

**Committee on Nominations for Bishop  
Report to the Standing Committee  
Anglican Diocese in New England  
Presented June 9, 2018**

The Committee on Nominations for Bishop (CNB) was elected and commissioned at the Diocesan Synod on November 18, 2017, to complete the task of presenting to the diocese a slate of candidates for Bishop of the ADNE according to diocesan Canon II, Sections 2, 3 and 4. The CNB is very pleased to here present the culmination of seven months of prayerful work and discernment.

In this report we will present:

- I. Process of Discernment: a chronological account of the steps and stages of discernment
- II. Criteria of Discernment: a summary of the essential but not exclusive criteria used to evaluate nominees
- III. Slate of Candidates: a brief description of the candidates, highlighting some of the most notable qualities and experience of each. (Further information about the Candidates will be available on the ADNE website.)

### **I. The Process of Discernment**

The CNB met together over 30 times (weekly zoom conference calls and monthly face to face meetings) The prayerfulness, diligence and commitment on the part of each of the members has made the work flow beautifully and smoothly. The CNB has also been blessed by seeing the way the Holy Spirit moves through the particular gifting of its members as we offer ourselves to the work of discernment and the given tasks at hand.

#### A. Creation of “Profile of the ADNE” and “Profile of the Bishop of ADNE”

The CNB’s work began immediately following Synod 2017 when six members—three men and three women, two clergy and four lay—were elected to serve on the CNB. Canon Susie Skillen, a seventh member, was appointed by the Standing Committee to serve as Chair. Bishop Bill was asked to serve as an *ex officio* member, offering help to the CNB in the early months of developing the process and schedule of its work. Following Synod, the CNB began research of diocesan ministries and documents to produce the “Profile of the ADNE” and the “Profile of the Bishop of the ADNE.” The Profiles were presented to the ADNE Council of Canons and the Standing Committee for comment, editing and additional materials. These two documents have served as resources for vestries and mission governing boards, for the nominees and for the CNB in discerning the candidates that best fit the needs of our diocese. These two documents have been available on the ADNE website since early in 2018.

## B. Discernment of Nominees

In January 2018 ADNE vestries and mission governing boards were invited to begin submitting names of suggested nominees for Bishop. By the end of February the CNB had received eleven names. Each of these men were asked to submit an Episcopal Nominee Letter of Acceptance, a spiritual autobiography and a resume. The CNB received those documents from ten of the suggested nominees.

After careful reading of the spiritual autobiographies and resumes submitted, and through prayerful discussion, the CNB narrowed the number of those moving forward in the process from ten to seven. During the month of March the CNB then conducted hour-long initial interviews by zoom call (or in person if possible) with the seven nominees. Each of the nominees also submitted five pages of written answers to the Nominee Questionnaire, ten questions on various topics ranging from theology to ministry experience, developed by the CNB. Based on the initial interviews and the answers received from the questionnaire, the CNB discussed further narrowing of the number of nominees but decided that they all were viable candidates and should move forward to a second interview. At this point one of the nominees chose to withdraw, so there were then six.

## C. Discerning the Slate of Candidates

Moving forward with the six nominees, the CNB held second 1.5 hour-long interviews with each of them during the month of April and early May. During this time we contacted and had phone conversations with all of the references that the nominees had given us on their resumes. Also Bishop Bill contacted the nominees' bishops to confirm that there were no causes for concern. Throughout the months of April and May, two of the nominees stood out from the others as being exceptionally qualified.

After completing the second interviews the members of the CNB were in unanimous agreement about the top two nominees, who clearly exhibited strengths in qualifications, gifting and experience. There was not a consensus about the any of the other four nominees becoming a third candidate. The Committee then took two weeks to pray, review the materials and discern, seeking to hear from the Lord about a possible third candidate.

The CNB then met for a discernment retreat on May 25-26. At the Friday evening meeting the Committee found that although there was still strong agreement on the two candidates, there was still not a settled third choice. Following Compline we had a night of silence, a silent breakfast, and then Morning Prayer together. We then listened to what each member had received or heard during our time of silence, sharing passages of scripture, words of a song, encouragement to trust and a sense of peace that we had received from the Lord. Through the discussion that followed,

it was clear that there was still no clear sense of a third candidate. The Committee decided to take a vote and unanimously voted to put forward only the two candidates.

## **II. Criteria for Discerning Candidates**

The criteria described below are a summary of what the CNB used, but are not exclusively what was used. Prayerful listening to the Holy Spirit, to one another on the Committee, and to the nominees was also of paramount importance.

### A. The Profiles, Canons and Scripture

The initial documents that we produced—the Profile of the ADNE and the Profile of the Bishop of the ADNE gave the CNB the foundation from which to begin distinguishing viable nominees from those who were not. The Committee read the ACNA Canons and Constitutions, Canon 8.1-3 concerning the qualifications for bishop, and spent time meditating on I Timothy 3 and Titus which describe the qualities of a bishop. The Diocese of Pittsburgh, one of three other ACNA dioceses that has had a search and an election for a new bishop, was helpful in giving us information about their process.

### B. Ten Prioritized Qualifications

In order to facilitate identifying the qualities sought in the nominees, list of ten qualifications drawn from the Profiles was created. One of the CNB members with a statistical background offered to organize a poll whereby through vote the qualifications could be prioritized and the results put in a spreadsheet. Aware that all of the nominees, if they were to become bishop, would be moving into a position they had never held before, it was important to ask not only what are their strengths and experience, but also what is their capacity to learn new aspects of the bishop's position based on what they already know. Some gaps in experience, such as little experience in church planting and raising up new leadership, would be more difficult to “learn on the job” than, for example, international experience. The ten prioritized criteria are as follow:

1. Church planting experience and raising up new leadership
2. Experience of leading and growing parishes
3. Strong supporter of our women clergy
4. Track record in financial development and program management
5. Respect of fellow clergy and bishops
6. Lively faith
7. Entrepreneurial spirit
8. Gravitas commensurate with the role of bishop
9. International experience—either here or outside of US, particularly Africa
10. Likable and enjoyable to be with

Although the prioritized set of qualities provided a more concrete way to evaluate nominees, the Committee was also aware that these were not the only factors to be evaluated, nor the only qualities that were sought. Rather, they provided a rubric for common conversation. The criteria are to be understood to be essential, but not exclusive, necessary but not sufficient. The CNB also kept clearly in mind the importance of the four C's from the Profile of the Bishop—Christian Character, Competency, Capacity and Chemistry.

### C. Interviews and Questionnaire

The initial interviews used mostly the same set of questions for each interviewee as well as specific questions prompted by the spiritual autobiography and resume. Following the initial interviews we gave each nominee a questionnaire for five pages of written answers. The questionnaire gave a concrete way to compare nominee's answers. For the second interviews we mostly drew questions from their responses to the nominee questionnaire, probing deeper in certain areas. During the interviews one of the Committee members was able to type almost verbatim notes on the interviewees answers to questions, giving extensive interview notes to refer back to.

### **III. Slate of Candidates**

The CNB is very pleased to present for election to Bishop of the ADNE two candidates who we believe are an exceptional "fit" with our Profile of the Bishop and exhibit strengths of leadership and vision to lead the ADNE forward: the Rev. Canon Dr. Tom Herrick and the Rev. Drew Williams. Besides sharing a deep love for the Lord and a heart for evangelism, they both show evidence in their ministry experience of the capacity to cast a vision for the diocese, inspire leaders, raise the funding necessary, and implement a strategy for church planting and evangelism.

The Rev. Canon Tom Herrick has been a priest for over 25 years and for 18 years prior to becoming a priest served in churches and schools as a teacher, church planter and curriculum developer. Since ordination his primary ministry has revolved around church planting. His first church plant was launched in Centreville, Virginia, from Truro Episcopal Church in Fairfax. During the twelve years he served as Rector, the church grew from a small group of families to a 400-member community with a motto of "Passion for Jesus, Compassion for Others." The church tithed their annual budget and sent short-term mission teams to many places around the world. He was then asked to lead the Church Planting Commission of the Diocese of Virginia where he planted 12 new churches in 9 years.

When the Anglican Network formed in 2004 he was asked by Bishop Robert Duncan to develop a church-planting strategy for the Anglicans in North America through

which he oversaw the planting of three dozen new churches across America. He then launched the Titus Institute for Church Planting, of which he is still the Executive Director. He is also currently the Canon for Church Planting for the Anglican Diocese of the Mid-Atlantic. His church planting work includes recruiting, coaching, intensive training, assessments and support for church planters. He also works to develop church planting networks that will saturate regions with new churches.

The CNB is impressed with Tom Herrick's passion for Christ, passion and vision for reaching New England with the gospel, extensive experience in church planting, and a proven track record of entrepreneurial spirit, the ability to raise funds, and the capacity to carry through to completion the work he sets out to do. Tom has remarkable experience in identifying leaders and raising them up to help grow and build up the church.

The Rev. Drew Williams is a Church of England priest who for the past nine years has pastored Trinity Church in Greenwich, Connecticut. He began his career in 1989 as an attorney with a law firm in London, but following his conversion he felt the Lord calling him to full-time ministry. He attended seminary and was ordained to the priesthood in 2001. In his churches in the UK he brought many people to Christ through a program he developed called "Mission Shaped Communities." During his time at St. Andrew's Chorleywood, the church grew from about 500 people to over 1600 through the planting of 40 Mission Shaped Communities and became the largest church in England. The MSC model grew and attracted international attention. Rev. Williams was invited to speak at a number of conferences and seminars in the US, including a leadership conference in the Diocese of Pittsburgh in 2008, where he became acquainted with several ACNA clergy. As a result of those connections he received a call to Trinity Church in Greenwich, CT.

Trinity was at that time a 10-year old non-denominational church plant which, although it had once had a strong biblical foundation, had floundered and dwindled to a remnant community of 250-300 with a staff of 4. Since Rev. Williams' arrival at Trinity, the church has been re-launched and reoriented to a living missional faith in Jesus Christ centered in the Bible. The congregation now has about 1200 members, with a staff of 27, a budget of \$3.7m, and has recently planted a church in Darien, CT. Although Trinity Church is non-denominational, Rev. Williams has had oversight from Church of England bishops during his time in the US. Having now lived in the U.S. for ten years, he is moving toward becoming an American citizen.

Rev. William's gifting and accomplishments are extensive and impressive, but the CNB has also been impressed by his genuine humility, pastoral sensitivity, and insight. Above all, he is a spirit-filled Christian, has a passion for Jesus Christ, a sense of apostolic calling to reach New England with the gospel, a heart for seeking out the lost, and a vision for the ADNE diocese as a beacon of light for New England.

## **Conclusion**

In conclusion, the CNB presents these two Candidates for Bishop of ADNE with great confidence. The Committee was pleased that Drew Williams drove up from Connecticut to Amesbury for the second interview, allowing a chance to sit down together face to face and for him to see the Cathedral campus. On a later visit he brought his wife Elena up to have lunch with Canon Skillen and Bishop Bill so that Elena could see the campus and make connections. Tom Herrick as ACNA clergy has been to the Cathedral campus several times over the years. He also is adjunct faculty in Church Planting at Gordon-Conwell Seminary. Although the CNB did not have a face-to-face interview with him, a number of Committee members have met him and have prior experience and acquaintance with him. Both candidates have fulfilled the required signing of the Jerusalem Declaration.

The entire discernment process has been approached with prayer and diligent attention to the work set before the CNB. Many people in the diocese have been praying for the CNB and for those who would become our candidates and finally for the one who is to become our bishop. The CNB has felt the Holy Spirit's hand guiding and providing what was needed to come to a clear and unanimous decision.

The Committee thanks the Standing Committee for their prayers, wisdom and valuable support and look forward to working together in preparation for the Walk About in October.

Faithfully submitted,

The Committee on Nominations for Bishop:

Dr. Bill Harper

Mrs. Amy Howard

Mr. Jeff Newman

Rev. Canon Dr. Susan Skillen, Chair

Rev. Micah Thompson

Rev. Leah Turner

Mrs. Anna Vickerman