

## Upcoming Events

**Peer Coach Training-**  
March 10, 2016

**College for Bishops Board Meeting-**  
April 25-26, 2016

**Project Resource-**  
June 14-16, 2016

**Living Our Vows Residency-**  
June 27-July1, 2016

**College for Bishops Board Meeting-**  
Fall 2016

**New Bishops and Spouses/Partners-**  
January 16-20, 2017

**Living Our Vows Residency-**  
June 5-9, 2017

## the COLLEGE for BISHOPS BOARD OF DIRECTORS

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## PLEDGES FROM THE HOUSE OF BISHOPS

We are grateful to those who contribute financially towards the work of the College for Bishops. Annual Giving income totaled \$87,248 in 2015. Thank you to the following active and resigned bishops who gave or made pledge payments in 2015:

Gladstone B. Adams, III, Central New York  
Laura Ahrens, Connecticut  
J. Neil Alexander, Sewanee  
J. Scott Barker, Nebraska  
John Bauerschmidt, Tennessee  
Barry Beisner, Northern California  
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Thomas E. Breidenthal, Southern Ohio  
Frank Brookhart, Montana  
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Michael Garrison, Resigned, Western NY  
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Wendell Gibbs, Jr, Michigan  
Susan Goff, Virginia  
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Duncan Gray, III, Mississippi  
Mary Gray-Reeves, El Camino Real  
Clark Grew, Resigned, Ohio  
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Doug Hahn, Lexington  
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Rayford High, Fort Worth  
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Herman "Holly" Hollerith, Southern VA  
Mark Hollingsworth, Jr, Ohio  
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Carolyn Irish, Resigned, Utah  
Russell Jacobus, Resigned, Fond du Lac  
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Russell Kendrick, Central Gulf Coast  
W. Michie Klusmeyer, West Virginia  
W. Nicholas Knisely, Rhode Island

Chilton Knudsen, Maryland  
Edward J. Konieczny, Oklahoma  
Jay Lambert, Eau Claire  
Paul E. Lambert, Dallas  
Stephen Lane, Maine  
Mark Lattime, Alaska  
Edward Lee, Resigned, Western Michigan  
Jeff Lee, Chicago  
Edward S. Little, II, Northern Indiana  
Bruce MacPherson, Resigned, Western LA  
Jay Magness, Federal Ministries  
Jim Mathes, San Diego  
J. Scott Mayer, Northwest Texas  
Dorsey McConnell, Pittsburgh  
Charlie McNutt, Resigned, Central PA  
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Todd Ousley, Eastern Michigan  
Jacob Owensby, Western Louisiana  
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Brian Prior, Minnesota  
Lawrence C. Provenzano, Long Island  
Rayford Ray, Northern Michigan  
David Reed, West Texas  
David Richards, Resigned, Costa Rica  
Gregory Rickel, Olympia  
Bavi "Nedi" Rivera, Eastern Oregon  
Sean Rowe, Northwestern PA  
William E. Sanders, Resigned, East TN  
Alan Scarfe, Iowa  
Gordon P. Scruton, Western Massachusetts  
Brian Seage, Mississippi  
James Shand, Resigned, Easton  
Prince G. Singh, Rochester  
Mark Sisk, Resigned, New York  
Rob Skirving, East Carolina  
Andrew Smith, Resigned, Connecticut  
Kirk Smith, Arizona  
Michael Smith, North Dakota  
Wayne Smith, Missouri  
John Smylie, Wyoming  
William "Chip" Stokes, New Jersey  
Eugene Sutton, Maryland  
John Tarrant, South Dakota  
Porter Taylor, Western North Carolina  
Morris K. Thompson, Jr, Louisiana  
Michael Vono, Rio Grande  
Charles vonRosenberg, South Carolina  
James Waggoner, Spokane  
Andrew Waldo, Upper South Carolina  
Catherine Waynick, Indianapolis  
Terry White, Kentucky  
Dean E. Wolfe, Kansas  
Stewart Wood, Resigned, Michigan  
Robert Wright, Atlanta  
Wayne P. Wright, Delaware  
George Young, East Tennessee



The Rt Rev'd David E. & Helen R. Richards

# COLLEGEforBISHOPS

## 2015 Annual Report

Dear Colleagues and Friends,

If 2014 was a year of exploration, then 2015 was a year of realization of some hopes and dreams. Most of these hopes and dreams will be "highlighted" throughout the report.

**Project Resource**, a program to assist Diocesan Teams to "raise people and resources" was held in September in Denver, Colorado. The week-long session was made possible by funding from the College for Bishops Leadership Fund, tuitions, and support from The Development Office of the Church, The Episcopal Church Foundation, and "in kind" services by all of the speakers. For a first-time offering of an event with high expectations, it was very well received by the 15 Diocesan Teams present. Planning for the 2016 event, to be held in Atlanta, GA beginning June 14th, will include changes made in response to the evaluations of the participants and sponsors. It promises to be even stronger and more valuable to participating dioceses. As of the date of this publication, we are almost fully subscribed. Please see the article by The Rev'd Charles LaFond of the Diocese of Colorado on page 2 for more information.

The Rev'd Alisa Carmichael of the Diocese of Southwest Florida is serving as the designer and manager of the new online "**Leadership Education Broadcast**" which sends, on a monthly basis, articles of potential interest to all TEC and Canadian Bishops. At the April 2016 meeting of the Board, there will be decisions made about including interactive capability, streaming videos, and creating webinars for this broadcast. See more about this work on page 3 of this issue.

Our research survey on Bishops and Partners Partnerships, conducted by Dr. Marla Martin Hanley of the Diocese of Oregon, is complete. It contains a wealth of insights into our ecclesiastical and personal lives. The participation in this work by the "Community of Bishops, Spouses and Partners" was overwhelming. You can learn more about this work on page 3 as well.

Participation from The Episcopal Church and The Communion in our annual and semi-annual conferences continues to be strong. We will add The William and Sydney Sanders Conference on Orderly Transitions to our offerings in 2016. Fliers have been distributed electronically, and more will be available at the HOB meeting at Camp Allen should you have interest in attending this conference.

While our sources of revenue: tuitions, grants from General Convention (thanks to everyone who helped), Annual Giving, and Leadership Fund gifts have remained strong. We are hopeful that the markets will be kinder to us in 2016.

We remain committed to the mission of the College, as highlighted in purple below, and we look forward to serving the Church in 2016.

Faithfully,

The Rt Rev'd J. Neil Alexander  
President, Board of Directors

The Rt Rev'd F. Clayton Matthews  
Managing Director

## THE MISSION OF THE COLLEGE FOR BISHOPS

To provide opportunities for education and formation that will strengthen bishops in their personal lives, as diocesan leaders in God's mission and in their vocation to God as a community of bishops in service to The Episcopal Church.





Project Resource

The Diocese of Chicago describes Project Resource as “a teaching and resource program that assists philanthropy and raises funds needed in God’s mission by making available a collection of easily usable, scalable and replicable tools and best practices that can be adapted to any congregation or context. The resource is also constantly growing as participating congregations contribute their knowledge and best practices.”

Jesus raised money, says the Gospel of Luke. Our clergy and those who become Bishops, however, were not well-trained in the practical tools and best practices used in effective financial development and membership growth. Lay leaders and clergy face deep resistance to leadership on resource development; and yet, they find that the absence of that knowledge hinders their mission daily. Churches need financial and human resources, and people want to give.

Project Resource is a new program, born out of challenging conversations in an Advisory Council on Financial Development hosted by Presiding Bishop Katharine Jefferts Schori from 2011-2015. The question was how to better train and resource clergy and lay leaders in effective financial development and membership growth training to raise resources for mission. Project Resource was designed and written to train Bishops and their teams of leaders to adopt this new training resource and to courageously take responsibility for providing capacity-building training within their dioceses as traveling, resident consultants.

The more than 200-page resource manual, with 170 model documents and coaching tools, was designed and written so that a Project Resource-trained bishop or diocesan lay or clerical leader could use the manual in hard copy or its web-based form as each travels and works among churches in his or her own geographical and social context. With all of the materials on line, any section, teaching exercise, icon or model document may be downloaded within moments to a tablet or phone for use in a meeting or class. Clergy, lay leaders and churches no longer need to re-invent the wheel and need not spend money on consultants until that expenditure is essential. **Bishop Dan Edwards** writes “*Project Resource is a top of the line, inspiring but pragmatic stewardship program. We have formed our first Diocesan Stewardship Commission to offer ongoing consulting support to key parishes in implementing Project Resource this year, adding more parishes next year. Already six congregations that historically recruited a single stewardship person in September have formed full stewardship teams in January.*”

Grounded in the spirituality, prayers and theology of a series of twelve carefully-chosen icons, the four days of teaching were divided into day-long sections with intense teaching from the resource manual on annual pledge campaigns, planned giving programs, major gifts programs, a membership growth model called “come and see” along with sections on communications, self-care, hosting meaningful conversation for case development and how diocesan and parochial development efforts overlap and, sometimes, even compete for donors.

**Bishop Scott Barker** writes of Project Resource “*At the conclusion of the first Project Resource gathering in Denver, one of our team members shared that, ‘This was the best conference of any kind that I have ever attended.’ That level of enthusiasm for the challenging work of changing our culture around how the church raises money has continued uninterrupted in the Diocese of Nebraska. Participating Rectors have already seen extraordinary results in major gifts work at the parish level, and a pilot program to empower representative churches from across the diocese to change how we do annual pledge drives has just kicked off and is being met with real enthusiasm. This is transformative work!*”

Article written by Chief Designer and Lead Presenter The Rev’d Charles LaFond



NEW BISHOPS AND SPOUSES/PARTNERS CONFERENCE

Left- Marla Hanley (faculty) leading a plenary session  
Right- Clay Matthews (faculty), Brian Seage- Mississippi

2015 COLLEGE FOR BISHOPS PROGRAM REPORT

**90-Day Companion Program:** assigns bishop companions to bishops-elect to assist them in the transitional period between election and consecration.

- 6 companion relationships were established in 2015

**New Bishops and Spouses/Partners Conference:** assists the newly-elected bishops and their spouses/partners in forming community and examining the transitional issues all are facing as they enter a new location, new expectations and new responsibilities.

- February 2015 – 4 bishops and 4 spouses participated

**Living Our Vows Residency:** provides opportunities for new bishops to gather in community, to reflect on the gifts and authority of the episcopate, and to acquire resources to lead and serve dioceses effectively and faithfully.

- May 2015 – 26 participants (including participants from Canada, Mexico, and El Salvador)

**Project Resource:** offers a teaching and resource program that assists philanthropy and raises funds.

- September 2015 – 15 bishops, 31 clergy, and 29 lay participated

**Living Our Vows Peer Coaching:** provides a three-year collegial relationship for new bishops that supports spiritual health and personal development, and equips new bishops with skills for transformative leadership.

- 36 coaching relationships continued or begun in 2015

RESEARCH STUDY

The Rev’d Alisa Carmichael- Leadership Education Broadcast:

The College for Bishops Leadership Institute was established in the spring of 2015 to provide educational resources for *new* bishops as well as trending information resources for *all* bishops. Primary goals for this project are: to make current, broad-based, reliable information readily available; to create continuous learning opportunities by making resources readily available online; to encourage conversation about leadership and mission; to foster innovation in leadership and mission. Content for the College for Bishops Leadership Institute includes: online articles, research studies, book reviews, podcasts, videos, interviews, blog posts, website links, and recommended resources for further study. An e-newsletter is sent out each month with links to new items, and all current items are available on the Leadership Institute webpages.

Marla Hanley, PhD- Research Update:

“Fulfillment of Mutual Affection: Bishop and Spouse Partnerships in the 21st Century” is the latest research sponsored by the College for Bishops and the Spouse and Partner Planning Group. Dr. Hanley’s research explored how election as bishop in the Episcopal Church affects not only the person elected but the sense of vocation of the spouse/partner and the couple’s relationship as well. This study built upon Therese Sprinkle’s 2008-2010 research on spouse roles, the theology of vocation in our Baptismal Covenant, and David Whyte’s The Three Marriages: Reimagining Work, Self and Relationship (Riverhead/Penguin, 2009).

Beginning last spring, 230 bishops and spouses/partners responded to a lengthy survey detailing the life shifts, time and energy demands, perceptions of roles, impact on identity, impact on marriage, and losses they have experienced. Nearly half of the couples in which the bishop is active and about one-fifth of those resigned participated. Hanley analyzed differences between responses of spouses and bishops, active and resigned, and six different cohorts determined by year of election. She then conducted individual interviews last summer and fall with a select group of participants to explore certain issues in more depth.

The findings illustrate the significant impact of election, suggest challenges that typically arise during transition, and identify which issues may persist beyond the first 3-4 years. Participants also reported considerable blessings they encountered as well as strategies they used, including spiritual practices, healthy boundaries and seeking to maintain activities beyond the Church. They report finding support from coaches, colleagues, spiritual directors, other bishop spouses, and the College’s Living Our Vows program. The research highlights the importance of mutual respect for the vocations of both individuals as children of God, as people linked in family relationships and as souls responding to God’s call to serve, both in and beyond the Church.



LIVING OUR VOWS GRADUATES

Congratulations to the following members of the Class of 2013 who completed the three-year Living Our Vows Program in June 2015:

**Front Row L-R:** Rob Hirschfeld- New Hampshire, Santosh Marray- Alabama, Dorsey McConnell- Pittsburgh, Enrique Trevino Cruz- Cuernavaca, Doug Hahn- Lexington, Jeff Fisher- Texas

**Back Row L-R:** Jake Owensby- Western Louisiana, Nicholas Knisely- Rhode Island, Rob Wright- Atlanta, Doug Fisher- Western Massachusetts, Jay Lambert- Eau Claire, Susan Goff- Virginia

2015 Financials

In 2015 the College for Bishops Office was responsible for the day-to-day financial administration, with oversight by the Board.

2015 Total Income \$346,952



■ House of Bishops	\$84,248
■ General Convention	\$79,033
■ Program Tuition Fees	\$97,000
■ Leadership Fund	\$81,671
■ Episcopal Church Foundation	\$5,000

2015 Total Operating Expenses \$363,016



■ Program Expenses	\$255,699
■ Development & Support	\$90,292
■ Fundraising	\$17,025