

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

What is a Bishop Provisional?

A Bishop authorized to serve a Diocese that is currently without a Bishop. The Convention of a Diocese may choose a Bishop of another Diocese or a resigned Bishop to take full episcopal authority until further act of Convention.

This definition complies with Title III Canon 13: Of Dioceses without Bishops from the General Convention Constitution and Canons ([https://www.episcopalchurch.org/files/documents/2015\\_candc.pdf](https://www.episcopalchurch.org/files/documents/2015_candc.pdf)).

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.

Why did the Standing Committee choose Option C?

Option C gives the Diocese the benefit of electing an experienced Bishop, with eight or ten years of potential 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 needed work of healing and reconciliation, addressing systemic patterns 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 an episcopal search process.

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What is the Office of Pastoral Development?

The Office of Pastoral Development and Bishop Ousley directly support the ministry of Bishops throughout the National 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, candidates we put forward for election.

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). These will give the Diocesan 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 are size, within and outside of our Province.

In addition, we have budgeted for payments towards SECA, Insurance, and Pension. SECA is 7.65% of the salary. We've estimated the cost of employee coverage for health insurance at \$9000. 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.

In addition, the proposed 2018 Budget 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 Bishop's 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.

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What if there are no candidates, then what happens?

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