

Minutes of the Special Session of the Standing Committee of Episcopal Diocese of Rochester

Date: March 29th, 2022 at 6:00pm
Meeting held on ZOOM

Present: Mr. Michael Davis, Mr. Joseph DaBoll-Lavoie, The Very Rev's Leslie Burkardt, Kenneth Pepin; Mr. Floyd Bayley, The Rt. Rev Steve Lane Mr. Jeremy Cooney; The Rev. Nita Byrd;
Guest: The Rt. Rev. Todd Ousley

Absent The Very Rev. Ruth Ferguson,

An **opening prayer** of thanksgiving and openness was given by Ken

Bishop Ousley, who is the head of **Pastoral Care for the Presiding Bishops office** and who initiated with us earlier in the Fall the process electing our now provisional bishop Steve Lane came before us by invitation to discuss the process going forward.

He acknowledged at first that the Canons offer very little by way of guidance of developing a process. He can offer us best practices based on his experience with other dioceses keeping us connected to practical wisdom.

He mentioned that typically the Standing Committee functions as the guide. Given our constitution in the Diocese of Rochester stating clearly that the **Ecclesiastical Authority** in this case Bishop Steve appoints the Nominating Committee with consultation of the Standing Committee. Bishop Ousley spoke about the reality that this process generally needs to be watchful for the over assertion of the bishop's authority. He did clarify that Bishop Steve is one of the most collaborative bishops he knows and we should not worry too much about this issue.

Bishop Ousley explained that the Nomination Committee has two basic functions or roles which could be divided into **two subcommittees**. The first being Search and the second Nominating. The Second Committee is the Transition Committee.

Both committees should be made up of people who **first and foremost are gifted in the kind of work that is called for**. Before looking a demographics or representation on cultural, racial or sexual criteria the first and foremost should represent a person's gifts

Some of the gifts of the Nominating committee are people who are organized, might have HR experience, have had experience with discernment etc. The Transition committee might have people gathering skills, planning and have a good knowledge of the Diocese and pastorally attentive to the Nominees and their families. He spoke that calling a bishop is a **two way call**.

He talked about the **Standing Committee kickstarting the process** gathering names for the committees, choosing a consultant, getting the committees formed and underway. The general process involves getting a profile put together, posting the position, the important work of persuasion, not waiting for people to come to us but to reach out. Then the committees present to the Standing Committee 3 to 5 names. The Standing Committee votes on them to be presented to the Convention. There was some discussion about a petition process that might replace the process of nominating from the floor.

Once nominated at the convention The Transition Committee takes over and begins its work.

Conversations continued around topics such as creating a profile, the role of a member so the SC being on each of the Committees as a liaison, a possible appointment of a chaplain whose job would be to help committees keep the spiritual element of the process front and centered. We spoke of the Diocese of Maine as being a great model of preparation and efficiency. We also talked about the importance of a good Website as the best form of advertising the position and relaying our process. We talked about that each committee should be about 12 to 15 people.

We as a Standing Committee took a **formal vote** to use the consultation services of the Pastoral Department of the Presiding Bishops Office. All present were in favor. Nobody opposed and there were no abstentions.

The **standard fee** for a consultant is around \$660.00 per day. Each consultant would also add in travel and other preparation expenses. We might prepare for between \$6,000 and \$10,000. For the entire process from beginning to end of hiring a new bishop should be \$150 to \$200,000.

After Bishop Ousley left we discussed what we were looking for in a consultant. We agreed to meet on **April 13th at 6:00pm to interview possible consultants.**

We also will be **meeting on Tuesday April 26th at 6:00pm** for our normal meeting which we would hope to have our consultant attend the latter portion.

Your humbled servant Ken+