

## **The Search for the next Bishop Provisional of the Diocese of Lexington Frequently Asked Questions**

Almighty God, giver of every good gift: Look graciously on your Church, and so guide the minds of those who shall choose a bishop provisional for this Diocese that we may receive a faithful pastor, who will care for your people and equip us for our ministries; through Jesus Christ our Lord. *Amen.* (edited from BCP, p. 818)

What is a Bishop Provisional?

A bishop authorized to serve a diocese whose own bishop is unable to fulfill that ministry due to disability or judicial sentence. The convention of a diocese may choose a bishop (or bishop coadjutor) of another diocese to take full episcopal authority until the disability or judicial sentence no longer exists or until the diocese elects and consecrates another bishop of its own. The convention may revoke such a provisional charge at any time.<sup>1</sup>

What is the process for finding a new Bishop after Bishop Provisional Bruce Caldwell leaves?

On October 11, 2017, the Standing Committee met with The Right Reverend Todd Ousley from the Episcopal Church's Office of Pastoral Development.

During their time together, Bishop Ousley presented the Standing Committee with three options in order to discern the next steps to follow Bishop Caldwell's leave-taking at the end of December:

Option A: Proceeding with a traditional Bishop's search process and election. This includes electing another Bishop Provisional who would serve 18 - 24 months while we search for the 8th Bishop of Lexington.

Option B: Electing a Bishop Provisional to serve five to eight years.

Option C: Electing a Bishop Provisional to serve two to three years with the intent of creating a process that may lead to her or his election as our Bishop Diocesan.

---

<sup>1</sup> (taken from [www.episcopalchurch.org/library/glossary](http://www.episcopalchurch.org/library/glossary))

Why did the Standing Committee choose Option C?

Option C gives the Diocese the benefit of electing an experienced Bishop, with potentially eight or ten years of previous service, thereby eliminating the two-to-three year learning process incurred when someone transitions from the priesthood to the episcopacy.

Option C should lead us to a Bishop who can be immediately focused and aware of the Diocese of Lexington's particularities including the necessary work of healing and reconciliation, addressing systemic behavior that often require our time and drain our energy, and mutually discerning our discipleship and ministry as Christians.

Option C honors the limited resources of this Diocese and models more faithful financial stewardship as it avoids paying well over \$100,000 of anticipated costs in a traditional episcopal search process.

What is the Office of Pastoral Development?

The Office of Pastoral Development and Bishop Ousley directly support the ministry of Bishops throughout The Episcopal Church in a variety of ways. You can learn more about this work at

[www.episcopalchurch.org/pastoral-development](http://www.episcopalchurch.org/pastoral-development).

How many candidates will there be and who gets to meet them?

We do not know how many candidates we will have. The Standing Committee will be the first group to meet the candidates. If the Standing Committee feels confident that there will be a second interview, the candidate(s) will meet with the Episcopal Election Planning Committee. The Standing Committee will make the final decision which, if any, candidate we put forward for election.

The Episcopal Election Planning Committee has created a mini-profile for disbursement among possible candidates. This mini-profile is available on the Diocesan webpage under the Standing Committee tab here:

<http://diolink.org/diolex/index.php/leadership/>

How will we discern if this Bishop Provisional will become our Bishop Diocesan?

The Standing Committee will work with the Planning Committee to develop a two to three year timeline of Mutual Ministry Review(s). The Mutual Ministry Review(s) will give all members of the Diocese the opportunity to provide input as we discern our future relationship.

What is the compensation for a Bishop and what is included in their compensation?

The proposed 2018 Budget includes a 10-month salary for a Bishop Provisional. The salary is the stipend and housing. Our budget allows for a salary ranging between \$135,000 to \$145,000. The salary range was determined after a comparison across Dioceses of similar size, within and outside of our Province<sup>2</sup>.

In addition, we have budgeted for payments towards SECA, Insurance, and Pension. SECA is 7.65% of the salary. We have estimated the cost of family coverage for health insurance at \$9,000. Pension payments are 18% of salary plus SECA. The cost of these, together, range between \$45,485 to \$48,188.

Together, the total compensation package ranges from \$180,486 to \$193,189.

The proposed 2018 Budget also includes the business expenses of a bishop. These expenses include continuing education and travel allowances inside and outside of the Diocese. They also include the cost of visitations across the Diocese, and travel to and from two House of Bishops meetings. The total budgeted expense for this aspect of a Bishop's office is \$16,300.

When will we elect our Bishop Provisional?

We hope that the election of the Bishop Provisional candidate will be on the agenda for the next Diocesan Convention on February 24, 2018.

What if there are no candidates, then what happens?

The Standing Committee will visit again with Bishop Ousley to discern our options.

---

<sup>2</sup> The Episcopal Church is divided into nine provinces. These are internal divisions within the Episcopal Church. The Diocese of Lexington is in Province IV. You can learn more about Province IV here: <http://www.provinceiv.org>.