



THE EPISCOPAL DIOCESE OF FLORIDA

Search Committee Description

The Holy Work of the Search Committee is to create and present a slate of candidates to the Standing Committee within the parameters (not fewer than 3, on March 27, 2026) outlined in the official “Charge to the Search Committee” given by the Standing Committee.

The Search Committee will be a committee entrusted with the sacred task of discerning who will be the next bishop of the Diocese of Florida. We desire a search committee committed to prayerful and faithful discernment as they look forward with hope, seeking God’s guidance to identify a leader who will shepherd the diocese into a future shaped by the love of Christ.

Particular gifts and skills needed among the members of the search committee include:

- Deeply grounded and active Christian Faith
- Prayerful and discerning of God’s will seeking wisdom and guidance, through prayer and bible study, both personal and corporate
- High capacity for mutual listening with others
- Value and demonstrate humility and servant leadership
- Recognize that others also are serving God and the diocese
- Keep in mind the good of the ‘whole,’ and the broader context
- Able to think in a ‘third space,’ avoiding binary or polarized thinking
- Collaborative and discerning when challenges arise. Keeping the search process moving forward
- Tactful and diplomatic
- Pastoral, collegial, and hospitable
- Willingness to set aside personal agendas
- Knowledge of Episcopal polity
- Experience with diocesan and/or churchwide structures
- Good technical and organizational skills: email, zoom, sharing docs, etc.
- Good working relationship with diocesan staff
- Good at networking around the diocese and The Episcopal Church

Guidelines and tasks

Each committee member must:

- Be a communicant in Good Standing in an Episcopal parish in the Diocese of Florida



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- Clergy must be either canonically resident or have an active license to serve
- Have an individual email address that only the committee member can access (not a shared email address between a couple, for example).
- Attend and be fully engaged in the Leadership Retreat on August 22-23 and the Discernment Retreat on March 18-20, 2026.
- Complete provided diocesan anti-racism training or provide documentation of completion of anti-racism training.
- Treat with respect and care all applicants/candidates throughout the process.
- Maintain strict confidentiality throughout the process and in perpetuity.

The Committee will:

- Seek candidates who reflects discernment of wanting to serve and guide the Diocese of Florida at this particular point in its live, vs those who just want “the purple.”
- Create a Diocesan Profile based on multiple listening sessions throughout the diocese and/or a diocesan survey. The profile tells the story of the diocese and what we are dreaming of and looking for in our next bishop. Through the profile the candidates need to have a clear picture of the diocese, to be aware of the complex identity of the diocese. The profile must be very transparent about “who” the diocese is.
- Create parameters around application requirements and evaluation of those applications.
- Create questions for applicants to submit in writing, then read and evaluate submitted responses.
- Create questions for Zoom interviews with candidates moving forward in the process and a rubric for evaluating the interviews.
- Complete reference checks with guidance of Search Consultant.
- Read/watch online artifacts such as sermons, videos, social media, and classes posted by candidates.
- Organize and conduct the Discernment Retreat to further interview and get to know final candidates.
- Choose and present a final slate to the Standing Committee.
- Communicate well with the diocese and the Standing Committee.
- At appropriate points, share the workload with the Transition Committee.
- Work with the Search Consultant provided by the diocese.



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The Search Consultant will provide resources on all of the above so that you are not reinventing the wheel. You will be supported and guided throughout the process.

The diocese will cover the expenses for lodging and meal expenses for the leadership retreat as well as the discernment retreat.