The Episcopal Diocese of Kansas

DIOCESAN PROFILE 2017

SEEKING OUR TENTH BISHOP
Gracious and loving God, thank you for the directing presence of your Holy Spirit upon those who have been set apart to discern your call of the 10th Bishop of the Diocese of Kansas. Look graciously on your people as we lift up the search process in fervent prayer. Guide us to the faithful pastor who will nurture your people and cultivate the myriad gifts that abide in the people of this diocese. Empower this search with a spirit of joy and discernment, as together we journey with Jesus the road ahead; through Jesus Christ our Lord. Amen.
# TABLE OF CONTENTS

Welcome ............................................................................... 4  
Who We Are  
About Kansas ............................................................. 5  
About the Diocese of Kansas ........................................... 6  
Diocese of Kansas by the Numbers ............................... 8  
2018 Mission Plan ..................................................... 9  
Map of the Diocese ..................................................... 10  
Diocesan Membership and Attendance ....................... 11  
Diocesan Programs and Structures ............................... 12  
Diocesan Ministries and Affiliated Institutions ............ 13  
Congregational Ministries ........................................... 18  
Conversations Within — Listening and Learning ........... 21  
The Bishop We Seek .................................................. 24  
Search Timeline ....................................................... 26  
Search and Transition Committees ............................... 27  
Application Process ................................................... 28  
Nomination Process ................................................... 29
WELCOME

Greetings in the name of Christ from the people of the Episcopal Diocese of Kansas.

Welcome to the search process for the 10th bishop of the Diocese of Kansas.

- If you are discerning a call to serve as our next bishop, welcome!
- If you know someone who possesses the right gifts, talents and personality to lead this diocese, welcome!
- If you are part of the Diocese of Kansas, eager to read through these pages to learn more about the search process, welcome!

The Search Committee has spent several months praying, studying, listening and writing to present this diocesan profile and application/nomination process.

We hope this profile catches your attention as we describe who we are now, as well as our hopes and dreams for the future. We hope this profile excites your imagination as you think about how God is working in and through The Episcopal Church in eastern Kansas.

If you are discerning what it might mean for you, or someone you know, to lead us—spiritually, administratively and pastorally—as we move into the future that God desires for us, we pray that you will complete the application or nomination form.

We know that subjecting yourself to this process requires a significant commitment of your time, energy and imagination. We also know that it is an act of obedience to God and love for God’s church. Please know that we are immensely grateful and will do our best to show you God’s love in return.

The Rev. Casey Rohleder   Ms. Diana Waddell-Gilbert
Search Committee Co-Chairs
WHO WE ARE

ABOUT KANSAS

The Kansas Territory, when formed in 1854, stretched from the Missouri border on the east to the Rocky Mountains in the west. The name "Kansas" is derived from "Kanza," the name of the tribe of indigenous people who occupied this area before the arrival of settlers in the early 19th century. The Kanza, also Kansa, Kaza, Kosa, Kaw and Kasa, were known as the "People of the South Wind," and the name of the capital city, Topeka, is said to be the Kaw word Tó Ppí Kˀé, meaning "a good place to grow potatoes."

Kansas was first settled by European Americans in 1812, in what is now Bonner Springs, but the pace of settlement accelerated in the 1850s in the midst of political wars over the slavery issue. When it was officially opened to settlement by the U.S. government in 1854 with the Kansas–Nebraska Act, abolitionist Free-Staters from New England and pro-slavery settlers from neighboring Missouri rushed to the territory to determine whether Kansas would become a free state or a slave state. Thus, the area was a hotbed of violence and chaos in its early days as these forces collided and was known as Bleeding Kansas. The abolitionists prevailed, and on Jan. 29, 1861, Kansas entered the Union as a free state. After the Civil War, the population of Kansas grew rapidly when waves of immigrants turned the prairie into farmland.

By 2015, Kansas was one of the most productive agricultural states, producing high yields of wheat, corn, sorghum and soybeans. Kansas, which has an area of 82,278 square miles (213,100 square kilometers), is the 15th-largest state by area and is the 34th most-populous of the 50 states, with a population of 2,911,641.

If you would like to read the Executivelnsite Report that was prepared by the Office of the General Convention, please go to: www.kansasbishopsearch.org/about-kansas/. This report helps "tell the demographic story" of the entire state of Kansas.

Kansas Population by Race (2015 U. S. Census Estimates)

<table>
<thead>
<tr>
<th>Race and Ethnicity</th>
<th>2010</th>
<th>2017</th>
<th>2022</th>
<th>2010%</th>
<th>2017%</th>
<th>2022%</th>
<th>2010 to 2022 %pt Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Asian (NH)</td>
<td>66,967</td>
<td>72,334</td>
<td>78,283</td>
<td>2.35%</td>
<td>2.46%</td>
<td>2.61%</td>
<td>0.26%</td>
</tr>
<tr>
<td>Black/Afr Amer (NH)</td>
<td>162,700</td>
<td>166,636</td>
<td>170,379</td>
<td>5.70%</td>
<td>5.68%</td>
<td>5.68%</td>
<td>-0.02%</td>
</tr>
<tr>
<td>White (NH)</td>
<td>2,230,539</td>
<td>2,289,151</td>
<td>2,331,981</td>
<td>78.18%</td>
<td>78.01%</td>
<td>77.77%</td>
<td>-0.41%</td>
</tr>
<tr>
<td>Hispanic/Latino</td>
<td>300,042</td>
<td>309,414</td>
<td>317,044</td>
<td>10.52%</td>
<td>10.54%</td>
<td>10.57%</td>
<td>0.06%</td>
</tr>
<tr>
<td>P Is/Am In/Oth (NH)</td>
<td>92,870</td>
<td>96,940</td>
<td>100,953</td>
<td>3.26%</td>
<td>3.30%</td>
<td>3.37%</td>
<td>0.11%</td>
</tr>
<tr>
<td><strong>Totals:</strong></td>
<td>2,853,118</td>
<td>2,934,475</td>
<td>2,998,640</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Sources: U. S. Census Bureau, Synergos Technologies, Inc., Experian, DecisionInsite/MissionInsite
In the mid-19th century, Episcopalians were among the early pioneers in the Kansas Territory and later in the State of Kansas, when it was admitted to the Union in 1861.

Most of the Episcopal priests were sent by the Missionary Association for the West, a group from Philadelphia. Their goal was simple—that "Kansas would be forever free and the Church forever low."

One of those priests, the Rev. Charles Calloway, established a school for girls, first in Tecumseh and later in Topeka, lured by 20 acres that would eventually become Bethany Place and the center of diocesan life.

By the summer of 1859, clergymen in the territory asked Bishop Jackson Kemper to call a convention. Seven priests and 11 lay men gathered in St. Paul's Church in Wyandott, and on Aug. 12, 1859, they created the Diocese of Kansas.

In September 1864, five years after the diocese was founded, the Rev. Thomas Vail of Iowa was elected the first bishop. When he got here, there was no money for a salary, and he had to serve as rector of the church in Atchison to earn a wage.

Bishop Vail started with 10 congregations. A quarter-century later, the Diocese of Kansas had grown to 83 congregations, with more than 3,000 communicants.

The fortunes of the diocese often rose and fell with the economy. In 1874, when German and Russian immigrants brought Turkey Red wheat to Kansas, farming boomed and parishes flourished. When crops failed because of drought and infestations of grasshoppers, membership withered, along with church coffers.

Bishop Vail discovered that clergy who liked creature comforts didn’t last for more than a year or so on the prairie, so he started the Kansas Theological School to train priests for mission work here.

In 1884 Bishop Vail and his wife, Ellie, used their own money to open Christ Hospital in Topeka. It treated patients whether they could pay or not. Money was scarce there, too.

Bishop Vail was in Pennsylvania raising money for these causes when he died in October 1889.

The next bishop, Elisha Thomas, helped start St. John’s Military School in Salina, and he continued to educate even more clergy at the Theological School.

A period of good fortune crashed in a nationwide economic panic in 1893, but with hard work Bishop Thomas was able to save church properties from foreclosure.

After just five and a half years as bishop, he died of an apparent heart attack in March 1895.

The dean of Grace Cathedral, Frank Millspaugh, became the third bishop, the first Kansas bishop consecrated on Kansas soil.

And Episcopalians were getting busy, building 36 new church buildings and 21 rectories.

But with more than 100 churches now spread across the state, the General Convention of 1901 agreed to split the diocese in two, creating the Missionary District of Salina out west. It’s now known as the Diocese of Western Kansas.

Bishop Millspaugh never lived to see his dream of a new cathedral. His funeral in September 1916 was the first service in the yet-unfinished building.
Bishop James Wise took over on the eve of World War I. Between a failing economy and men at war, parishes floundered. When the war ended, some churches just dwindled away when people moved from small towns to bigger cities.

In ill health, Bishop Wise died during a parish visitation in July 1939.

Goodrich Fenner became bishop at the start of another world war. Existing churches started to flourish. But he also saw the coming need for new churches in growing areas and created the Church Extension Fund. To this day it supplies low-cost loans for church construction.

After the war, new churches did start up, first in Johnson County, then in Topeka and Wichita. In 1955, the diocese recorded 1,000 confirmations.

Bishop Fenner retired in 1959 on the diocese's 100th anniversary, the first Kansas bishop to retire and not die while in office.

Under Bishop Edward Turner, churches continued their post-war surge in membership, so he worked to expand the church loan fund just in time, as 11 new churches were planted.

Bishop Turner encouraged a switch from Morning Prayer to the Eucharist as the norm for parish worship. And Kansans were among the first women allowed as deputies to General Convention in 1970.

In November 1975 Grace Cathedral in Topeka was gutted by arson. With the help of people across the diocese, it was rebuilt in less than three years. Bishop Turner retired on his 25th anniversary as bishop.

Richard Grein, rector of St. Michael and All Angels in Mission, in 1981 became the first Kansas priest in almost a century to lead the diocese. He established a strong diaconate and ordained the first woman in Kansas' history. He encouraged a number of parishes to move or merge to enhance their mission.

He led the successful Venture in Mission campaign in 1982, raising more than a million dollars. That helped start Venture House in Wichita, now Episcopal Social Services.

In 1988 Bishop Grein was elected Bishop of New York, where he served until he retired in 2001.

The diocese was without a bishop for more than a year when William Smalley was elected in 1989. He helped create the Kansas School of Ministry, to train local priests and deacons, much like Bishop Vail's old Theological School. But KSM was open to lay people, too, and educated many parish leaders.

Bishop Smalley guided a major revision in the governing bodies of the diocese, with the Trustees, Diocesan Council and Standing Committee merged into today's Council of Trustees. Bishop Smalley retired at the end of 2003.

Dean Wolfe took office in January 2004. He launched a plan to reenergize and expand an Episcopal presence on college campuses across the diocese. Bishop Wolfe kept alive the vision of a school for ministry to form and educate priests and deacons by breathing new life into the Kansas School of Ministry. He then collaborated with bishops from neighboring dioceses to form the Bishop Kemper School for Ministry, which recently moved into new office and classroom spaces in Grace Cathedral. BKSM now serves to educate and form priests, deacons and lay leaders from four dioceses.

Other new diocesan and international ministries were formed or brought to the diocese during his episcopacy as well: Kansas to Kenya, Episcopal Migration Ministries, and expanded youth and college ministries. He guided a major capital fundraising drive, which in spite of a deep economic recession, raised funds to remodel the former bishop's residence on the grounds of Bethany Place and create Upton Hall, a conference center that serves the diocese and BKSM. The diocese, in partnership with Grace Cathedral, is building new diocesan office space within the cathedral close, to be occupied in February 2018. Bishop Wolfe left in January 2017 to become rector of St. Bartholomew's in New York City.
Parishes
The Diocese of Kansas is proof that the whole is indeed greater than the sum of its parts. We are comprised of more than 10,000 people, 44 parishes, an independent school, eight college campus ministries, two social service agencies and a seminary. We are rural, suburban and urban; we are politically, theologically, socially and economically diverse. Although we may be separated by a few hours of interstate or country roads, we are united in our call and desire to be Christ’s hands and feet in the world.

A closer look at who we are
Our parishes are served by committed full-time, part-time, bi-vocational and non-stipendiary priests and deacons. On any given Sunday in the Diocese of Kansas, an average of 3,250 children and adults attend our churches. They gather at small, rural churches with a handful people and at large parishes with hundreds of fellow Episcopalians.

Our congregations, despite being varied in size and location, are all actively engaged in outreach within their communities serving those in need through feeding programs, community education, and partnerships with local schools and other institutions.

Our churches are served by 21 full-time and 23 part-time priests. Of the 23, five are bi-vocational. And 32 deacons, including two archdeacons, serve to bring the needs of the world to our congregations and support our worship, pastoral care and diocesan programs.

Finances
The Diocese of Kansas’ fiscal management is prudent and secure. We are proud of our long and consistent support of the annual asking by The Episcopal Church.

The table below shows the five-year apportionment amounts, total plate and pledge gifts, average Sunday attendance, average pledge and total members. These figures show, like many dioceses in The Episcopal Church, that our apportionment has grown slightly over the past five years, but our total plate and pledge has declined, as has ASA. However, the average pledge has grown by almost 14 percent, indicating that individual pledging has grown each year.

A 5 percent endowment draw supplements the annual budget.

The budget, called the diocesan mission plan, is funded primarily through parish apportionment, which accounts for 81 percent of the revenue that supports the plan. (The effective apportionment rate is 17 percent, based upon progressive brackets). Additionally, the endowment draw contributes 13 percent of the annual revenue.

The fiscal year 2018 mission plan is $1.7 million. The chart and table on the following page shows the details of diocesan support for our mission.

Five-year Analysis of Attendance and Pledging with Apportionment Ask

<table>
<thead>
<tr>
<th>Calendar Year of Record</th>
<th>Apportionment</th>
<th>Diocesan Total Plate &amp; Pledge</th>
<th>Avg Sunday Attendance</th>
<th>P&amp;P/ASA</th>
<th>Numerical Avg Pledge</th>
<th>Total Members</th>
</tr>
</thead>
<tbody>
<tr>
<td>2016</td>
<td>$1,411,314</td>
<td>$7,434,627</td>
<td>3,352</td>
<td>2,217.97</td>
<td>$2,899</td>
<td>10,431</td>
</tr>
<tr>
<td>2015</td>
<td>$1,404,568</td>
<td>$7,437,310</td>
<td>3,542</td>
<td>2,099.75</td>
<td>$2,840</td>
<td>10,743</td>
</tr>
<tr>
<td>2014</td>
<td>$1,403,737</td>
<td>$7,568,807</td>
<td>3,647</td>
<td>2,075.35</td>
<td>$2,676</td>
<td>10,823</td>
</tr>
<tr>
<td>2013</td>
<td>$1,380,577</td>
<td>$7,444,410</td>
<td>3,806</td>
<td>1,955.97</td>
<td>$2,582</td>
<td>10,907</td>
</tr>
<tr>
<td>2012</td>
<td>$1,317,321</td>
<td>$7,577,637</td>
<td>3,970</td>
<td>1,908.72</td>
<td>$2,599</td>
<td>11,653</td>
</tr>
<tr>
<td>2011</td>
<td>$1,353,342</td>
<td>$7,743,768</td>
<td>4,057</td>
<td>1,908.74</td>
<td>$2,553</td>
<td>11,469</td>
</tr>
</tbody>
</table>

2011-2016 5-Year % Change 4.28 % -3.99 % -17.38 % 16.20 % 13.55 % -9.05 %
Episcopal Diocese of Kansas Mission Plan Details

<table>
<thead>
<tr>
<th>Area</th>
<th>Description</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mission Management</td>
<td>(Salaries, benefits, travel for transition year)</td>
<td>42.0 %</td>
</tr>
<tr>
<td>Mission and Outreach</td>
<td>(General Convention Assessment, outreach support)</td>
<td>13.0 %</td>
</tr>
<tr>
<td>Office of the Bishop</td>
<td>(Travel, House of Bishops, search expenses)</td>
<td>12.0 %</td>
</tr>
<tr>
<td>Congregational Development</td>
<td>(Mission Enterprise Zone, loan)</td>
<td>8.5 %</td>
</tr>
<tr>
<td>Youth Ministries</td>
<td>(Retreats, gatherings, summer camp, interns)</td>
<td>7.3 %</td>
</tr>
<tr>
<td>Campus Ministry</td>
<td>(Travel, two interns)</td>
<td>4.9 %</td>
</tr>
<tr>
<td>Community Life</td>
<td>(Convention, General Convention)</td>
<td>3.2 %</td>
</tr>
<tr>
<td>Bishop Kemper School for Ministry</td>
<td>(School/student support)</td>
<td>2.3 %</td>
</tr>
<tr>
<td>Bethany Place</td>
<td>(Diocesan headquarters)</td>
<td>1.8 %</td>
</tr>
<tr>
<td>Clergy Support</td>
<td>(Clergy retreats, gatherings)</td>
<td>1.4 %</td>
</tr>
<tr>
<td>Diocesan Communications</td>
<td>(Print, postage, website, social media)</td>
<td>1.4 %</td>
</tr>
<tr>
<td>Office of the Canon to the Ordinary</td>
<td>(Travel, professional development)</td>
<td>1.0 %</td>
</tr>
</tbody>
</table>
A Prayer for Kansas

Open sky, open land; Open face, open heart; So hast Thou made Kansas and her children, Lord.

Homesteads for weather, Hands for work; Fibre of human souls; Thou hast winnowed on the prairie.

Bless that free soil, O God, Her hills of flint, Her miles of wheat, Her flowers in the sun, And steady servants of Thine unswerving truth; through Jesus Christ our Lord. Amen.

Written by the Very Rev. Francis B. Sayre, Dean Emeritus of the Washington National Cathedral, to honor the state of Kansas.
### Parish Membership and Average Sunday Attendance by Convocation

#### VITAL STATISTICS

**DATA YEAR 2016**

<table>
<thead>
<tr>
<th>Parishes</th>
<th>Members 2015</th>
<th>Members 2016</th>
<th>Average Sunday Attendance</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Northeast Convocation</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Atchison, Trinity</td>
<td>91</td>
<td>95</td>
<td>39</td>
</tr>
<tr>
<td>Edwardsville, St. Martin’s</td>
<td>93</td>
<td>82</td>
<td>50</td>
</tr>
<tr>
<td>Kansas City, St. Paul’s</td>
<td>169</td>
<td>168</td>
<td>60</td>
</tr>
<tr>
<td>Lawrence, St. Margaret’s</td>
<td>382</td>
<td>387</td>
<td>139</td>
</tr>
<tr>
<td>Lawrence, Trinity</td>
<td>558</td>
<td>586</td>
<td>233</td>
</tr>
<tr>
<td>Leavenworth, St. Paul’s</td>
<td>388</td>
<td>368</td>
<td>80</td>
</tr>
<tr>
<td>Mission, St. Michael’s</td>
<td>2,478</td>
<td>2,269</td>
<td>350</td>
</tr>
<tr>
<td>Olathe, St. Aidan’s</td>
<td>184</td>
<td>203</td>
<td>59</td>
</tr>
<tr>
<td>Ottawa, Grace</td>
<td>22</td>
<td>32</td>
<td>26</td>
</tr>
<tr>
<td>Overland Park, St. Francis’</td>
<td>50</td>
<td>49</td>
<td>31</td>
</tr>
<tr>
<td>Overland Park, St. Thomas’</td>
<td>833</td>
<td>997</td>
<td>310</td>
</tr>
<tr>
<td>Shawnee, St. Luke’s</td>
<td>164</td>
<td>165</td>
<td>84</td>
</tr>
<tr>
<td><strong>Total Northeast</strong></td>
<td>5,412</td>
<td>5,401</td>
<td>1,461</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Parishes</th>
<th>Members 2015</th>
<th>Members 2016</th>
<th>Average Sunday Attendance</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Northwest Convocation</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Abilene, St. John’s</td>
<td>47</td>
<td>45</td>
<td>29</td>
</tr>
<tr>
<td>Blue Rapids, St. Mark’s</td>
<td>58</td>
<td>53</td>
<td>17</td>
</tr>
<tr>
<td>Clay Center, St. Paul’s</td>
<td>81</td>
<td>75</td>
<td>35</td>
</tr>
<tr>
<td>Emporia, St. Andrew’s</td>
<td>130</td>
<td>99</td>
<td>48</td>
</tr>
<tr>
<td>Holton, St. Thomas’</td>
<td>5</td>
<td>5</td>
<td>5</td>
</tr>
<tr>
<td>Junction City, Covenant</td>
<td>87</td>
<td>79</td>
<td>41</td>
</tr>
<tr>
<td>Manhattan, St. Paul’s</td>
<td>229</td>
<td>230</td>
<td>87</td>
</tr>
<tr>
<td>Marysville, St. Paul’s</td>
<td>20</td>
<td>17</td>
<td>8</td>
</tr>
<tr>
<td>Topeka, Grace</td>
<td>801</td>
<td>804</td>
<td>290</td>
</tr>
<tr>
<td>Topeka, St. David’s</td>
<td>527</td>
<td>513</td>
<td>181</td>
</tr>
<tr>
<td>Wamego, St. Luke’s</td>
<td>93</td>
<td>83</td>
<td>32</td>
</tr>
<tr>
<td><strong>Total Northwest</strong></td>
<td>2,078</td>
<td>2,003</td>
<td>773</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Parishes</th>
<th>Members 2015</th>
<th>Members 2016</th>
<th>Average Sunday Attendance</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Southeast Convocation</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Chanute, Grace</td>
<td>101</td>
<td>93</td>
<td>32</td>
</tr>
<tr>
<td>Coffeyville, St. Paul’s</td>
<td>83</td>
<td>84</td>
<td>40</td>
</tr>
<tr>
<td>Galena, St. Mary’s</td>
<td>28</td>
<td>28</td>
<td>24</td>
</tr>
<tr>
<td>Independence, Epiphany</td>
<td>127</td>
<td>130</td>
<td>42</td>
</tr>
<tr>
<td>Iola, St. Timothy’s</td>
<td>39</td>
<td>45</td>
<td>30</td>
</tr>
<tr>
<td>Neodesha, Ascension</td>
<td>36</td>
<td>36</td>
<td>12</td>
</tr>
<tr>
<td>Parsons, St. John’s</td>
<td>101</td>
<td>101</td>
<td>25</td>
</tr>
<tr>
<td>Pittsburg, St. Peter’s</td>
<td>102</td>
<td>105</td>
<td>39</td>
</tr>
<tr>
<td>Sedan, Epiphany</td>
<td>42</td>
<td>43</td>
<td>25</td>
</tr>
<tr>
<td>Yates Center, Calvary</td>
<td>38</td>
<td>39</td>
<td>9</td>
</tr>
<tr>
<td><strong>Total Southeast</strong></td>
<td>697</td>
<td>704</td>
<td>278</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Parishes</th>
<th>Members 2015</th>
<th>Members 2016</th>
<th>Average Sunday Attendance</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Southwest Convocation</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Arkansas City, Trinity</td>
<td>86</td>
<td>84</td>
<td>34</td>
</tr>
<tr>
<td>Derby, St. Andrew’s</td>
<td>129</td>
<td>126</td>
<td>54</td>
</tr>
<tr>
<td>El Dorado, Trinity</td>
<td>86</td>
<td>85</td>
<td>36</td>
</tr>
<tr>
<td>Newton, St. Matthew’s</td>
<td>125</td>
<td>125</td>
<td>46</td>
</tr>
<tr>
<td>Wellington, St. Jude’s</td>
<td>20</td>
<td>23</td>
<td>8</td>
</tr>
<tr>
<td>Wichita, Good Shepherd</td>
<td>414</td>
<td>419</td>
<td>174</td>
</tr>
<tr>
<td>Wichita, St. Bartholomew’s</td>
<td>30</td>
<td>28</td>
<td>19</td>
</tr>
<tr>
<td>Wichita, St. James’</td>
<td>946</td>
<td>971</td>
<td>227</td>
</tr>
<tr>
<td>Wichita, St. John’s</td>
<td>316</td>
<td>133</td>
<td>68</td>
</tr>
<tr>
<td>Wichita, St. Stephen’s</td>
<td>168</td>
<td>176</td>
<td>119</td>
</tr>
<tr>
<td>Winfield, Grace</td>
<td>192</td>
<td>183</td>
<td>53</td>
</tr>
<tr>
<td><strong>Total Southwest</strong></td>
<td>2,512</td>
<td>2,353</td>
<td>838</td>
</tr>
</tbody>
</table>

**TOTAL FOR DIOCESE**

<table>
<thead>
<tr>
<th></th>
<th>Members 2015</th>
<th>Members 2016</th>
<th>Average Sunday Attendance</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Total Members</strong></td>
<td>10,699</td>
<td>10,461</td>
<td>3,350</td>
</tr>
</tbody>
</table>
DIOCESAN PROGRAMS 
AND STRUCTURES

Clergy
Throughout the year, our clergy gather as a whole and in small groups based on our convocation structure, including:

Clergy Conversations (replaces Fresh Start) – Led by the Canon to the Ordinary, a group of clergy meets monthly to discuss life as a priest, both professionally and personally.

Clericus – Monthly clergy gatherings by convocation that provide time for professional conversations and important fellowship.

Deacons’ Gathering – The diaconate is an important and valued component of the Diocese of Kansas. Led by the bishop and the two archdeacons, our deacons come together annually for renewal, education and community building.

Gathering of Presbyters – Like our deacons, our priests gather annually to connect, share, learn and inspire one another.

Chrism Mass – The annual Holy Week service where the bishop, priests, deacons and lay people worship together and receive holy oils blessed by the bishop and clergy renew their ordination vows.

Commission on Ministry – As required by the canons of The Episcopal Church, our Commission on Ministry provides important assistance to the bishop in the determination of present and future opportunities and needs for the ministry of all baptized persons, and in the design and oversight of the ongoing process for recruitment, discernment and formation for ministry.

Communications
The diocesan communications program is led by an experienced director of communications, who is also the president of Episcopal Communicators. Diocesan communications include print, digital, web and social media, as well as marketing and public relations. The director of communications also supports parishes in their work to enhance their communications. Means for diocesan communications include:

The Harvest – The award-winning quarterly news magazine.

DioLog – The biweekly e-newsletter.

Social media – The diocesan Facebook page, and Twitter and Instagram feeds, keep the diocese informed with timely news and features.

Website – An information resource for clergy and others who want to know more about the diocese and its ministries and leadership. Administrative links are an aid to churches.

Governance structure
Convention – Diocesan convention is held annually, and in addition to being a time for business, it is a time to celebrate our successes and commit ourselves to our diocesan vision.

Council of Trustees - The Council of Trustees is the governing body of the diocese between conventions. It also functions as the Standing Committee. Six members are elected at-large by Diocesan Convention, and each of the four convocations selects one layperson and one clergyperson.

Convocations – The Diocese of Kansas is divided into four regional convocations, each with officers and periodic meetings (see map on page 10).

Diocesan staff – In addition to the bishop, 11 people form the diocesan staff:

Jeane Atha, Executive Assistant to the Bishop
Gisela Bartling, Receptionist
Greg Bennett, Sexton
Jay Currie, Comptroller
The Rev. Betty Glover, Campus Missioner
Debbie Kremers, Missioner for Transitions
The Rev. Torey Lightcap, Canon to the Ordinary
Michelle Moss, Administrative Assistant to the Canon
Karen Schlabach, Youth Missioner
The Rev. George Wiley, Canon Pastor
Melodie Woerman, Director of Communications
DIOCESAN MINISTRIES AND AFFILIATED INSTITUTIONS

Alleluia Grant Fund
Churches with a project that supports the mission of enabling parishioners to fulfill their baptismal covenant to serve as Christ’s hands and feet in the world are eligible to apply for a grant.

In its first two years, the fund has awarded $21,443 to nine programs, including start-up money for a laundry ministry, capital improvements to enhance food ministries and community outreach, service to children and youth, and support for a program for young adults with special needs.

Grants are awarded annually at the Diocesan Convention.

Bishop Kemper School for Ministry
The Bishop Kemper School for Ministry (BKSM), with a new campus in Topeka, is a unique and dynamic collaborative venture of the Episcopal Dioceses of Kansas, Nebraska, West Missouri and Western Kansas.

The seminary was founded in 2012 to support the formation of priests, deacons and lay ministers. Its educational approach fosters shared team ministry that honors and values the gifts and callings of all. BKSM offers more than 40 courses annually and awards three certificates for those seeking ordination, four certificates for licensed lay ministries, and additional certificates in Biblical Greek and Leadership.

Additionally, people interested in a particular topic may enroll for personal enrichment. BKSM also enjoys a strong partnership with the ELCA Central States Synod, offering coursework for their Parish Ministry Associate program.
Campus Ministry
There are eight active campus ministries serving students at universities and colleges throughout the Episcopal Diocese of Kansas (edokcampusministry.wordpress.com), and efforts are ongoing to expand. A full-time campus missioner works with clergy and parishioners as they develop ministries designed for college students.

The ministries are unique to the gifts and graces held by each parish but include opportunities to teach and learn, cook and eat, laugh and cry, and worship together. The University of Kansas and Kansas State University each have a Canterbury House. These houses are residential: live-in undergraduate students serve as peer ministers and work with live-in post-graduate interns to create weekly programming and evangelistic outreach to their campuses. Residents live together in intentional community, praying and serving together. The interns help with programming and house management.

Our parish-based college ministries are varied and include offering assistance with laundry and snacks, meals for students who are not able to return home on scheduled breaks, support and a quiet place to do homework, and opportunity to join in a worshiping community. Prayer, worship and service are important components in our college ministries. We offer grants to assist the parish-based campus ministries in their work with students.

Episcopal Church Women
The Episcopal Church Women of the Diocese of Kansas represent all women in the parishes of this diocese—whether or not they are part of an organized ECW group—by virtue of their baptism and confirmation. The purpose of the Episcopal Church Women organization is to assist the women of The Episcopal Church to carry on Christ’s work of reconciliation in the world and to take their place as leaders in the life, governance and worship of the church.

Programs of the ECW in this diocese include the annual gathering, United Thank Offering, continuing education grants, and the Women’s Summit, an every three-year weekend retreat featuring keynote speakers and special programming. The 2016 summit hosted the Rev. Becca Stevens, author and founder of Magdalene House, Thistle Farms and Thistle Stop Café. The weekend’s focus was on human trafficking.

Annual fair share contributions from congregations around the diocese are used for continuing education, the Church Periodical Club, ECW Triennial, annual gathering and Women’s Summit.
Kansas to Kenya
The Episcopal Diocese of Kansas has a unique mission program, Kansas to Kenya (K2K). K2K has had a relationship with the Diocese of Nakuru in the Anglican Church of Kenya for more than 10 years. Each year it sends a community team and a medical team to Nakuru. Additionally, a group of college students goes every other year.

K2K provides support for a church in the diocese, a primary school and a safe house for victims of domestic abuse. It provides seminars on women's health issues and nutrition, women's empowerment and gender-based violence.

Classes are given for girls and boys separately on reproductive health, birth control and sexually transmitted disease and gender-based violence. The medical team offers clinics in three villages, providing care for more than 1,500 patients in six days of clinics.

Youth Ministry
The mission of the Episcopal Diocese of Kansas Youth Ministry (edokyouth.wordpress.com) program is to gather, equip and send young disciples of Jesus Christ to witness to God's reconciling love. The youth program serves youth in grades 6-12, bringing together a community of young people who worship, play and learn together at 10 events each year, including MegaCamp (summer camp), Happening and New Beginnings, and unique Kansas events including YouthTide, Miqra, Girls and Guys Only Weekends, MissionWichita and a summer trip.

The diocese employs a full-time youth missioner to coordinate diocesan youth events and support the development of youth ministry programs at the parish level.

The Mustard Seeds is a diocesan youth worship band open to youth and adult musicians. The Servant Leadership Program is made up of youth, appointed by the youth missioner or bishop, who are trained in ministry and Christian leadership to serve in their parishes, communities, schools and diocese.

The Youth Commission is made up of youth, elected by their peers at MegaCamp, and adults, appointed by the bishop or youth missioner, to help steer the programs and events of the diocesan youth ministry. The youth also elect four students to serve as full delegates to Diocesan Convention.

Kansas Missionary
Karin Feltman, a member of St. Margaret's, Lawrence, is working to help understand and eradicate human trafficking in Nepal. She lives in Kathmandu and spends time in a village in the mountains above the capital city, where she does research on the causes of human trafficking and works to empower women and girls in the region.
**St. Mark’s Press**

A publishing ministry of Good Shepherd Episcopal Church in Wichita. For 40 years, it has been supporting the worship life and mission of the church by publishing lectionaries, lectionary commentaries and other formational resources.

**AFFILIATED INSTITUTIONS**

**Bishop Seabury Academy**

Bishop Seabury Academy, an independent Episcopal school located in Lawrence, is a thriving, college-preparatory school for grades 6 through 12. In the spring of 2017, 203 students were enrolled, with 31 seniors graduating. Diversity and inclusion are important aspects of the Seabury school community; subsequently, 27 percent of their students receive financial assistance to attend Seabury, and 28 percent of the population are students of color.

A part-time chaplain is employed by the school and leads weekly chapel services, acts as the school’s spiritual advisor and teaches world religions. Service and outreach are also vital aspects of the Seabury culture and its Episcopal identity.

**Nourish KC**

Formerly known as Episcopal Community Services, this is an agency of the Episcopal Dioceses of Kansas and West Missouri that focuses on issues of hunger in the greater Kansas City area. It is a recognized Jubilee Ministry of The Episcopal Church.

The Kansas City Community Kitchen was featured in a NowThis Media video that was shared widely on social media. Their restaurant-style service, called “Dining with Dignity,” puts the guests at the center by eliminating dehumanizing lines, giving guests options in what to eat, and a voice to say what they think and need.

**Episcopal Migration Ministries - Wichita**

Episcopal Migration Ministries-Wichita helps hundreds of refugees each year rebuild their lives in the United States. EMM-Wichita works in partnership with a network of volunteer congregations, organizations and individuals to welcome new Americans as soon as they arrive and help them settle into their new home and new community. Episcopal Migration Ministries-Wichita began in 2012 as the Episcopal Wichita Area Refugee Ministry, founded by Episcopalians in that city. As the agency grew, in 2015 it became an official affiliate office of Episcopal Migration Ministries.
**Episcopal Social Services**
A Christ-centered social service agency in Wichita that offers a variety of programs to people in need by presenting opportunities for positive changes in their lives and by providing ways for parishes and individuals to express their faith through service. This broad-based social service agency supports the homeless, unemployed, under-employed, at-risk youth and those suffering from mental illness. It is a recognized Jubilee Ministry of The Episcopal Church.

**Haiti Episcopal Learning Partnership**
Several churches in the diocese have partnerships with churches and schools in Haiti, and they raise money and send volunteers to assist people in the poorest nation in the Western Hemisphere. For more than 30 years, St. Michael and All Angels, Mission, has established a relationship with St. Paul’s Episcopal Church in Torbeck, and with the church’s school. St. Paul’s, Leavenworth, has worked in Torbeck and for 20 years has offered help to St. Hilaire school in Petit Riviere. St. Paul’s, Manhattan, has raised money for St. Andre’s parish in Macarbe, for its school.

**Saint Francis Community Services**
This non-profit, independent organization is dedicated to the needs of children and youth through its ministries in foster care, therapeutic foster care, adoption, family preservation, residential care and community outreach services. Saint Francis Community Services was founded in 1945 in Ellsworth, Kan., by the Rev. Robert Mize, Jr., an Episcopal priest, as Saint Francis Boys’ Home, serving 12 boys. Today SFCS serves 10,000 children and youth in Kansas, Mississippi, Nebraska, Oklahoma and Texas. SFCS is headquartered in the Episcopal Diocese of Western Kansas and has offices and staff in the Diocese of Kansas who support foster children and families.
As you can see in this profile, we believe that congregations of all sizes can be vital, whether “small and mighty” or “large and powerful.” The Search Committee invited congregations to submit the name and a short description of one of their outward-focused ministries. Here are a few snapshots of some of the various ministries that demonstrate the care, creativity and commitment to God’s people by Episcopalians in the Diocese of Kansas.

**Angel Tree Prison Ministry – St. Aidan’s, Olathe**
A ministry started and supported by Prison Fellowship, members of St. Aidan’s sponsor 15 children with an incarcerated parent and give gifts to them on behalf of the parent.

**Coats for Kids – St. Paul’s, Coffeyville**
Each fall, the church organizes a donation drive as well as a motorcycle run to raise money to buy new coats for people in need, which they then distribute throughout the community and share with other churches in the convocation.

**Egg Ministry – Grace, Ottawa**
The church provides eggs to the local food pantry. During the first half of 2017, the church delivered almost 4,000 eggs.

**The Encore Shop – St. Paul’s, Manhattan**
A clothing and household goods resale store operated out of the former rectory for more than 50 years.

**Family Promise – St. Andrew’s, Emporia**
Family Promise helps families experiencing homelessness attain sustainable independence. As a host church, St. Andrew’s provides temporary housing, food and relationship building, while Family Promise provides social resourcing that enables families to move out of homelessness.

**Follow Me Inn Breakfast – St. Peter’s, Pittsburg**
This feeding ministry serves up to 200 meals each Tuesday morning, many of which are delivered to those who cannot come to the church to eat.

**Haiti Ministry – St. Michael and All Angels, Mission**
For 30 years, St. Michael’s has cultivated a partnership with St. Paul’s School and Church in Torbeck, Haiti, by raising funds and facilitating mission trips. Fundraising efforts provide the salaries for every teacher and administrator, among other needs, for a school with 200 students.
Kid’s Connection – St. Paul’s, Leavenworth
An after-school ministry providing safe study space for middle school children in Northeast Leavenworth.

Laundry Love – Good Shepherd, Wichita
A neighboring ministry of presence, dignity and love offered through the simple act of helping people wash their clothes.

Laundry and Latte – St. John’s, Parsons
The church provides two free loads of laundry to Labette Community College students. Once a month, birthday treats are given to the students, and there's a cookout at the end of the year.

Naomi Guild Lunch – Epiphany, Sedan
An outreach ministry for about 30 years, all those who are alone or single in the community are invited to a hot meal served in the parish hall on the first Wednesday of the month.

New-to-Me Clothing – St. Bartholomew’s, Wichita
The congregation collects clothing throughout the year and once a month gives it to anyone who needs or wants free clothes.

Priscilla’s Pet Pantry – Trinity, El Dorado
This ministry provides free pet food and pet supplies once a month for anyone in need.

Prom Dress Express – Grace, Winfield
A collection of formal dresses that are available for anyone needing a free formal dress for school dances, weddings or other occasions, no questions asked.

Red Box Ministry – St. Timothy’s, Iola
The church provides a week's worth of food and supplies for a family of four that has fallen on difficult times in the community. There is no charge, just an expectation to return the box.

Representative Payee Program – St. Matthew’s, Newton
This program assists people with low income in managing their resources, following Social Security Administration requirements. Currently 140 payees meet with their representative on Tuesday mornings to pay bills, review their checking account and discuss their needs.

School Supply Collection – St. Mary’s, Galena
The congregation collects school supplies at the beginning of each school year to donate to the local elementary school.
Sharing Table – St. Luke’s, Wamego
Twice a month, the church offers a restaurant-style, take-your-order, made-to-order breakfast open to anyone in the community. Donations are accepted but not expected.

Small Pocket Change Ministry – St. James’, Wichita
Donations in “Small Pocket Change Ministry” envelopes, available in church pews, have raised $4,500 in just three years, providing funding to six community children’s agencies.

St. Francis’ Soap Kitchen – St. Francis of Assisi in the Pines, Overland Park
A soap recycling program that takes soap from local hotels, melts it down, forms new bars and donates to a local food pantry.

Summer Feeding Program – St. Paul’s, Clay Center
This ministry, located in a community of around 4,000 people, feeds up to 100 children and teens every weekday for 12 weeks during the summer.

Topeka JUMP – Grace Cathedral, Topeka
Grace Cathedral is part of a coalition of 20 congregations in Shawnee County, working together to influence public policy and promote justice.

Thom’s Helpers – St. Thomas the Apostle, Overland Park
A ministry by adults with special needs, Thom’s Helpers work 15 hours a week throughout the congregation, from baking cookies to setting up for events and shredding confidential documents. This is a community training program to benefit the families and these special adults at no cost.

Trinity Environmental Stewardship Team – Trinity, Lawrence
Trinity Environment Stewardship Team helps the congregation be more eco-conscious. It also serves as a resource for other congregations wanting to be more attentive to their stewardship of creation.

Wheels of HOPE – Church of the Covenant, Junction City
Wheels of HOPE (Helping Other People Eat), a mobile food pantry, is a major outreach ministry of this church. Working in collaboration with other churches and human services agencies, they provide additional support to “chronically hungry” families as identified by the Geary County school district.
CONVERSATIONS WITHIN — LISTENING AND LEARNING

GATHERING FEEDBACK THROUGHOUT THE DIOCESE

Over the course of five months (June – October 2017), the Search Committee engaged in several opportunities to collect qualitative and quantitative data from clergy and lay people throughout the Diocese of Kansas. We share with you some detailed information about the listening sessions and the culture and climate survey below.

In addition, the diocese’s search consultant led a retreat with diocesan staff in mid-June and a retreat with clergy in early September. Finally, the Search Committee capitalized on the opportunity at the annual Diocesan Convention in October to solicit additional input from delegates and visitors.

Through these means, the Search Committee has had ample opportunity to better understand the hopes, dreams and expectations about the future of the diocese and its next bishop.

Listening session feedback

Search Committee members held 90-minute listening sessions in El Dorado and Parsons on July 8, and in Lawrence and Topeka on July 15. Using an appreciative inquiry approach, the committee and other volunteers facilitated tabletop discussions around six questions. Nearly 120 participants provided rich feedback about the successes and opportunities in the Diocese of Kansas, as well as their hopes for and expectations of the next episcopate. The team transcribed all responses and compiled them into a nearly 100-page document.

Listening session questions

Q1: What has happened in this diocese during the previous episcopate that one could consider successful, a miracle, a joy, a move forward for the diocese?

Q2: What has been your best experience in the diocese?

Q3: What could we have done better during the previous episcopate?

Q4: As our Presiding Bishop Michael Curry likes to remind us, we are the Episcopal branch of the Jesus Movement – IN KANSAS. What do you see as the greatest challenge our diocese faces going forward in our call to be the Episcopal branch of the Jesus Movement in Kansas?

Q5: Looking ahead FIVE years, what would you imagine being different, what would constitute progress on the hopes and aspirations expressed here?

Q6: What structural systems are in place that need to be changed to make these things discussed in Question #5 happen? What current structures need to change in order to achieve these future accomplishments?
Southeast Convocation
The Southeast Convocation was adamant that they are not “dying,” but rather they feel energized by the additional responsibilities being assumed by lay leadership. They have experienced success in their community outreach activities, especially with the community colleges. In addition, they value opportunities to participate in various communal endeavors such as Bishop Kemper School for Ministry, convention, convocation meetings, attendance at the Presiding Bishop’s revival in Kansas City, youth summer camp and Happenings.

One of the most important outcomes from these experiences has been the development of significant relationships and an accompanying sense of connectivity. Desired improvements for the Southeast Convocation included allowing smaller churches to have ample opportunities to openly express their needs with the diocese, intentional enhanced emphasis on relating to younger people and more timely communication.

Activating evangelism and participating in the Kansas branch of the “Episcopal Jesus Movement” created some discomfort with participants, primarily in their knowledge about how to share their faith with others, including non-believers. However, empowering youth in helping our church move forward was favored as an important component of revitalizing our church.

Brainstorming futuristic ideas included expanding current utilization and availability of deacons and retired priests, as well as increased sharing of active priests between parishes. Involving youth again was mentioned as an important structural change that needs to occur. Likewise, expanding technology was mentioned as a vital part of assuring online access to Bishop Kemper School for Ministry, but also necessary to attract younger people who thrive in social media.

Southwest Convocation
Responses from the Southwest Convocation listening session were often quite similar to the Southeast Convocation. However, there were some notable differences, including the acknowledgement of strong convocations and recognizable local participation in diocesan programs.

A focus on relationships also surfaced during this listening session with a special emphasis on established diaconal relationships and sense of connectedness. Unique responses for desired improvements included providing better support for struggling congregations, additional training in conflict resolution and expanding opportunities for adult spiritual development, in particular.

The topic of evangelism was no less awkward during this listening session, with the request to offer resources such as “Jesus Movement for Dummies.” Ultimately, fear of failure played a significant role in proceeding with evangelism. Encouraging the use of our buildings for community activities, and working hard to offer a friendly and sacred space for newcomers, were also mentioned by participants. Future aspirations included expansion of contemporary services, empowering diaconal role as sacramental extenders, and developing relationships with other denominations and faiths.

Northeast Convocation
In the Northeast Convocation, Bishop Kemper School for Ministry, campus ministry and MegaCamp (youth summer camp) were cited as the top three areas that saw strides forward during the previous episcopate. The ordination process, Kansas to Kenya, and participation in church governance at the congregation and diocesan levels were not far behind.

Among things that could have been better, the absence of proactive conflict management was a top concern, as was the perceived gap between large and small churches, and the disconnect between the diocese and congregations. One concern raised in Lawrence that was not heard elsewhere was a desire for greater leadership on environmental stewardship, as well as considerable discussion about the need for greater diversity throughout our churches.

Learning how to get outside the walls of the church to be present in our communities was mentioned by numerous groups as the single greatest challenge to evangelism. Many in this session dream of healthy, vital churches with a clear sense of Episcopal identity and a focus on evangelism and diversity, as well as a reimagined convocation structure where more partnerships happen between churches. A sizable number in this listening session called for a reevaluation of diocesan structures and positions within the diocese and across dioceses as a way to achieve goals for the church.

Northwest Convocation
Although many of the responses in the Northwest Convocation mirrored those in the other three convocations, because the diocesan office and the cathedral are located within this convocation, it is perhaps not surprising that a significant number of positive comments were expressed about the diocesan staff, its communications methods (DiLog and The Harvest in particular) and the relationship of the cathedral to the rest of the diocese.

Many used the words “openness,” “acceptance” and “inclusiveness” to describe their experience in the diocese. The availability of training/spiritual formation to equip individuals and churches for evangelism was seen as a significant need within the diocese.
A merger with the Diocese of Western Kansas was repeatedly cited as an opportunity for the future, as was the need to find other ways to break down diocesan boundaries and improve convocation structures and processes. Some expressed hope for vibrant, active parishes that have a “theology of plenty rather than scarcity” and buildings/facilities actively used for outreach.

Survey data
From Aug. 14-31, the committee conducted a culture and climate survey, administered by Holy Cow! Consulting. This survey has been administered in 40 dioceses or its equivalent throughout the country, which provides the Diocese of Kansas (and our future bishop) valuable benchmark data about the overall health and priorities of the diocese.

Where we are now
The survey evaluated the current state of the diocese in terms of energy, indicated by a compelling sense of purpose and satisfaction, expressed as peaceful contentment. Responses show that the Diocese of Kansas finds itself with a higher level of energy than satisfaction.

This assessment indicates that individuals may be energized by different things but may not have the alignment behind a clear mission and vision, so that people in the diocese do not feel they are working toward the same goal. However, results indicated that our members are ready to follow the leadership of the diocese (i.e. future bishop), and our congregations are highly engaged in the work of the diocese.

The survey identified areas that need attention, and some have potential to have the highest impact on satisfaction, including:

- Providing better support to our congregations to help them become vital and effective.
- Giving adequate attention to different approaches when decisions need to be made.
- Helping each member of the diocese understand what role they play within our system and making that work meaningful.

The levels of satisfaction and energy have been found to be reliable indicators of the health and vitality of a regional association.

There are four quadrants on this map.

- The high energy-low satisfaction quadrant is the chaos quadrant. Organizations in this quadrant are often struggling to structure and channel their energy into a direction they feel good about.
- The low energy-low satisfaction quadrant is the recovery quadrant. Organizations in this quadrant require major changes in order to regain a significant level of vitality and health.
- The low energy-high satisfaction quadrant is the static quadrant. Organizations in this quadrant have normalized a low level of vitality that enables them to be relatively satisfied.
- The high energy-high satisfaction quadrant is the transformation quadrant. Organizations in this quadrant may choose strategies of growth, expansion, replication and impact.

Where we want to go
The survey report identified a list of priorities for the future of the Diocese of Kansas. The top three identified by the survey focus on congregational leadership and development.

- Congregational Growth: Equip pastors and other leaders in congregations with strategies that enable them to reach new members.
- Congregational Leadership: Take a leadership role in working with churches that are struggling.
- Congregational Vitality Plan: Develop a discernment process to rethink how to be vital Episcopal churches in our specific region.

Finally, the survey report pointed out some areas that might need some attention during our time of transition. The first area is flexibility: how can the diocese become more open to change and intentionally planned new steps? Second, clergy responses indicated that they have a lower level of satisfaction and energy than other groups, while at the same time being central to diocesan priorities for the future.
THE BISHOP WE SEEK

Over the course of four months, the Search Committee listened to a variety of voices across the diocese: congregation members, lay leaders, diocesan leaders, active and retired clergy, and staff. From our survey and listening sessions came three areas that need attention:

- Providing better support to our congregations to help them become vital and effective.
- Giving adequate attention to different approaches when decisions need to be made.
- Helping each member of the diocese understand what role they play within our system and making that work meaningful.

In distilling the pages of data before us, nine key characteristics rose to the top in terms of our hopes, dreams and expectations for the 10th bishop. We hope your heart stirs when you read through this list and that the things that excite us, excite you as well.

WE SEEK A BISHOP WHO...

1. Loves Jesus and articulates a deep spirituality
   Whether leading a meeting, preaching and celebrating the Eucharist, or meeting one-on-one with individuals, the people of Kansas want a spiritual and administrative leader who is passionate for the gospel and hopeful about The Episcopal Church in the Diocese of Kansas. We want a bishop who actively tends to their own interior life and is “lit up enough” for all to see it and be changed by it.

2. Will lead the Diocese of Kansas into a shared mission, vision and direction
   We dream of a diocese that reflects the diversity of God’s people in Kansas: gender, age, economics, ethnicity and sexual orientation. We seek a visionary, action-oriented leader who, after getting to know the people, structures and culture of this diocese, is prepared to help articulate and activate a set of gospel-centered priorities for the coming years—priorities that fully embrace our Baptismal Covenant.

3. Equips congregations of all sizes for evangelism and mission
   Presiding Bishop Michael Curry’s call for evangelism as part of the Jesus Movement excites the people of the Diocese of Kansas, but many of us are unsure about how about to channel that excitement into action. Amid uncertainty about what the church will look like in this post-Christendom age, we seek a bishop who brings an entrepreneurial spirit and encourages holy risk-taking to help equip congregations for confident, creative evangelism and mission in the communities we serve.
4. Demonstrates a collaborative leadership style
Clergy and lay people, adults and children alike, gladly bring an abundance of gifts, talents, perspectives and energy to the work they do for their churches and for the diocese. Our bishop will recognize that we all have strengths that build up the body, and they will actively listen as we make decisions together. When decisions must rest with the bishop, we will have confidence that they will make decisions with wisdom and clarity.

5. Builds and maintains meaningful relationships with clergy, staff and diocesan leaders
Our bishop will see how much relationships matter to us at all levels of the diocese and how connected we are to one another (despite the miles between us). We seek a humble, pastorally minded individual who will take the time to get to know people, pay attention and be present. In particular, the clergy seek a bishop who provides them pastoral care, models a healthy lifestyle and exercises self-care. The bishop will help strengthen and further the collegial relationships that exist among clergy, including between priests and deacons. The youth also clearly articulated their desire for a bishop who actively participates in events and takes the time to know them.

6. Fully supports the life and ministry of small congregations
In this 44-parish diocese, more than half of our churches are served by part-time, non-stipendiary or supply clergy. We seek a bishop who does not see a small congregation as a problem to be solved and who recognizes that “small and mighty” churches have as much to offer as the “large and powerful” ones. We need a bishop who champions the vitality of small congregations and empowers lay people for ministry.

7. Works outside conventional structures and boundaries
The Bishop Kemper School for Ministry was repeatedly cited throughout the listening sessions as one of the greatest achievements in the diocese during the last episcopate. This school demonstrates the power of collaboration across diocesan boundaries and even denominational lines, with the increasing involvement of the Evangelical Lutheran Church in America, Central States Synod. We seek a bishop who reconsiders conventional, traditional structures and boundaries at the local, convocation, diocesan and denominational levels, and seeks ways that we, the church, can be stronger together.

8. Courageously engages in healthy conflict resolution
We know conflict is a normal aspect of human interactions and provides opportunity for growth. However, our recent history suggests a pattern of conflict avoidance. We seek a leader who provides a non-anxious presence and who can facilitate difficult situations and conflict in healthy, creative and constructive ways. We believe this ability requires both a steady presence and a prophetic voice.

9. Makes Kansas home
It should come as no surprise that we Kansans love Kansas, and that we take pride in where we live. In fact, there are a great many reasons to love Kansas that we are eager to share with candidates—from the arts, culture and food scenes in any number of our communities, to the stunning beauty of open skies, Konza Prairie and Flint Hills, to the rhythms of small towns and an agrarian lifestyle. We seek a bishop who is excited about living in this part of the country, putting down roots and living into the unique culture of Kansas.
TIMELINE FOR SEARCH PROCESS

The consecration date of the 10th Bishop of Kansas will be March 2, 2019. Therefore, we anticipate achieving some key milestones as follows.

**May 20, 2017**
Kickoff meeting with Search Committee, Transition Committee and Council of Trustees

**June 23-24, 2017**
Search Committee planning retreat

**July 8 & 15, 2017**
Listening Sessions

**August 11-12, 2017**
Transition Committee planning retreat

**August 14 - 31, 2017**
Diocesan survey open

**September - October 2017**
Draft/review diocesan profile

**November 15, 2017**
Diocesan profile presented to Council of Trustees

**November 20, 2017**
Applications and nominations open

**January 19, 2018**
Applications and nominations close

**By February 17, 2018**
First screening: review paper nominations
Select nominees for video interviews

**By March 3, 2018**
Conduct and review online interviews with nominees

**March 17, 2018**
Second screening: select nominees invited to the discernment retreat

**June 8-11, 2018**
Discernment retreat with semi-final nominees

**June 21, 2018**
Candidate slate announced

**June 21-30, 2018**
Petition period

**October 1-5, 2018**
Diocesan walkabouts with candidates

**October 19, 2018**
Election during Diocesan Convention

**March 2, 2019**
Consecration of the 10th bishop of Kansas
SEARCH AND TRANSITION COMMITTEES

In early May, 2017, the Council of Trustees announced the selection of members for the Search Committee and the Transition Committee for the 10th bishop of the Diocese of Kansas. The Search Committee and the Transition Committee have two distinct functions. The Search Committee is responsible for developing the diocese’s profile, screening and interviewing candidates (including a multi-day candidates’ retreat), and presenting a final slate of candidates to the diocese. The Transition Committee is responsible for conducting walkabouts with the final slate of candidates throughout the diocese, planning the electing convention, organizing the consecration, and assisting the new bishop and his or her family in their relocation.

Search Committee

Front Row: Mr. Tom Gossen, St. James’, Wichita; Ms. Michael Funston, St. Paul’s, Manhattan; Ms. Diana Waddell-Gilbert, Good Shepherd, Wichita (co-chair); the Very Rev. Rob Baldwin, Trinity, Lawrence (resigned from committee)

Middle Row: The Rev. Dawn Frankfurt, St. James’, Wichita; Ms. Eliana Seidner, Trinity, Lawrence; the Rev. Doreen Rice, St. Francis’, Overland Park; the Ven. Charles Pearce, St. Paul’s, Manhattan

Back Row: Deacon Oliver Bunker, St. Timothy’s, Iola; Ms. Jeanine Blessant, St. Peter’s, Pittsburg; Mr. Ray Wheeler, St. Thomas’, Overland Park; Ms. Nancy Kelley, Trinity, Lawrence; the Rev. Casey Rohleder, St. Luke’s, Wamego (co-chair)

Not Pictured: The Rev. Shawn Streepy, St. Aidan’s, Olathe

Transition Committee

Front Row: Mr. Mike Morrow, St. John’s, Wichita; Ms. Linda Mays, Epiphany, Sedan; Mr. Tim Korte, St. Stephen’s, Wichita; Mr. David Schlomer, St. Michael and All Angels, Mission (co-chair)

Middle Row: Ms. Theresa Ryther, Good Shepherd, Wichita; the Rev. Sharon Billman, St. John’s Parsons; the Rev. Mary Siegmund, St. Luke’s, Shawnee (co-chair)

Back Row: Ms. Joy Spearman, St. Paul’s, Kansas City; Mr. Charles Volland, St. John’s, Abilene; Deacon Kitty Shield, St. Jude’s, Wellington; the Rev. Tom Baker, Grace Cathedral, Topeka

Not Pictured: Mr. Jeremiah Shipman, Grace Cathedral, Topeka
Application Process for the 10th Bishop of the Diocese of Kansas

Thank you for your prayerful consideration to the call of the 10th Bishop of the Diocese of Kansas. The Search Committee thanks you in advance for your initial application. We have been praying for all the candidates, as have the congregations throughout the diocese.

Complete applications must be received by **Friday, Jan. 19, 2018**.

Applicants must submit the following items via email to complete your application:

- Application form (download at www.kansasbishopsearch/application/), including responses to the essay questions
- Cover letter
- Current resume or CV
- Three letters of recommendation, one each from
  - a clergy person,
  - a lay person, and
  - a long-time friend or colleague not connected with The Episcopal Church.
- Updated OTM profile

Please read carefully the instructions associated with this initial screening tool. These instructions are in place to ensure that all candidates are evaluated solely on their responses to these questions **without regard to gender, race, familial status, marital status, sexual orientation, gender identity, age or any other identifying characteristic**.

To protect this initial screening process, we are invoking a blind screening of your responses. We ask that all applicants answer essay questions without providing any identifiers to the above. Please refrain from using examples that include pronouns or descriptive language that would divulge any personal characteristics. Your responses will be separated from the other parts of your application (cover letter, resume and references) and assigned a unique number that will correspond to this application packet.

The committee looks forward to providing prayerful consideration of your application. The Search Committee will contact you about your status in the process, according to the search process milestones.

If you have any questions, please do not hesitate to contact us at kansasbishopsearch@gmail.com.
Nomination Process for the 10th Bishop of the Diocese of Kansas

The Search Committee of the Episcopal Diocese of Kansas welcomes your nominations for candidates to be considered for the position of bishop. Nominations must be received by Friday, Jan. 19, 2018.

A nomination is not required in order for a candidate to submit an application packet.

Nominators must have the consent of the person they are nominating.

To submit a nomination:

- Download the nomination form from www.kansasbishopsearch.org/nomination/
- Complete the form, including the 500-word essay
- Save the file as the nominee’s last name
- Email the file to kansasbishopsearch@gmail.com.

Accurate contact information for the nominee must be supplied so that the committee may contact the nominee with instructions for the next steps in this process.

Thank you for your ongoing prayers and participation. If you have any questions, please contact us at kansasbishopsearch@gmail.com.