul Kradel

Media, PA
Christ Episcopal Church
Diocese of Pennsylvania, Province III



I have served as a reader for General Ordination Examinations twice. I am a parish priest. After serving a curacy, I returned to school to earn a doctorate in a rigorous political science program (University of Wisconsin-Madison). I will use my experience as a rector, combined with deep knowledge of human social behavior, to help craft relevant and engaging questions for the GOEs. My doctorate, in Political Science, examined how the American presidents use religious language to plant pictures in the minds of those listening to their nationally televised addresses. I will my knowledge of church and society and on-the-ground parish leadership to serve the General Board of Examining Chaplains.

Ms. Anne LeVeque

Takoma Park, MD
 Church of the Ascension, Sligo Parish, Silver Spring
 Diocese of Washington, Province III



I am a lifelong Episcopalian, and I have a great affection for the Church. I feel strongly that our clergy must be well-educated, whether in a traditional sense or through less traditional means. The General Ordination Exam provides a tool for evaluation and discernment of all candidates, whether in seminary, transitioning from another tradition, or ‘reading for orders.’ I feel that it is paramount that this tool be one that is effective, fair, consistent, and supportive of ministry. I have been a GOE reader for approximately 15 years. In recent years, my reading partner and I have introduced several streamlining innovations to the reading process, resulting in a swifter reading process that is also consistent. I have a broad academic background, with a master’s degree in liberal arts as well as one in library and information science. Currently, I am self-employed.

The Rev. Canon Dr. N. Martin

Seattle, WA
 Saint Mark's Cathedral
 Diocese of Olympia, Province VIII



Being a priest for 13 years in parishes ranging from family to corporate size (as well as a university chaplaincy) has helped me understand the academic dimensions and theological necessity of the presbyterate. Serving on two diocesan Boards of Examining Chaplains for a total of 11 years has further acquainted and familiarized me with many of the expectations, delights, and rigors of the General Ordination Examination. Articulating my broad and expansive knowledge of The Episcopal Church in a concise, clear, and effective way in many arenas — from sermon writing, teaching (parish, college, and community), appearing on an ecumenical cable TV show, and being Standing Committee President — have further prepared me for work on this Committee. As a firm supporter of the GOE as one important means for assessing competency for ordination to the priesthood, I would be honored to be a member of the national BEC and would bring my love of Christ, The Episcopal Church, and learning with me!

The Rev. Dr. Simeon E. Newbold, Sr.

Miami, Florida
 Saint Kevin’s Episcopal Church
 Diocese of Southeast Florida, Province IV



I have served four dissimilar congregations as a pastor or priest in my nearly 25 years in the ordained ministry. I have served on various commissions and committees in the local diocese, including the Commission on Ministry. I have also served as the elected clergy representative at Provincial Synod (Diocese of Virginia, Province III) and as a college professor and lecturer at six colleges and universities in the areas of Theology, Church History, and History of Religions. I have four earned college degrees, including a doctorate. With the above in view, if elected, my varied and relevant experiences and gifts could serve well the objectives of this body. However, I am always open to learning from others as well as to sharing my particular experiences and gifts.

The Rev. Dr. Hugh R. Page, Jr.

Mishawaka, IN
Diocese of Northern Indiana, Province V



As a scholar, academic administrator, and cleric, I have been involved for more than three decades in a ministry that blends research, teaching, oversight, and ecclesiastical service. As the landscape of theological education has undergone major topographical changes — e.g., funding, curriculum — I have noticed how such transformations impact seminarians, clergy seeking continuing education opportunities, faculty, and seminaries. I have also noted areas of disjunction between the foundational training clergy receive and the realities they confront in their cures, most of which require a combination of nuanced theological reflection and crisis-management ability to manage effectively. The General Ordination Exam (GOE) presents an important evaluative moment, both discursive and analytical, in which readiness for such work is determined. My dual citizenship in the academy and the parochial world have taught me some interesting lessons about education for ministry and its assessment that I look forward to sharing if elected.

Duane Andre Smith

Berea, KY
St. Hubert's Episcopal Church
Diocese of Lexington, Province IV



I am a bi-vocational priest who serves full time as a professor of religion at Berea College (KY) and part time as rector of St. Hubert's Episcopal Church in the Diocese of Lexington. I have served as a clergyperson for about 20 years and know firsthand the issues of theology, worship direction, and leadership in the Church. I have recently served on the Leadership Team in the Diocese of Lexington, KY, the purpose of which was to facilitate churches' discussing issues openly and honestly about their parish life. I have also been a professor of religion at Berea College for 20 years. In this capacity, I have written and graded many exams and am sensitive to the variety of ways that students can express their ideas and convictions.

Ms. Kristine T. Utterback

Laramie, WY
St. Matthew's Cathedral
Diocese of Wyoming, Province IX



As an associate professor of Religious Studies who teaches Christianity courses at the University of Wyoming, I have brought a unique perspective to the General Board of Examining Chaplains that I would like to continue to contribute in another term. I am a layperson who teaches religion courses in a state university in the rural West, an area with some different issues from those found elsewhere. Over the last decade, I have developed skills in pedagogy and an increasing belief in the importance of theological education, particularly in encouraging a highly educated clergy; and in the importance of assessing the competence of those aspiring to ordination uniformly. I have served the GBEC as needed, but my training in medieval studies and my current teaching in all areas of Christian history, along with my two degrees in music, make those two aspects of the canonical areas of special interest to me.

Trustees of the General Theological Seminary

Number to be elected: 2 lay persons by the House of Deputies; 2 presbyters or deacons by the House of Deputies; 2 bishops by the House of Bishops.

Position Description

Trustees are responsible for evaluation, planning, implementation, and financial oversight of the Seminary for the fulfilling of its mission: “The General Theological Seminary is an Episcopal institution called to educate and form leaders for the church in a changing world.” Specific duties include constituting professorships, electing the Dean and members of the faculty, prescribing the course of study, and establishing rules and regulations for the government of the Seminary.

Competencies & Qualities

Knowledge of the doctrine, discipline and ethos of The Episcopal Church; the ability to think creatively, reflect theologically, accept ambiguity, and work in the midst of change; and have demonstrated interest in and knowledge of theological education in the context of preparation for ministry, both ordained and lay, for The Episcopal Church. Nominees should also have an interest in The General Theological Seminary as a theological resource for Anglican studies that serves the whole Church, along with a willingness to commit time and talent, wisdom, wealth, and work for the Seminary’s well-being. In addition, it would be helpful if nominees had skills in finance and fund-raising (capital campaigns, planned giving, and annual fund-raising), and some connection to the financial base of the wider church and/or the New York area. It is vital that applicants have computer literacy and internet access.

Duties of This Office

Trustees attend three meetings per year (February, May, and October) at GTS or in the New York City area for a total of 5-6 days per year. Members serve on committees that meet immediately before full board meetings or by conference call.

Bishop GTS Trustee Nominees

There are two (2) available positions, for three-year terms. The House of Bishops elects these Trustees; the House of Deputies confirms this election.

Lay Person GTS Trustee Nominees

There are two (2) available positions, for three-year terms. The House of Deputies elects these Trustees; the House of Bishops confirms this election.

Clergy GTS Trustee Nominees

There are two (2) available positions, for three-year terms. The House of Deputies elects these Trustees; the House of Bishops confirms this election.

The Rev. Yamily Bass-Choate

Yonkers, NY
 San Andres’ and St. Paul’s
 Diocese of New York, Province II



I owe my proactive leadership style and creative problem-solving to my passionate energy for mission. I am a member of the Trust Fund for Hispanic Theological Education, a General Theological Seminary Trustee. I serve on the Advisory Board for *The Episcopal New Yorker* and on the Community Advisory Committee for the City of Yonkers. Working across the table and communicating effectively with local and

international community and church leaders, I am guided by faith in the mission and evangelism of the Anglican Communion. As an urban priest, I am committed to carrying out God’s mission in the Church and the world with innovative programs to nurture and vitalize our community, especially when funding is low and fiscal responsibility is a priority. My strengths in the financial management of two parishes, dedication to collaborative administration and Church development, and a deep sense of God’s Grace are the gifts I will bring if elected.

Ms. Anne Clarke Brown

Plymouth, VT
 Church of Our Saviour
 Diocese of Vermont, Province I



All my ministries in The Episcopal Church — especially as General Convention deputy, General Ordination Exam reader, and congregational lay leader — are grounded in the theological education I received as a student in the master’s and doctoral programs at General. I was honored to be elected to the General Theological Seminary board in 2009 and 2012, and I have served during a difficult yet very exciting and forward-looking time in the Seminary’s history. GTS has successfully navigated “The Plan to Choose Life,” and it is embarking on exciting curriculum changes to meet the educational needs of the 21st-century Church. I bring to this position my prior experience on the Board and its Education and Formation Committee, training as a theological educator, experience as a church communicator and diocesan newspaper editor, passion for sound theological education for lay people, and commitment to diversity and a global mission context for educating lay and ordained ministers.

The Very Rev. Dr. Susan Carter

East Lansing, MI
 St. John’s, Howell
 Diocese of Michigan, Province V



As a priest and a professor, I understand the critical need for a sound theological education. I also grasp the challenges of being bi-vocational, a situation that many of our seminary graduates will face. I am committed to helping the General Theology Seminary administration and faculty offer the best preparation possible through leadership and fund-raising. My competencies and skills fit well, I believe, for service as a trustee of GTS. I have been an administrator, serving as secretary of the Board of Trustees of Michigan State University. Currently, I am a professor at MSU, and I have a deep understanding of higher education and faculty needs. I am rector of St. John's Howell and dean of the clericus. I have strong writing and presentation skills, and I hold a doctor of ministry in Preaching, a juris doctor, and a master of divinity from GTS. My faith leads my life.

The Rev. Tommy Joe Dillon II

Bainbridge Island, WA
 Grace Church, Bainbridge Island
 Diocese of Olympia, Province VIII



I am a graduate of two Episcopal seminaries (Berkeley Divinity School at Yale University and the General Theological Seminary), and I have worked closely with the Church Divinity School of the Pacific as Field Education Supervisor for several students. I have experience in creative fund-raising and capital campaigns in the two parishes and boards where I have served. With the mission to make our tradition relevant in a post-Christian era, I have networked and collaborated with a new generation of Church

leaders through the Gathering of Leaders, Gathering of the Next Generation, and the Wild Goose Festival. I face the future of the Church with confidence, faithfulness, and optimism, but also with a sense of reality and urgency, and I would be honored to serve as a trustee of our beloved Seminary.

The Rt. Rev. Martin Scott Field

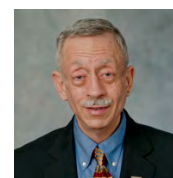
Kansas City, MO
Diocese of West Missouri, Province VII



I am a highly intuitive and creative person, and I find my talents and my joys in ushering in systemic change and in finding and seizing the opportunities that are often hidden in stalemates and roadblocks and inflexible systems. If chosen, I would bring an outsider’s appraisal to the Seminary’s strategic thinking, and a healthy disloyalty to “the way it’s always been done.”

Mr. E. Bruce Garner

Atlanta, GA
All Saints
Diocese of Atlanta, Province IV



Experience has provided me with skills and competencies relevant to serving on the Board of Trustees of the General Theological Seminary. Serving on nonprofit boards for more than 30 years has provided me experience with change and transition, particularly in the governance arena. Serving on Executive Council, as a lay deputy to General Convention 2015, and as alternate or first alternate to GCs for 1994-2012 has provided me experience with the extensive changes that have occurred in our Church. Serving on my diocesan Executive Board, chairing the Consecration Committee for our bishop, and chairing our Commission on AIDS keeps me connected to the broad spectrum of God’s created humanity represented in it. My role in God’s mission in my parish fulfills and challenges me. My ability to ask difficult questions and to seek improved processes of working offers additional talents needed for service on the Board of Trustees. Meshing experience with flexibility helps me seek better ways to accomplish the work of both Board and Church.

The Rev. Sarah (Sally) V. Johnston

Columbia, SC
St. Martin’s-in-the-Fields
Upper South Carolina, Province IV



I am a 2004 graduate of the General Theological Seminary, where I served as president of the Community Council. Currently, I am rector of St. Martin’s-in-the-Fields in Columbia, SC. I also serve in various diocesan and community roles, and I have been a deputy to General Convention. My interest in the GTS Board of Trustees stems from both my deep appreciation of my formation there and from my pre-ordination experience in organizational improvement and change management in corporate banking and not-for-profit agencies. I hope I also represent the needs and gifts of “second-career clergy.” I am passionate about organizations being both efficient and kind, about taking stewardship seriously in both income and expense, and about inclusion and collaboration among sometimes conflicting interests to arrive at the next place God is leading us. I would be thrilled to make that journey with the board, faculty, staff, and students at GTS.

Dr. Sandra D. Michael

Binghamton, NY
 Trinity Memorial, Binghamton, NY
 Diocese of Central New York, Province II



Currently, I serve as SUNY Distinguished Service Professor, Binghamton University. I have considerable academic experience as department chair, graduate studies director, president of Faculty Senate, and recipient of federal research and curriculum grants. I have experience in academic mission and curriculum development, faculty and administrative recruitment and retention, university and system shared governance, conference organization, strategic planning, community outreach, alumni relations, institutional advancement, and regional accreditation. I believe my understanding of the traditional teaching, scholarship, and service expectations of faculty would help advance General Theological Seminary as a vibrant community of Christian learning. I further offer my background as an Education for Ministry graduate, cathedral chapter member, and diocesan-level discernment process member. I served as a deputy to General Convention for 2003-2015. I have been a member of the Executive Council Committee on Science, Technology, and Faith (ECCSTF); and convener of The Episcopal Church Network for ST&F. I am currently serving a second term on the General Board of Examining Chaplains. It would be my privilege to be of further service to the national Church as a trustee of GTS.

The Rt. Rev. Steven A. Miller

Milwaukee, WI
 Diocese of Milwaukee, Province V



As a bishop of this Church since October 2003, I believe that strong and effective seminaries are vital to equipping God’s people for mission. General Seminary holds a particular place in my heart. As a 1984 graduate of GTS, I am committed to being a part of its future and want to continue to offer my gifts and time as member of the Board during this important season in its life. I have served on the Theology Committee of the House of Bishops, as co-chair of the Moravian-Episcopal Dialogue, and on the Standing Commission on Ecumenical and Interfaith Relations. I am currently vice chair of the Standing Committee on Liturgy and Music. In addition, I have experience in capital campaigns and in property development.

The Rt. Rev. Allen Shin

New York, NY
 Diocese of New York, Province II



To the Board of Trustees of the General Theological Seminary, I bring my experience in theological education both as a student and as a teacher. Beyond the master of divinity, I have carried out further studies for STM at General and the post-graduate research at University of Oxford. I have also taught in Oxford and at Mercer School of Theology in the Diocese of Long Island. As a parish priest, I have learned to integrate the intellectual formation in higher education with the pastoral and spiritual formation in ministry. So, I bring to this position a wealth of experience and skills in, and a passion for, theological formation to equip new servants for ministry. It would be my privilege and delight to serve on this Board to enrich the conversation on the future of theological education for ministry and to envision a new life for General Seminary.

Ms. Dianne Audrick Smith

Oakland, CA
St. Augustine's
Diocese of California, Province VIII



For the past three years I had the privilege of focusing skills developed in marketing, business development and advancement, and educational administration with my avocation of volunteer efforts as a lifelong Episcopalian. An understanding of the need for collaboration, team building, vocational discernment, and the practicality of graduate education as director of enrollment services at Church Divinity School of the Pacific provided a unique opportunity to live into the challenges facing our Episcopal seminaries. I believe strongly that a collaborative approach to educational experience, whether with other seminaries or with other institutions of higher education, will further strengthen Seminary offerings. As a recently retired professional, I look forward to assisting General Theological Seminary in meeting its goals in collaborative education and diversity in programming and populations; and in identifying options for funding new and ongoing initiatives.