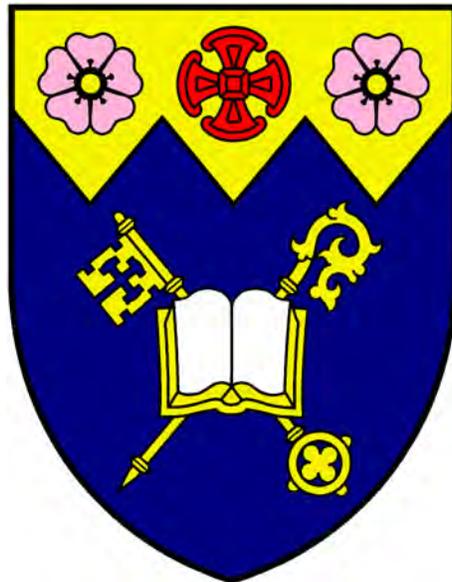


**MEMORANDUM FOR
PROSPECTIVE CANDIDATES
IN THE 2021 EPISCOPAL ELECTION
DIOCESE OF EDMONTON**



10035 - 103 Street
Edmonton, Alberta. T5J 0X5
Phone: 780-439-7344
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April 2021

Proclaiming the Gospel – Making Disciples – Furthering the Kingdom

Almighty God, giver of all good gifts, look on your Church with grace and guide the minds of those who shall choose a Bishop for this Diocese that we may receive a faithful servant who will care for your people and support us in our ministries; through Jesus Christ our Lord. Amen

Land Acknowledgement

The people of the Anglican Diocese of Edmonton (amiskwacîwâskahikan or beaver hills house) recognize the rich history of this territory and acknowledge that we are the beneficiaries of Treaty 6 and Treaty 8, sacred covenants of peace and friendship. It is in that spirit of friendship that we remember this land's first inhabitants and caretakers. We acknowledge that this place in which we live, work, and worship is the traditional gathering place of the Cree, Nakoda Sioux, Blackfoot, Dene, Sarcee, Saulteaux, Mohawk and Métis Nations.

As a Diocese, we recognize past hurts and present wounds. Reconciliation is an important part of the ministry of our Diocese and we are working on the recommendations of the TRC through seeking right relationships, by hearing and holding up each other's stories and histories in humility and respect. We seek to heal together by welcoming all peoples in the spirit of this sacred covenant recognizing in the spirit of wâhkôhtowin that we are interconnected with Mother Earth and all of God's creation. We humbly recognize that we are all relations and that we are all treaty people.

Diversity Statement

Equity, diversity and inclusiveness are concepts at the very heart of the mission of the Church, and are lived in practice in the Diocese of Edmonton. We see this example in the life and teachings of Jesus and throughout Scripture. Jesus spent much of his ministry not with the religious establishment, but with individuals and groups on the edge of society — those people pushed to the outer margins of society, welcoming them into the family of God. We see this as a core value for all followers of Christ to exemplify, and certainly want to see this value in a Bishop leading the church.

We welcome candidacy from all qualified persons – women and men; First Nations, Métis and Inuit persons; members of visible minority groups; persons with disabilities; persons of any sexual orientation or gender identity and expression; and all those who may contribute to the further diversification of our Diocese.

1. General Information

After 13 years as Bishop of Edmonton, the Rt. Rev. Jane Alexander has resigned effective April 16, 2021. The Electoral Synod to choose her successor will be held on Saturday, June 26, 2021.

The election process is governed by Canon IX of the Ecclesiastical Province of Rupert's Land. In accordance with the Canon, the Diocesan Search Committee has prepared this Memorandum for the information of prospective candidates, persons interested in nominating candidates, and members of the Diocese generally.

2. Requirements for a Bishop

From some of the earliest days of the church people have been called from among the royal priesthood of the baptized followers of Jesus to give "oversight" to the various ministries given by the grace of the Holy Spirit. The ministry of the Bishop is to "keep watch", directing the ministry of the church as we together follow Christ and the leading of the Spirit.

Chief Shepherd of the Church's Unity

Jesus Christ is the shepherd of the Church in the fullest sense. Bishops carry a crosier as a symbol of their share in this ministry of pastoral leadership for the body of the church as they walk alongside others, especially in their hurt. The Bishop has a particular pastoral ministry for the college of clergy. The Bishop also gives community cohesion and serves as the glue or mortar of the church. Episcopal ministry means listening, building bridges, and cultivating the ability to speak effectively to many different groups.

A Bishop needs to have skill in areas such as strategic planning, policy development, communications, change management, working with legal counsel, and so on. The Bishop will be required to make difficult decisions and to communicate them in a courageous and pastorally sensitive way. It is also important that the Bishop be comfortable and secure in sharing such matters with other experts who have unique skills and experience in these areas. The Bishop's most important administrative priority is not to carry out such necessities by himself, but rather to see that they happen in a Jesus-shaped way befitting the Body of Christ.

Custodian of the Consistency of the Faith of Christ

Bishops have a critical duty of ensuring that the message of Jesus recorded in the Scriptures, interpreted through the Tradition of the Church, and witnessed to through the Church's sacraments, liturgy, and ministry is handed on recognizably from age to age. Concern for education and formation is critical here. This role has two essential dimensions:

A Translator

While honouring and understanding the practices of the past, the Bishop must also be very adept at looking forward; ensuring that the faith of the apostles can be received in the language and forms that allow it to speak and interact with new issues, questions, and people of every time and place. The Bishop holds responsibility as the primary teacher of the faith.

A Missioner

The Church never exists as an end unto itself. It exists for God's purposes and the sake of others. God has a mission to heal and reconcile the world, and God's mission has a Church as one important piece of that work. This means the Bishop must have a deep and grounded relationship with God, developing, by grace, eyes and ears that allow them to identify those places which are seeking the light of Christ.

Walking Together

The churches of the Anglican Communion are "episcopally led and synodically governed." Meeting in synod is about the bonds of affection that result from different parties and perspectives "walking together" on the journey. This principle invites us to be a church where the Bishop is continually walking and talking with many others as we all travel together along the way. Such a conviction requires that the Bishop will seek to establish a genuinely collegial and collaborative approach to their episcopacy alongside their lay and clergy counterparts, where aspects of the ministry of oversight are stewarded and shared in partnership with other gifted leaders in the Church.

The Constitution

Section 6.02 of the Constitution of the Ecclesiastical Province of Rupert's Land sets out the eligibility requirements for a Bishop:

6.02 A person shall be eligible for election as a Bishop if that person

- (a) is of the full age of thirty years;*
- (b) is a priest or Bishop in Holy Orders of The Anglican Church of Canada, or of a church in full communion therewith;*
- (c) is faithful in the doctrines and discipline of The Anglican Church of Canada as determined and defined by the official formularies of that church;*
- (d) is known and recognized within that person's community as being a person of integrity and moral stature; and*
- (e) has those qualities and abilities of leadership, experience and learning that will enable that person to fulfill the duties of a chief pastor in the Church of God.*

3. Description of the Diocese of Edmonton

The Diocese of Edmonton is one of the ten Dioceses in the Ecclesiastical Province of Rupert's Land, and one of the 30 Dioceses in The Anglican Church of Canada. It was created in 1913 by division from the Diocese of Calgary.

The Diocese is located entirely within the civil Province of Alberta. The Cathedral and the Synod Office are located in Edmonton, the provincial capital. The largest concentration of population is in the greater Edmonton area; much of the rest of the Diocese is rural and includes a number of growing communities. The Diocese extends across the full width of Alberta (about 8 hours' drive) from Jasper in the west to Edgerton in the east; and from Whitecourt and Cold Lake in the north to Drayton Valley, Ponoka, and Sedgewick in the south. This area is large enough to support an active Diocesan life, but small enough to be manageable. The climate is typical for our northern and prairie location: spring comes in with a rush; summer days are very long; autumn can be very enjoyable; and the winter can last six or seven months, sometimes with very cold periods.



There are currently 53 churches in the Diocese. Forty-six have weekly services; two have twice monthly services; one holds weekly services between the long weekends in May and October; one has joint ministry with ELCIC, and a few are unused. The Diocese shares and lives faith across theological diversity. Worship style is also diverse, although most congregations follow a broad-church BAS liturgy. Some parishes also worship from the BCP.

In 2019, the parishes reported a total of 7830 members. Average weekly attendance across the Diocese was 3,039, down from 3,142 in 2018, and down 7% over the average attendance in the previous four years. Annual envelope and special giving throughout the Diocese was \$5,501,326 in 2019 compared to \$5,381,385 in 2018. In 2019, there were 102 baptisms and 32 confirmations.



There are 100 active clergy and chaplains in the Diocese. Of these, 59 are stipendiary, consisting of 36 full-time and 23 part-time; and covering a wide distribution of ages. In addition, 44 retired clergy reside in the Diocese, 28 of whom hold honorary positions in a parish. There are four paid vocational deacons, a number of postulants, and a wide range of lay ministers. There are over fifty children in clergy families. Other Diocesan ministries include the Hospital Chaplaincy, the Educational Chaplaincy, support for the Inner-City Pastoral Ministry and Prison and Military Chaplaincies. One of the continuing priorities is nurturing and

supporting clergy to enable them to have the stamina, inspiration and resources required to perform their various callings in our very challenging and uncertain world.

The Bishop's leadership is supported by the Dean, five Archdeacons, three Canon Pastors with specific portfolios, a Canon Theologian, and five Regional Deans. Regular Synods meet at least once every three years. In addition, there are Special Synods and Diocesan gatherings, which are usually educational or thematic and not decision-making. Between Synods, the government of the Diocese is provided by the Diocesan Executive Council, which has 26 members and oversees numerous committees and sub-committees. The staff in the Synod Office is stable and experienced, and consists of the Assistant to the Bishop, Diocesan Treasurer, Administrative Assistant, Director of Communications, and part-time Executive Officer. The finances of the Diocese are sound - with room for improvement.

There is co-operation with the Diocese of Calgary to the south and the Diocese of Athabasca to the north. The Diocese of Edmonton maintains strong ecumenical relations with other denominations, most notably the ELCIC as full communion partner, the Roman Catholic Church, and the Moravian Church in Canada, whose congregations are concentrated in this area. Many priests are members of area ministerial associations, and the Bishop of Edmonton meets regularly with other church leaders.



Since 2009, the Diocese of Edmonton has walked together in Christ with the Diocese of Buyé in Burundi. We nurture and support each other through parish prayer partnerships and initiatives to foster healthy communities. Collaborative efforts of members of both Dioceses—the Anglican Church Women and the Mothers' Union—have provided the people of Buyé with mosquito nets to reduce the spread of malaria, and essential medical equipment and supplies. We worked with PWRDF to build an HIV/AIDS clinic and expand the Buyé Hospital maternity and pediatric wards. The Diocese of Edmonton also provided Dignity Kits to help young women stay in school, and equipped clergy and lay catechists by enabling the Buyé Bible College to open its doors to new students. Through donations, we have funded community water projects to prevent waterborne disease; and medical cards to help seniors and vulnerable people in Burundi access health care. We hope our companion Dioceses can continue to “grow in mutual affection and communion, seek a more profound experience of truth, build up the Church in unity and give glory to Jesus Christ our Saviour.”

In addition to Diocesan responsibilities, we understand that the Bishop of Edmonton will be required to participate in the affairs of the Ecclesiastical Province, National and International Church during their episcopacy.

The Eleventh Bishop of Edmonton will have the opportunity for significant spiritual and pastoral leadership in a well-run Diocese in a growing part of the country.

4. Description of Ministries and Opportunities in the Diocese of Edmonton

Rural Ministry Initiative (RMI)

Fifty-seven percent (30) of the Diocese of Edmonton's parishes lie outside the City of Edmonton, some in larger centers such as St. Albert and Sherwood Park, and others in smaller cities and towns from Jasper in the west, to Edgerton in the east, to Cold Lake in the north, to Ponoka in the south. The Rural Ministry Initiative (RMI) was established in 2010 with seed money from the proceeds of the sale of a number of disestablished rural parishes in the Diocese. The RMI provides collegial and pastoral support, clergy training,



and funding support for different approaches to rural ministry in pilot areas. The RMI Canon Pastor helps rural clergy and parishes address issues of isolation and loneliness. The RMI has enabled the Diocese of Edmonton to invest in parts of the Diocese where growth is indeed possible, yet parishes cannot afford the increased ministry required to realise that growth.

Indigenous Ministries Initiative (IMI)

Edmonton is home to the second-largest urban Indigenous population in Canada. Through the Indigenous Ministries Initiative (IMI), members of our Diocese seek to build peaceful and



reconciling relationships. Under the leadership of the Archdeacon for Indigenous Ministries, the IMI Team leads Standing Stones sacred gatherings, Messy Church Reconciliation events, and KAIROS Blanket Exercises in parishes across the Diocese. It also forges educational and collaborative partnerships with organizations outside the Diocese. The team includes an Indigenous birth support worker who walks alongside women and families during significant life events. IMI partners with the Inner-City

Pastoral Ministry to participate in Our Common Ground community education events, and public observances such as Orange Shirt Day. The IMI Team is working to build relationships and renew the Diocese of Edmonton's ministry with the people of Frog Lake First Nation in northeast Alberta.

Many members of our Diocese witnessed the testimonies of Residential School Survivors at the final Truth and Reconciliation Commission of Canada National Event in Edmonton. When local

elders suggested the chokecherry tree as a living symbol of our commitment to reconciliation and healing, every parish was gifted with a chokecherry tree to plant in its church yard. Some parishes created healing gardens which Sunday school children help plant every spring. All Saints' Cathedral hosted the Truth and Reconciliation Commission traveling exhibit, offered a Remembering the Children Service for the children who did not return home from Residential School, and holds a red dress memorial service every October to honour and remember missing and murdered Indigenous women.

Spiritual and Educational Formation

Lay formation ministries have long been active in the Diocese. The Cursillo movement maintains a vibrant community dedicated to supporting growth in Christian discipleship and leadership.



Marriage Encounter also continues to minister to couples. Clergy and lay people within the Diocese are involved in training and offering spiritual direction, retreats, centering prayer, and the Ignatian Exercises. A group of associates of the SSJD leads quiet days several times a year. Two local retreat centres offer spiritual formation to the ecumenical community. The college of clergy meets for one retreat and one conference each year, along with several clergy days.

Parishes offer a wide variety of educational opportunities. Those interested in further study often attend classes at local Roman Catholic, Baptist, and Lutheran colleges, or learn online from theological schools elsewhere in the country.

The Diocese also offers further preparation for lay ministries through Education for Ministry, Lay Reader training, and an extended formation program for lay evangelists, now in its second cohort.



Congregational Development



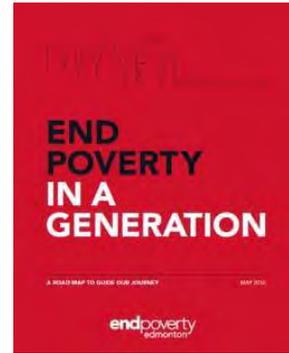
Through the ID initiative, a process modelled on Jesus' example of discipleship found in Luke 7-9, the Diocese of Edmonton is helping its members identify, nurture, and use their God-given gifts to boldly proclaim the Gospel, live the Five Marks of Mission of the Anglican Communion, and further God's Kingdom.

By cultivating a culture of invitation and welcome, parishes intentionally reach out to people who have not always been treated equally by church and society. For over a decade, Michael Harvey, founder of Back to Church

Sunday and Unlocking the Growth, has offered workshops and supported ministry in the Diocese.

Ecumenical Action & Responding to Community Needs

The Diocese of Edmonton unites with other faith communities to lift the voices of marginalised people through the Capital Region Interfaith Housing Initiative and Edmonton’s plan to end poverty and homelessness. With funding from the Anglican Foundation, we were able to publish the *End Poverty Action Guide* resource for religious and spiritual communities; offering stories of the ways faith communities can and do respond to need. We support the Inner-City Pastoral Ministry (ICPM), Habitat for Humanity Interfaith-Works Project, and the Good Friday Way of the Cross in Edmonton’s inner city.



Fr. Michael Lapsley, SSM, founder of the Institute for the Healing of Memories (Cape Town, South Africa) is our Diocese’s Canon for Healing and Reconciliation, and has visited the Diocese on several occasions. A team of clergy has trained with the Institute for Healing of Memories and is working to establish this ministry locally as part of our reconciliation work.

Our Diocese speaks out against the evils of racism and gender-based violence by engaging members of the Diocese and the general public through education and awareness initiatives and grass roots ecumenical and interfaith partnerships. The Diocese is an active participant in the work of A Common Word Alberta, building relationships between local Christian and Muslim communities across the province.



Listening to and responding to the needs of the wider community has initiated Diocesan and parish support of ministries like the Trinity Youth Project (TYP), which comes alongside and empowers young people who have been marginalised. The TYP baking employment program (social enterprise), and art program (on hold due to funding and COVID-19), continue to evolve and expand. Led by the Diocese’s Youth Outreach Coordinator, the unique outreach ministry of TYP is soon to include a restorative justice component.

Parishes throughout the Diocese continue to respond to the needs of their communities through food security programs which extend hospitality and a wholesome meal to people. Other parishes are partnering with schools to provide healthy snacks and lunches, growing community gardens, distributing food hampers for their local food banks.

The Anglican Church Women (ACW) is active in many parishes across the Diocese. This network provides mutual support, as well as avenues for members to use their gifts in prayer, service, and generosity.



Parishes are encouraged to care for God’s creation by adopting sustainable practices, including conducting environmental audits, installing LED lighting and solar panels when possible, and discontinuing their use of Styrofoam and single-use plastics.

The Diocese of Edmonton is a refugee Sponsorship Agreement Holder (SAH) with the Government of Canada, which has allowed many parishes to sponsor newcomers to Canada and support them as they adjust to their new environment.

Children and Family Ministries



Ministries with children and families flourish in Diocese of Edmonton communities, with many parishes now offering Messy Church, bringing together families to eat, create, worship, build relationships, and have fun. Several parishes have also hosted a Messy Church Reconciliation event. For many decades, we have offered a summer camp program, which



currently centres on an outdoor adventure week for Junior High students and a winter weekend retreat. We have connections to nearby Moravian and Lutheran camps. There is potential for growth in this area, particularly building on these established ecumenical partnerships.

5. Current Challenges

The COVID-19 pandemic has presented significant challenges to churches in the Diocese of Edmonton. Even so, congregations have found many creative ways to provide ministry and connection in this time of upheaval. These include Zoom services, live-streaming to YouTube and Facebook, and pre-recorded events. Several parishes have established new worshipping communities centered on the daily offices. Clergy and lay leaders worked together to provide an online Sunday School for the Diocese. People have maintained relationships by phone, mail, and video chats. We have also seen increased cooperation among some parishes.

On the other hand, some congregations have seen significant changes in attendance and finances, both from donations and from the loss of rental income. This has affected smaller, rural, and struggling parishes most of all. The Diocesan office did a tremendous amount of work to apply for government salary supplements and grants, which allowed many of our smaller parishes to survive 2020. We hope that our new Bishop will give some attention to the pastoral care of pandemic-weary clergy, as well as helping us engage in prayerful, creative, and collaborative discernment regarding the shape and ministry of the post-COVID church.

Many of the buildings throughout our Diocese are facing structural challenges. Many parishes are facing financial and membership decline. Both of these realities will require difficult decisions and creative solutions. While we have faith in Christ and celebrate the life-giving ministries above, lay and ordained leadership also struggle personally and professionally with isolation across the vast distances of the Diocese and the challenges of parishes and communities in decline. Financial, staff and volunteer resources for existing ministries are presently stable but new and growing initiatives will need to find new funding sources. Leadership in this area and in the pastoral care of clergy will be an important responsibility of our eleventh Bishop.

6. What We Are Looking for in the Eleventh Bishop of Edmonton

1. Spiritual and Educational Formation

- a. Mature in faith and in following the way of Jesus.
- b. Embodies the Anglican tradition in its depth and breadth.
- c. Exhibits a comprehensive and nuanced understanding of Scripture.
- d. Possesses a willingness to support and nurture Christian education and the raising up of lay ministers in each parish.
- e. Possesses the ability to be flexible in working with the Committee of Examining Chaplains in determining the educational and formation needs of those in discernment for ordained ministry. The current needs of the world, the distance to Anglican seminaries, and the diversity of ministries in the Church means that traditional paths may not be adequate to prepare future leaders.

2. Administration and Leadership

- a. Grounded in the life of the local church. Experienced in supervising teams and staff. Experienced with at least one longer-term (5+ years) pastoral charge.
- b. Knows their own strengths, weaknesses, gifts, challenges, and personal biases. Able to handle stress positively and maintain their own health and the health of their relationships.
- c. Possesses the ability to see the breadth of Diocesan life, understands future trends, and translates this knowledge into strategic plans and actions.

- d. Supports parishes as they continue to find unique ways to engage with members and non-members through technology and innovative ministries. Able to listen and work within both the Anglican tradition and the new realities that the church is facing.
 - e. Exhibits a superior level of interpersonal skill, including the ability to build rapport, listen constructively to others, and build meaningful relationships. Comfortable with extending hospitality. Willing to accompany the suffering and engage in critical conversations.
 - f. Is assertive while maintaining openness to others and their ideas. Able to maintain their beliefs and position when challenged and be able to communicate this in a non-offensive manner. Trustworthy and courageous, able to follow through on projects and to maintain confidences.
 - g. Holds authority in a Christ-like, servant-hearted manner. Practices mature and healthy engagement with conflict. Possesses the leadership courage to make hard decisions and hold people accountable.
 - h. Is able to lead through complex political situations effectively, while at the same time being sensitive and in-tune to how people and groups function. Communicates effectively to differing groups with tact and diplomacy, engaging and managing diverse views and strongly-held opinions. Understands managing public and governmental relationships, litigation strategy, public relations, including dealing with media outlets and various interest groups in our community. Able to anticipate problems and develop specific strategic plans to deal with them.
 - i. Gathers advisors and necessary counsel to strengthen their leadership in the places they are both growing and weak as a leader. Able to admit to when they have made a mistake. Inspires and encourages others in their ministries. Sees and nurtures potential, supporting recruitment and leadership development. Able to work towards consensus, while being prepared to make the ultimate decision when required.
3. Collaboration, Pastoral Care, and Support
- a. Increases our sense of community in the Diocesan family, particularly between urban and rural populations, between persons, groups, and parishes of varying theological emphases.
 - b. Nurtures all clergy (and their families) at all stages of their calling—from discernment, through training, through the highs and lows of their ordained lives, and in retirement.
 - c. Fosters the work of the Diocese in living out the Five Marks of Mission.

- d. Is committed to walking together with Indigenous peoples and learning from Indigenous expressions of faith.
 - e. Is committed to demonstrating fruitful collaboration with gifted leaders in the Diocese.
 - f. Is committed to fostering and supporting equal participation in all sacraments for LGBTQ2S+ clergy and people.
 - g. Works effectively with parish, Diocesan and national partners.
4. Inspiration, Teaching, and Vision
- a. Facilitates appropriate opportunities for practical teaching, team building, and guidance for lay and ordained ministers.
 - b. Creates, fosters, and supports opportunities for mentorship among ministry leaders.
 - c. Coordinates the work of various initiatives around common short and long-term ministry goals.
 - d. Teaches, presents, and shares the values and vision of the Diocese with civil and faith partners.
5. Justice and Advocacy
- a. Acts as a positive ambassador within and for the Diocese.
 - b. Possesses the ability to deal effectively with the media, and has good facilitation skills.
 - c. Demonstrates a current understanding of social issues within society, and the Diocese of Edmonton in particular.
 - d. Connects social issues and matters of justice to the Gospel; pairs a strong sense of justice with advocacy.
 - e. Builds upon the prior advocacy work done in the Diocese.
 - f. Listens to the voices of those experiencing marginalization, isolation, stigma, and racially-motivated hate.
6. Building and Nurturing Partnerships
- a. Works toward further ecumenical dialogue, relationship, and communion.
 - b. Works with interfaith leaders, and seeks to build working relationships with other faith communities.
 - c. Develops, maintains, and enhances credible, positive working relationships with key external organizations and partners.

7. Nominations
(deadline 12:00noon MDT on Sunday, May 16, 2021)

Proposals for nominations may be made by:

- a. members of Synod, and;
- b. members of the Provincial House of Bishops.

Proposals for nomination must be made in writing, using the form provided shown in Appendix 5 or [using this form on the website](#), to the Diocesan Search Committee and contain:

- a. The name, clerical position or office, address and telephone number of the person proposed for nomination.
- b. A statement that the person has consented to be nominated.
- c. The name, address and telephone number of the proposer(s).

The deadline for receiving proposals for nomination is 12:00noon MDT on Sunday, May 16, 2021. Earlier applications are appreciated by the Search Committee.

8. Materials Required from Candidates
(deadline 12:00noon MDT on Saturday, May 29, 2021)

Once consenting candidates have been identified by the Diocesan Search Committee, they will provide the following material for circulation to members of the Electoral Synod:

- A. Written confirmation that the candidate consents to being nominated for election.
- B. Written *curriculum vitae* in the format shown in Appendix 5 or [using this form on the website](#)
- C. Written personal statement of not more than 2500 words total by the candidate to include:
 - a. A Spiritual Autobiography
 - b. Giving special attention to the local requirements (Section 6), what gifts and skills do you bring to the role of Bishop in the Diocese of Edmonton?
 - c. Why do you feel called to stand for this particular Episcopal election and how have you discerned this call?
 - d. In what ways are you committed to a culture of inclusion and diversity within the Diocese of Edmonton, illustrated with examples?
 - e. What have you learned about systemic racism and how we can address it in the church?
 - f. Other information you can share which would help us know you better.
- D. Current criminal record and child welfare checks.
- E. Written confirmation of good standing from the candidate's Diocesan Bishop, or metropolitan.
- F. Reference contact information from one clergy and one member of the laity who are familiar with your ministry.

- G. Recent photo of the candidate
- H. Video of the candidate answering questions provided below.

Video Questions for the Candidates:

To ensure a uniform quality of production for all candidates, please record the video in a quiet setting with a plain background. Please use a single head and shoulders camera angle of you without titles or other visuals. Video responses to the following questions will be no longer than 5 minutes total and saved as an MP4 file.

- a. Tell us about the challenges you see facing this Diocese and the Church as a whole, and how you contemplate addressing them.
- b. How will you encourage and develop shared ministry?
- c. How have you been impacted by the Truth and Reconciliation Commission's 94 Calls to Action and how would you plan to support Indigenous ministries in the Diocese?
- d. What do you do to help people become more confident in sharing faith?
- e. What song would you sing at Karaoke Night?

All materials shall be submitted electronically to: BarbaraB@edmonton.anglican.ca

Written materials should be compiled in one PDF file as:

LAST NAME_First Name_2021. The video question should be saved and sent as an MP4 file.

The deadline for receiving this material is 12:00noon MDT on Saturday, May 29, 2021.

Earlier applications are appreciated by the Search Committee.

The Diocesan Search Committee will review this material to ensure that the proposed candidates meet the canonical requirements for nomination, and that it is prepared to put their names forward. The Committee may obtain references and make other inquiries that would allow it to determine the suitability of candidates for election. If the Committee determines that it will not put a particular candidate's name forward to the Electoral Synod, it will inform the candidate and their proposers of this decision.

Once the Committee has determined which candidates it is prepared to nominate, the Committee will provide the information to the Administrator, who will circulate the materials of those candidates to the members of the Electoral Synod by ***June 12, 2021*** at the latest. The Committee will not make any recommendation to the Electoral Synod about these candidates, and it will not disclose the identity of their proposer(s). The Committee will arrange for these candidates to be nominated at the Electoral Synod.

9. Nominations of Other Candidates

Provincial Canon IX contemplates that additional candidates may be nominated by any two members of the Electoral Synod at the beginning of the meeting of the Electoral Synod—*provided that* the materials specified in Item 8 has been delivered to the Secretary of the Search Committee by **9:30 a.m. MDT on Wednesday, June 23, 2021** (72 hours prior to the commencement of the meeting of the Electoral Synod).

The Search Committee will review this material and make appropriate inquiries to determine that the intended nominee meets the canonical requirements for nomination, and will report on that question to the proposed nominators and to the Electoral Synod. The Committee will not make any other recommendation about these nominees. If there is doubt, the Metropolitan will rule on the eligibility of any such candidates.

10. Additional information

The Search Committee will endeavour to answer any questions and to provide any additional information which members of the Synod, members of the Diocese or possible candidates may have. Please send all required material queries to the Diocesan Search Committee in care of:

Canon Barbara Burrows, Secretary
Diocesan Search Committee
Synod of the Diocese of Edmonton
10035 - 103 Street N.W.
Edmonton, Alberta
T5J 0X5

Phone: (780) 439-7344

E-mail: BarbaraB@edmonton.anglican.ca

(Please include the words “Episcopal Election” in the subject line.)

Appendix 1:

Description of the City of Edmonton and Surrounding Area

General: Edmonton is a vibrant urban centre, the largest northernmost metropolis of Canada, and the capital of Alberta. A gathering place of Indigenous peoples along trading routes used by the Nêhiyawak (Cree), Anishinaabe (Saulteaux), Niitsitapi (Blackfoot), Métis, Dene and Nakota Sioux, Edmonton became an outpost of the Hudson's Bay Company and trading centre with settler communities. Today, the Greater Edmonton Area has more than 1.2 million people



and offers cultural, sporting, and tourist attractions. Edmonton is the fifth-largest city in Canada. It is home to over 20 festivals, including the International Fringe Theatre Festival, Folkfest, and the Edmonton Heritage Festival. Several major attractions include the biggest shopping mall in North America – West Edmonton Mall, the Telus World of Science, the Royal Alberta Museum, Art Gallery of Alberta and the jewel of Edmonton – its river valley park system along the North Saskatchewan River which is 22 times larger than New York's Central Park. In the summer, Edmonton enjoys over 17 hours of daylight, more than any other major city in Canada.

Population: Alberta has the youngest median age of all jurisdictions in Canada – 37.5 years compared to Canada's median age of 40.9. Alberta has the third largest Indigenous population in Canada, and Edmonton is the home of the second-largest urban Indigenous population. Visible minority populations are growing more rapidly over the past 10 years, due to increased immigration flows from the Philippines, India, China, Nigeria, Iran, Pakistan and Syria, particularly in urban centres. In the Diocese of Edmonton there are growing demographic changes between urban and rural populations reflected most predominantly in age and race.

Educational Facilities: Alberta enjoys one of the best-ranked education systems in the world. The majority of students in Edmonton and area attend publicly-funded schools that are either public, separate (Catholic) or Francophone. There are a smaller number of charter and private schools in K-12 education. Ten university and college institutions in the Edmonton area contribute to an educated and entrepreneurial workforce that drives the annual economy of \$40 billion. The University of Alberta is among the top 5 research-intensive universities in Canada and is the premier university of the province. MacEwan University, Concordia University of Edmonton, The King's University, NorQuest College, and Northern Alberta Institute of Technology are among the post-secondary institutions in Edmonton; when combined, these represent a total population of over 100,000 learners.

Health Care: Of seven hospitals in the Greater Edmonton area, the University of Alberta Hospital is the primary treatment and research facility in northern Alberta. Edmonton and surrounding area is served by the Edmonton Zone of Alberta Health Services.

Culture: There is a wide range of cultural activities, including a symphony orchestra (which plays in a world-class concert hall) and various other musical groups, ballet, opera, numerous theatres and several summer festivals (including the Fringe), and a number of professional sports teams. The region has excellent sports facilities.

Services: The region has an excellent public library system with branches throughout the city. The city's transit system covers 200 bus routes and 25 kilometers of Light Rail Transit (LRT) with more expansion to the south happening. There are numerous parks, recreational facilities and programs offering year-round opportunities, while the Rocky Mountains are only 4 hours by road to the west.

Cost of Living: The cost of housing is lower than the major urban centres (Toronto, Vancouver, Montreal), and incomes in Alberta are generally higher. Alberta does not have a provincial sales tax and its income tax rate is among the lowest in Canada. Due to this healthy gap between living expenses and salary, Albertans generally enjoy relatively high disposable income. However, the province is dependent upon the oil and gas sector, which saw a sharp contraction in 2014, again in 2018 and of course in 2020 with the global pandemic. The sector is slowly regaining stability but it is a key factor in the prosperity of Albertans. In late 2020, four out of five Alberta residents expected the provincial economy to deteriorate over the next year according to a poll conducted by the Angus Reid Institute. Sixty-four percent of Albertans – the highest of any Canadian province – are also concerned about potential household job losses.

Real Estate: Overall, house values have been trending gently upward while condo values have been drifting down. Mortgage rates are rising from historic lows and unemployment in the area is still high. Current demand and price increases appear to be primarily driven by pandemic-related restrictions – people are desperate for more living space. Often buyers are moving away from cities so they can afford a larger home. It is unclear if this will persist after the pandemic is over. Compared to other major urban centres in Canada, Edmonton's real estate market has been stable over the past three years.

Single-family homes sold for an average of \$457,936 in March 2021, which was a 13.3% year-over-year increase from March 2020, and a 4.6% increase from February 2021. Condominiums sold for an average of \$229,690, a 5.2% increase year-over-year, and prices are down 0.5% compared to February 2021. Duplex prices increased 11.1% from March 2020, selling at \$348,280 which was a 1.5% increase from February, 2021.

Outside the City of Edmonton



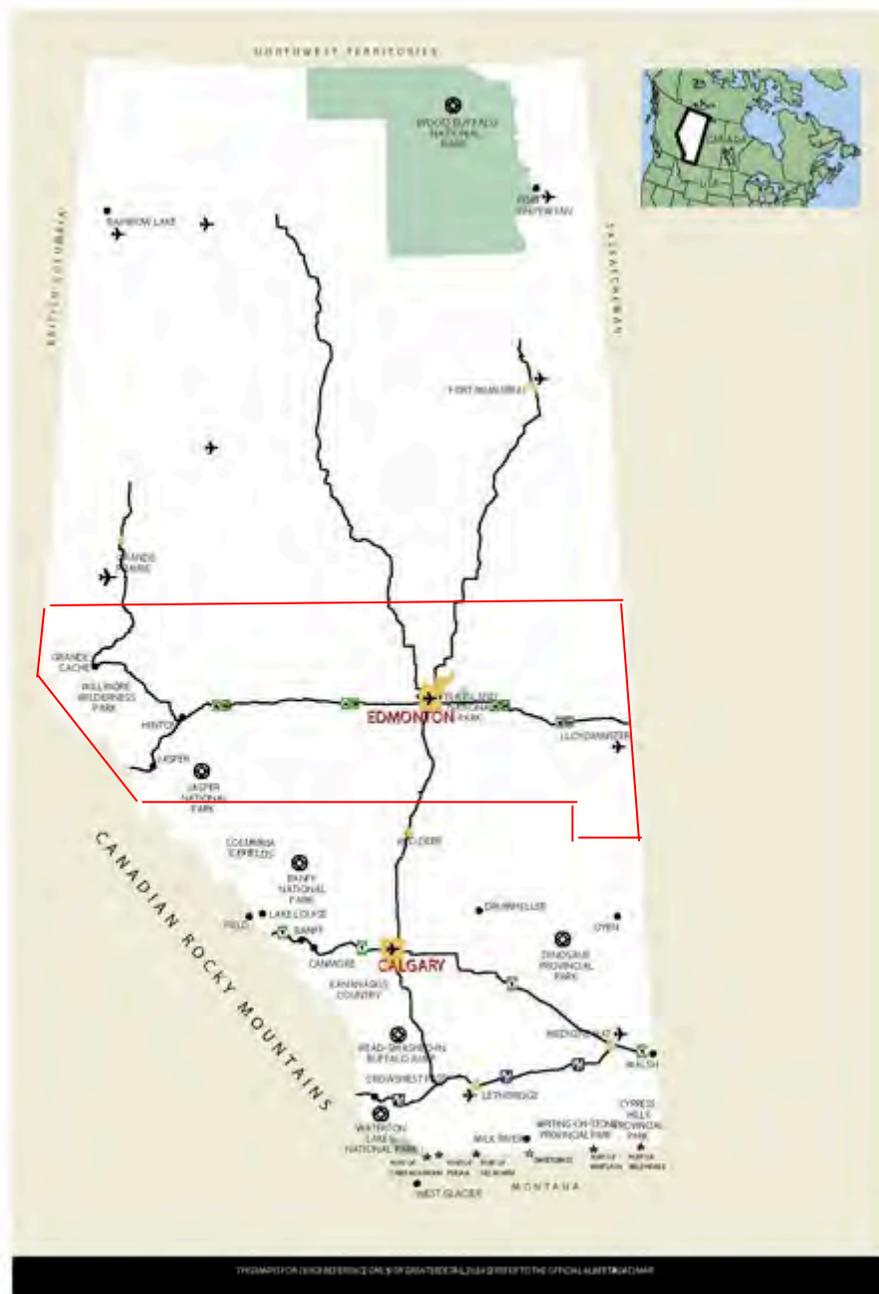
The area that surrounds the city of Edmonton is geographically and economically diverse and includes communities that vary substantially from one another. More than half of the parishes in the Diocese of Edmonton are situated in rural areas. Industries in these communities vary from agriculture, forestry, tourism, and oil and gas to provide employment opportunities. With the downturn of the economy many small communities have experienced a decrease in population as families move away to find work.

The introduction of agricultural corporations has given generational farmers the option to sell and leave the industry. Unpredictable weather in past years has resulted in a major decrease in crop production. Many of our small communities are home to schools and hospitals, while several are also home to post-secondary institutions that continue to offer some job security.

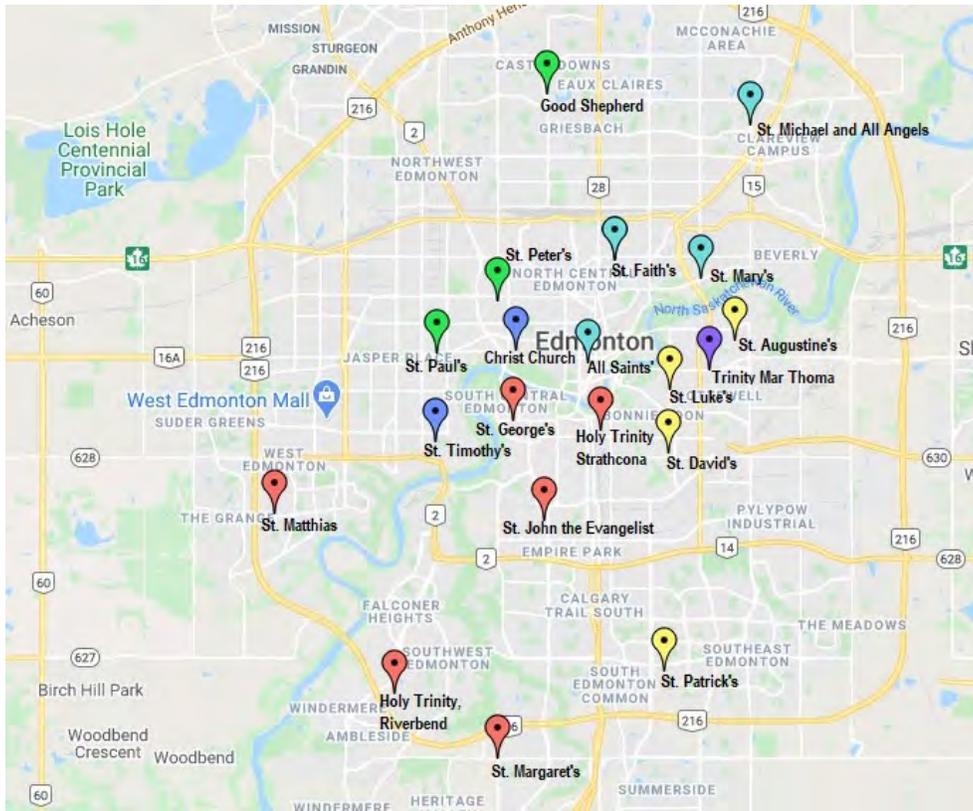
In the face of loss of job and industry these small communities continue to celebrate their identity and all that they have to offer our province. Head out of the city throughout the year and enjoy cultural festivals, farmers' markets, parades, agricultural days, rodeos, local microbreweries, and much more. In addition to our rural communities' unique annual events, the rural countryside is also home to two National Parks (Jasper and Elk Island) as well as an abundance of Provincial Parks and county land used for hiking, cross country and downhill skiing, wildlife sightings, and more.



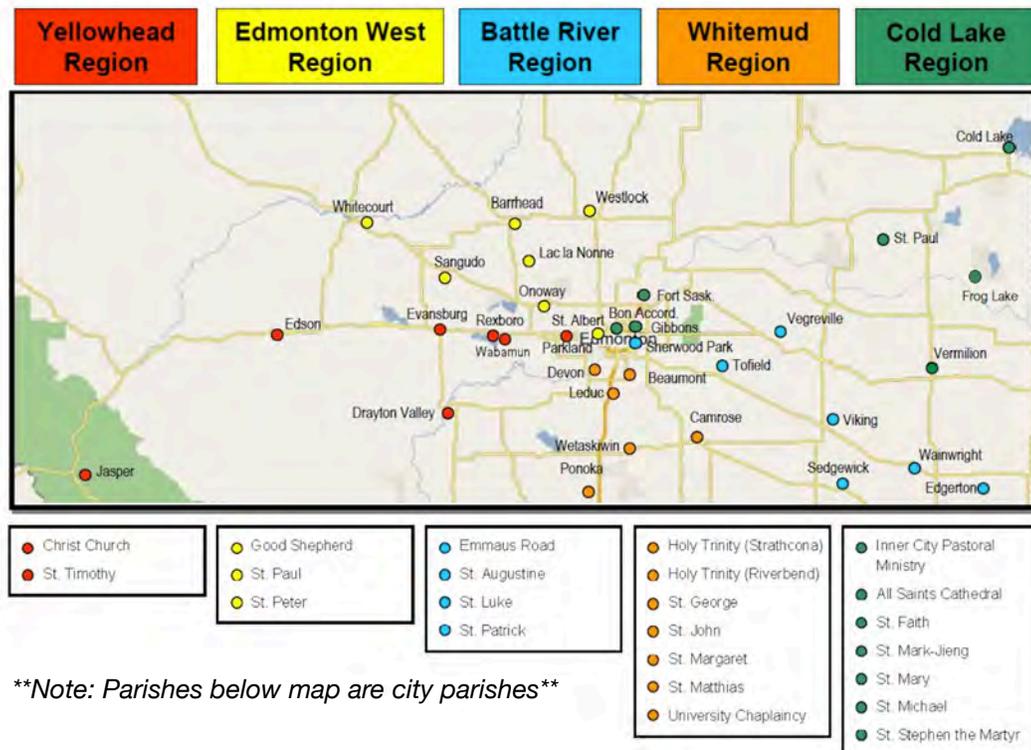
**Appendix 2:
Parish Locations
Diocese of Edmonton in the Civil Province of Alberta**



Parish Locations: City of Edmonton



Parish Locations: Outside the City of Edmonton and Deanery Regions

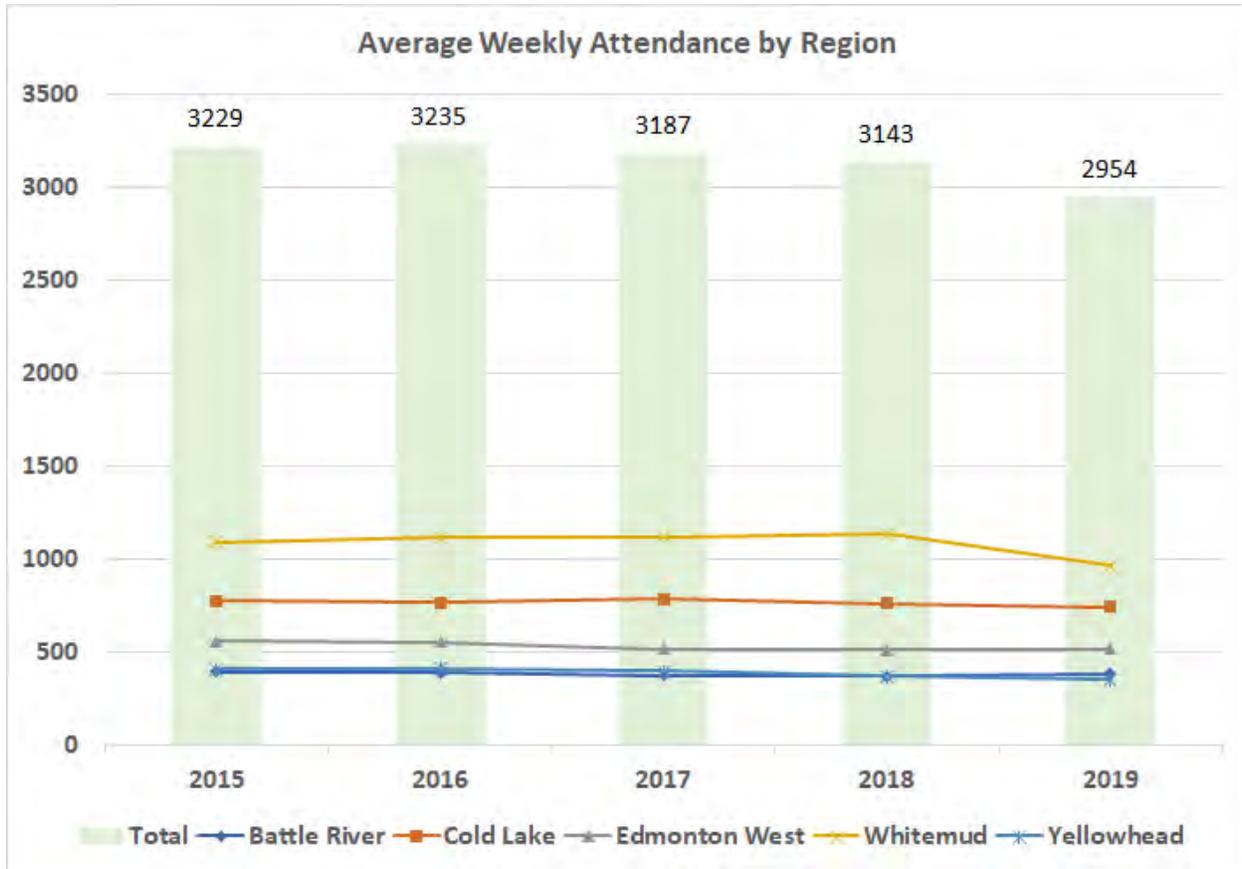


**Appendix 3:
First Nations Community Locations**



24	Alexander First Nation	34	Montana Cree Nation
25	Alexis Sioux Nation	35	Paul First Nation
26	Beaver Lake Cree Nation	36	O'Chiese First Nation
27	Cold Lake First Nation	37	Saddle Lake First Nation
28	Enoch Cree Nation	38	Samson Cree Nation
29	Erminskin Cree Nation	39	Sunchild First Nation
30	Frog Lake First Nation	40	Whitefish Lake First Nation
32	Kehewin Cree Nation	44	Stoney Nakoda Sioux Nation
33	Louis Bull Tribe		

**Appendix 4:
Average Weekly Attendance in the Diocese of Edmonton**



	2015	2016	2017	2018	2019
Battle River	393	390	375	369	381
Cold Lake	775	766	783	761	743
Edmonton West	560	555	514	512	516
Whitemud	1092	1114	1120	1134	963
Yellowhead	409	410	395	367	351
Total	3229	3235	3187	3143	2954

**Appendix 5:
Forms for Nomination and of Curriculum Vitae**

Nomination Form for Bishop of the Diocese of Edmonton
deadline noon MDT on Sunday, May 16, 2021

if using this form please type or print information

Nominator Information:

Your Name: _____

Your E-mail Address: _____

Your Phone Number: _____

Are you a: Member of Synod _____ or House of Bishops _____

Nominee Information:

Name of your nominee: _____

Current clerical position or office: _____

Has consent been given by your nominee: Yes _____ or No _____

Contact information of your nominee

Mailing Address: _____

E-mail address: _____

Phone Number: _____

Please return this completed form to:
Canon Barbara Burrows, Secretary Diocesan Search Committee
Synod of the Diocese of Edmonton
10035 - 103 Street N.W.
Edmonton, Alberta
T5J 0X5
Phone: (780) 439-7344
E-mail: BarbaraB@edmonton.anglican.ca
(Please include "Episcopal Election" in the subject line.)

*The purpose of this form is to prescribe a uniform format for the curricula vitae of candidates.
The response should be in 12-point Times New Roman font.*

**Form of CURRICULUM VITAE
for a candidate in the 2021 Episcopal Election
deadline noon MDT on Saturday, May 29, 2021**

I. PERSONAL DATA

Name: _____

Address: _____

Telephone Number: _____

E-mail address: _____

II. ORDINATION

As Deacon (where and when): _____

As Priest (where and when): _____

As Bishop, if applicable (where and when): _____

III. FORMAL POST-SECONDARY EDUCATION

In order, from earliest to latest and including names of institutions attended, dates, qualifications obtained, title of any theses or other publications:

IV. CHURCH APPOINTMENTS

In order, from earliest to most recent

V. OTHER PAID EMPLOYMENT IN ADULT YEARS

In order, from earliest to most recent

VI. CHURCH-RELATED ACTIVITIES (COMMITTEES, etc.)

In order, from earliest to most recent

VII. NON-CHURCH RELATED ACTIVITIES (VOLUNTEER WORK, etc.)

In order, from earliest to most recent

VIII. ANY OTHER INFORMATION WHICH WOULD BE HELPFUL TO MEMBERS OF THE ELECTORAL SYNOD