

Joint Standing Committee on Nominations

Meeting at the House of the Redeemer, New York City
Monday, March 05, 2007

Present: Theodora Brooks, Brownie Brown, Matt Chew, Louie Crew, Nell Gibson, Ed Godden,
Russ Jacobus, Russ Palmore, Chet Talton.

Absent: John C. Bauerschmidt, Jorge Gutierrez, Sara McGinley

← Marks action items

Tuesday, March 06, 2007

7 p.m.

The Committee excused our three absentees. John Bauerschmidt was appointed only last week and could not adjust his schedule to attend this meeting; Jorge Gutierrez has bronchitis or pneumonia; Sara McGinley's child is suffering from leukemia.

Main tasks of this meeting:

1. Hear from representatives of various boards and councils for which we will choose nominees for GC 2009
2. Finish application forms and determine venues and advertising
3. Develop the talking points on recruiting applicants
4. Develop list of other key committees, associations, boards, events to be matched to a list of the JSC Nomination visitors
5. Review and adjust our committee time line
6. Subgroup for report to the Standing Committee on Structure
7. Leave ready to recruit applicants for nominations.

We want to develop key talking points on recruiting.

We want to assess the key talents of those going off the bodies for which we nominate so that we ensure that those we nominate can fill special skill sets needed by the bodies.

We want to ask our visitors from the boards:

- What excites you about your board?
- What effects does diversity have for you?
- What sri experience?

8:30

Harold Brown, Louie Crew, and Ed Godden will serve as a committee to look at terms of members of this committee with a view to recommending change to the Committee on Structure. ←

We tweaked the application form drafted extensively in Chicago. See pages 18-19 at the end of these minutes.

We committed ourselves to visit a wide range of groups to promote applications. Each of us commits to promote the process at our own diocesan conventions, and where possible, at surrounding conventions. We will contact those in charge of these meetings in advance to seek 3-10 minutes on the addenda of the meeting. ←

10 a.m.

We met with Richard Tombaugh, Executive Secretary of the Board of Examining Chaplains and administrator of the General Ordination Exam:

What do you think it is important for this committee to know and to consider for nominees?

The most important thing is that the nominees in each category have a commitment to the academic examination process.

E.g., the faculty category: I was a reader in the early 70s when the GOEs first began. In looking over the history, in the minds of the people who invented the category, the faculty category was meant to be populated by professors from seminaries. At the moment we have only two. We need that connection with the seminaries. There has always been some angularity about it with the seminaries. We need their expertise about what is being taught.

We need faculty related to the disciplines we are examining. Biology is less helpful to us than history. We make up some of that by accident: e.g., some in the clergy category come with advanced academic work that helps.

For us to do our job, to frame questions and to supervise the grading of the answers, we need people with the expertise.

It helps if Board members have previously been readers. This year we have seven new members, five of whom have never been readers. They were elected in July and at their first meeting, in October, they put finishing touches on questions, and, understandably, they were overanxious at the following meeting when they supervised the training of readers.

[Should we ask specifically for this kind of experience? The description used for 2006 specified skills most urgently needed. – LC]

Richard Tombaugh will provide us a list of readers in the past few years. *Blue Book 2006* stressed competencies of special interest for the 2006 election.

We need someone with expertise in the examining category of Holy Scripture, particularly the New Testament. We are currently covered with skills in Christians Ethics and Moral Theology. We need someone new with skills in Liturgics and Church Music.

We need a seminary person. We have a professor of history at Miami University in Ohio, but that is not the same as Church History.

Should we recommend to structure to that the canons be revised to specify seminary faculty?

I would not want to rule out the university faculty, but we do need more seminary faculty.

[We might recruit Bishops Thomas Breidenthal and Neil Alexander.]

Richard Tombaugh will provide us with draft wording for our description, as well as a review of who is going off.

When Robert Leiderhoff chaired the GBEC, he always nominated all current members who were willing to go forward, to keep seasoned persons. Richard Tombaugh says that the Board will continue to see to it that those who are willing to do a second term will be suggested to us.

Chet Talton: Are there specific people known to you who would help increase the diversity of the Board?

My way would be to have the list of nominees so gold-plated that we would have no problem with anyone.

What about diversity on the Board? Only six women were nominated last time.

Yet the number of women altogether on the board now is just under 50%.

We have very little racial diversity: Tony Lewis was it for a while. Juan A. Quevedo-Bosch (in the category 'Clergy with Pastoral Responsibility') was elected last time and is the first Hispanic person on the Board in Richard Tombaugh's tenure.

If you seek to have repeats, how do you suggest we meet our mandate for diversity?

Richard Tombaugh: I took it upon myself to increase diversity among the readers. You have the influence on nominees for the Board.

Louie Crew: Have diversity issues been a part of the questions for the examinations?

Yes.

Louie Crew: *Do all dioceses use the GOEs?*

Six or seven have not been used it in the last 5 years. Another 10 do not use it in any one year because they don't have current graduates. See recent exams at http://www.er-d.org/1521_10705_ENG_HTM.htm -- the website Office of Ministry Development of Ministry Development.

These were elected to the Board in General Convention in 2006: **Bishop:** Rt. Rev. William O. Gregg; **Lay Persons:** Ms. Rebecca Snow, Dr. Peter W. Williams; **Priests with Pastoral Cures or in Specialized Ministries:** The Rev. Dr. Katharine Black, The Rev. Dr. Mark R. Kowalewski, The Rev. Juan A. Quevedo-Bosch; **Members of Accredited Seminary Faculties or Other Educational Institutions:** The Rev. Canon Dr. Stephen Holmgren, The Rev. Dr. Vesta Kowalski, The Rev. Dr. Richard D. McCall. See P.34 *Blue Book 2006* for the full slate.

The entire GOE process is now electronic -- submitting responses to the examination and reading.

In the description of the needs of the GBEC, we might take out '*usual location of meetings from our description.*' We no longer use Camp Allen because they are not wired. We might also revise the number of meetings required: there are 3 meetings of a day and a half.

Richard Tombaugh: This is one of the most rewarding jobs I have ever had in the church, largely because of the dedication and competence, and the commitment to fairness of all who participate. Except for reasons of health, most of our board members want to stay on, as do most of our readers.

Louie Crew: Is there any way for someone who failed to appeal the decision?

Richard Tombaugh: One may take the exam again in the next sitting. Or a diocese may work out its own remedy, such as local mentoring and determination of competence in specific areas of weakness. We make no claim for absolute judgment: the exam is diagnostic, not the Last Judgment.

Our process assures a minimum of idiosyncratic evaluations. Two readers must read. They must agree on the score and on the paragraph of response. Then the chaplain (supervisor) must also agree. Sometimes the chaplain may say to the readers: 'You have been over generous or too parsimonious.'

If on a set of subjects, a student gets five scores of 2 or 1, the student's responses are read by additional persons.

In early years the examinations were done in seven locations. Statistical analysis showed results varied significantly from place to place. Educational Testing Service (ETS) advised us to train all in one place at one time. That promoted more uniformity and fairness to our assessments.

One-third of the examinees are trained outside Episcopal seminaries. We need private administrators for those examinations. The average age of examinees has not yet come down as much as average ages reported for students at seminaries.

Harold Brown: Do we need to restore Board of Theological Education (BTE)? BTE was combined with Ministry to become Ministry Development.

Harold Brown: Rumor was the some bishops used the GOEs to reinforce their prejudice, to stop someone dead in the tracts. We documented that was being done in some cases.

Richard Tombaugh: Former students of mine were on each faculty when I visited the seminaries asking for advice. They said the myths about bad exams are quite out of date.

Richard Tombaugh: Rarely are the GOEs a go/no-go piece for ordination.

Russ Jacobus: The exams are just one of many pieces in the discernment.

Louie Crew: Do any faculty members complain that the GOE pressures them to teach to the exams?

Richard Tombaugh: I haven't heard them, but surely some would. The seven competency areas are now respected. We had a huge hue and cry about including a question about the Carolinian Divines, and some said we don't teach that now. But it was an open-book question. Furthermore, that topic was listed in our brochure to which all examinees had access in advance.

Russ Palmore: The angularity needs to be addressed.

Richard Tombaugh: We started giving GOEs in 1972. Some were very easy, some very hard. Some had bias. They were vastly different everywhere.

Richard Tombaugh: I did not anticipate how powerful the internet would be to my work. In the most recent exams, I supplied the examinees with hard copy of their passwords as well as with electronic copies. After the exams, 60-70 examinees wrote thanking me for the note, for caring for them. In the past the exam had seemed like a hard object from outside without human edges.

Richard Tombaugh: We need seminary people in all of the five formal academic areas: I will get to Ed Godden the specific criteria we need in the description.

See <http://Episcopalgbec.org>. The site is not primarily for public viewing, but our tool for sharing and scoring. It's very hard to find the GOE material on the TEC website.

The House of Bishops is the only House that elects the GBEC members.

Note: One day later, Richard Tombaugh sent the following amplification:

Dear Ed,

Thank you for the opportunity to meet yesterday with the Joint Standing Committee on Nominations. I especially appreciated the openness of the discussion and the opportunity to answer questions about our process of evaluation.

I am responding to your two requests.

(1) The attachment lists those members by category who will be completing their second terms in 2009 and need to be replaced and also those members who are eligible for reelection to a second term. As we discussed, we will want all of these persons to be included in the list of 2009 nominees. Please let me know if I need to take any further action to bring their names before the committee.

(2) In response to the question about areas of expertise that could be strengthened, we would be pleased to have persons nominated with expertise in the areas of New Testament, Old Testament, Christian Theology, and Church History.

Adding members of seminary faculties to our board would help in a number of ways.

I want to reiterate my offer to assist your committee in any way you think is appropriate.

Yours,

Richard Tombaugh

The attachment:

GBEC MEMBERS WHOSE TERMS ARE EXPIRING IN 2009

Bishops:

The Rt. Rev. Philip M. Duncan II

Clergy with Pastoral Responsibilities:

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The Rev. Dr. Mark Taylor Crawford (expertise in theology)
The Rev. Canon Mary C. Sulerud

Members of Faculties:

The Rev. Dr. Robert D. Hughes (expertise in theology, seminary faculty member)

Lay Persons:

Dr Mary C. Callaway (expertise in Old Testament, university faculty member)
Mrs. Jo Ann Giannini
Dr. Leonard Johnson (current chair, expertise in academic testing at the college level)

GBEC MEMBERS WHO ARE UP FOR RELECTION IN 2009

Bishops:

-
The Rt. Rev. Barry R. Howe (current vice chair)
The Rt. Rev. Larry Benfield

Clergy with Pastoral Responsibilities:

The Rev. Dr. Stephen Moore (expertise in ethics)

Members of Faculties:

The Rev. Dr. Frederick W. Schmidt, Jr. (expertise in New Testament, university faculty member)

Our debriefing after Robert Tombaugh's visit with us:

We were impressed by his commitment and attention to all details.

Diversity issues are our job; he's restricted by many other requirements.

Do we have Episcopal faculty at historic black colleges? ←

Are there listserves for seminary faculty? We might check their webmasters... ←

The Office of Ministry Development publishes GOE statistics. See http://www.er-d.org/1521_10707_ENG_HTM.htm?menupage=31613.

Chet Talton: We need one-on-one recruiting. Call people. ←

Teddy Brooks: Perhaps a psychologist on the board could suggest questions on liturgy that prompt examinees to think outside the box. ←

Russ Palmore: We need more collaboration between GBEC and the seminaries.

Bishop Charleston at EDS might be a source for us to find native peoples to nominate. ← [On March 17, 2007, Louie Crew met with 16 Native American Priests in St. Cloud, Minnesota, and urged them to help recruit people for our consideration.]

Historic black colleges can serve as a source for board recruits. What about our Hispanic connections? Louie Crew will query Anthony Guillen, director of Hispanic Ministries for TEC. ←

1 PM

We met with David Pitts, Chair of the Church Pension Board; Bishop Gayle Harris, Vice-Chair; and T. Dennis Sullivan, Director of the Church Pension Fund.

Preliminary questions we developed before they arrived:

- What are your challenges?
- What attention should we give to the publishing arm?
- What are your plans to cover lay employees?
- What are your plans regarding medical coverage?
- How do you balance social concerns with fiduciary concerns, and how might this affect our screening of potential nominees?
- Perception is that the Pension Fund controls its nominees. Is that accurate?
- How do you respond to diversity commitments?
- Who on the current board is eligible for re-election?
- What are the special skills of those not eligible for re-election?

The House of Deputies elects the whole board, and House of Bishops consents.

Louie Crew will contact the Episcopal Archives for a history of why no nominees are allowed from the floor. ←

1:30 PM

We met with representatives of the Church Pension Fund: Dennis Sullivan, Executive Director; David Pitts, Chair of the Board; and Rt. Rev. Gayle Harris, Vice-Chair of the Board.

David Pitts, Diocese of Louisiana, has been on the board for 10 years, chair for four.

David Pitts: The Fund's assets approach \$10 billion, \$8 subsidiary operations. Wayne Wright, now Bishop of Delaware, when he was a parish priest and president of NECA, tapped David Pitts to run, meeting a need of people with business experience.

The CPF Board meets on 3 times a year, but a chair finds the Board taking 20 percent of his time, especially with committee work. Especially time-intensive was the search to replace Dennis Sullivan. David Pitts said, "I had the pleasure of giving the committee assignments to Wayne when he came on the board three years ago. He is an excellent trustee.

"The Fund continues to grow in complexity and professionalism as well as in its net worth. Our staff is second to none. Results speak for themselves. Dennis is an incredible leader. Allen Blanchard was too. They are totally different, each the right person for his time.

"We have the best board I have ever worked with. Great diversity – from every aspect, women, men, people of color, sexual orientation, theological points of view. We use that diversity. When they are in the board room, they are focused on the business of the funds, completely out of the political arena.

"Gayle Harris and Peter Lee are the two vice-chairs."

Gayle Harris: It is an honor to serve; it will consume you, especially the huge number of subsidiaries. Those are the real meat of our work. One has to be more than diligent, but committed to reading reams of paper, completely aware of how our work affects the lives of clergy and their families.

[Bishop Harris presented us with a roster.] Those in red are the ones who cannot be re-elected. One-third cannot be re-elected, including three women of color. Our one auditor CPA certified is rotating off. Also, M.L. Agnew is rotating off, and we need someone to fill his position.

Four are eligible for re-election: Jim Bayne, Bishop Robert Johnson, Bishop V. Gene Robinson, Bp. Wayne Wright.

We urge you to reconsider all four of these.

Normally of the 12 up for election, we would push for 6 re-election and 6 new folks. In 2006 we had only 3 new seats, but we have 8 new seats with 4 eligible for re-election.

Dennis Sullivan: Sarbanes-Oxley is a law that relates only to publicly traded companies, but most public groups like us try to follow those guidelines. The law was spin-off from the Enron crisis. It says that the chairman of the audit committee must be financially qualified. The chairman does not have to be a CPA, but does have to have a good financial background.

Note that nearly half of the investment committee are rotating off.

With respect to clergy, the only active rector (M. L. Agnew) is not eligible for re-election. We tend to elect bishops or people who are elected bishops shortly thereafter.

Gayle Harris: Several beneficiaries are on the board – including two retired bishops and a spouse of a retired priest (Barbara Creed).

Our guests gave us a draft revision of the description of the committee. The main thing to note: “We added a couple more affiliate companies (property and causality; Credo). Last year we changed the “benefits policy committee” to “retirement programs committee” to emphasize a larger mandate. We also stress critical needs. In 2006 we talked about clergy and their families, and now we include lay employees and their families. This draft description is more time complete than the earlier version.”

David Pitts: It’s important to have the right people on the board. No nominations are allowed from the floor. You are it in specifying the choices.

Theodora Brooks: How do you sell to people in small churches that they have a place on this board?

David Pitts: It’s a name recognition thing at GC. Last time we re-elected nine incumbents, plus three ‘relatively unknowns’ (smiling): “Vince Currie, Diane Pollard, and George Werner.” It’s not a question of qualifications, but everyone knows them.

Gayle Harris: We need to recognize how our decisions affect small policies. Most bishops who serve do know the problems of small parishes, and most clergy members have at some time been in small parishes. We keep raising the concerns of those who are at the bottom.

The Church Pension Fund has seven times the money of Trinity Wallstreet.

Gayle Harris: We consult with SRI and we subscribe to our own SFRI. We try to vote with SRI and also consult about what other denominations are doing.

Ed Godden: Where is the line with CPG collaborating with other denominations to affect changes of policy? If you are apolitical, how do you work on committees?

Gayle Harris: But once elected, we are not subject to the will of other groups. It is tremendous power, but never abused yet. We make certain we are in synch with Executive Council’s SRI.

Russ Palmore: Is Church Publishing Inc. losing members by rotation more members than most at the end of the triennium?

David Pitts: This particular board has more outside directors than any other board. We have the right to appoint outside people with appropriate expertise. We are about to do this in June when Hays Rockwell rotates off; a trustee will chair the Church Publishing Committee, as does one for all other committees.

David Pitts: The publishing group is having troubles. We’re small. We’re cyclical. It’s a different world. We don’t know what we’re doing. It’s a sick little puppy that has been taking more of our time than many of our much larger subsidiaries. We are still trying to integrate Morehouse effectively. All work to achieve: 1) service to the church and 2) financial responsibility. It is not clear that the current work is meeting its service to the church. What in publishing does constitute service to the church? In the past we were a printing company. The church needs and deserves a good publishing arm. It does not need to break even in one fell swoop, but we need to show progress towards breaking even. We are not looking to solve this through nominees, but expect to solve the problem with internal management decisions.

Louie Crew: What are your long-term plans for medical coverage? Cf. A147 at GC 2006.

Sullivan: GC 2006 asked CPG to study how it might through its medical trust boards regarding coverage. It parallels current studies of the lay workers.

Louie Crew: What do you do with the black holes in your data created by those who work part-time, or less than half time, and just don’t show up.

David Pitts: We're focusing first as a pilot study in USA and we're gathering data on as many as we can.

Dennis Sullivan: We need something more comprehensive and just.

Louie Crew: Might you help hold the Anglican Communion together by sharing expertise in pensions with other provinces?

Dennis Sullivan: Brazil has been here to visit. Burundi, Liberia, and Mexico: have all begun this conversation.

Gayle Harris: We want to do this, but our legal mandate under the laws of New York is to serve The Episcopal Church. We have to be clear about that. We cannot provide help to any extent that we might become liable.

David Pitts: Do we need to expand our work beyond business work? E.g., if you pooled the investments in Episcopal institutions and could get the kind of return that we are getting, would that not help the church?

Louie Crew: What kind of conversations have you had about Millennium Development Goals.

Dennis Sullivan: None yet. The Presiding Bishop is encouraging us to do so.

Louie Crew: You obviously cannot give away pensioners' money, but you can invest it, and you can use your clout as share-holders to influence policies of large corporations.

David Pitts: Launching Credo was a stretch for us too. Some complained, "You are decreasing my pension by doing it."

Nell Gibson: What percentage of the board is under 40?

David Pitts: Nobody

Louie Crew: Please explain how a "defined benefit" works so that we can respond when people ask what benefits those departing The Episcopal Church can take with them?

Dennis Sullivan: We are a "defined benefit." You do not have an account as you would with a "defined contribution." You have a calculation to made for you at the time that you retire. It takes 5 years to be vested.

If anyone leaves, if vested you get your pension frozen at its value on that date.

We are a creature of GC and will do what it told with in the constraints of the laws of NY (or other states).

The CPG has the power to appoint non-trustees to the boards only of the affiliate companies, not to the CPG committees.

3 PM With Anne Karoly

I work with the logistical end of what your committee does. My main work is with publications – *Blue Book*, *Journal of General Convention*, et al. We will prepare all of your nomination applications together in a booklet. We send out responses – decline/accept; and we track down pictures and bios. We then get the actual nominations ready for the *Blue Book* and for the Committee's report.

We are responsible for our Report (no more than 2 pages usually) in the *Blue Book*, and then for each of the boards we publish descriptions of the boards and what they are looking for – the same material that we send out with our application forms.

Anne Karoly and Gregory Straub will explore in-office solutions to the cgi script needed for responding to the application form online. Louie Crew will send Anne Karoly an electronic copy of the latest draft of the form. ← [Done. Louie Crew]

See <http://www.dioceseofnewark.org/mv/mvsurvey.html> for an example form online that Louie Crew prepared for the Minority Vendors Task Force of the Diocese of Newark. When one completes the form and clicks on the SUBMIT button, a hidden script in the code for the page directs the response to the person who maintains the diocese's Directory of Minority Vendors.

We told our guests: We want the application forms done sooner. We want to visit other meetings and boards to encourage application.

We revisited our time-line from Chicago:

Anticipated Meeting Schedule for the Triennium.

We do not expect to finalize these dates until our conference call in December 2006.

11/2006 Organizational meeting and anti-racism training (i.e., the present meeting)

12/2006 Conference Call meeting to bring on board the absentees from the first meeting and to set the calendar.

Feb/Mar 2007 Meeting in New York with representatives of boards and committees; get application form in final form; decide on advertising venues; decide on potential recruitment pools.

~~*10/2007 Conference call to approve application forms and advertisements.
We anticipate having these ready*~~

By late Spring 2007.

~~*11/2007*~~ *Forms and advertisements are sent out and made available. Assign reference checks as applications come in on persons who have not served before.*

5/1/2008 Applications must be submitted and postmarked by ~~May 1st, 2008~~. February 1st, 2008.

~~*6/2008*~~ *3/2008 Meeting face-to-face to begin to review, evaluate, and rank the applications. [later in the month is preferable.] Assign additional reference checks. Analyze the pool for diversity, size, and other variables, and assign recruiters as needed.*

~~*9/2008*~~ *6/08 [late in the month] Final face-to-face meeting to finish nominations. Write the Blue Book report.*

8-17 July, General Convention Anaheim

Anne Karoly: Last time we made about 600 copies of the application form and descriptions. You need to plan graphics 2-3 months in advance and know in advance the deadlines for *The Living Church* and *Episcopal Life*. *TLC* does not reach many, but does the Parish Administration issue (4 times a year) you reach far more people.

[Louie Crew has request ad rates and deadlines from The Living Church at Livngchrch@aol.com and from *Episcopal Life*, Dorothy Kelso, Advertising Director, dkelso@episcopalchurch.org] ←

We need to prioritize some applicants on a waiting list in case some of those we choose drop out after we notify them.

Diocesan communicators may help us.

We will seek prominent placement on Episcopal Church website.

We might piggy-back copies of the ad with some of the routine/special mailings to deputies and ccab members from the General Convention..

We discussed not sending rejection letters until those nominated have indicated their acceptance.

4 PM

Gregory Straub spoke to us about our relations to the General Convention Office and about the expectations for Executive Council. Executive Council is diverse in many ways. Province 9 now has 4 members. There is a broad diversity in race, culture, and language. We have two token young people. We have very few conservatives.

If someone gives money not sought to fund participation of persons from Haiti, Hawaii, etc., we are able to receive it.

7:00 PM. Bible Study

7:20 PM. We responded to the visit by the leaders of the Church Pension Fund.

We might look for nominees who have interest and expertise in fiduciary matters as they relate to public policy.

What are the top business schools, and who among their recent graduates list being Episcopalians?

Louie Crew reports: *Forbes Magazine* ranks these as the top ten business schools:

1. Harvard
2. Columbia
3. Chicago
4. Dartmouth
5. Yale
6. Pennsylvania (Wharton)
7. Stanford
8. University of North Carolina (Kenan-Flagler)
9. Northwestern (Kellogg)
10. University of Virginia (Darden)

If The Church Center does not come through with the web submission for, we might ask The Standing Committee on Communications to do that for us. ← [Louie Crew has queried them, but with no response after 10 days]

Terry Roberts roberts_terry@hotmail.com in Duluth, MN is liaison to The Standing Commission for Small Congregations and might identify venues to promote applications. ← [Louie Crew has queried her.]

Talking points when we visit groups to recruit people

1. Stress the democracy of The Episcopal Church and this as a venue to get into the backroom
2. Who might you know that you could tap?

3. Finding people who have already been doing ministry and encouraging them to expand the ministry.
4. It's not a defeat if you don't win: part of the process is getting name recognition.
5. Is it also possible that the President of the House of Deputies will notice the runners-up and might appoint some of them to other assignments.
6. You don't have to be a deputy to serve on any one of these four bodies.
7. Vince Currie noted: "you're talking about the core leadership of the church, and it could be you."
8. Church is serious about trying to increase the diversity of these boards
9. We have come here to see you because we know that you have an interest in the wider church
10. Not sure how much David knew about kingship when he was tapped; it is all the more important the Samuel tapped him. We are in the business of tapping people.
11. [Louie Crew found this one important to add after meeting with Native American priests in Minnesota]. Share with them the relevant changes we made in the application form. For example, we cut the wording 'Name 4-5 boards on which you have served.' Underscore that we are not just looking for the same old same old.

Wednesday, March 7th

We brainstormed about the venues we will notify regarding the application form and descriptions of the assignments:

Louie Crew will ask Canon Kendall Harmon to help amplify this 'starter' list of conservative venues:

- American Anglican Council <http://www.americananglican.org/>
- Lay Episcopalians for the Anglican Communion <http://www.layepiscopal.org/>
- Anglican Communion Network <http://www.acn-us.org/>
- Anglican Communion Institute <http://www.anglicancommunioninstitute.org/>
- Forward in Faith http://www.forwardinfaith.com/about/na_index.html
- Brotherhood of St. Andrew <http://www.brotherhoodstandrew.org/>
- Mothers Union http://www.themothersunion.org/province_usa.aspx

Louie Crew culled these progressive venues from the site of the Consultation

- Integrity <http://www.integrityusa.org>
- TransEpiscopal
- Episcopal Urban Caucus <http://www.episcopalurbancaucus.org>
- Episcopal Peace Fellowship <http://www.episcopalpeacefellowship.org>
- Episcopal Women's Caucus <http://www.ewc-ecusa.org>
- Union of Black Episcopalians <http://www.afroanglican.org/ube>
- Episcopal Ecological Network <http://www.open.igc.org/trp>
- Episcopal Church Publishing Company <http://www.thewitness.org>
- Episcopal Network for Economic Justice <http://www.enej.org/>
- National Episcopal AIDS Coalition <http://www.neac.org/>
- Episcopal Asiamerica Ministry Advocates
Associated Parishes for Liturgy and Mission <http://www.associatedparishes.org/>
- Province VIII Indigenous Ministries

Others noted that we should also notify:

- Altar Guild <http://www.episcopalchurch.org/altarguild.htm>
- Everyvoice.net <http://www.everyvoice.net/index.php>
- Gathering the Next Generation <http://www.gtng.org/>
- Girl Friendly Society (GFS) http://www.episcopalchurch.org/41685_3041_ENG_HTM.htm,
pbryant@acninc.net

- Via Media <http://viamediausa.org/start.html>
- Standing Commission for Small Congregations (ask Bonnie Studdiford, bonnies@blazenetme.net)
- American Association for the Diaconate <http://www.diakonoj.org/>
- The 2020 Task Force <http://members.aol.com/TaskForce2020/>
- Native American Ministries http://www.episcopalchurch.org/native_american.htm
- The Communications Committee. ← [Louie Crew has already written to that committee to amplify our lists of contacts, specifically listserves for dioceses.
- Chairs of all deputations.
- Administrators of all provinces
- Presidents of all provinces
- Seminary deans
- Seamen's Institute
- Episcopal Church Women Presidents
- Triennial Delegates
- Deployment officers
- Commission chairs
- Bishops/Deputies listserve
- All bishops.....
- All diocesan secretaries
- Executive Council
- All Episcopal schools
- Director of the National Association of Episcopal Schools
- All Committees, Commissions and Boards (see a complete list with individual rosters at <http://www.ecusa.anglican.org/gc/ccab/ccab.htm?menu=menu19820>)

Louie Crew will cull the email addresses of all affiliate organizations in the *Red Book*. ←

We want to reach Episcopalians in historic black colleges, especially for GBEC nominees. A list of all historic black colleges appears at <http://www.edonline.com/cq/hbcu/alphabet.htm>

There are three historic black colleges of the Episcopal Church:

- St. Augustine's in Raleigh, NC: <http://www.st-aug.edu/>
- St. Paul's College in Lawrenceville, Virginia. <http://www.saintpauls.edu/>
- Voorhees College in Denmark, SC <http://www.voorhees.edu/>

An ecumenical site for ministries in higher education appears at <http://www.higheredmin.org/>. Dozens of listings for those that are explicitly 'Episcopal' turn up with contact information when one enters 'Episcopal' as a text search term in the form at <http://www.higheredmin.org/Hcgi/ss0.pl>.

Who will contact all of these above? ←

Louie Crew will assure that announcements are sent to the several hundred black priests for whom he has email addresses. ←

We signed up to make these individual contacts:

- Jeanine Tinsler Lowe ← Theodora Brooks
- Peter Ng ← Theodora Brooks
- E.Y.E. ← Russ Jacobus
- Diocese of New York ← Theodora Brooks
- Province V leaders and bishops ← Russ Jacobus
- Diocese of New York Clergy Letter ← Theodora Brooks
- Nick Knisely ← Louie Crew

- National Chancellors Network ← Russ Palmore
- Oge Beauvoir ← Louie Crew
- Consortium of Endowed Parishes <http://www.endowedparishes.org/> ←
- Episcopalians in *Who's Who in America* ← Louie Crew

Review the descriptions of the assignments in the packet that Anne Karoly gave us at our Chicago meeting.

Nearer the time of acceptance, Anne Karoly will notify all who have applied to date and ask for confirmation that they are still interested and if nominated, willing to run. ←

We commit to asking 12 or so who did not get elected whether they are willing to run again. ←

Responding to the request of the Structure Committee: we will draft a statement, send it to the whole committee, get feedback by email, and then have a conversation on phone in January 10th, 2008 at 4 pm EST. ←

10 AM

We met with representatives of General Theological Seminary to discuss the roles of members of the Board of Trustees of GTS: Canon Denis O'Pray, Chair of the Board, and Very Rev. Ward Ewing, Dean and President,

Three or four years ago Dean Ewing dissolved all committees except The Audit and Investment Committee, The Education Committee, The Institutional Advancement Committee, and the Committee Operation and the Finance Committee. The last two are required by law.

Each functions as a commission; each includes staff and faculty. In that way, staff, faculty, trustees, and a small group of students have input before anything comes to the Board.

GTS is involved in a great renewal, and it is not just about property. We continue to be financially stressed, and we are raising more money. We need help in raising our base of donors, and we need trustees with expertise in development, especially to help us with the opening and development of the Tutu Center

Michael Gillighan heads the Education Commission. Mark Sisk is on it; as is a former head of one of the SUNY schools. We need someone with significant experience on a board like Kanuga's, someone with expertise in conferencing in continuing education, also with international expertise.

Our biggest need is in the Commission on Operations and Finance. We have already raised \$19 million.

We have only one expert in development on the Board, Robert Wright (head of development for Duke Medical School). He will rotate off in 2009, and we need at least a couple with expertise in development.

We intend to complete the major construction by 2009, and then we will have the debt to address.

We need expertise in planning for our bicentennial in 2017.

Denis O'Pray: Our institutional development has been built up simultaneously, but we can use more lay strength on the board. We need some members who will help not to let go of our past, and some to hold the future for us. We have many who remember how it was, with scars to prove it. We need the boldest persons on our board.

We are involved in \$200 million project to create luxury apartments on Ninth Avenue. We need boldness and street savviness in terms of construction projects.

We have versions A, B, C, and D on almost every project that we undertake. Innovation is required.

You know who the cutting edge people are, and we need them.

We struggle for diversity. Juli S. Towell, the vice-president, chairs for our executive committee. The nomination process needs truly to represent the church of tomorrow. We also are the only seminary with an Hispanic program leading to a degree. It is sponsored jointly with several dioceses. We want to become the leading seminary addressing education within the Anglican Communion.

We need diversity to represent TEC that is becoming.

We are a working board. This is not a rubber stamp board. By the time issues reach us, every member has engaged one or more of the issues by being on the commissions from which the items arise. The board meets three times a year in a form session, but many other times.

Ed Godden: We will need your help in writing the preamble for the *Blue Book* and in our statement that accompanies the application form. [Dean Ewing and Canon O'Pray will meet on March 28th and review their description and will send the revision to Louie Crew. ←]

Ward Ewing: We need people for our finance commission who can read balance sheets, who have the skills to keep money in the revenue streams to which have been designated.

We are fussy about Board authority. Every expense is controlled by the Board.

It is complicated to keep up with all the numbers, and the board provides that expertise.

Russ Palmore: Does the Audit and Investment Commission also have members from the faculty and staff?

Ward Ewing: No, by New York law all members of that group must be trustees.

Denis O'Pray: We need at least one more person with investment expertise, but we are not in bad shape.

These were elected last time: All are eligible to be re-elected:

- Rt. Rev. George Council
- Rt. Rev. Michael Curry
- Ms. Marjorie Christie
- Dr. Robert E. Wright
- The Rev. Yamily Bass-Choate
- The Rev. Samuel Gregory Jones

We have the right to control the election of only the trustees whom GTS chooses. We do not have a right to affect General Convention elections. Therefore we do not see that we have the right to require term limits for those elected at General Convention.

We would like for you to encourage people to apply.

We are taking seriously the mandate for diversity.

It would not be a problem to have a lay person in her/his 20s, with other gifts to bring.

We suggested that the seminary could help us identify good people for GBEC.

We need better gathering of statistical data.

Where would you go to look for Board members?

Other educators. Wealthy people whose philanthropy might come to us. People who believe in seminary education. Members of strong, bold parishes.

What do we say to those who ask, 'Why do we elect boards for you and not for all the other seminaries?'

Because you have only one seminary. However, please note that General Convention has done nothing to support GTS financially.

Look at retirees from the Church Pension Group as possible people for GTS. E.g., David Brigham was on CPG investment committee.

Loose ends after Dean Ewing and Canon O'Pray departed:

We concurred that it would be good to emphasize retired bishops.

Louie Crew will check with Anne Karoly to revise her time-line to ours. ← [Done. LC]

Search *Who's Who* for Episcopalians and add to our circulations. ← Louie Crew

Google for 'Episcopalian' and 'investment' in on-line resumes. ← Louie Crew

We agreed to use the same graphics advertisement that the Committee used in 2006. We agreed to review costs and afterwards determine by email whether we want to use color in *Episcopal Life*. We agreed to run the ad in *The Living Church* and *Episcopal Life*. ←

Louie Crew will publish a draft web form. "We want you....." To run for.... ←

Our requirements for voting:

We decide to divide into the sub-committees, each focused on the different groups for which we nominate. One sub-committee combines GTS and GBEC. One bishop is on each. These sub-committees will present a slate to the whole committee.

1. **GTS/GBEC:** Jacobus, Gibson, Gutierrez (?)
2. **CPG:** Brooks, Brown, Godden, Talton (?)
3. **EC:** Crew, Palmore, McGinley (?), Bauerschmidt (?)

We decided to use the Hare Preferential Ballot for the sub-committee's balloting. That allows us to have a prioritized list that will be quite useful when/if people drop off. Then the sub-committee choices will be tweaked by the committee of the whole in choosing the committee's final prioritized slate.

In the Hare-Preferential method, all voters must vote for every person ranking them from 1 to XX (the highest number of candidates for the assignment). No candidate may be left off, and no two ranks may be the same.

How did you find out about our call for nominations?

Supply at least two references

At least one lay person:

Name: _____ Phone: _____
Address: _____

At least one Clergy person:

Name: _____ Phone: _____
Address: _____

While optional, it would help the committee meet our commitment to diversity if you provide these details:

Date of Birth: _____ Sex: _____ Race/Ethnic Identification Used: _____

Highest Level of Education: _____ Academic Major or Area of Concentration: _____

Proposed Nominee's Certification:

I have read the description of the office [link to it; and footnote] and if elected, I commit myself to the time and attendance requirements and will fulfill all the other duties and obligations of this position. I am a communicant in good standing. As required by the 73rd General Convention, I have completed anti-racism training or commit to complete such training within one year of my election. I understand that the listed references and others may be contacted for knowledge about my qualifications and that a background check may be conducted.

Signature _____ Date: _____

Please send completed form and photo to:

The Rev. Edward Godden
Chair, Joint Nominating Committee
General Convention Office
815 Second Avenue, 4th Floor
New York, NY 10017

Applications must be postmarked on or before May 1st, 2008.
We expect to choose our nominees by June 30, 2008.

Application is not complete until we have a photo. Send the photo electronically or in hard copy. The photo should be a head shot.