

APPENDIX A

Process to Call a Regional Bishop

Introduction/Background

In the 2017/2018 time period, the lay and clergy leadership of the Rocky Mountain Region of the ECC decided that it would be to our own membership's benefit to formalize the existence of the Rocky Mountain Region by becoming a Colorado Non-profit Corporation; and to call a Regional Bishop to be a part of the structure and functioning of the Region. The possibility of this change was communicated to the five ECC communities of the Region in 2018 through a series of educational meetings. The membership of all five communities expressed valid concerns but also saw the benefit of better representation among the larger National ECC community. At the conclusion of those meetings all five communities voted "to support moving forward with the process to call a Regional Bishop in 2019." The communities were told that "nominations for or discussion of candidates is not permitted until the process is developed and affirmed."

This permission to move forward was seen as preparing all of the documentation and meeting Colorado State and ECC Constitutional requirements to form a non-profit corporation and to select a Bishop. A primary goal in this preparation work is to address as many of the concerns as possible. Leadership determined that the Communities' concerns could be addressed in three documents:

- A new Constitution for the region
- A Ministry Description for the Regional Bishop
- A Process to Call a Bishop

This document is that Process to Call a Bishop

A Three Step Plan

The total process to call a Regional Bishop began in 2018 when the Regional Council started meeting with the communities to educate and identify concerns. This process will continue until a new Regional Bishop is called and consecrated, and until corporation papers are filed with the State of Colorado. Together with membership affirmation, the process can be viewed as having three distinct phases.

- Preparation
- Nomination
- Election

Phase 1 Preparation

There are three groups of people from the local region involved in this preparation as well as the Office of the Presiding Bishop (OPB) serving in an advisory role. Those local groups are:

- The Regional Council, which acts in a project management role overseeing the two teams engaged in document writing,
- The Polity Team which is writing the Constitution for the region, and
- The Bishop Call Committee which is writing the Ministry Description and the Call process.

In addition, all three of these groups have responsibilities that become visible in later phases of this process. For example, The Call Committee is developing cover letters and forms that will be used during the nomination phase.

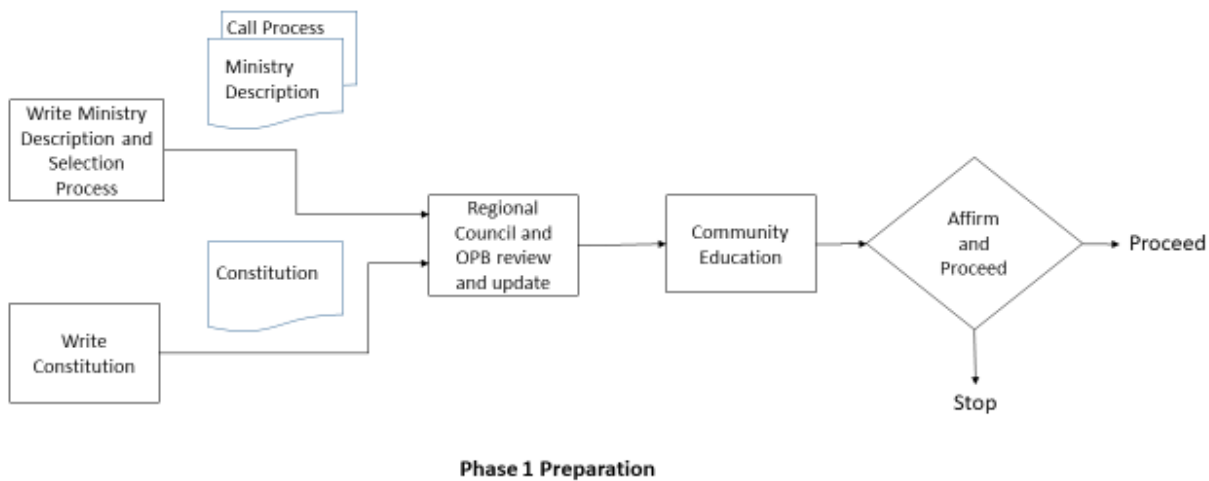
There are three primary goals that all three groups are trying to accomplish during this phase:

1. Address all of the concerns expressed by our five communities
2. Receive affirmation for the 3 documents from, at a minimum, four of our five communities

3. Ask the communities if we should call a bishop, which tells leadership to proceed with phases 2 and three of this process. Again, four of five communities must vote in the affirmative for leadership to proceed.

The three documents that need affirmation are dual purpose documents. For example, the Constitution is required for incorporation and it directly addresses the communities' concerns regarding responsibility and limits of authority of the bishop. However, one cannot find in one place in the Constitution that which addresses all concerns regarding authority. The constitution is written to serve as the region's primary governance document. This one document/multiple uses approach, necessitates information sharing and educational meetings to provide the opportunity for those individual members to ask exactly how their concerns have been addressed. Discussion is required between RMRC and Polity Team to determine if filing incorporation papers with state will be done at this time or after the election of the bishop.

A work flow diagram is shown below that illustrates how we get from starting our process to a point where all of the affirmations required to proceed are obtained.



As of January 2020, most of the writing is done and the updating from the OPB and Regional Council's review is in progress. The community education material is under development. Community involvement in the process will increase during February and March when leadership hopes to obtain affirmation to proceed to Phase 2.

During this education and affirmation time period, all of the documentation will be available to whomever wishes to read it. Each community will have one or more opportunities for education and discussion with the leadership people most familiar with the documentation and process.

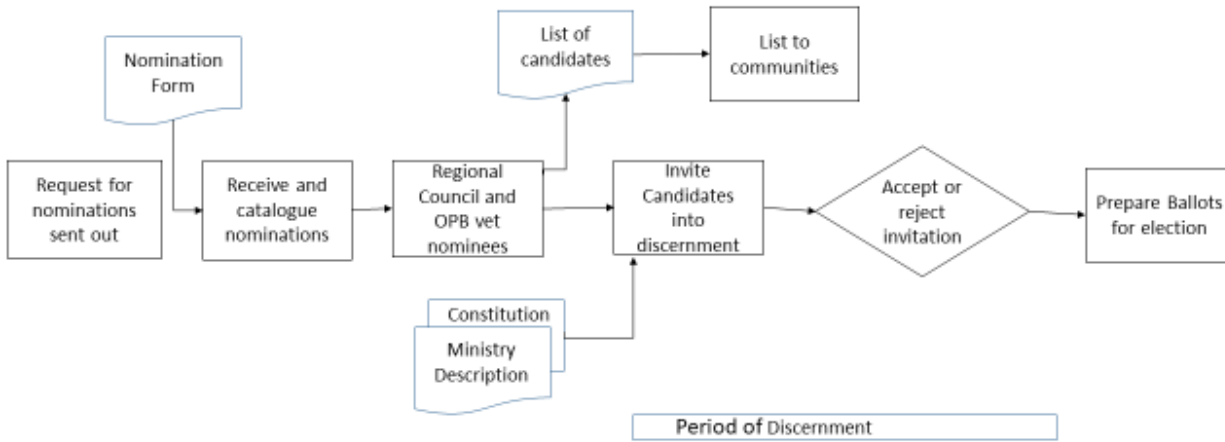
Phase 2 Nomination

Every member from within the region is eligible and will be given the opportunity to nominate someone to become the Regional Bishop. Clergy from within the Region can nominate themselves if they have an interest in the job. OPB is also notified that we are seeking nominees in case there are candidates from outside the region that deserve consideration.

This phase begins with a broad based notification that the region is seeking nominees and ends with a list of fully vetted candidates who are willing to accept the ministry position. The primary goal of the Nomination Phase is to

identify a short list of highly qualified candidates who feel called and will stand for election. The work during this phase is guided by the Call Committee.

The work flow diagram shown below summarizes the activities during this time frame.



Phase 2 Nomination

The bishop call letter details the procedure for a member or community to nominate a person(s). Nomination forms, qualifications, resume, references, letters of recommendation and other instructions for submitting a nominee are all included in a nomination packet to the nominee. The Call Committee receives the completed nomination forms, catalogues and reviews them to verify each meets the necessary qualifications as outlined in the Ministry Description and sends them on to the OPB for further vetting. Each nominee will receive a letter to inform them that they are invited to become a candidate in the upcoming election. If for some reason a nominee does not meet some of the vetting criteria, they will be notified of that also.

A period of discernment follows that invitation. The discernment benefits both candidates and the people in the community. One big part of discerning a call, in this case, is getting to know one another. This takes time. There is the possibility, and maybe a likelihood, that our best candidate for Regional Bishop is nearly unknown in one or more of our communities. During this time period, it is important that both the candidates and the communities be proactive in getting to know each other.

When the candidates are known to the region a period of communal discernment follows. This is a time for all to prayerfully and communally discern who has the charisms and calling to lead our Region.

Phase 3 Election

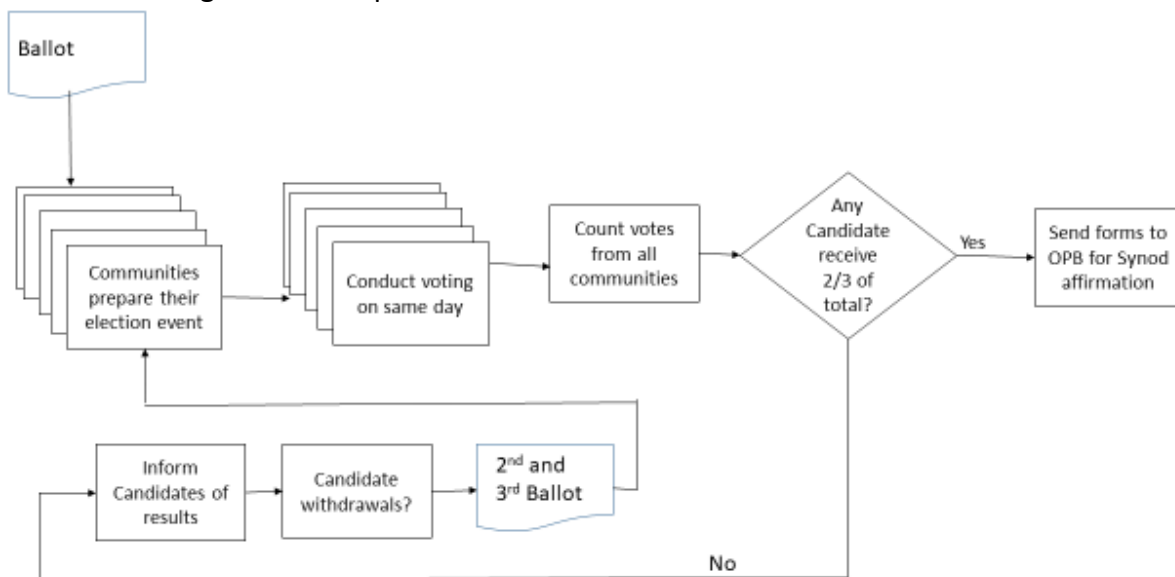
While the Call Committee in consultation with the Polity Team and the RMRC will have outlined the process of election, the actual management will be taken up by a Regional Election Committee. Two members of each regional community will be invited to serve on said Committee.

The election phase begins with logistical planning for the communities election event and ends with either our Bishop Elect being presented to the National Synod according to the ECC Constitution, or not being able to meet the criteria threshold and, therefore not naming a bishop at that time. This may be an iterative process depending on how the voting turns out. However, the goal is to select a Regional Bishop who is supported by all the communities of the region.

The criteria for selecting the Bishop Elect is that two thirds of the people casting a vote, voted for that candidate. There is only one voting pool for the entire region. That is, each community's individual vote count does not matter, nor does laity differ from clergy. Every vote is equally important across the entire region. If no candidate receives the required two thirds majority vote, there will be another round of voting.

The ballot for the first round has names listed in alphabetical order. If a second, or third ballot is required the names will be listed in descending order from votes received on the previous ballot. After each ballot, candidates will be informed of the percentage vote they received, and they may decide at that time to remove their name from the next ballot. If no candidate reaches the two thirds threshold by the time three ballots have been cast, the region may declare that we will not select a bishop at this time. That will start a one year delay until another attempt is made.

A work flow diagram for this phase is shown below.



Phase 3 Election

Communities will plan and conduct their own election events so long as it occurs on the same weekend as all other communities in the region.

When a candidate is selected, with two thirds of the vote, the OPB is notified and the affirmation process for the following synod is triggered. The Bishop elect is not consecrated until after affirmation at the ECC National Synod.

APPENDIX B

Bishop Ministry Description

Rocky Mountain Region Ecumenical Catholic Communion

Title Bishop of the Rocky Mountain Region of the Ecumenical Catholic Communion

Ministry Summary The Bishop of the Rocky Mountain Region of the Ecumenical Catholic Communion (RMR-ECC/Region) will serve as the primary servant leader, shepherd, teacher and liturgical presider of the Region. The Bishop, who empowers the local Body of Christ, serves as guardian of Catholic faith and tradition. The Bishop is a visible sign of our unity in Christ Jesus and gives voice to our sacred communal call within the Region, the national ECC and secular society.

Time Commitment Anticipated average of 16 hours per week, with flexibility to adapt to the needs of the ministry

Educational Requirement Master of Divinity (M.Div.) or equivalent

Elected Term of Office Six years and not to exceed two consecutive terms

Compensation Nominal housing allowance and reimbursement of approved expenses

Qualifications The nominee will:

- a. Have a devoted prayer life.
- b. Agree with the ethos and canons of the ECC.
- c. Be an ECC priest in good standing, typically for a minimum of five years.
- d. Ordinarily, have at least five years of lay or ordained pastoral leadership, having demonstrated service as shepherd and teacher.
- e. Have demonstrated works of charity and advocacy so as to lead by example.
- f. Receive the blessing of their Parish Council/faith community.
- g. Enter into Holy Conversation with a team comprised of representatives of the laity, deacons and priests of the Region, to discern whether the nominee has the charisms and call to proceed.
A bishop's perspective may also be helpful to the nominee.

According to the changing priorities articulated by the Region and the charisms of the individual, the Bishop ministers in the following ways to provide spiritual/pastoral leadership:

- I. Shepherd the Local Church
 - a. Be the primary spiritual leader and shepherd for the local Church.
 - b. Periodically visit each community.
 - c. Discern the movement of the Spirit with the laity and clergy of the Region and the larger ECC.
 - d. Provide teaching and guidance on matters of faith and ethics in keeping with the unifying central tenets of the ECC and the Holy Conversations within the Region.
 - e. Nurture regional identity among the communities.

- f. Engage communities in days of prayer, planning, advisement, discernment, education, et al.
 - g. Engage in prayer and theological reflection that stimulates the creation of periodic pastoral letters.
 - h. Address issues of irregularities and problems as they arise while honoring subsidiarity.
 - i. Assist communities in moving toward consensus when requested.
 - j. Respond to matters of importance and urgency impacting the communities and/or Region.
 - k. Provide guidance and support in times of crisis.
 - l. Coordinate the evaluation and formation of new priest and deacon candidates brought forward and discerned in the communities of faith.
 - m. Coordinate the evaluation and reception of clergy from other denominations (incardination).
 - n. Commission individuals or teams as needed to assist with duties of the Office.
- II. Shepherd the Laity, Lay Ministers and Leaders, and Lay Professional Ministers
- a. Be a spiritual leader and shepherd for the laity of the Region.
 - b. Be in relationship with and accountable to the laity of the Region.
 - c. Build relationships among the laity of the Region.
 - d. Take special care to build relationships with the youth of the Region.
 - e. Collaborate with and nurture laity in periodic days of prayer and education.
- III. Shepherd the Priests and Deacons
- a. Be the primary spiritual leader and shepherd for the priests and deacons of the Region.
 - b. Be in relationship with and accountable to the priests and deacons of the Region.
 - c. Build relationships among the local priests and deacons of the Region.
 - d. Serve as Minister to the Ministers, Pastor to the Pastors, Servant to the Servants; someone from whom the priests and deacons may seek guidance, direction, solace and prayer.
 - e. Collaborate with and nurture priests and deacons in periodic days of prayer and education.
- IV. Nurture Sacramental and Liturgical Life
- a. Foster and celebrate the sacramentality of the Word, the Eucharist and the Community.
 - b. Guide communities in liturgical worship, preserving our catholicity while honoring diversity of expression.
 - c. Uphold sacraments as a source of God's grace, presence and action in the world.
 - d. Identify, foster, incorporate and celebrate the gifts, ministries and vocations of all in relationship with local communities.
 - e. Preside or co-preside at confirmations.
 - f. Ordain individuals called to the diaconate or priesthood.
 - g. Co-preside in the consecration of other bishops of the Communion.
- V. Facilitate Relationships among the Region's Communities, with other ECC Regions/Dioceses, and with the ECC as a Whole
- a. Foster relationships among the Region's communities.
 - b. Serve as the Region's voice on the Episcopal Council.
 - c. Participate in scheduled bishop/vicar conference calls and meetings.
 - d. Gather periodically with the Episcopal Council to discuss pastoral needs and plans of the Communion.

- e. Collaborate with and shepherd the Regional Council and the Region's ECC delegates.
- f. For purposes of incorporation with the State of Colorado, serve as President of the Region.

VI. Foster Increased Awareness and Visibility of the ECC

- a. Create a more visible ECC presence, thus increasing awareness and opportunities for others to join our existing communities or establish new ECC communities in the Region.
- b. Coordinate the process of receiving new faith communities into the Region.

VII. Foster Relationships with other Communities

- a. Be the local episcopal liaison of the ECC.
- b. Represent the Region in ecumenical/interfaith services and initiatives (e.g., serve on the Judicatory Board of the Colorado Council of Churches).
- c. Build collaborative relationships with leaders of other faith communities and secular associations.