

Diocese of Southern Virginia

The Charge to the Nominating/Search Committee

1. The Nominating/Search Committee will conduct a survey and listening sessions throughout the diocese in conjunction with the Standing Committee. The purpose of these sessions is to hear from the people regarding the qualities needed in the new bishop.
2. The Nominating/Search Committee will generate the diocesan profile, for approval by the Standing Committee prior to publication.
3. The Nominating/Search Committee will present to the Standing Committee a diverse slate of not fewer than three final candidates on the date specified in the timeline.
4. Consistent with the Baptismal Covenant, we believe all are welcome in our Church; therefore, no candidate shall be excluded “because of race, color, ethnic origin, national origin, sex, marital status, sexual orientation, disabilities, or age”. ([National Canons Title III, Canon 1, Section 2](#)).
5. On the dates specified in the timeline, the Nominating/Search Committee will publicize the slate of candidates, as approved by the Standing Committee, with an explanation of the committee’s work.
6. The Standing Committee will appoint a chaplain of the Nominating/Search Committee.
7. All members of the Nominating/Search Committee will take anti-racism / multicultural awareness training.
8. All deliberations of the Nominating/Search Committee are to be held in the strictest confidence, including the names of persons being considered. Any breach of confidence will not be tolerated by the Standing Committee and might lead to the removal of the person from the Nominating/Search Committee, by the Standing Committee at its discretion.
9. The members of the Nominating/Search Committee will work within the timeline and budget given them by the Standing Committee.
10. The Nominating/Search Committee will use the Search Consultant appointed by the Standing Committee as its primary resource.
11. The Nominating/Search Committee will communicate regularly with the Standing Committee. All diocesan-wide communications will be approved by the liaison appointed by the Standing Committee. In addition, the Nominating/Search Committee chair shall communicate regularly with the President of the Standing Committee, the Nominating/Search Consultant, and the chair of the Transition Committee.
12. The Nominating/Search Committee will pay strict attention to the needs of the nominees and their families and the bishop-elect and his/her family however those needs may be presented. This includes, but is not limited to, a frank disclosure of the bishop elect’s compensation package.
13. The Standing Committee is committed to a process that upholds the dignity of everyone involved.

Diocese of Southern Virginia

The Charge to the Transition Committee

1. The Transition Committee will plan, coordinate, and carry out primary events during the transition and will attend to the relationships, dynamics, and feelings affected by the transition throughout the diocese.
2. During the entire Search and Election process, the Transition Committee will prepare educational materials (including but not limited to bulletin inserts, newsletter articles, web posts) about Episcopal polity, bishops, and the discernment and election process.
3. Among the primary events for which the Transition Committee is responsible are the walk-about presenting the Search Committee candidates and petition process candidates to the Diocese, certain aspects of the electing convention, the consecration of the new bishop, the execution of a portrait of the retiring bishop, and the presentation of gifts to the new bishop of the diocese. The Transition Committee should secure the site for the consecration as early as possible in the process
4. Among those affected by the transition, the Transition Committee will pay attention to the needs of the retiring bishop and his family, the nominees and their families, the bishop-elect and his/her family, and the diocesan staff.
5. The members of the Transition Committee will work within the timeline and budget given them by the Standing Committee.
6. The members of the Transition Committee will work with the Search Consultant appointed by the Standing Committee as their primary resource.
7. The Transition Committee will communicate fully with the Standing Committee. All diocesan-wide communications will be approved by the liaison appointed by the Standing Committee. In addition, the transition committee chair shall communicate regularly with the President of the Standing Committee, the search consultant, and coordinate fully with the Search Committee.
8. The Transition Committee will maintain the utmost respect for confidentiality and division of roles throughout the process.
9. The members of the Transition Committee will carry out their work with grace, hospitality, sensitivity, organization, and efficiency.
10. All members of the Transition Committee will take anti-racism / multicultural awareness training.
11. The Standing Committee will appoint a chaplain of the Transition Committee.