

Diocese of Eastern Oregon:

Standing Committee Consultation on diocesan process to determine direction for selecting the Bishop to come after Bishop Rivera retires.

Plan Overview:

Step	Outcomes	Who	When
Develop desired outcomes for the overall process; initial draft from notes of meeting in Pendleton	<ul style="list-style-type: none"> • <i>Process of finding who we are and where God is leading us → finding our next Bishop.</i> • <i>Options for looking</i> <ul style="list-style-type: none"> ○ <i>Renewing Nedi's contract, for specific scope of work and time</i> ○ <i>Finding a new Provisional Bishop for ½ time contract</i> ○ <i>Calling an Ordinary Bishop for ½ time scope of work.</i> • <i>Equip local congregations to be more discerning communities, for partnering with each other, and for their own leadership discernment.</i> • <i>Modeling skills that work at all levels with our conversations.</i> • <i>Base the decision in how we approach funding for the diocese, to see what we want to do, supporting Diocesan Office, Ascension School, programs AND a Bishop</i> • <i>Get clear about our assumptions: We are talking about THE DIOCESE, and we are going to continue as THIS Diocese.</i> • <i>Develop preliminary timeline for working with Diocesan Council and congregations</i> 	Standing Committee	Jan 20, 2014
Develop input from congregations	<ul style="list-style-type: none"> • <i>Draft Interview guide for congregations to use → input to Diocesan Council May retreat</i> • <i>Bring for review to March 8 Diocesan Council meeting</i> 	Anna/Helen	Feb / March
	<ul style="list-style-type: none"> • <i>Congregations conduct interviews into Our Best Experiences of our Bishop(s), how the diocese has developed in mission and ministry and how Parish life has improved in the past 4-5 years and where we are now, and our wishes for our diocese and our next Bishop.</i> 	Congregations	March & April
	<ul style="list-style-type: none"> • <i>Standing Committee collates input from Congregations</i> 	Standing Comm	May
Bring input to Diocesan Council Retreat for discernment of direction for succession planning.	<ul style="list-style-type: none"> • <i>Conduct reality check on finances available for calling an Ordinary, (check with Eau Claire / Fond de Lac and Upper Peninsula of Michigan for budget and call process parameters) or contracting with a Provisional Bishop.</i> 	Staff and Standing Comm	Jan - March
	<ul style="list-style-type: none"> • <i>Bring collated input to Diocesan Council at May Retreat; reflect on what themes emerged re: next steps for Diocesan Leadership and diocesan/congregational strengths</i> 	Diocesan Council and Standing Committee and Consultant	May 30-31
	<ul style="list-style-type: none"> • <i>If there is clear work for Nedi to complete, take this forward for action by Convention, as contract extension</i> 		
	<ul style="list-style-type: none"> • <i>If it is clear that Nedi's work will be done by the end of her contract, check for direction about Provisional or Diocesan for the next Bishop.</i> <ul style="list-style-type: none"> ○ <i>If another Provisional is next step, begin defining parameters and identifying possible Bishops to contact.</i> ○ <i>If calling an Diocesan is the next step, begin to outline the process.</i> 		
	<ul style="list-style-type: none"> • <i>If we need more input to decide, determine steps/activities for summer to bring information to August Diocesan Council meeting, to determine recommendations for Convention.</i> 		
	<ul style="list-style-type: none"> • <i>Create the next steps for getting from May to Convention</i> 		
<ul style="list-style-type: none"> • <i>Share progress reports with Congregations after May Retreat and August Council meeting</i> 		June & August	

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Ways to use the Interview Guide to ensure that as many people as possible can participate, if they wish.

Option venue and timing:	Interview Guide format	How facilitated
1. In a congregation: Use the time for the sermon/homily at a Sunday Service	A special insert in the weekly bulletin that can be used to record notes and will be turned in during the collection or after the service.	<ul style="list-style-type: none"> • Send a packet to each congregation with a cover sheet describing the activity, and providing a simple script that the leader could use, if they like, to introduce the interview process. • Announce in advance and remind the week before that the coming week will be the one for this information gathering; • Send out the questions in advance (either by congregation or across the diocese,) if possible... • At the service, deliver the invitation, read through the "interviewee / interviewer" goals, and set the time. (usually <i>no less than 20 minutes</i> for the whole exercise) • Collect as a separate collection plate or in baskets at the door at the end of the service. • Send to Standing Committee with a cover sheet describing the process used and the congregation name. Also, review for information of interest to parish leadership.
2. Lenten Discernment	Use the Interview Guide <i>as appropriate</i>	Similar prep and follow up to above. (e.g., possibly Lesson 4)
3. For the ministry groups of a congregation, the vestry and other "gatherings"	At one of the group's meetings during March or April, conduct the interviews in pairs, using the same kind of format that will be used with the congregation as a whole. Adapt the little script to the work of the group. Collect the note sheets and turn in under a cover sheet describing the group to be submitted with the congregation's input packet.	
4. For individuals who cannot come to 1 or 2 (above),	Make the Interview Guides available at the Church Office or by e-mail,	Ask that they actually have someone interview them and take notes, or if that is not possible, ask that they complete the interview reflection and send in their own notes to the church office.
5. For congregations with strong regional connections	Perhaps a joint service where this is done during the homily	Same as #1.

Interview Guide

OVERVIEW:

1. Find a partner, someone you do not know or someone you do not know well.
2. Interview each other for ____ minutes each, using the questions in the Interview Guide on the next page.
3. Take notes of what moves and excites you in your partner's stories, *because the information will be summarized and used by Diocesan Council and Standing Committee to guide our Episcopal Succession Planning.*
4. Please turn in your Interviewer Notes Sheets (*specify the appropriate method for the process used*)

Interview Task

Please take a moment to reflect individually on the questions in the Interview Guide below, and make some notes to support you as you prepare to tell your story.

When you are ready, one partner will interview the other for ____ minutes, using the questions in the Interview Guide. After the allotted time, partners will change roles, and conduct the same interview as presented in the Interview Guide.

Please take notes on the Interviewer Notes Sheet provided [*in what form?*] so you can pass on what moves and excites you most in the stories you hear from your partner, to be summarized for use by the Diocesan Council and Standing Committee at their May Retreat.

As the person being interviewed: your goal is to tell your story as fully and richly as you can. Enjoy this opportunity to tell about a time when you felt fully engaged in your faith. Notice what you find interesting and fresh in *your own story* and tell those parts with all of the excitement you feel.

As the interviewer: your goal is to encourage a vivid description of events, feelings, etc., invite your partner to tell his/her story using the questions as they are written below. Encourage your partner to expand his/her story, and to deepen their description of the most positive parts of the story. As you exchange roles, make a few notes of the highlights that strike you in your partner's story, s/he values and his/her wishes.

Diocese of Eastern Oregon: Interview Guide for Congregational Use

Interview Questions:

1. Our goal in this question is to reflect on what we have learned, and how our congregations and the diocese have developed in ministry and enriched parish life over the past 5 years, focusing on how our experiences with Episcopal Leadership have supported that learning and development. Diocesan Leadership will use this information to develop a plan for how we will move forward when Bishop Rivera retires, whenever that time comes.

Please call to mind your most memorable experience in your faith life during the years of Bishop Rivera's time with our Diocese. It may be a personal story or one from your congregation, or a time of service in the community where you live. Tell me the story of that time. What was happening, what were you doing, who else was involved, what made it so memorable? How do you perceive that the Bishop was involved in making this experience possible?

2. Without being modest, describe for me **ONE** thing that you value most about

- Yourself as a person
- Your congregation
- Our diocese

3. Now think about **ONE** big way that you see our Diocese has changed and developed in the past years? How has that change affected your congregation? How do you relate that change to Bishop Rivera's ministry with us?

4. As you think about your stories and things that you value, what three (3) wishes do you have that would continue to support the vitality of our diocese and your congregation into the future?

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Cover Sheet to Submit Congregational Input Packet

Thank you for participating in this important information gathering experience for our Diocese's future.

Please return this cover sheet with your congregational input by May 3, to:

***Episcopal Diocese of Eastern Oregon
Attn: Standing Committee
PO Box 236
Cove OR 97824***

Congregation name, contact person and location:

How did you gather this information? (brief description of option chosen or other ways that information was gathered)

Comments received about your congregation's response to this request and this experience, and your own reflection (optional)

