

Bishop Coadjutor Search

The Episcopal Diocese of Los Angeles | 2025



**DESCRIPTION OF THE WORK AND DESIRED GIFTS TO SERVE
on the Search/Nominating Committee for the election of a Bishop Coadjutor to
become the 8th Bishop Diocesan of the Episcopal Diocese of Los Angeles**

Please review this document prayerfully and complete the [application](#) by

Friday, October 18, 2024 at 5:00 p.m.

Applicants will be contacted regarding their application status on

Tuesday, November 5, 2024 at 5:00 p.m.

The Rt. Rev. John Harvey Taylor has announced his intention to retire in 2026, and the Standing Committee has called for the election of a bishop coadjutor for the Episcopal Diocese of Los Angeles (EDLA).

The Standing Committee will appoint a Search/Nominating Committee, which will serve a critical role in electing the bishop coadjutor who will become the eighth bishop diocesan of the Episcopal Diocese of Los Angeles. Those called to serve must recognize that this work is a ministry of service to both the Episcopal Diocese of Los Angeles and The Episcopal Church.

We are seeking individuals that bring a variety of gifts essential in the Search/Nominating process. While no one person will possess all these gifts, committee members must be committed to fostering an environment where the Holy Spirit can guide the discernment of the diocese's needs and dreams. We are committed to selecting a diverse and representative group whose strengths and abilities will complement one another.

Although the committee will be broadly representative, individual members are not charged with representing a specific constituency; each member will represent the Episcopal Diocese of Los Angeles and The Episcopal Church as a whole. This effort will be time-consuming. Search/Nominating Committee members will commit themselves to regular committee and subcommittee meetings for a period of approximately 12 months.

Responsibilities of the Search/Nominating Committee:

The Search/Nominating Committee will be charged with the following responsibilities:

- Gather information about the diocese — from listening sessions, surveys, interviews, and other research — to determine the needs, dreams, history, desires, and goals of the diocese.
- Study the roles of the bishop coadjutor and bishop diocesan — as spiritual leader, executive, pastor to a complex system, and visionary —and become familiar with the workings of the diocese, its organization, mission priorities, opportunities, challenges, and budget.
- Prepare a profile, to be posted online and circulated around the wider church, that articulates a call for the bishop coadjutor and provides a procedure for applicants to apply or to be nominated. Seek out and encourage candidates to participate in the process.
- Assess and evaluate candidates and determine who will move forward through the process, from paperwork to Zoom interviews to an in-person retreat.
- Arrange for background checks; conduct reference checks and otherwise determine the candidates' fitness to serve.
- Design the in-person discernment retreat.
- Through prayerful consideration, name a slate of candidates to be presented to the Standing Committee for final approval.
- Follow standard diocesan best business practices, stay on budget, and submit bills for timely payment.
- Maintain strict confidentiality throughout the process and beyond. Regard the process as holy work and keep the candidates, the diocese, and the committee's work in your prayers.
- Offer an open mind and an open heart. Be willing to listen to opinions that differ from your own. Understand that this is a process of determining the needs of the diocese in the future, not one's own needs or the needs of the diocese as it once was or as we might wish it to be.

Desired Skills and Attributes

In selecting members for the Search/Nominating Committee, the Standing Committee will seek persons with a proven ability to work collaboratively with others, and who demonstrate competency in one or more of the following skill sets:

- The ability to maintain confidentiality
- Strong collaboration skills and the ability to set aside personal agendas for a common goal
- Gifts of hospitality and welcoming others to share work
- Flexibility and openness to imagining work in new and creative ways
- Strong listening skills and the ability to elicit information and organize learnings.
- Effective communication skills (written and group interaction)
- The ability to write a profile that accurately describes the diocese and articulates a call for the next bishop coadjutor
- Experience in developing screening tools (i.e., survey, essay, and Zoom interview questions; questions and discussion topics for a discernment retreat) and instruments for evaluating the information that is provided
- A well-established prayer life and a deep commitment to the life of the diocese
- Event planning and management skills for organizing a discernment retreat
- Basic proficiency with technology (e.g., Zoom, DropBox, Google Docs - training will be provided as needed.)

Conflict of Interest Policy

We will strive to be completely honest and transparent in our work. To maintain transparency and avoid conflicts of interest, we ask that applicants disclose any potential conflicts. **Please do not apply** if you are an Episcopal Diocese of Los Angeles staff member; a potential candidate for bishop coadjutor; the partner, spouse, sibling, child, close relative, or staff member of a potential candidate; or have some other conflict of interest. If a candidate is identified who has a relationship with a Search/Nominating Committee member as described above, that committee member will be asked to resign from the Search/Nominating Committee.

Time Commitment and Expectations

- Mandatory participation in all day-retreat is required at the beginning of the process. This will likely be the weekend of November 16, 2024, at St. Paul's Commons, Echo Park.
- Participation in the search process will require full-day, in-person meetings at least monthly, and additional full-group or subcommittee meetings via Zoom. The committee will determine its own schedule, but the in-person meetings will likely be on Saturdays.
- There will be work between meetings.
- Committee members will be expected to participate in conducting listening sessions around the diocese.
- Committee members will also be required to attend a three-day discernment retreat with semi-finalists in August 2025; location to be determined.
- Committee members should have some degree of technical proficiency and be familiar with Zoom, email, text messaging, and basic document management (i.e., ability to download documents or access DropBox or Google Docs). We will provide training for those who need it, but basic proficiency is expected.