

**SUMMARY OF QUESTIONS AND ANSWERS FROM OPEN SESSION HELD BY THE BISHOPRIC
ELECTORAL BOARD ON 27 MAY, 2017.**

Q. How wide will we cast the net looking for possible candidates? Will the position be advertised in newspapers etc.?

A. We will cast the net as wide as we possibly can. Australian Bishops from every Diocese in Australia will be made aware of the vacancy, so they can make the vacancy known within their reach if they choose to do so. Given Bishop Andrew's profile within Australia, we have good evidence that the vacancy is already widely known. We have not decided yet whether we would advertise the position publically.

Q. It was indicated that the parish consultations are required to be completed during June. Given problematic timing, could a parish submit their responses to the consultation in the first week of July instead?

A. Yes. A one week extension into July would be OK. It is important we hear from everyone, so this request can be accommodated.

Q. Who are the supplementary members for the Bishopric Electoral Board, in the event that a board member retires during the process?

A. The supplementary members are (in order of election)

- Clerical David Willsher
- Clerical Trevor Bell
- Lay Sue Officer
- Lay Susan Bassett

There were two members who were elected who have since relocated and are no longer part of the Diocese. They have not been named in the above list. A Clergy member will replace a Clergy position if vacated, and the Lay supplementary members will replace any vacating Lay members.

Q. Will retired clergy be consulted?

A. Yes. They are an important source of insight. They will be included in consultations via Deanery meetings (if in an active replacement role), or via the Parish consultations where they attend. A third option is to complete the online questionnaire which will be available on the Diocese website.

Q. Who can make a nomination?

A. There is no restriction on who can make a nomination. Two people must sign the nomination form, they are not required to be on a parish electoral roll.

Q. Is the process truly open to all different races, ages and genders?

A. Yes. There is no bias. All nominations that meet the criteria of being a priest and at least 30 years of age are eligible. Female candidates are equally eligible.

Q. Is there any bias towards a particular marriage status eg. married or single, with family or without?

A. There is no bias or discrimination around marriage status. A critical requirement is that the successful candidate passes all Safe Church tests and the candidate fully complies with the Synod adopted "Faithfulness in Service" Code of Conduct.

Q. Is the consultation limited to just Anglicans within the Diocese?

A. No, not necessarily. Anglican leadership from outside the Diocese will be consulted eg. Other Bishops and the Archbishop. Retired clergy or parishioners who have recently moved away from our Diocese are another group whose views would be welcome. The online questionnaire (or a paper based version which can be supplied on request) is available for anyone to respond to. Parishioners in retirement homes, on holidays, or for some other reason who may be unable to attend parish sessions will also be encouraged to complete the online questionnaire.

Q. How will parishes be able to participate in the consultation process if the rector position is currently vacant? How will we receive all the necessary information updates?

A. Information updates are currently being provided via email to priests, wardens and parish secretaries. The absence of a priest should not prevent information from therefore being available. Other communication methods are via the website and the Spirit magazine.

Q. Will we consider psychometric testing as is now the norm in the corporate world?

A. Yes, we will conduct this testing on the final shortlisted candidates. Our intention to do this will be clearly flagged up front in the process. This testing is useful in understanding a candidates working style, collaborative style, and ability to deal with uncertainty/ambiguity, amongst other things. These tests are not definitive, and the results will be used as a guide only.

Q. Will we be making change for the sake of change in the style and qualities of a new Bishop in contrast to Bishop Andrew?

A. We will not be making change for changes sake, but we will carefully consider the information from the consultation process, and seek to choose a Bishop that has the qualities needed to lead the Bendigo diocese into the future.

Q. How will we handle it if we complete our process, and elect a new Bishop while Bishop Andrew is still in office?

A. We understand the need to be very respectful of the Bishop while this process is undertaken. We will not announce a new Bishop before Bishop Andrew retires.

Q. Does it cause a problem if one of the Bishopric Electoral Board is away for a period of time?

A. It would if the absence coincided with key decision points of the Board. Many of the Board are away during July for instance. This coincides with the period of consultations and preparation of the summary from this process by our independent consultant - as such absences at this time will not cause a problem.

Q. Is it necessary to advise the nominee that you will be nominating them?

A. This is not necessary, but you may do so if you wish. There will be provision on the nomination form to indicate if you have advised the nominee or not. This knowledge will help the board should they need to contact the nominee.

The fully comments were made from participants from the floor. They were comments rather than questions.

- Scripture was read, highlighting that God has already made his choice, and that we need to discern his will.
- Reinforced the importance of maintaining the confidentiality of possible candidates at all times during the process.
- A desire to seek a candidate with deep understanding of country parishes and unique solutions for small rural communities, broad exposure of life outside the church, and with a commitment to working with multifaith communities.