

the  
**Episcopal Diocese  
of Connecticut**

The Standing Committee

December 23, 2008

Dear Search/Nomination and Transition Committee Members:

First I want to thank you for the fine work you are beginning and the serious responsibility I sense that you each have taken on as committee members. The work and community began on our retreat was superb, and we are grateful for each of you and the many gifts you bring to our Diocese.

On behalf of the Standing Committee I want to communicate the decisions made by the Standing Committee, in consultation with Bishop Smith, on December 18, 2008. These items will serve as additional parts of the charge we are giving to both committees in your work for the coming months. I have spoken to each committee chair but want to give you our decisions in writing as follows.

1. We ask that the Search/Nomination Committee present a slate of no less than 3 and no more than 5 bishop candidates. This number does not include the Connecticut Bishops Suffragan, should they decide to offer themselves as candidates, nor does it include those individuals put forward as petition candidates.
2. The total budget figure allocated by BDEC is \$78,000 plus an additional \$4,500 in 2010. We fully discussed your committees' budget estimates, along with Thad Bennett's comments and decided to break that total into \$26,500 for the Search/Nomination Committee and \$56,000 for the Transition Committee. Given the extreme financial conditions in which we presently live, we ask that you use every measure possible to keep spending lower than those figures. Be as creative as you can be. Think out of the box as Thad challenged you. Be in conversation with us, as we want to work with you, knowing the constraints placed upon your work.
3. We reviewed the high level schedule both committees submitted and made only two changes to your proposed dates. We believe that the *Nominations Received* date should be 5/1, rather than 5/15. That change will give the Search/Nomination Committee more time to screen candidates. The Consecration date is 4/17/2010, not 4/27 as listed. Otherwise we believe your dates look very reasonable and seem to give you the time needed for your tasks.
4. As to the extent of the Search/Nomination process, we ask that you conduct surveys as we understand you are already planning, focus groups (if need be). Do data gathering that will give you a sense of who we are as a diocese and what our future needs are as seen by the people of the Diocese. Please be sure to include those areas of the Diocese that may not be fully represented on your committees. We have asked the Seabury and Natchaug Deaneries to give us committee nominations again by December 31. We will keep you advised of that status.

5. After much discussion we determined that the site for the consecration will be Christ Church Cathedral in Hartford and have notified the Cathedral Dean of our decision. We understand the desire for all to be in one worshipping space but hope that there might be creative ways of technologically making the service available to people around the Diocese, perhaps with video sites at key locations. Please consider ways that technology might be utilized remotely and, of course, in the Cathedral House.
6. We imagine that you may have need for administrative support and believe that should not be provided by Diocesan staff due to the confidential nature of your work. If you have such need, we ask that you consider hiring someone very part time to service your needs, perhaps an existing secretary who may be willing to work additional hours, etc. Those monies would need to be part of your budget.
7. We fully discussed how a Connecticut Bishop Suffragan might be handled in this search process, should one or both decide to be considered as a candidate. We have determined that they must submit all paperwork as required by any other candidate, be fully vetted as any other candidate, be interviewed as any other candidate, and then named as a final candidate if they discern they are still called to be Diocesan Bishop. We ask that this be clearly outlined in the profile, so that all prospective candidates are aware of our own Bishop Suffragan process. I will have a meeting with the Bishops Suffragan in early January to discuss this with them.
8. We have accepted José Diaz-Martinez's resignation from the Transition Committee and have determined not to replace him with another person from the Bridgeport Deanery, given that we are well represented from that area already. Emily Perow has given us another young adult, Eric Haas, to serve on the Transition Committee. Eric is a member of Christ Church, Roxbury, and is a college student. We will make another announcement about the additional committee members in early January. Hopefully Seabury and Natchaug Deaneries will be included.

We will make announcements to the Diocese about the consecration venue and additional committee members in early January. Until then we appreciate your confidence.

We thank you for the diligent work you are about and the thoughtful care put into your estimates of budget and schedule. We are aware of the challenge before you budget-wise particularly and thank you for helping to make the search process as thorough as can be and yet with the consciousness of responsible spending.

If you have any questions, please contact me via email ([lindaspiers@aol.com](mailto:lindaspiers@aol.com)) or by cell 860-559-5070). We look forward to this journey with you and know the search process is in amazing and capable hands.

With Christmas blessings,

The Rev. Linda M. Spiers  
President, The Standing Committee

Cc The Right Reverend Andrew D. Smith