

**College for Bishops Advisory Committee Meeting
October 21-22, 2009 – Los Angeles Cathedral Center**

Meeting Notes

Advisors and Directors present: Neil Alexander, Jon Bruno, Pat Coller, Bill Craddock, Duncan Gray, Don Johnson, Chilton Knudsen, Clay Matthews, Henry Parsley, Victor Scantlebury and Tim Sedgwick.

Advisors and Directors not present: David Alvarez, Ian Douglas, Ted Gulick, Katharine Jefferts Schori, Donald Romanik and Dean Wolfe.

Staff members present: Mike Ehmer and Ellie Rolfes, who took notes.

Curriculum Committee Update

- House of Bishops (HOB) continuing education sessions are going well and meeting needs originally intended, but more can be done like bishops reviewing particular topics and taking practical applications home.
- In early November, Clay Matthews will submit a proposal to the HOB Planning Committee based on conversations at the June Curriculum Committee meeting.
- HOB meeting schedule needs to remain flexible. In order to save time, reports could be sent out prior to the meeting instead of given as a presentation.
- Three topics discussed throughout each meeting with a day on each subject. Speakers should focus both on content and process. Contextualize the topics and have a larger conversation. Exposure and study with some kind of response/engagement.
- What are the desired outcomes and objectives of the sessions? Assessment should be transparent and get as much ownership from the HOB as possible. HOB is to be a community of wisdom – draw up the wisdom of the group so that bishops learn from each other.
- Create a calendar for the Triennium. Planning Committee’s work is to identify the scope of triennium, work at the objectives and ask CfB to implement.
- Having continuity throughout HOB meetings will make it easier for newer bishops to enter the House. Important to have structure, but not be rigidly fixed on specificity. Past meetings have felt too managed. That doesn’t need to happen again.
- March 2010
 - Allow time for a critique of Theology Committee’s paper.
 - Emergent Church and Total Ministry are natural fits. Consider moving Baptismal Font to Boardroom to September 2010.
 - Could someone give a critique of Emergent Church, rather than the heavy hitters? Someone from Hartford Seminary or Nancy Ammerman in Boston?
 - Rethinking of roles (“Emerging Episcopate”). What would an emerging model look like? Important work for HOB to get in touch with what TEC is currently. We’re not as powerful a Church as we were years ago. Grieve and rejoice at some spots.
- Topics/ideas to consider:
 - General Convention resolutions (D054). Bring people in to look at and talk about it.
 - Discussions on how to be a bishop...look at the episcopacy and why people think that a “royal” bishop will work.
 - Couple the topics with research projects and studies that have gone on? Description of different dioceses, staffing, sizes, etc.

Around One Table (AOT) Update

- Communications strategy became a collaborative effort with 815 Communications staff this summer. The report, video and landing page were launched on October 8. Press releases, bulletin inserts and articles in various Church newspapers, magazines will continue to be released.
- Good blog activity and traffic on social networking sites (Twitter and Facebook).
- Reports will be available in Spanish in early December and the video will be translated also.

- AOT is a strategy for the future of the church and needs to continue to be fed. The information is to be used in different ways.
- Could AOT be a topic for the March 2010 HOB meeting?
 - HOB has an investment in the project and should have a chance to talk about and digest it together.
 - What is HOB learning from AOT and what could be done in dioceses? Encourage or show bishops how to write a curriculum to take it to their diocese?
 - Have a presentation and then reflection of the topic. Send notebook with the reports and CDROM (with reports and video) prior to the meeting.
 - Could an AOT discussion further the outcomes of the work of Theological Committee?
- The report talks about the differences and diversity of the church. What will you do now after the conversation?
- Create a resource to help clergy use AOT at a clergy day? Church leaders are the main audience so they can articulate their identity to others. How do we convey the information? What do we need to talk about to make sense of our faith? AOT gives people a way to answer the questions that are asked.
- What other things related to AOT or the Episcopal Identity Project could be produced? How will the learnings and data be used? CfB could go in a different research direction and choose to study additional findings.
- Bishops could send AOT information to their Indaba groups as an FYI and to be a voice for legitimate information going to international churches.

Research

- Emotional Health and Wellness of Bishops and Bishop Spouses Study
 - Final survey phase is underway with a report scheduled to be produced in early 2010.
 - Basis of survey could be easily adapted to administer to dioceses or other parties if there was ever a desire to measure other areas of the Church.
- Emotional Health of Clergy and Wellness of Clergy Families Study
 - Joe Stewart Sicking is currently going through data and will follow up with interviews. A more formal report will be available by February.
 - How will information be shared? How do bishops share it with their clergy?
- Episcopal Transitions and Elections Project (ETEP)
 - Main Components:
 - Looking at recommended best practices to submit to electing diocese in election manual.
 - Creating materials to lead to further education and conversation about order of bishop being different from order of priest.
 - Helping dioceses and nominees through the discernment process.
 - Elections are a huge pastoral issue for the bishop and the entire diocese. Underlying issues in diocese bubble up and election demands collaboration. Little is being done about taking care of the bishop and the organization.
 - Order of Bishop – theologians have met once and will meet again in November. Will write papers to be presented around Church. Focus on contexts of different types of dioceses. Individuals should be called to a specific context, not to the “purple.”
 - Are there liturgical implications to affect ordination process?
 - On Being a Bishop resource.
 - Chief pastor role is missing.
 - Give *Business of All Believers* (Seabury Press, Richard Norris) to all electing groups/committees.
 - What is being said at a very early stage to new bishops about the office? How is the concept of the office of bishop conveyed? The main audience of ETEP is nominating

- committee, diocese, standing committee, etc. Provide a revised “how to” manual to avoid nominating by imitation.
- Could there be a seminary elective offered on this subject?

Communications

- 2009 Mid-Year Report was distributed to the HOB and HOD at General Convention
- The updated website was launched in early October.
- A 500-600 word article about CfB should be created to give to congregations and spread the word to people in the pew about what CfB does.
- Should small ads be run in various church publications?

Programs and Evaluation

- Enlist Suzanne Masterson to help create a more in-depth analysis of how the overall structure of CfB and programs affect a bishop? Create an overall schedule with clearly defined goals.
- What can we learn from bishops in their own setting? Follow them from time of election, three years into position, CREDO (five years), etc.
- CfB needs a clear means of evaluation and feedback and a strategy to mine the data available. Tim Sedgwick would be willing to meet with researchers in Memphis to discuss a plan.
- End of conference surveys don't invite CfB goals/needs of curriculum, but do invite the participants' needs.
- Is there something to be mined/measured from bishops about to retire? Could CREDO build that into their program?
- Develop an exit interview type assessment. Chilton Knudsen can send a copy of a model.

2009 Financials, Financial Reports

- Projected \$25,000 surplus for 2009.
- CPG funding scheduled to decrease each year over the 2010-2012 triennium. It may be possible to go back to CPG with a new request for future funding, but other viable funding sources should be considered.
 - Could CPG pay directly for the Conference on Orderly Transitions?
- General Convention (GC) will fund a portion of the Living Our Vows program for the next triennium, but the entire request was not fulfilled. For every dollar CfB received, the Office of Pastoral Development budget was cut. Clay will need to be creative about expenditures and may charge some travel to CfB.
- Living Our Vows tuition:
 - Charge the full \$3,200 for International participants?
 - Should be lowered to at least below \$3,000 to adhere to GC resolution stating that funding should go directly to the program.
 - Current tuition only covers the program cost at this point and should include true administrative and personnel costs.
- The actual costs of programs, administration, etc. (approximately \$400,000, given in kind by CREDO) should be reflected in all financial reports.

Strategic Planning (Small Group Discussion Questions)

Program - Are current College for Bishops programs realistically addressing the formational and educational needs of bishops? Are there adaptations to current programming or other initiatives that should be considered?

- Support mid-career or post-sabbatical bishops?
- Enhance research projects. Need good data on health/vitality of dioceses and how they match up to health of bishop.

- Providing education on things not learned in seminary. How to shape culture and then let culture take hold.
- Living Our Vows as a two-year program: two residencies and a bishop/coach meeting to discuss learnings, goals, next steps at end of third year.
- Eliminate coaching honorariums.
- Use more webinars than face-to-face meetings/trainings.
- Don't link Short Courses to HOB meetings.
- Training/Course ideas:
 - Intentional stewardship
 - Addressing the role of an episcopate following a long episcopate?
 - Technology
 - Particular aspects of a bishop's ministry (theologian, pastor, etc.). Enrich bishops who have been serving longer, not just newer ones.
 - International bishops transferred to U.S. church - introduction to culture of U.S. Church.
 - Overarching theme of Triennium...evangelism and church growth?
 - What needs of bishops aren't being addressed?
 - Role of bishop and function of a diocese (internal and external).
- Could CREDO make management review model available for dioceses (or bishops 5-7 years out) on a fee basis?

Funding - In consideration of the projected financial picture, how can we reposition our funding in the future? What resources (people, strategies, etc.) will we need to identify and secure sustainable funding?

- Continue to pursue GC funding, pledges, tuitions and be more aggressive about grants. Luce, Lilly, Louisville etc. are shifting focus into leadership development and theological education directions. Consider sharing research with other denominations?
- Promote products tied to CfB (i.e. AOT) to encourage more financial support from bishops and also laity. Make AOT focus of clergy conference, ministry fair, etc. to promote diocesan or individual giving.
- Bishop's fund/appeal?
- Set up an endowment. Use funds of earmarked money to fund a program? Consider reversal clauses when necessary.
- Minimal pledge suggestion based on diocesan size. Set up proportionally.
- CPG to fund CfB as administration of wellness issue for their constituents? (Dioceses to pay direct costs.)
- Annuity fund that new bishops would bequeath to CfB?
- Legacy giving through Pension Fund.
- Program funding come primarily from dioceses paying LOV tuition fees, GC and bishops' pledges. Administration funding comes/could come primarily from capital funds (endowment), special gifts, research costs and other income
 - Program costs paid for by those most involved and administration funding to be paid for as assurance that machinery will be there to provide the program.
- Title of CfB may send the wrong message. Are we a group of systemic change? Bishops' Leadership Program?
- Widen circle of experience...get supportive comments from dioceses with problems.
- Questioning role of Director of CfB. Why are people serving as Directors?
- Card to ask bishops to set up a gift after their third year?

Structure - How can we broaden the sense of ownership of the College among bishops?

- Provide regular reports to HOB and strengthen continuing education components.
- Enhance clergy and laity understanding and support of CfB. Present to Cathedral deans (AOT presentation at annual meeting), endowed parishes, etc.

- Engage smaller congregations, vestries, election committees. Identify every person in touch with bishop's election and transition process (coaches, transitional teams for dioceses, etc.) and make a general appeal to them.
- Create a focused list of donors.

What would be the best structure and governance of the College to effectively address the program and funding challenges ahead?

- Single board of 16-18 people. Broaden membership.
 - Consider loss of creativity of advisory group...create ad hoc task force?
 - Create formal procedure of inviting new members and outline terms.
- Meet once a year. Consider mid-year teleconference.
- Organized board into 3-4 subcommittees: Curriculum/Program; Development; Continuing Research and Evaluation; Continuing Education.
- Several board members should serve on committees, instead of singular representative. Have non-bishops on committees.
- Create an evaluative process so that there's an evaluation of what's going on.
- Board should identify/articulate CfB short term (6-18 month) goals.
- Have a full-time director who still does OPD work and helps with transitions, incoming bishops, etc.
- CfB needs to keep creativity and entrepreneurship while building structure.
- Consider pros and cons of being part of 815 (CfB as creative, emergent structure vs. 815 as a corporate entity)

Other

- Robert Radke proposal: collaborating with Episcopal Relief and Development (ERD) to develop programs and curriculum for CfB to use with bishops to focus on ERD ministry.
 - Need to clarify exactly what they're thinking about and then consider. If this is a pitch to have a place for ERD marketing pieces, CfB is not the place to house their marketing ideas.
 - Would ERD fund it?
 - Who would be the best to coordinate overseas study trips for bishops?
- Grubb Institute request: CfB to endorse leadership conference and provide list of recommended bishops to attend.
 - CfB should not be perceived as endorsing this program, but could recommend it. Find someone else to review the materials?
 - Program doesn't fit CfB mission, but could maybe be a future resource. Contact Drew Smith for more information.