

SEARCH COMMITTEE JOB DESCRIPTION

Episcopal Search Process for the X Bishop of the Episcopal Church in Minnesota
Search Committee Job Description & Application
Submitted by the Standing Committee of the Episcopal Church in Minnesota

Welcome to the discernment process for the next Episcopal bishop of Minnesota! The ECMN Standing Committee anticipates this process to be intensive, exciting, generous, faithful, participatory, and inclusive. There will be many ways to participate: as a member of an existing governing body, as a member of the Search or Transition Committees, as members of the ECMN household who pray daily for the search and transition process, as participants in giving feedback for the ECMN profile, or in a candidate “walk-about” and collective discernment. It’s “all-hands-on-deck time,” and a life-giving, hopeful process will require the gifts, prayers, patience, and engagement of all members of our beloved church in Minnesota. Welcome aboard!

If you are discerning participation on the bishop Search Committee, please read through the following job description. Please consider the responsibilities associated with the Search Committee, and spend some time in contemplation and prayer. Of the many ways to participate in the bishop search process, is membership on the Search Committee the way that best aligns with your gifts, time, and talent? If you discern the answer to that question is “yes,” then please complete the online application by **Friday, January 4, 2019**. You will receive a response from the Standing Committee by **Tuesday, January 15, 2019**.

Roles and responsibilities

Very specific roles and responsibilities, along with a detailed timeline, will be presented to the Bishop Search Committee by the consultant at the Search Committee organizing retreat January 25-26, 2019 at the Episcopal House of Prayer in Collegetown, Minnesota.

1. In all things, the Search Committee will create Holy Space for the Episcopal Church in Minnesota to discern our identity in Christ and to understand and articulate our hopes and dreams for the future. The Search Committee is charged and entrusted with the deep spiritual work of helping each person who is drawn to contemplate the possibility of serving God as our bishop to explore the gifts and vision that she/he might bring to Minnesota.
2. On behalf of ECMN, the Search Committee will select 3-5 candidates to be sent to the Standing Committee for nomination – individuals whom they believe God is calling us to consider as we prepare to elect the X Bishop of the Episcopal Church in Minnesota.
3. The initial task of the Search Committee is to develop and publish an ECMN profile which communicates the desires, hopes and dreams of the people of ECMN. The process will optimally encourage the involvement of both laity and clergy and draw from the rich and complex history and diversity of ECMN which spans theology, liturgy, gender, ethnicity, race, culture, social class, geography, and sexual orientation.
4. The Search Committee will function as a collaborative team, with specific roles and responsibilities assigned to each member, according to their gifts. They will share the

workload as equally as possible, and mirror the generous, mutual, expansive relationships we hope to have with our next bishop.

5. All costs associated with serving on the Search Committee (travel, needed overnight accommodations, food, etc.) will be covered.

Gifts we hope will be represented on the Search Committee

While no one person possesses all gifts listed below, it is our hope that each member will embody, and will deploy generously, one or more of these gifts as members of the Search Committee.

- Deep listening
- Analytical and organizational skills (administration, detail-oriented, tracking, recording, time-management)
- Written and communication skills
- Understanding of group discernment
- Emotional maturity (ability to understand the goal of the search process as a good and holy match for all of ECMN, not “the best bishop for me and my personal needs,” knows “what will bounce and what will break,” avoids creation of cliques or “us v. them” thinking)
- Compromise and ability to bring about consensus or help a group make hard decisions
- Pastoral (ability to help a team focus on the pastoral needs and integrity of candidates)
- Enthusiasm, eagerness, and energy
- Spiritual grounded-ness
- Knowledge about the Episcopal Church (worship, liturgy, history, polity, governing canons & constitution, how the church is organized and how it works)
- The gift of encouragement
- Technological facility and expertise

Expectations

It is expected that each member of the Search Committee will:

- Be able to give 10 hours per week (on average – some weeks more, some weeks less) to the work of the Search Committee
- Attend both retreats (Organizing Retreat – Jan. 25-26, 2019 - and candidate discernment retreat – early fall 2019) for the entire time and arrive prepared and focused
- Have experience and skill in serving on a team, including the gifts needed for effective teams: responsibility, honesty, collaborative decision-making, trust-building, and conflict management
- Have access to the internet, and be able to work online (Zoom, Google Docs, Dropbox, etc.)
- Be responsive to e-mail and phone calls and prioritize communication with fellow team members
- Pray for the search and discernment process *daily* and maintain a regular spiritual practice and active membership in an ECMN faith community.

- Approach the process as a marathon, not a sprint – meaning, being able to stay with the process over the long haul, including times of challenge, frustration, and grunt work
- Has completed Safe Church training and a background check in the last five years

Committee size and composition

The Standing Committee will dedicate 8 positions on the Search Committee to establishing a representational balance between geographic regions and mission areas throughout ECMN. The Standing Committee will appoint up to 6 additional people to balance out needed spiritual gifts, and ensure diversity of culture, race, color, gender, sexual orientation, and ministerial order (laity and clergy). The Standing Committee will appoint the Search Committee chair.

APPLICATION

You can find the application online at: <https://www.surveymonkey.com/r/ecmnsearchcommittee>