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Diocese of Central Pennsylvania  
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**1. *How are you called to the episcopacy?***

I have natural leadership skills, which have allowed me to serve in many different capacities during my life. I believe that through the Holy Spirit I have received the gifts of Leadership (Romans 12:6), Administration (1 Corinthians 12:28) and Teaching (Ephesians 4:11).

I am called to the episcopate to use my skills for the development of the Church as she follows God's call to serve the world. This is a critical time for the Church as we face declining membership, increasing irrelevancy in the civic sector and the challenges of keeping pace with technological developments. For many, these challenges are daunting and exhausting. I find them exhilarating. I believe that as a Church we are called to be creative and responsive in addressing these challenges while maintaining the incarnational connection and space of wonder that sustains us in our common worship, week by week.

I feel called to this vocation in this time of change and to work with the people of the Church to seek the new life that God promises us in the resurrection of Jesus Christ. I am ready to encourage, lead and embrace this new creation.

**2. *How are you called to the episcopacy in Central Pennsylvania?***

I am called to the episcopacy in Central PA as an outsider. While I value the importance of understanding the local culture and its gifts and challenges in order to effect change, I also know that there is a benefit in calling someone from outside the system who can see with fresh eyes.

I see a great strength in the blessings of the small church. Collaboration and sharing resources is key. Stressing diocesan unity, small congregations can be affirmed in their local primacy. At the same time, there is a need to listen closely to John 15. Part of my work in CT has been to develop a metric of Vitality & Viability for congregations that has allowed us to focus on congregational discernment and the best use of our resources for the collective whole.

The profile of the diocese of Central PA claims on the very first page, the identity of the people as "beloved by God." Amen. If there is no other message to hear for those both inside *and* outside the membership of the Church- it should be that they are loved by God.

The work ahead for the Church is to be faithful to where God is leading us, even when it is yet, a place that we cannot see. With joyful, collaborative leadership, we will step into God's new day, together.

### ***3. What challenges do you see in our profile?***

Many of the challenges that I see in the profile are familiar: managing modern congregational life-making “ends meet” with declining membership , reduced endowments and climbing capital expenses; re-imagining the role of clergy; building the capacity of lay people; meeting the needs of diocesan programs with resources that are dependent on parish support through pledges.

Other challenges include the work of the administrative re-structuring of the diocese. I have read with interest about the interim period and applaud the on-going reform in areas of Technical, Administrative, Strategic and Social structures. Increasing transparency, building unity, increasing relevancy and developing a tolerance for the “messiness” of God’s work is key. These have at their base, the idea of building relationship. When we spend the time to get to know each other- to see each other, not in the glass dimly, but to be fully known - then we see that we are One in Christ and can work, together, to meet the challenges. The interim period for the Diocese of Central PA has been an important time to build a good foundation for the next bishop. This developmental work will continue in the next episcopate, as the Kingdom of God is made known in CENTRAL PA.

### ***4. What excites you about these challenges?***

I am excited because I feel as though I have spent the last three and a half years in my diocesan position developing the capacity to meet the challenges that face the Episcopal Church in Central PA. I do not believe that God is finished with the Church, but that we are challenged to find new ways to be faithful to God and to participate fully in God's mission.

The challenge of working at the local level with congregations and clergy as well as implementing systemic change is invigorating. This is multi-valent work that has opportunities for collaboration and growth. As I have come to learn about the Diocese of Central PA. I am beginning to understand the gifts and the challenges of a relatively small number of congregations in a large geographic area; I look forward to engaging this geographic and demographic reality in a way that develops deeper relationships and allows for deeper work.

### ***5. How do these challenges fit your skills experience and passions?***

I am a creative, organized, energetic worker. I enjoy the process of working on a team and I am not afraid to exercise my leadership skills or to make decisions. My experience as parish priest, diocesan administrator and entrepreneur gives me a good grounding in venues in which change takes place. My passion is to

use the Church as the vehicle for participating in God's mission and for strengthening her people through community, Word and Sacrament.

***6. Our Provisional Bishop is leading diocesan clergy in studying the Rule of St Benedict. What is your rule of life?***

My Rule of Life, like St. Benedict's, has at its core, the value of balance. In order to be at my best, I need to incorporate work, rest, prayer, study and recreation into each day. I have a daily examen that I review each night that uses the acronym "D.R.E.S.S.:" How was my **D**iet been today? Have I fueled my body with nutritious foods? Have I taken enough **R**est? Have I **E**xercised today? Have I been faithful to the **S**tudy of Holy Scripture and other intellectual pursuits? How have I fed my **S**pirit today? I turn up far from perfect in my daily examen, but it keeps me focused on the things that matter to me and that lead me towards health and wholeness.

The spiritual connections that are important to me include the reading of the Daily Office, Bible study, time spent practicing my 'cello, running, writing and cooking in my kitchen. My inclination to work very hard is balanced with time spent with family and friends.

***7. The Prayer Book ordination rite calls for bishops "to guard the faith, unity, and discipline of the Church." How would you guard the Church?***

First, I see this as a function of the bishop in her role as teacher. My experience tells me that we have work to do in broadening the vision of our congregations to see themselves as members of a larger body; in this case, as members of the Body of Christ, the Anglican Communion, The Episcopal Church, The Episcopal Diocese of Central Pennsylvania, and even as members of our regional Convocations. When we discover our place in the larger Body, then we begin to understand what it is to be, fully, a member of our Church and the place of appropriate structures for its health and unity.

As your bishop, it would also be my responsibility to draw others into shaping the life of this larger entity. "The Church" is not a static "thing," but a gathering of God's faithful people. It is my hope that The Church is agile enough to stretch and change shape as God calls us, creating a Body that respects tradition and is responsive to current understandings of who we are as God's beloved.

***8. Our diocese is huge and diverse. How would you be in relationship with all members of this Body?***

Addressing the geographic and demographic challenges of the Diocese of

Central PA is important to me in creating diocesan unity and developing good relationships between the people of the Church and her leadership. From my experience as a parish priest, I know that there is no replacement for face-to-face, real-time engagement; as bishop, I would design a schedule that includes visits to all areas of the diocese including overnight and “extended stay” visits in order to be a good steward of my time and to come to know, deeply, the people of the diocese- their joys, concerns and dreams. I have imagined a visitation program that would allow each. Convocation to design a “Week in the Life of...” event that would showcase the particular gifts of each region and invite me to see how God is working in their area. Already, I look forward to tractor rides, hikes, university programs, and local events!

Today there are fantastic technological tools designed to promote good communication at a distance and as your bishop I would place a premium on training and equipping our congregations to use these additional resources to enhance our connectivity and promote unity.

### **9. *What strategies do you have for health in family-sized parishes?***

My strategies for health in family-sized parishes include the development of a process that reveals a realistic picture of the gifts and needs of each parish, and the facilitation of building networks to encourage collaboration and resource-sharing among congregations.

Not every parish, especially a family-sized parish, can be everything to everybody. Each parish has its own particular set of gifts and strengths as it represents one part of the Body of Christ (I Corinthians 12:17). By claiming those strengths and building from them, each parish can offer its best to the Glory of God and for the building of God’s Kingdom.

We are called, also, to *share* those gifts. (Matthew 5:16) Congregations that are within reasonable traveling distance can explore ways to share resources with their neighbors to build up the Body. Ecumenical and interfaith neighbors are also excellent partners for offering complementary skills and sharing services.

Building on the strength of each particular parish, encouraging resource sharing and exploring local collaborative opportunities is one way for diocesan leadership to become engaged in supporting and developing the health of family-sized churches.

### **10. *26 of our 66 parishes have full-time clergy; this number will decline this year. Overall membership has declined by 29% over the last decade. How would you work with us to create healthier parishes?***

One needs to define what is meant by a “healthy parish.” I believe that a “healthy

parish” is one that is made of up people who understand their belovedness by God and who have a sense of who they are as disciples of Jesus Christ. A “healthy parish” is one that gathers to hear the Word of God, receives the strength and comfort of the Sacraments and then moves into the community to share God’s love with others through acts of service and compassion. A “healthy parish” is vibrant and engaged- a beacon in the community. Also, it has a clear sense of its strengths (and limitations) and shares leadership between clergy and lay. Inviting all members to use their gifts for the building of the Kingdom is an integral part of creating health and life.

Parishes that cannot support full time clergy can be vibrant centers with appropriate leadership training and collaborative resourcing. As congregations build themselves up as disciples of Jesus, studying God’s holy Word, praying in community and discerning ones’ own gifts for mission, the local church will be strengthened and its health increased.

### ***11. What does success in ministry look like to you?***

The goals and objectives for the ministry of all the baptized is outlined in our Baptismal Covenant in the Book of Common Prayer. The five post-creedal questions break open what it means to live a Christian life and give direction to us: we promise to continue in the apostles’ teaching and fellowship, to gather at our Lord’s table and be faithful in prayer. We vow to admit and repent of our sins, to share the Good News of the gospel truth with our lips and in our lives, to find Christ in our neighbor and to be tillers of the vineyard soil, planting seeds of peace and justice and respecting the dignity of all human beings. As we do this work, we are actively engaged in ministry. Being faithful to these precepts and striving towards them is “success” in ministry.

More simply, “ministry success” for me begins with an understanding of our role as disciples of Jesus Christ and how we are compelled by that relationship to love God deeply and to serve our neighbors. As your bishop, my role as teacher would focus first, on discipleship- its gifts and responsibilities.

### ***12. How would you integrate diocesan systems to serve the diocesan primary task?***

In any organization it is essential that there is a clearly articulated vision to which members are connected and in which they feel invested. An important leadership task is helping to raise the vision from the community, communicating the vision and then identifying benchmarks and steps to achieve the vision. When there is a clear vision- a picture of what the organization will “look like” when it “has arrived,” - then everything that each department and individual does is part of the “diocesan primary task.”

Serving as disciples of Jesus Christ and participating in God's mission are the primary tasks of Christians and the Church. Discovering together how the Diocese of Central PA will claim its place in that work using her particular gifts is a project that I find exciting and vital in order to move forward in a cohesive and joyful way.

All diocesan systems- the corpus of clergy, laypeople, diocesan administration, financial staff, formation programs, mission efforts- will benefit from articulating a shared purpose. Frequent communication among all entities, employing technological best practices and promoting regular gatherings will facilitate deepening relationships and good work.