

Charge to the Bishop Search Committee

From the Joint Board for Bishop Transition of the Episcopal Diocese of Olympia

The Bishop Search Committee will present to the Joint Board for Bishop Transition a diverse slate of not fewer than three and no more than five candidates by February 22, 2024. To develop this slate, the Search Committee will follow these guidelines and processes:

- The Search Committee's work will begin at a mandatory retreat on May 12-13, 2023.
- The Search Committee will create a profile that provides a good overview of the diocese, including its hopes, opportunities and current ministries; financial overview; and the qualities it wants in the next bishop. The Search Committee will present the Diocese of Olympia as fairly and accurately as possible, including strengths, opportunities, and challenges. To develop this profile, the Search Committee will hold listening sessions across the diocese.
- The Search Committee will provide the profile to be published online by October 1, 2023, and will receive names by open nomination until November 3, 2023. If deemed necessary, this period may be extended with the Joint Board for Bishop Transition approval.
- Consistent with our canons (III.1.2) and Baptismal Covenant, we respect the dignity of all persons; therefore, no candidate shall be excluded because of race, color, ethnic origin, immigration status, national origin, sex or gender, marital or family status (including pregnancy and childcare plans), sexual orientation, gender identity and expression, disabilities or age.
- The Search Committee is encouraged to research and pursue qualified nominees proactively.
- The Search Committee will design a process to narrow the field of nominees to a group of semi-finalists, preferably eight or fewer, who will be invited to a mandatory discernment retreat from February 15-17, 2024. From that group of semi-finalists, the Search Committee will choose no fewer than three and no more than five candidates to present to the Joint Board for Bishop Transition.
- If the Search Committee identifies fewer than three or more than five candidates to present to the Joint Board for Bishop Transition, it will discuss the need for an exception to this charge with the Joint Board for Bishop Transition as soon as the situation becomes clear.

- All Search Committee deliberations, including the names of persons being considered, are to be held in the strictest confidence. Strict confidence includes keeping information confidential from your spouse/partner, clergy, or trusted friends. Any breach of confidence will lead to removal from the Search Committee.
- Members of the Search Committee are expected to maintain this strict confidence in perpetuity after the committee's work has concluded. At the conclusion of the Search Committee's work, all associated documents (printed or electronic) should be destroyed, other than materials that the Standing Committee specifies should be retained in confidence for archival purposes.
- The members of the Search Committee will work within the timeline and budget given them by the Joint Board for Bishop Transition.
- The Search Committee will use the search consultant appointed by the Standing Committee, Anne Schmidt, as its primary resource.
- The chair of the Search Committee will meet with the president of the Standing Committee or their designee once a month during the period of the committee's work. The search consultant will update the Joint Board for Bishop Transition on the search's progress at least once per month. The chair of the Search Committee will meet with the chair of the Transition Committee as needed. All diocesan-wide communications will be approved by the Joint Board for Bishop Transition.
- The Search Committee, along with the Transition Committee, will pay strict attention to the needs of the nominees and their families and the bishop-elect and their family however those needs may be presented. This includes, but is not limited to, a frank disclosure of the bishop-elect's compensation package.
- The Search Committee's work will conclude with the presentation of a slate of candidates to the Joint Board for Bishop Transition by February 22, 2024, after which the Search Committee will disband. The Joint Board for Bishop Transition will then provide for a petition period to allow for the inclusion of additional candidates on the final slate. The Transition Committee will then begin its work by arranging meet-and-greet events with the final slate of candidates.

The following are the minimum criteria for nominees for bishop:

- ❖ Nominees' names may be submitted either by self-nomination, or with a recommendation for nomination supported by two clergy of the Diocese of Olympia and two lay persons in good standing in the Diocese of Olympia.
- ❖ If the nominee is recovering from a substance use disorder or other addictive behavior, that nominee shall have had a minimum of five years of continuous sobriety and shall actively be working a program of recovery. Ten or more years of recovery is preferred.
- ❖ All nominees for bishop should be able to answer heartily, truthfully, and faithfully The Examination in the ordination service for bishops found in the Book of Common Prayer (page 517-518).
- ❖ Nominees shall have been ordained a priest at least seven years at the time the nominations are announced.
- ❖ Nominee shall give evidence of active ministry with more than one focus (e.g., parish ministry, diocesan administration, participation in wider church initiatives)
- ❖ Nominees shall be priests or bishops in good standing in the Episcopal Church.