

Figure 1
Overview of Recommended Organizational Structure

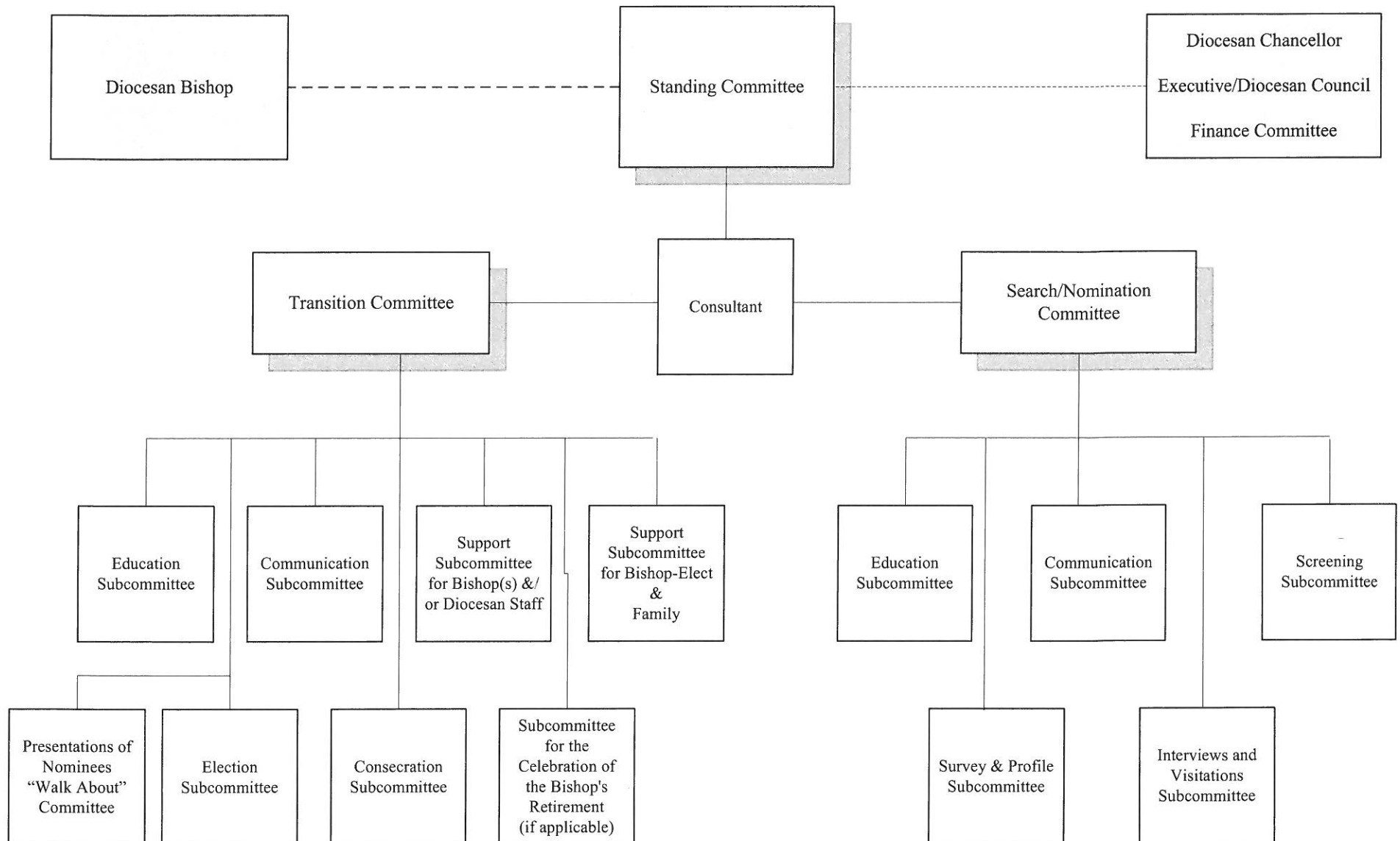


Figure 2
Sequence of Key Steps in the Process

Standing Committee	Transition Committee	Search/Nomination Committee
<p>Decision to call for a new bishop. (Incumbent Diocesan and Standing Committee.)</p> <p>Contact OPD and meet with PDO or representative (prior to call for an election).</p> <p>Develop time line, budget, procedural guidelines.</p> <p>Satisfy canonical requirements to hold an election.</p> <p><i>Convention authorizing election</i></p> <p>Select Committees and appoint Chairpersons.</p> <p>Orientation retreats with Committees.</p> <p>Ensure that preparation of a compensation package is begun by the Executive Council or Finance Committee.</p> <p>Compensation package completed, by the appropriate body</p>	<p><i>Orientation/team building</i></p> <p>Select/reserve site for consecration.</p> <p>Begin support of incumbent bishop and staff.</p> <p>Begin preparations for electing convention.</p> <p>Begin preparation for the Presentation of Nominees known as the "Walk About".</p> <p>Begin preliminary preparations for consecration and for the celebration of bishop's retirement, if applicable.</p>	<p><i>Orientation/team building</i></p> <p>Establish ground rules/procedures for S/N process.</p> <p>Decide upon a diocesan-wide information gathering process ("survey") such as focus groups or written questionnaires.</p> <p>Develop survey materials; decide on method for screening nominees.</p> <p>Conduct survey, including meeting with clergy.</p> <p>Prepare preliminary and expanded questionnaires for nominees.</p> <p>Write "Guidelines for Nominees"; prepare profile.</p>

Handles Petition Nominees and Nominees

Election

Begin post-election procedures (exams, consents).

Consents received from standing committees and bishops

Finalize arrangements for consecration and transition.

Consecration

Closure event 6-12 months after consecration for Standing, Transition and Search/ Nomination Committee members, the new bishop, and other key diocesan clergy and laity.

Begin preparations for support of bishop-elect and family.

Begin support for bishop-elect/family.
Intensify preparations for consecration.

Consents received from standing committees and bishops.

Finalize arrangements for consecration and transition.

Continue support for new bishop and family, if and as requested.

Search/Nomination process:

- Solicit names. Learn to read CDO profile.
- First screening.
- Learn interviewing skills. Begin preparations for presentation-of-nominees events.
- Second screening.
- Visitations to semi-final nominees.
- Third screening, including background checks.
- Announcement of slate and starts Petition Process.

Election

Thank-you calls/letters to those not elected.

Committee's task is ended. Disbands.

Committee chairperson destroys all privileged information.