

## Landscape - Episcopal Diocese of San Diego

### Introduction

As we search for the 5th Bishop of the Episcopal Diocese of San Diego, it's important to gather as much information from as many individuals as possible. What abilities, strengths, and talents do YOU think we should seek in a Bishop? The characteristics you identify as vital to leading our Diocese will guide our discernment process.

All congregants and clergy within our diocese are invited to complete this Landscape survey. It is completely anonymous, and your candid responses are what we seek.

Each adult (16+) member of the diocese is asked to complete the survey, even if there is only one email address for all members of the family.

Please do not discuss the questions with one another prior to completing the questionnaire, so that the responses you record are your own.

Please give your impression as it is now, even if you feel that your opinions are not well informed and could change by talking with others.

Use the "Don't Know" response in those cases where you have no impression at all.

At the end of the survey, you will be given a chance to respond to questions about which you wish to comment.

You will need about 30 minutes to complete the entire survey and to make comments. You cannot save your responses and return to the survey later. You will need to complete the survey in one sitting, so please plan accordingly.

The last date to access the survey is Saturday, January 6, 2018.

Thank you for your time, your thoughts, and your continued prayers.

The Bishop Nominating Committee



## Landscape - Episcopal Diocese of San Diego

### Your Parish

1. Please select your Parish.

**Special Note to Clergy:** Though no effort is made to match individual answers to specific persons, as a clergy person you may choose to skip this question if you desire.

- |   |   |   |
|---|---|---|
| <input type="radio"/> All Saints – Brawley                        | <input type="radio"/> St. Andrew – Pacific Beach, San Diego | <input type="radio"/> St. Mark – City Heights, San Diego              |
| <input type="radio"/> All Saints – Hillcrest, San Diego           | <input type="radio"/> St. Anthony – Desert Hot Springs      | <input type="radio"/> St. Mary – Ramona                               |
| <input type="radio"/> All Saints – Vista                          | <input type="radio"/> St. Barnabas – Borrego Springs        | <input type="radio"/> St. Matthew – National City                     |
| <input type="radio"/> All Souls – Point Loma, San Diego           | <input type="radio"/> St. Bartholomew – Poway               | <input type="radio"/> St. Michael – Carlsbad                          |
| <input type="radio"/> Christ Church – Coronado                    | <input type="radio"/> St. Columba – Santee                  | <input type="radio"/> St. Paul – Palm Springs                         |
| <input type="radio"/> Christ the King – Alpine                    | <input type="radio"/> St. David – Clairemont, San Diego     | <input type="radio"/> St. Paul - Yuma                                 |
| <input type="radio"/> Good Samaritan – University City, San Diego | <input type="radio"/> St. Dunstan – San Carlos, San Diego   | <input type="radio"/> St. Paul's Cathedral – Banker's Hill, San Diego |
| <input type="radio"/> Good Shepherd – Bonita                      | <input type="radio"/> St. Francis – Pauma Valley            | <input type="radio"/> St. Peter – Del Mar                             |
| <input type="radio"/> Good Shepherd – Hemet                       | <input type="radio"/> St. Hugh – Idyllwild                  | <input type="radio"/> St. Philip – Lemon Grove                        |
| <input type="radio"/> Grace – San Marcos                          | <input type="radio"/> St. James – La Jolla                  | <input type="radio"/> St. Stephen – Menifee                           |
| <input type="radio"/> Holy Cross – Carlsbad                       | <input type="radio"/> St. John – Chula Vista                | <input type="radio"/> St. Thomas – Temecula                           |
| <input type="radio"/> St. Alban – El Cajon                        | <input type="radio"/> St. John – Fallbrook                  | <input type="radio"/> St. Timothy – Rancho Peñasquitos, San Diego     |
| <input type="radio"/> St. Andrew – Encinitas                      | <input type="radio"/> St. John – Indio                      | <input type="radio"/> Sts. Peter & Paul – El Centro                   |
| <input type="radio"/> St. Andrew – La Mesa                        | <input type="radio"/> St. Luke – North Park, San Diego      | <input type="radio"/> Trinity – Escondido                             |
| <input type="radio"/> St. Andrew – Lake Elsinore                  | <input type="radio"/> St. Margaret – Palm Desert            | <input type="radio"/> Trinity Chapel – Ocean Beach, San Diego         |



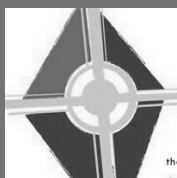
## Landscape - Episcopal Diocese of San Diego

### Your Role

**Please read the complete list and make the choice that best describes your role within the Diocese.**

\* 2. Which statement below best describes your role within the Diocese  
(please read entire list first)? Please select one only.

- |  |   |
|--|---|
| <input type="radio"/> Member of parish                             | <input type="radio"/> Diocesan leadership- committee, board, commission, etc. |
| <input type="radio"/> Parish ministry participant- past or present | <input type="radio"/> Diocesan Staff member                                   |
| <input type="radio"/> Parish ministry leader - past or present     | <input type="radio"/> Active Clergy   |
| <input type="radio"/> Vestry member – past or present              | <input type="radio"/> Retired Clergy  |



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## Your Perspectives

\* 3. The Diocese makes available policies and procedures that are helpful in the day to day operation of a church.

- ☐ Strongly disagree ☐ Disagree ☐ Tend to disagree ☐ Tend to agree ☐ Agree ☐ Strongly agree ☐ Don't know

\* 4. I experience a high level of collegiality as members work together in various Diocesan functions including the annual convention, on boards and committees, in collaborative ministries, and in partnership with the Diocesan staff.

- ☐ Strongly disagree ☐ Disagree ☐ Tend to disagree ☐ Tend to agree ☐ Agree ☐ Strongly agree ☐ Don't know

\* 5. The clergy and lay leaders of our Diocese show a genuine concern to know what people are thinking when decisions need to be made.

- ☐ Strongly Disagree ☐ Disagree ☐ Tend to Disagree ☐ Tend to Agree ☐ Agree ☐ Strongly Agree
- ☐ Don't Know

\* 6. Our Diocesan leadership has done a good job of developing a shared vision that unites us.

- ☐ Strongly Disagree ☐ Disagree ☐ Tend to Disagree ☐ Tend to Agree ☐ Agree ☐ Strongly Agree
- ☐ Don't Know

\* 7. Persons serving in various Diocesan endeavors exhibit a genuine hospitality toward one another and new persons entering into our Diocese as new clergy or new lay leaders.

- ☐ Strongly Disagree ☐ Disagree ☐ Tend to Disagree ☐ Tend to Agree ☐ Agree ☐ Strongly Agree
- ☐ Don't Know

\* 8. There is frequently a small group of members in our Diocese that opposes what the majority want to do.

- ☐ Strongly Disagree ☐ Disagree ☐ Tend to Disagree ☐ Tend to Agree ☐ Agree ☐ Strongly Agree
- ☐ Don't Know

\* 9. Members have discovered that involvement in the work of our Diocese can be a source of energy and spiritual renewal.

- ☐ Strongly Disagree ☐ Disagree ☐ Tend to Disagree ☐ Tend to Agree ☐ Agree ☐ Strongly Agree
- ☐ Don't Know

\* 10. Problems between groups in this Diocese are usually resolved through mutual effort.

- ☐ Strongly Disagree ☐ Disagree ☐ Tend to Disagree ☐ Tend to Agree ☐ Agree ☐ Strongly Agree
- ☐ Don't Know

\* 11. Our Diocese is effective in recognizing trends in the larger society and in helping us adapt in order to deal with those changes.

- ☐ Strongly Disagree ☐ Disagree ☐ Tend to Disagree ☐ Tend to Agree ☐ Agree ☐ Strongly Agree
- ☐ Don't Know

\* 12. Most important decisions about what our Diocese should do as a whole are really made by the same, small group of people.

- ☐ Strongly Disagree ☐ Disagree ☐ Tend to Disagree ☐ Tend to Agree ☐ Agree ☐ Strongly Agree
- ☐ Don't Know

\* 13. In important decisions in our Diocese, adequate opportunity for consideration of different approaches is usually provided.

- ☐ Strongly Disagree ☐ Disagree ☐ Tend to Disagree ☐ Tend to Agree ☐ Agree ☐ Strongly Agree
- ☐ Don't Know

\* 14. As a Diocese we do a good job communicating with one another in a way that keeps us aware and engaged.

- ☐ Strongly Disagree ☐ Disagree ☐ Tend to Disagree ☐ Tend to Agree ☐ Agree ☐ Strongly Agree
- ☐ Don't Know

\* 15. Our Diocese does a good job helping each member understand that he or she has an important role to play.

- ☐ Strongly Disagree ☐ Disagree ☐ Tend to Disagree ☐ Tend to Agree ☐ Agree ☐ Strongly Agree
- ☐ Don't Know

\* 16. Our Diocese does a good job supporting persons who are serving in various Diocesan ministries.

- ☐ Strongly Disagree ☐ Disagree ☐ Tend to Disagree ☐ Tend to Agree ☐ Agree ☐ Strongly Agree
- ☐ Don't Know

\* 17. A positive spirit exists between the leaders of my congregation and the leaders of Diocese.

- ☐ Strongly Disagree ☐ Disagree ☐ Tend to Disagree ☐ Tend to Agree ☐ Agree ☐ Strongly Agree
- ☐ Don't Know

\* 18. In this Diocese it seems to me that we are just going through the motions. There isn't much excitement about it among our members.

- ☐ Strongly Disagree ☐ Disagree ☐ Tend to Disagree ☐ Tend to Agree ☐ Agree ☐ Strongly Agree
- ☐ Don't Know

\* 19. Our Diocese has been successful in helping congregations like mine become more vital and effective.

- ☐ Strongly Disagree ☐ Disagree ☐ Tend to Disagree ☐ Tend to Agree ☐ Agree ☐ Strongly Agree
- ☐ Don't Know

\* 20. Some leaders in my congregation have unresolved issues with the leadership of our Diocese that get in the way of our working together.

- ☐ Strongly Disagree ☐ Disagree ☐ Tend to Disagree ☐ Tend to Agree ☐ Agree ☐ Strongly Agree
- ☐ Don't Know

\* 21. I find Diocesan meetings to be a good use of my time and energy.

- ☐ Strongly Disagree ☐ Disagree ☐ Tend to Disagree ☐ Tend to Agree ☐ Agree ☐ Strongly Agree
- ☐ Don't Know

\* 22. On the whole, I am satisfied with how things are in our Diocese.

- ☐ Strongly Disagree ☐ Disagree ☐ Tend to Disagree ☐ Tend to Agree ☐ Agree ☐ Strongly Agree
- ☐ Don't Know

\* 23. Among most of the members of our Diocese there is a healthy tolerance of differing opinions and beliefs.

- ☐ Strongly Disagree ☐ Disagree ☐ Tend to Disagree ☐ Tend to Agree ☐ Agree ☐ Strongly Agree
- ☐ Don't Know

\* 24. I trust our Diocesan leadership to provide strong and competent support to my congregation during challenging times such as changes in clergy or other transitions.

- ☐ Strongly Disagree ☐ Disagree ☐ Tend to Disagree ☐ Tend to Agree ☐ Agree ☐ Strongly Agree
- ☐ Don't Know

\* 25. Our Diocesan leadership has been a valuable resource in helping my congregation cultivate the financial giving of our people.

- ☐ Strongly Disagree ☐ Disagree ☐ Tend to Disagree ☐ Tend to Agree ☐ Agree ☐ Strongly Agree
- ☐ Don't Know

\* 26. Because of my involvement in our Diocese, I feel clearer about God's purpose for my life than I did three years ago.

- ☐ Strongly Disagree ☐ Disagree ☐ Tend to Disagree ☐ Tend to Agree ☐ Agree ☐ Strongly Agree
- ☐ Don't Know

\* 27. Our Diocese helps members become engaged by finding roles for people that fit their gifts.

- ☐ Strongly Disagree ☐ Disagree ☐ Tend to Disagree ☐ Tend to Agree ☐ Agree ☐ Strongly Agree
- ☐ Don't Know

\* 28. Our Diocese tends to stay very close to established ways of doing things

- ☐ Strongly Disagree ☐ Disagree ☐ Tend to Disagree ☐ Tend to Agree ☐ Agree ☐ Strongly Agree
- ☐ Don't Know

\* 29. There is a disturbing amount of conflict in our Diocese.

- ☐ Strongly Disagree ☐ Disagree ☐ Tend to Disagree ☐ Tend to Agree ☐ Agree ☐ Strongly Agree
- ☐ Don't Know

\* 30. Our Diocese provides adequate opportunities for members to engage in work that is meaningful.

- ☐ Strongly Disagree ☐ Disagree ☐ Tend to Disagree ☐ Tend to Agree ☐ Agree ☐ Strongly Agree
- ☐ Don't Know

\* 31. Persons who serve as leaders in our Diocese are generally representative of the members.

- ☐ Strongly Disagree ☐ Disagree ☐ Tend to Disagree ☐ Tend to Agree ☐ Agree ☐ Strongly Agree
- ☐ Don't Know

\* 32. The whole spirit in our Diocese makes people want to get as involved as possible.

- ☐ Strongly Disagree ☐ Disagree ☐ Tend to Disagree ☐ Tend to Agree ☐ Agree ☐ Strongly Agree
- ☐ Don't Know

\* 33. In our Diocese, we are mindful of the cultural diversity and regional complexity of our communities.

- ☐ Strongly disagree ☐ Disagree ☐ Tend to disagree ☐ Tend to agree ☐ Agree ☐ Strongly agree ☐ Don't know



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## About The Future

In this section of the survey possible goals are listed for our Diocese for the next three to five years. The Nominating Committee is interested in knowing where you believe that some ministries require additional energy. If you believe they are important and need to be expanded or improved, then you would give these a higher score. If you believe that other ministries require little or no additional energy because they are already being performed at an appropriate level of quality, then

**you would give these a lower score. Using the scale below respond to the questions that follow:**

\* 34. Equip congregations to be more effective in addressing problems affecting their surrounding communities.

- ☐ No additional Energy ☐ Little additional energy ☐ Moderate additional energy ☐ Substantial additional energy  
☐ High additional energy ☐ Don't Know

\* 35. Take a leadership role in new church development in promising regions of our Diocese.

- ☐ No additional energy ☐ Little additional energy ☐ Moderate additional energy ☐ Substantial additional energy  
☐ High additional energy ☐ Don't Know

\* 36. Work with local congregations to increase the awareness of our Diocese's mission and its unique impact upon the region that it serves.

- ☐ No additional energy ☐ Little additional energy ☐ Moderate additional energy ☐ Substantial additional energy  
☐ High additional energy ☐ Don't Know

\* 37. Provide on-site stewardship consultants and programs and/or planned giving consultants to local churches in order to substantially increase the financial resources of congregations.

- ☐ No additional energy ☐ Little additional energy ☐ Moderate additional energy ☐ Substantial additional energy  
☐ High additional energy ☐ Don't Know

\* 38. Improve the programmatic resources that our Diocese makes available to congregations to ensure that they are the most effective ways to do ministry in the church today.

- ☐ No additional energy ☐ Little additional energy ☐ Moderate additional energy ☐ Substantial additional energy  
☐ High additional energy ☐ Don't Know

\* 39. Streamline our Diocese organizationally and administratively so that it makes better use of financial resources.

- ☐ No additional energy ☐ Little additional energy ☐ Moderate additional energy ☐ Substantial additional energy  
☐ High additional energy ☐ Don't Know

\* 40. Cultivate a higher level of trust within our Diocese.

- ☐ No additional energy ☐ Little additional energy ☐ Moderate additional energy ☐ Substantial additional energy  
☐ High additional energy ☐ Don't Know



\* 41. Take a leadership role in working with churches that are struggling.

- ☐ No additional energy ☐ Little additional energy ☐ Moderate additional energy ☐ Substantial additional energy  
☐ High additional energy ☐ Don't Know

\* 42. Equip Rectors and other leaders in congregations with strategies that enable them to reach new members.

- ☐ No additional energy ☐ Little additional energy ☐ Moderate additional energy ☐ Substantial additional energy  
☐ High additional energy ☐ Don't Know

\* 43. Provide church leaders with the interpretive resources that will build more support for the work of our Diocese among members of our congregations.

- ☐ No additional energy ☐ Little additional energy ☐ Moderate additional energy ☐ Substantial additional energy  
☐ High additional energy ☐ Don't Know

\* 44. Make our Diocese more responsive to requests for assistance in dealing with particular needs including pastoral transitions, financial issues, or other pressing concerns.

- ☐ No additional energy ☐ Little additional energy ☐ Moderate additional energy ☐ Substantial additional energy  
☐ High additional energy ☐ Don't Know

\* 45. Develop a discernment process to rethink how to be vital Episcopal churches in our specific region.

- ☐ No additional energy ☐ Little additional energy ☐ Moderate additional energy ☐ Substantial additional energy  
☐ High additional energy ☐ Don't Know

\* 46. Deepen our spiritual capacity as congregations to respond to life with serenity, confidence, and hope.

- ☐ No additional energy ☐ Little additional energy ☐ Moderate additional energy ☐ Substantial additional energy  
☐ High additional energy ☐ Don't Know

\* 47. Equip Rectors and other leaders in congregations to help members become growing, vital disciples.

- ☐ No additional energy ☐ Little additional energy ☐ Moderate additional energy ☐ Substantial additional energy  
☐ High additional energy ☐ Don't Know



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## Your Involvement

\* 48. Beyond sending representatives to annual Diocesan meetings, how engaged would you say that your congregation has been with any phase of the Diocese's life and work in the last 12 months?

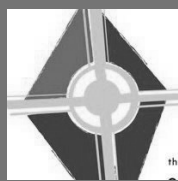
☐ Not engaged ☐ Little engagement ☐ Moderate engagement ☐ Highly engaged ☐ Don't Know

\* 49. Over the last three years how has your congregation's engagement with the Diocese changed?

☐ Less engaged ☐ About the same ☐ More engaged ☐ Don't Know

\* 50. If you have served in leadership positions of other Episcopal Dioceses/congregations, how would you compare your level of satisfaction with your service in this Diocese to that in your previous Diocese?

☐ Less satisfied here ☐ About the same ☐ More Satisfied here ☐ Not Applicable



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## Information about You

\* 51. My gender is...

☐ Male ☐ Transgender Female  
☐ Female ☐ Gender Fluid/Non-conforming  
☐ Transgender Male ☐ No response

\* 52. My age is...

☐ Less than 20 ☐ 21-40 ☐ 41-64 ☐ 65-75 ☐ 75 or older

\* 53. I have been involved in my congregation...

☐ Less than 1 year ☐ 1-2 years ☐ 3-5 years ☐ 6-10 years ☐ 11-20 years ☐ 20+ years

\* 54. What is your ethnic background?

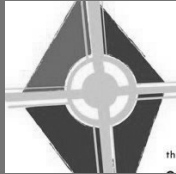
☐ Black ☐ Caucasian ☐ Native ☐ Latino ☐ Asian ☐ Other

\* 55. What would you say is your level of awareness regarding the work of our Diocese?

☐ Unaware ☐ Somewhat Aware ☐ Moderately Aware ☐ Very Aware

\* 56. When I think about my gifts, interests, and time, I often feel that I have something to give our Diocese but don't know how to give it.

☐ Strongly disagree ☐ Disagree ☐ Tend to disagree ☐ Tend to agree ☐ Agree ☐ Strongly agree ☐ Don't know



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### Amount of Change Required

**When searching for a new leader, it is important to have an idea of how much change we believe is required in our Diocese.**

\* 57. In order to make significant progress toward your vision for our Diocese, how much change will be required?

☐ Almost no change ☐ Large amount of change  
☐ Small amount of change ☐ Changes in nearly every area  
☐ Moderate amount of change ☐ Don't know

\* 58. Compared to the overall strength of the Diocese three years ago, would you say the Diocese is

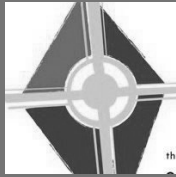
☐ Much weaker ☐ Stronger  
☐ Weaker ☐ Much Stronger  
☐ About the same ☐ Don't know

\* 59. In their actions, our members demonstrate open-mindedness and readiness to follow the lead of our Bishop and other Diocesan leaders.

☐ Strongly disagree ☐ Disagree ☐ Tend to disagree ☐ Tend to agree ☐ Agree ☐ Strongly agree ☐ Don't know

\* 60. I am clear regarding where the Diocese is headed and how we are going to get there.

☐ Strongly disagree ☐ Disagree ☐ Tend to disagree ☐ Tend to agree ☐ Agree ☐ Strongly agree ☐ Don't know



### Characteristics of Our Next Bishop

**Your responses to these questions will help us determine the critical position requirements for our next Bishop and guide our search for a person who is a good fit for our Diocese.**

\* 61. What are the CRITICAL ABILITIES our new Bishop needs to possess in order to be effective in our Diocese? You may consider many abilities to be important, but some are more important than others. A lower rating does not necessarily imply that the ability is not important.

Please RANK the abilities in the list below. Because you are RANKING these items, you can only have one "1st", one "2nd", etc. NOTE: Personal qualities/characteristics will be addressed in the next section.

	Least important	8th	7th	6th	5th	4th	3rd	2nd	Most important
Strategic Leadership- Capacity to cast a vision and lead the Diocese toward realization of the vision	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Coach/train-Capacity to deepen understanding, form character, and equip leaders with new skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Pastoral Care-Capacity to engage people empathetically and care for leaders in times of need	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Change Management- Capacity to lead the Diocese through a significant and necessary period of change	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Administration-Capacity to manage the Diocese operationally including facilities, finances, and staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Least important	8th	7th	6th	5th	4th	3rd	2nd	Most important
Negotiate/resolve conflict-Capacity to help the Diocese deal with conflict through training, negotiation, and mediation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Preaching-Capacity to inspire and connect people to God's word	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Fund-raising and development-Capacity to build relationships with potential donors and cultivate giving to the mission of the Diocese	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
High profile function-Capacity to function on a larger stage beyond the Diocese and to demonstrate significant leadership at the national level	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

What other CRITICAL ABILITIES do you believe are important for our new Bishop?

\* 62. What are the PERSONAL QUALITIES our new Bishop needs to possess in order to be effective in our Diocese? You may consider many qualities to be important, but some are more important than others. Please RANK the qualities in the list below. Because you are RANKING these items, you can only have one "1st", one "2nd", etc.

	Least important	8th	7th	6th	5th	4th	3rd	2nd	Most important
Sound judgment and wisdom	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Deeply spiritual and prayerful	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strong theological background	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Compassionate	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Commitment to traditional Creeds of the Christian Church	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sense of humor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Possesses and exhibits humility	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Personal Integrity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Flexible, open-minded	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

What other PERSONAL QUALITIES do you believe are important for our new Bishop?



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## Supplemental Questions

63. What additional information would you like the Nominating and Standing Committees to know?

\* 64. I was raised:

☐ Episcopalian/Anglican

☐ Methodist

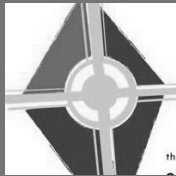
☐ Roman Catholic

☐ Presbyterian

☐ Lutheran

☐ Other

65. What do you need from your Bishop to enhance your church life/experience?



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THANK YOU!

**Thank you very much for taking the time to complete this assessment.**

**For an update on the search process and for more information about our search for our next Bishop, please visit <http://edsd.org/who-we-are/episcopate-transition/>.**