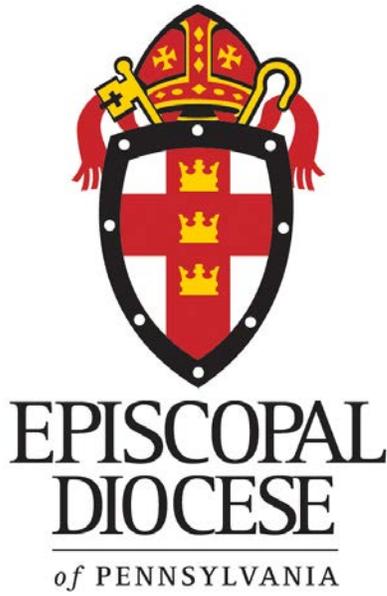


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# Calling a New Bishop

Electing a New Leader for the Diocese of Pennsylvania

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## The Bishop We Seek

Asking God's favor and guidance, the people of the Episcopal Diocese of Pennsylvania seek a candidate called to be a bishop in the Church of God –

called to lead the Diocese of Pennsylvania, with its unique history, strengths, challenges, and opportunities, and called to leadership with the Episcopal Church.

*The bishop we seek will be...*

**ANCHORED BY DEEP FAITH IN JESUS CHRIST**, grounded in Scripture, prayer, and the sacraments.

- **Firmly grounded** in the Bible, Anglican theology, and liturgy, and skilled in teaching.
- **Approachable, humble, and compassionate**, comfortable with people from all walks of life.
- **Wholeheartedly committed** to the visible and organizational unity of the Episcopal Church and the Anglican Communion, and to healing broken relationships within the Church of God.

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**MARKED BY INTEGRITY**, true repentance, and amendment of life.

- **Sober and wise**, exemplary in life and habits, and committed to spiritual growth, without which it is impossible to lead others toward Christian maturity.
- **Accountable to a mentor** or spiritual director, disciplined in addressing personal weaknesses and sins, and filled with gratitude and forgiveness toward others.
- **Wholly trustworthy** in word and deed and committed to improving trust across all levels of the Diocese of Pennsylvania.

**SKILLED IN PASTORAL MINISTRY** and in leading people toward reconciliation with God and one another.

- **Filled with the Holy Spirit** and inspired to proclaim the good news of Jesus Christ with conviction and clarity.
- **Gifted in evangelism and discipleship** and able to generate enthusiasm about the Christian pilgrimage among Christians and non-Christians alike.
- **Eager to cultivate spiritual and leadership gifts** among all members of the church, including those who, because of race, ethnicity, theological conviction, or sexual or gender identity, have sometimes been marginalized.
- **Dedicated to providing spiritual and personal formation** for deacons, priests, diocesan leaders, and other ministers so that they can lead others in the Christian faith.
- **Compassionate in pastoring the pastors**, exhibiting loving care for clergy and lay leaders in times of need.

**ADEPT IN COLLABORATIVE LEADERSHIP** and able to inspire the Diocese of Pennsylvania, in all its rich diversity, toward a common vision.

- **Aware but unafraid** of the history of conflict within the Diocese of Pennsylvania, and able to build consensus and inspire a new spirit of unity among people and parishes divided by race, geography, and theology.

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- **Gracious in leading the diocese** in its reinvention, creative about new expressions of faith, and respectful of diverse expressions of faithfulness within the diocese.
- **Tireless in cultivating** new diaconal and priestly vocations from all races and walks of life, including those from under-represented communities, while also encouraging creative forms of lay ministry.

**SKILLED IN STRENGTHENING AND EQUIPPING PARISHES** and raising up leaders for both established and new congregations in urban, suburban, and rural settings.

- **Experienced in leading** struggling parishes and committed to helping them grow with creative strategies for cooperation, evangelism, and community outreach.
- **Adept at personal communication** and committed to improving communication among parishes, schools, and other ministries within the diocese, thus encouraging cooperation.

**PASSIONATE ABOUT MEETING THE NEEDS OF ALL PEOPLE** and committed to innovative ministries that reach the poor, imprisoned, trafficked, outcast, and marginalized. 3

- **Compelled to improve the lives** of people held back by persistent racism and those who live with poverty and food insecurity, including more than 185,000 souls in the diocese who live in “deep poverty,” with incomes below half the federal poverty line.
- **Eager to lead and support** multiple ministries within the Diocese of Pennsylvania that serve the needs of a wide variety of people.
- **Creative about taking the Good News of Christ** beyond established parishes and building new ministries in new settings.
- **Deft at creating, communicating, and implementing mission strategies** that empower shared decision making among a wide variety of participants.

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**WISE IN GOVERNANCE** while leading multiple church institutions.

- **Committed to cultivating vitality** among committees, boards, and other governance institutions within the Diocese of Pennsylvania.
- **Eager to gain a masterful understanding** of the complex network of institutions that support the ministry of the diocese and use this understanding to further the church's mission.
- **Zealous about improving communication** throughout diocesan structures and ministries, employing new technologies as needed.

**GIFTED IN ADMINISTRATION** and skillful in the management of personnel and resources.

- **Experienced in guiding and supporting** a staff, and committed to the wise leadership of diocesan employees — providing them with necessary resources and advancing their well-being — as they advance the mission of the diocese.
- **Adroit in the management of diocesan finances**, and skilled in employing funds strategically while instituting organizational changes, streamlining operations, cutting costs, and improving communications.
- **Skilled in navigating tensions** between departments, agencies, and other diocesan organizations, overcoming them for the sake of the Gospel.

**A GRACIOUS REPRESENTATIVE OF THE CHURCH TO THE WORLD**, joyfully reaching across regional, national, denominational, and religious boundaries.

- **Articulate and enthusiastic** in representing the Diocese of Pennsylvania at national and international Episcopal and Anglican gatherings.
- **Skilled at representing the church** with prophetic conviction and Christian charity at ecumenical, civic, and interfaith events while seeking to break down barriers, address injustices, and improve the lives of all people.

Diocese of Pennsylvania Bishop Search/Nominating Committee, 8/27/15

## THE REV. W. FRANK ALLEN



### **RECTOR, ST DAVID'S CHURCH, WAYNE, DIOCESE OF PENNSYLVANIA**

The Rev. **W. Frank Allen**, a priest of the Diocese of Pennsylvania, is rector of St. David's Church in Wayne, a 3,300-member parish with an annual budget of \$3.1 million. During his 18 years as rector, Allen has led the parish in two long-range planning exercises and two capital campaigns, and he has developed partnerships with nearby parishes in Norristown and Newtown Square.

Under his leadership St. David's has also helped build schools and a health clinic in Uganda as well as churches and a water project in Guatemala. In the Diocese of Pennsylvania, he was dean of the Merion Deanery from 2003 to 2006 and was a member of the Standing Committee from 2011 to 2015.

Before being named rector of St. David's, Allen was associate rector of St. John's Episcopal Church in Roanoke, Virginia, between 1995 and 1997.

Allen was named an honorary canon of the church in Guatemala in 2012. Before being called to ordained ministry, he was for 11 years the director of business development at Shoemaker Construction Company in West Conshohocken, Pennsylvania.

### **FAST FACTS**



#### ***Family:***

Wife: Amy Joanne Waldo, M.D.

Children: William Jr., Robert, and Benjamin

#### ***Education:***

Allen earned a bachelor of arts degree from Duke University in 1981. He graduated from Virginia Theological Seminary in 1995, where he served as president of the student body during his senior year.

#### ***Ordination:***

to the diaconate in 1995 and to the priesthood in 1996, both in the Diocese of Pennsylvania

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**Q:** What is your vision for the ministry of the bishop in a diocese? What aspect of the ministry of the episcopate in the Diocese of Pennsylvania excites you the most?

*“The greatest among you will be the servant of all.” —Jesus (Matthew 20:26)*

The bishop is called to be the chief pastor and servant, with one foot in the church and one foot in the world. Within the church the bishop supports, encourages, teaches, walks with, challenges, pastors, and loves everyone. The bishop is also called to bring the church into the world and to be an apostle — speaking, writing, acting, and loving others outside the church to further the Gospel’s call to be transformed and to transform by God.

I am excited for this ministry here because I love the people and churches and missions and ministries here. I love our diversity and embrace the challenge to bridge the racial divides and the urban/suburban disconnect which continue to impede both our life together and the mission and ministry that God calls us to live.

**“MY VISION OF THE MINISTRY OF THE BISHOP IN THE DIOCESE IS A SERVANT MINISTRY — A SERVANT WHO SUPPORTS AND WALKS ALONGSIDE THE CLERGY AND LAITY AND WIDER COMMUNITY THAT ALL MAY COME TO BE TRANSFORMED BY JESUS CHRIST.”**

We have been given vast resources, and I am excited to offer the gifts God has given me as an exhorter, evangelist, pastor, administrator and leader — to work together and to listen together for God’s call on our lives.

Finally, I am excited with the knowledge of the giftedness and commitment of so many, because I know I will be helped and supported in this new role as God blesses us and calls us to serve God and the world.

**Q:** Using an example from your own ministry, how do you seek and serve Christ in all persons, love your neighbor as yourself, strive for justice and peace among all people, and respect the dignity of every human being?

*“Now you are the body of Christ and each one of you is part of it.”* – Paul (1 Corinthians 12:27)

God has been grounding me and shaping me in the apostles’ teaching and fellowship, in the breaking of the bread, and in the prayers from a very early age. God’s work in me has given me a heart for all people. God has given me eyes to see others as God sees them — who they are and who they are becoming. God has given me the gift in my life and ministry to practice and teach facets of the baptismal covenant, so that my life may continue to be transformed and to help God transform the lives of others.

One example in my ministry that reflects these baptismal commitments is my parish’s commitment to work together with struggling churches. At St. Augustine of Hippo in



Norristown, a small, traditionally African American parish under threat of closure by our then-bishop, we were involved in the Sunday feeding ministry to the homeless and working poor.

Our involvement together deepened when the “interim rector” of 21 years retired. We worked together, helping to envision God’s call with them. We kept the church open by providing clergy for worship and pastoral needs. We helped them improve the buildings for their ministries. Together, we started a food pantry and an after-school program for girls to deepen our shared commitment to God and to reach out into the community in service and love. We grew together in living our baptismal vows to God and one another and have been changed by our experiences together.

## THE REV. CANON DANIEL G. P. GUTIERREZ



### ***CANON TO THE ORDINARY, THE EPISCOPAL DIOCESE OF THE RIO GRANDE***

The Rev. Canon **Daniel G. P. Gutierrez**, a priest of the Diocese of the Rio Grande, is canon to the ordinary, chief operating officer, and chief of staff for the diocese, which is based in Albuquerque, New Mexico. As part of his role in diocesan leadership, he also serves as executive director of the diocesan conference and retreat centers, and he oversees all aspects of ministry, human resources, budgeting, funds and investments, and capital campaigns within the diocese. He also serves the Episcopal Church through administrative and budgetary oversight of the Navajoland Area Mission and is vice president of the Episcopal Church in Navajoland Economic Development Corporation.

Before Gutierrez was named to his current position in 2011, he had an extensive career in public service — including serving as chief of staff to the mayor of Albuquerque and as director of the Bernalillo County Economic Development Department. He also was president of a strategy and media firm whose clients included state and local political leaders.

#### **FAST FACTS**



##### *Family:*

Wife: Suzanne Fletcher Gutierrez

Children: Jude

##### *Education:*

Gutierrez is a graduate of the University of New Mexico, where he earned bachelor's degrees in history and political science in 1987 and a master of arts in public administration in 1992. In 2007, he earned a diocesan certificate in Anglican studies through the Trinity School for Ministry, and in 2011, he was awarded a master of theological studies degree from St. Norbert's University.

##### *Ordination:*

to the diaconate and the priesthood in 2008, both in the Diocese of the Rio Grande.

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He served at the Cathedral Church of St. John and at St. Michael and All Angels Church in Albuquerque. After joining the diocesan staff, he was called to rebuild two struggling parishes, serving them as vicar and rector.

**Q: What is your vision for the ministry of the bishop in a diocese? What aspect of the ministry of the episcopate in the Diocese of Pennsylvania excites you the most?**

I am deeply curious about the people I serve and have found that ministry is not about me. True ministry is living — spiritually and physically — with the faithful, the fallen, the seeking, the hurting, and the lost. We all jointly share in the responsibility of building the beautiful kingdom of God. The people of the diocese provide this sacred possibility, and this gives me hope and excitement.

The diocese has a story of pain, hope, endurance, and awakening that speaks of Christ present in our lives. This story is a testimony of the “ongoing incarnation” of Jesus Christ. Things are being made new and new chapters are being written. Let’s tell a new story.

**“MY VISION FOR MINISTRY IS THAT THE PEOPLE OF DIOCESE OF PENNSYLVANIA WILL KNOW I LOVE THEM. I WILL BE A FAITHFUL SHEPHERD, CARING SERVANT, AUTHENTIC COMPANION, AND LOVING APPRENTICE OF JESUS CHRIST. THIS VISION COMES TO REALITY ONLY THROUGH THE PEOPLE OF THE DIOCESE. ”**

In the first chapter of John, Jesus is traveling and being followed by curious observers. He is asked, “Where are you staying?” Jesus responds, “Come and see.”

Imagine if this diocese were to be known as the “come and see” diocese — a place to encounter God through prayer, community, liturgy, and service. A place where the dignity of humanity was lifted up, and a place that shows how people love one another. A place where Christ is reflected in

each person. “Come and see” and you may want to join in this sacred story called the Diocese of Pennsylvania.

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**Q:** Using an example from your own ministry, how do you seek and serve Christ in all persons, love your neighbor as yourself, strive for justice and peace among all people, and respect the dignity of every human being?

I am blessed to work with the Episcopal Diocese in Navajoland. Initially, our task was to create an economic development plan, reorganize administration, and develop sustained outreach. But what began as an opportunity to work with Bishop Bailey and the Diné (Navajo) people has sacredly transformed into the realization of God's presence in our work. I am profoundly moved by this ministry and am forever changed.

Initially, both sides started with a suspicion of one another's motives. Over time, we allowed the Holy Spirit to enter our work, and we began to open our faith and lives to one another. We listened and learned one another's stories. We approached our time together as sacred presence. We looked at each other through a different lens — as loving children of God.



Now, each meeting is one of change. The Diné perceive our hearts and invite us into their lives. We understand the cultural and economic systems that force the Diné to operate in a method that is beyond our grasp. We continually break through barriers through laughter, mutual respect, and hard work.

Our time is filled with dignity, honesty, and prayer. We bless one another and in the process find Jesus.

In poverty, we meet our own poverty. We continue to build that beautiful kingdom of God one small step at a time.

When I call the Diné my brother and sister, they are not mere words. They emanate from each beat of my heart, and they resound with a loving truth centered in Christ.

## THE REV. CANON JOHN T. W. HARMON



### **RECTOR, TRINITY CHURCH, WASHINGTON D.C., DIOCESE OF WASHINGTON**

The Rev. Canon **John T. W. Harmon**, a priest of the Diocese of Washington, is rector of Trinity Church, a predominantly African American parish in Washington, D.C. While serving there, he founded TEAMM (Trinity Education Arts Music Ministry), an outreach to children focusing on education and the arts. He is also a cofounder of the Episcopal Service Corps (ESC), a federation of programs across the United States that help young adults discern the “inner voice” that is calling them to their life’s work. Harmon has also served as a spiritual director and member of the faculty of CREDO, the clergy renewal program of the Episcopal Church.

Before moving to Washington in 2000, Harmon was for seven years the rector of St. Stephen’s Church in Petersburg, Virginia, where he founded a parish-based HIV / AIDS education and prevention program for local youth. He was named an honorary canon of St. Alban’s Cathedral in Dar es Salaam, Tanzania, in 2004.

### **FAST FACTS**



#### **Family:**

Wife: Keeva Idella Patterson Children: Joshua, Jarena, and Justin

#### **Education:**

In 1988, Harmon earned a bachelor of arts degree *cum laude* from St. Paul’s College. He graduated from Virginia Theological Seminary in 1991 and earned a master of theology degree from Union Presbyterian Seminary in 1998. He was awarded an honorary doctorate of humane letters from St. Paul’s College in 2012.

#### **Ordination:**

to the diaconate in 1991 and to the priesthood in 1992, both in the Diocese of Southern Virginia.

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**Q:** What is your vision for the ministry of the bishop in a diocese? What aspect of the ministry of the episcopate in the Diocese of Pennsylvania excites you the most?

The ministry of a bishop is to encourage unity, respect and honor diversity, support the full inclusion of everyone within body of Christ, proclaim the Gospel, provide a reconciling presence, and build up the church. This also includes raising up new lay and ordained vocations, strengthening existing and establishing new transforming ministries that advance the mission of God in the world.

I am excited about the privilege of embracing a diverse and inclusive community with a vision that nurtures hope and cultivates confidence and trust in the episcopacy.

An aspect about the episcopacy in Pennsylvania that most excites me is the opportunity to provide leadership that supports, inspires, and strengthen leaders and congregations for growth through collaboration and a robust mission strategy that results in effective discipleship, evangelism, pastoral care, and sustained fiscal management. A bishop and diocese are a central point of resources that should establish partnerships that invite clergy and congregations into a clear vision that is mission focused, and yet open to the wisdom of others.

The aforementioned excite me because they seek to engage God's mission in the world, care about the spiritual well-being of God's people, and advance a vigorous stewardship equal to the aspirations of the diocese.

**"I ENVISION THE EPISCOPACY AS PROVIDING A UNIQUE OPPORTUNITY TO HOLD UP A MODEL OF LIFE AND SPIRITUALITY THAT IS GROUNDED IN PRAYER AND STUDY. THE EXPECTATIONS FOR TEACHING AND PREACHING THAT INSPIRE AND ENCOURAGE BOTH THE FAITHFUL AND THOSE WHO HAVE LOST THEIR FAITH FURTHER GROUNDS THIS VISION."**

**Q:** Using an example from your own ministry, how do you seek and serve Christ in all persons, love your neighbor as yourself, strive for justice and peace among all people, and respect the dignity of every human being?

The Scriptures maintain that the kingdom of God is prepared for those who feed the hungry, give drink to the thirsty, welcome the stranger, clothe the naked, care for the sick, and visit the prisoner. In my own ministry, this translates to providing breakfast for

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homeless women on Sundays, street feedings, homeless care packages, after-school tutoring, summer enrichment for children and youth, emergency housing for the working poor, and providing sleeping bags to the homeless. Another expression is the leadership I provide to an intentional Christian community for young adults who give a year of their lives to work with the poor and marginalized. They engage a life grounded in spirituality, simplicity, social justice, and community. Their formation further extends my ministry to the poor.

I am foremost a committed pastor and a visionary servant leader who finds joy in following and inviting others to Jesus Christ. My faith and the gospel are not separated from the injustice people experience in their lives. I have testified before local governments about the need for emergency medical care, the poor conditions of prisons, and more. I have organized ecumenical gatherings of churches and religious leaders to address social disparities and injustice

Our ministry should be an effective spiritual presence that proclaims hope and reconciliation in the mist of brokenness. Ours is a time of tremendous opportunity for



witness and growth. Thus should we approach our ministry with humility, kindness and holiness, and we say with the prophet Isaiah that “the Lord God has given me the tongue of a teacher, that I may know how to sustain the weary with a word.”

## THE REV. MARTHA N. MACGILL



### **RECTOR, EMMANUEL EPISCOPAL CHURCH, CUMBERLAND, DIOCESE OF MARYLAND**

The Rev. **Martha N. Macgill**, a priest of the Diocese of Maryland, is rector of Emmanuel Episcopal Church in Cumberland, Maryland, and founder of Kaleo, Inc., a nonprofit organization that helps people live authentic lives for the common good through vocational discernment groups, podcasts, retreats, and pilgrimages.

Before moving to Emmanuel Church in 2014, she was for 14 years the rector of Memorial Episcopal Church in Baltimore, a 400-member parish known for justice and peace ministries. While there, she helped to bring the Episcopal Service Corps to the diocese, chaired the diocesan Commission on Ministry, and led a capital funds drive to restore and renovate the historic church's physical plant.

From 1997 to 2000, Macgill was priest-in-charge at St. Francis Anglican Church in Walkerville, South Africa, a multicultural parish south of Johannesburg, and also helped to found the diocesan camp for the Diocese of Christ the King. Before being called to ordained ministry, she worked as a corporate attorney in Hartford, Connecticut, and subsequently as a clerk for Judge Lapsley W. Hamblen of the U.S. Tax Court.

### **FAST FACTS**



#### **Family:**

Husband: R. Bryan Kelleher

Children: Jack and Anna

#### **Education:**

Macgill earned a bachelor of arts degree *cum laude* from Davidson College in 1980. She was awarded the juris doctor degree from the University of Virginia School of Law in 1984, and she earned a master of laws in taxation from New York University School of Law in 1986. She graduated from Virginia Theological Seminary in 1995.

#### **Ordination:**

to the diaconate in 1995 and to the priesthood in 1996, both in the Diocese of Virginia.

**Q:** What is your vision for the ministry of the bishop in a diocese? What aspect of the ministry of the episcopate in the Diocese of Pennsylvania excites you the most?

*As chief priest and pastor, will you encourage and support all baptized persons in their gifts and ministries, nourish them from the riches of God's grace, pray without ceasing, and celebrate the sacraments of our redemption? —Book of Common Prayer, p. 518*

**"MY VISION FOR THE MINISTRY OF A DIOCESAN BISHOP IS FOUNDED ON THE BISHOP'S VOW TO BE A CHIEF PRIEST AND PASTOR. PASTORAL MOMENTS ARE THE FOUNDATIONAL BEDROCK OF ANY CHRISTIAN COMMUNITY — WHETHER A HOME CHURCH, A PARISH, OR A DIOCESE."**

In the Diocese of Pennsylvania, I am excited by the opportunity to attend to the important work of reconciliation and healing, which will require a pastoral sensitivity and presence in your next bishop. While my roles have changed and evolved in many ministries over the years, my personal presence has been evident in parish

ministries, ecumenical ministries, neighborhood initiatives, and diocesan ministries — in particular, in the Commission on Ministry, Episcopal Service Corps, and in General Convention deputation.

In the Diocese of Pennsylvania, I sense a yearning for a bishop who is present on a committed basis within the diocese to listen deeply to the needs of the diocesan community. Moreover, with your rich and historic diversity, the next bishop of the diocese must be prepared to move past the boundaries of the diocese and build relationships in the larger work of Christ in the world. The work of reconciliation and healing is not only a diocesan task but a national and global calling which is essential to the life of a bishop in today's Episcopal Church.

**Q:** Using an example from your own ministry, how do you seek and serve Christ in all persons, love your neighbor as yourself, strive for justice and peace among all people, and respect the dignity of every human being?

As my bishop in South Africa, the Right Rev. Peter John Lee, said of his ministry: "Every day I travel to another area of the diocese, show up, and see what God has in store!"

A diocese is a collection of many communities of faith, both small and large, and each parish in a diocese has an important story to tell. My time as chair of the Commission on Ministry (COM) in the Diocese of Maryland gave me a bird's-eye view of the challenges

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of small, rural parishes, while my 14 years as rector of Memorial Church in Baltimore gave me direct experiences of the joys and concerns of urban ministry.

As the Commission on Ministry and the Standing Committee endeavored to understand the way forward in a time of financial constraints to ordination, I was continually amazed by the dedication, energy and passion of small and large congregations to lift up individuals for ordained and lay ministry. This experience taught me that every congregation has a gift to give to their community. I applaud the Diocese of Pennsylvania's decision to find those gifts in its smaller, struggling parishes. I have seen that new life can emerge when a congregation is honored and affirmed in its faithfulness and is given a hand in the work of discernment for its ministry today. By comparison, my time in urban ministry at Memorial Church and partnering with other urban congregations in Baltimore has underscored this same theme.

The new models of community building, resource-sharing and ministry leadership in congregations translate across rural, urban and suburban boundaries. What God asks of the people dedicated to a holy place of prayer is this: gather together, pray and ask God what gifts have been bestowed on this place at this time. A bishop's role is to provide presence and support to these congregations and so seek and serve Christ in all persons and parishes in the diocese.



## THE RIGHT REV. DEAN E. WOLFE



### **BISHOP OF THE DIOCESE OF KANSAS**

The Right Rev. **Dean E. Wolfe** is the ninth bishop of the Episcopal Diocese of Kansas, where he serves as the spiritual head for 11,000 lay members in 44 parishes and missions in the eastern part of the state. As bishop, he shares collaborative ministry with the diocesan staff and the Council of Trustees, serves as chief pastor for 150 clergy, and manages a \$1.8 million annual budget. He is also serving a third term as vice president of the House of Bishops of the Episcopal Church.

From 1998 to 2003, Wolfe was vice rector of St. Michael and All Angels Episcopal Church, which was at the time the largest Episcopal parish in the United States. From 1994 to 1998, he was associate rector for community life at Trinity Church in the City of Boston.

Before joining the Episcopal Church, he ministered in the Church of the Brethren between 1977 and 1981 and attended Bethany Theological Seminary between 1981 and 1983. Moving to California, Wolfe worked in wholesale sales and marketing in San Francisco and joined the Episcopal Church of the Epiphany in nearby San Carlos as a lay member.

### **FAST FACTS**



#### **Family:**

Wife: Ellen Marie Frantz-Wolfe

Children: William

#### **Education:**

Wolfe earned a bachelor of arts degree from Miami University of Ohio in 1987. He graduated from Virginia Theological Seminary in 1992 and was awarded a doctor of divinity degree, *honoris causa*, in 2004.

#### **Ordination:**

to the diaconate in 1992 and to the priesthood in 1993, both in the Diocese of California.

**Q:** What is your vision for the ministry of the bishop in a diocese? What aspect of the ministry of the episcopate in the Diocese of Pennsylvania excites you the most?

The bishop is a vision bearer, connector, communicator, overseer, and servant of all. The bishop inspires others to adventure and to take risks. The bishop lifts up a sacred hope

**“ALL GREAT VISIONS FOR THE MINISTRY OF A BISHOP ARE THE RESULT OF CREATIVE COLLABORATIONS BETWEEN THE BISHOP AND THE PEOPLE THAT HE/SHE IS CALLED TO SERVE. IT IS THE GREAT SHARED DREAM WHICH EMPOWERS BISHOPS AND COMMUNITIES OF FAITH TO ACCOMPLISH HOLY WORK TOGETHER IN CHRIST’S NAME.”**

before the people, constantly knits various individuals and groups together, inspires everyone with the Good News of Jesus Christ, and prayerfully and skillfully watches over the work of the Body of Christ.

I am most excited by the amazing work the Diocese of Pennsylvania has been willing to do to get to where it is, because it has required

enormous emotional and spiritual labor for this diverse diocese to embark upon a fresh chapter in its history. In this moment, it feels as though the people of the Diocese of Pennsylvania have the capacity and the will to do something quite extraordinary together. The commitment of the diocese to do this work is clear evidence that tremendous energy exists for missional transformation and spiritual growth. I have always sought to be involved in extraordinary, innovative ministries, and I am excited about the possibility of working with the Diocese of Pennsylvania in a unique moment in history.

**Q:** Using an example from your own ministry, how do you seek and serve Christ in all persons, love your neighbor as yourself, strive for justice and peace among all people, and respect the dignity of every human being?

I must confess that I do not always do these things. However, my life’s work is grounded in providing faithful Christian pastoral care to people in need from all walks of life. For me, preaching, teaching, and administration all find their heart in compassionate care for others. The work I’ve done in leading a series of diocesan institutions into deeper and more compassionate ministries has allowed me to seek and serve Christ in all persons.

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In this work, I'm invited into the deepest prayer and connected to a diversity of persons from the widest possible circumstances: immigrants, persons with special needs, people who are unemployed, the hungry and poor, the young and the old, along with people of every racial and cultural background. These ministries push me out of my more comfortable places and allow me to share my life with the people whom God has created. To love your neighbor as yourself is to ensure refugees and human trafficking victims are fed, housed, and respectfully educated. Working for sensible gun controls and against the death penalty is striving for justice and peace among all people. The work I've done over many years to promote the inclusion of people of different sexual orientations and identities has led me to more deeply respect the dignity of every human being. "To know Christ and to make Christ known" requires me to recognize Christ in the faces of others and helps me to discover Christ within myself.

