

PROGRAMS AND EVALUATION

NEW BISHOPS' AND SPOUSES' CONFERENCE

(END OF CONFERENCE EVALUATIONS)

Evaluation - Quantitative Summary
2010 New Bishops' and Spouses' Conference
January 18-22, 2010 - Roslyn

Scores are based on a scale of 1-7. 1=strongly disagree, 7=strongly agree

	<u>Mean</u>	<u>Standard Deviation</u>	<u>Number Responding</u>	<u>Section Average</u>
1. Opening Session (Monday evening)				
a. The opening session (introductions and expectations) was helpful.	6.63	0.62	16	
b. At the opening session, I was able to meet and get acquainted (or reacquainted) with other participants.	6.56	0.63	16	
c. The opening session helped me to understand expectations for the conference.	6.81	0.40	16	6.67
2. Small Group Work Sessions (Tuesday and Thursday mornings)				
a. The Family Religious History small-group work session on Tuesday morning was beneficial.	6.38	0.72	16	
b. The Family Religious History session helped me gain insight into how my family background may have helped shape my spiritual sensibilities.	5.50	1.41	16	
c. The small-group sharing in the Family Religious History session was helpful to get to know others better.	6.81	0.40	16	
d. The "life-line exercise" in small groups on Thursday morning was helpful.	6.40	0.74	15	
e. The "life-line exercise" helped me to clarify how significant moments in my life have impacted me.	5.93	1.39	15	
f. The questions posed in the small-group work sessions were stimulating and helpful.	6.07	0.88	15	6.18
3. Other Conference Sessions (Tuesday)				
a. The Reflections on Transition session with faculty late Tuesday morning was helpful.	6.63	0.62	16	
b. The icebreaker session on Tuesday evening was beneficial.	5.25	1.65	16	
c. The icebreaker session on Tuesday evening was enjoyable.	5.81	1.22	16	5.90
4. Bishop's Case Studies and Spouses' Discussion Sessions (Tuesday afternoon)				
a. (<i>For bishops only</i>) The case studies on transition issues and experiences were helpful.	6.73	0.47	11	
b. (<i>For bishops only</i>) The "Reflection Method" used to clarify, analyze and evaluate the case studies was beneficial.	6.20	1.03	10	
c. (<i>For spouses only</i>) The spouses' discussion and work session on Tuesday afternoon was helpful.	6.80	0.45	5	
d. (<i>For spouses only</i>) The materials provided for the spouses' discussion sessions were beneficial.	6.40	0.55	5	
e. I gained more awareness of the issues and challenges associated with the transition to a new role.	6.63	0.50	16	6.55
5. Conference Sessions with the Presiding Bishop and Spouse				
a. The plenary sessions with Bishop Katharine and Dick on Wednesday morning were beneficial.	6.44	0.73	16	
b. (<i>For bishops only</i>) The bishops' discussion and work session with Bishop Katharine on Thursday afternoon was helpful.	6.80	0.63	10	
c. (<i>For spouses only</i>) The first spouses' discussion session on Thursday afternoon was helpful.	6.20	0.45	5	6.48

6. Emotional Labor (Wednesday afternoon)

a. The Emotional Labor session on Wednesday afternoon was beneficial.	5.80	1.57	15	5.37
b. Viewing the scenes from the film <i>Elizabeth: The Golden Age</i> was helpful.	4.93	1.58	15	

7. Bishop Spouse/Partner Research Project Sessions (Wednesday evening, Thursday morning)

a. The introductory session on the research project's findings was helpful.	5.21	1.19	14	5.38
b. The group discussion session on spouse/partner roles and strategies was beneficial.	5.54	1.13	13	

8. Adult Learning Exercise and Discussion Session (Thursday afternoon)

a. The Adult Learning Exercise session led by Woodi Sprinkel on Thursday afternoon was beneficial.	6.33	0.62	15	6.27
b. The Kolb Learning Styles inventory was a valuable instrument.	6.13	0.74	15	
c. The Thursday afternoon session on visioning was helpful.	6.33	0.72	15	

9. Conference Purpose and Goals

a. The conference provided me with an opportunity for reflection with other the new bishops (elect) [spouses] during my transition to a new ministry, a new role and new experiences.	6.81	0.40	16	6.77
b. The conference provided me with a “time out” to step back from stresses and interact with the other new bishops (elect) [spouses].	6.81	0.40	16	
c. The conference provided me with an opportunity to gain support from my “classmates” [the other spouses] and to build relationships with them.	6.88	0.34	16	
d. I had sufficient time and space for quiet time to catch up with my spouse or with myself.	6.31	1.01	16	
e. Hearing the personal experiences of the peer faculty facilitators helped me gained insight into our common life together as bishops (elect) [spouses].	6.94	0.25	16	
f. At the conference, I was able to share my thoughts and feelings with the other new bishops (elect) [spouses].	6.88	0.34	16	
g. At the conference, I was able to share my questions and concerns with the other new bishops (elect) [spouses].	6.75	0.58	16	

10. Conference Process, Structure and Program Elements

a. The conference environment felt safe and nonjudgmental.	6.80	0.56	15	6.81
b. There were opportunities to collaborate, share and learn from each other.	6.87	0.35	15	
c. Scheduled time and personal time were provided in a balanced way.	6.53	0.74	15	
d. Pre-conference planning and communication processes were handled in an effective way.	6.80	0.41	15	
e. The conference schedule provided a useful structure for organizing my conference experience.	6.71	0.61	14	
f. The free evening on Thursday provided an opportunity to continue forming relationships with my classmates in a relaxed environment.	6.62	0.77	13	
g. Peer faculty facilitators were accessible, interested and supportive.	6.94	0.25	16	
h. Conference administrators were well prepared and materials were organized.	6.81	0.54	16	
i. The worship sessions were beneficial.	6.94	0.25	16	
j. Worship was meaningful.	7.00	0.00	16	
k. The Roslyn Conference Center served as an effective site for the conference.	6.94	0.25	16	

Conference Average:**6.24**

**College for Bishops
2010 New Bishops' and Spouses' Conference
Summary of Qualitative Comments**

Note: Comments listed below include all comments/notes provided on the evaluations.

1. Opening Session (Monday evening)

Comments:

10. Always good to go light on the first night after travel.
11. I encourage you to provide this evaluation form at the beginning to get fresher feedback. Honestly, by now, I remember less than I'd hope for giving good feedback.
14. Martha and Clay were very hospitable in making sure we were introduced. Comfortable setting from beginning.

2. Small-Group Work Sessions (Tuesday and Thursday mornings)

Comments:

2. Possibly not enough time.
4. Very good exercise in getting to know people.
8. Clay is masterful at pulling out what people mean to say but can't always articulate. A wonderful session!
10. Great way to tell our stories and to hear the stories of others.
11. The small groups were some of the most powerful experiences here for me. If these could be increased, I think the deep discussions would be enhanced. I realize, though, not all groups might be as chatty and open as we were.
14. Clay was instrumental in supporting participants' delivery of Family Religious History and relating it or connecting it to this new transition in our life.

3. Other Conference Sessions (Tuesday)

Comments:

1. The icebreaker was fun, but didn't seem particularly beneficial. We all knew each other fairly well at that point. That time could have been used for bishops and bishop-elects to gather and for spouses/partners to gather.
10. Always good to have fun as a group.
11. The ice breaker seemed too late for me to use it to really learn about others, but it was fine – didn't take long and was something different and active.
14. Reflection section – hugely practical and helpful. Gave us a sense of support and care. Icebreaker – probably necessary and painless!

4. Bishops' Case Studies and Spouses' Discussion Sessions (Tuesday afternoon)

Comments:

1. More, more, more!
8. This was a very helpful exercise!
10. This was the highlight for me. Real issues – real feedback in a very supportive atmosphere.
11. Extremely valuable. Can you add more time for spouses to meet? While the plenaries were interesting as an overall orientation, they were less valuable to me as a spouse.
14. Loved having others experiences which will help me know what to expect and how I might best respond.
15. The case studies issues was by far and away the most beneficial exercise we did.

5. Conference Session with the Presiding Bishop and Spouse

Comments:

1. Spouses need more time to be together and discuss spouse issues – I felt as though our time together was rich, but only began to scratch the surface for me.
2. Dick's portion of the plenary was not helpful.
4. Wednesday morning could have been more structured.
8. Perfect in every way! Katharine is a joy!
10. Great opportunity just as bishops and bishop-elects to have conversations about a variety of matters.
11. I do very much appreciate how generous Bish. Katharine and Dick were with their time. Being with them was wonderful. I'm not sure the topics were the most helpful or focused, but I wouldn't have missed having good time with them.
14. I love Dick's huge heart and desire to make an impact. I didn't feel a connection with his issues, yet love his humanness. I wonder if his ideas are realistic.
15. Any time with Bishop Katharine and Dick is beneficial.

6. Emotional Labor (Wednesday afternoon)

Comments:

1. Very good awareness to have and tool to use.
2. The session needed more time and explanation.
8. Great discussion.
9. As I commented to Ellie that night, when this subject is addressed at CREDO conferences, all the participants already have experiences with emotional labor in the roles (priest/deacons, my team) the conference is designed to address. At this conference, I would suggest only a brief but compelling intro to the subject, but then address it more deeply in a year –two session, after bishops have experienced emotional labor in that role.
11. This was the least helpful to me of all sessions, though I appreciate the concern to introduce both spouses to the concept, and use the film to illustrate. It was just very basic and there was no time for discussion.
14. Maybe choose another film. I loved the article by Barbara Brown Taylor.
15. We are already such an Elizabethan Church, it would have been more helpful to have an example of emotional labor from a different culture or context or several different ones. I can, right off the bat, think of an incredible scene from the movie "Billy Elliot" – for example.

7. Bishop Spouse/Partner Research Project Sessions (Wednesday evening, Thursday morning)

Comments:

1. This portion of the conference did not seem clear. Perhaps when the entire project is completed it will be more clear. It's not clear what questions were asked/how they were answered and what conclusions, therefore, we can draw from them.
11. It was not clear to me what the original goal for introducing this was and there was no substance to discern. I am very happy the faculty was willing to adjust the schedule throughout the conference when something wasn't working so well.

8. Adult Learning Exercise and Discussion Session (Thursday afternoon)

Comments:

1. Visioning session should have been longer than ½ hour. This is the nuts and bolts of what we are doing as couples and is very valuable. Way too short!
8. It was enlightening to see who fit into which category.
10. All exceptional!
11. Woodi has a wonderful teaching style that engages the group in active learning.
13. Was too quick.
14. Kolb learning styles – advantage – quick to learn/use, disadvantage – very limited in application. Visioning – one of my favorites – probably wouldn't have had these conversations with spouse without this exercise.

9. Conference Purposes and Goals

Comments:

1. This conference achieved all of these goals and more. I wasn't aware how alone I felt until coming to this conference and being with others in similar situations. It's imperative that this conference continue.
10. For me, even a little more spouse/partner time would have been helpful.
11. Amazingly helpful in all the above – thank you!
14. Purpose and goals were met 100%! Very caring faculty. Very kind and generous. Honest, humorous, comfortable group. Great group dynamics among faculty. Well prepared – synergistic. Respectful.
15. Absolutely the highlight(s) of the conference was building community with bishops, bishops-elect, spouses, and staff.

10. Conference Process, Structure and Program Elements

Comments:

1. It was more enjoyable to stay at Roslyn Thursday night than to go out to a restaurant. Worship was outstanding! Brother Geoffrey's style of worship and his reflections were rich and meaningful. Music was great!
8. Wonderful! Ellie is the best! Thank you Ellie and Staff!!! Thank you Geoffrey. Geoffrey, worship, the location - the space, the group – it couldn't have been more perfect!
9. It would be helpful to get pre-conference materials earlier, perhaps right after the last election in a given year. With Mary in Peru, we had no time at all to prep the couples visioning materials. This may not end up being an issue, as we are likely to continue this discussion for some time!
10. Roslyn was great and worship was excellent!
11. Very well organized and scheduled. I would encourage the planners to work on reducing the time when we were mostly sitting and listening, using more small groups to increase interaction with the presenters (this applies to plenaries, mostly).
14. Thank you Geoffrey! Quality spiritual guidance/reflections.
15. I already gave voice to this – but daily Eucharist is where my heart is.

Please indicate whether you are a new bishop or a spouse:

1. Spouse
2. New bishop
3. Spouse
4. New bishop
5. New bishop
6. Spouse
7. Spouse
8. New bishop
9. New bishop
10. New bishop
11. Spouse
12. New bishop
13. New bishop
14. Spouse
15. New bishop
16. New bishop

11. What are the three most important things that you are taking away from this conference?

1. A sense of community; Resources to access if needed; Affirmation of strengths, shared concerns, etc.

2. Insights and resources for new ministry; Connections with fellow bishops; Foundation for my spouse and I to build upon.
3. Insight into our other “class mates” and their lives; A comfortableness with my role; A knowing that we aren’t alone.
4. Relationship building (with experienced bishops as well as new bishops); Developing a long view to situations/leadership; Several good basic tips.
5. To know other bishops; To speak about our role.
7. A better understanding of transition issues; A better understanding of the role/new life of a bishop spouse; A relationship with my class of bishops and spouses.
8. New friendships; Renewed commitment to health; The great love I have for this Church and gratefulness of the gift of this time of formation.
9. A new community of fellowship and support; A 10,000 foot perspective on some of what is coming down the pike; A better sense of how to prepare myself spiritually for the work ahead.
10. Kolb leadership; Stronger relationship with other new bishops; Stronger relationship with my spouse.
11. A group of friends and colleagues in “our class”; Connections with faculty for more expert consultation; The time away to rest and process more together.
12. Deeper relationships; Clearer perspective; Ideas for intentional change.
13. New friendship; Support from “older” bishops; Clearer understanding of what to expect as a bishop.
14. Faculty, fellow bishops/spouses are supportive and only a phone call away; Practical tips for transition; Take control of calendar.
15. New and healthy and beneficial relationships; A sense of support during my own time of uncertainty; An appreciation for the College for Bishops.
16. “In my judgment”; Take time to reply and do so in writing, not email; Get my chancellor to resign by summer.

12. What are the “next steps” that you will take as a result of participating in this conference?

1. Taking action on “life plan”; Remembering that there is a “new normal” and a new rhythm.
2. Put into action our plan for the next year; Plan to be fully present at next opportunity for the class to be together; Be thoughtful and deliberate about priorities.
3. We will know some of the things to look for, as far as interference with, and disruption of our family time.
4. Build stronger support system; Continue relationships.
7. Help plan my transition role in installation; Reassess my relationships with church and diocese community; Stay in touch with bishop spouses.
8. Keep to my vision plan; Work to ensure this good work continues!; Keep in touch with my new friends.
9. Strengthen my spiritual disciplines; Practice saying “in my judgment...”; Start reading the canons; Continuing rejoicing in God’s call.
10. Follow up on building relationships both with other bishops and spouse; Follow up on the Kolb leadership.
11. Stay connected to my new friends; Plan to continue connection to spouses’ programs in HOB; Use suggestions for practical steps in the next few months.
12. Continue to plan healthy change in work-personal and prayer life.
13. Organize my routine to suit my needs. Listen and go slowly.
14. Involve myself with transition committee; Take my husband’s secretary some chocolates and ask her how I may be involved with the calendar; Pray, relax and enjoy transition/consecration.
15. Send participants who requested them chapel picture and questions from Maryland; Redesign my spiritual discipline; Pray for my new colleagues and spouses daily.
16. Get consecrated this weekend; Collaborate to get the budget balanced; Prepare for convention in 2 weeks; Contact my coach.

13. Are there others who you will tell about the conference? Who and what will you tell?

1. I think that some of the exercises and materials can be adapted for clergy spouses/partners.
2. My clergy and staff – suggesting ways to replicate some strategies in our work together.
4. I don’t get this question.
7. Our diocesan bishop and staff; My Men’s Spirituality Group.
8. Anyone considering the episcopate – “you will be supported!”

9. Parish leaders from home parish; I will describe the purpose, general content and benefit of the program.
10. Great work Clay and Ellie!!!
11. If I'm asked, I will share that this was a life-saver and a real witness of the love of the larger Church community.
12. In the diocese I will most likely tell staff and others it was a beneficial time.
13. I will share parts with the clergy and staff. Most important is the need for self care, spiritually and physically.
14. Oh yes, family, parishioners, current bishop & spouse, my work friends (will share emotional labor with them as part of a team building exercise we are in the midst of). I will tell them how impressed I am that the Epis. Church has developed this program of education/support/network building between bishops and spouses and how it can only help bishop job and convention issues.
15. I will report to Eugene Sutton and John Rabb that the conference was well worth doing.
16. My wife only.

14. As you reflect on your transition to a new ministry or role, what are your greatest hopes or dreams?

1. That God's plan for me will reveal itself – chance to be reinvented at new stage in life; Opportunity to deepen and enrich marriage; Fresh opportunities to serve God in new and life-giving ways.
2. To find the right pace in order to remain a good example and to be effective.
3. Just a prayer that we can always do this with integrity and foresight.
7. That bishop and spouse will be able to create/participate in a common ministry.
8. To be whom God is calling me to be – pity (?) but true.
10. To use/apply the learning and relationships of this experience.
11. An adventurous shift in our life together; An opportunity to connect to wider church programs, work, ministry, issues.
12. I hope to be effective in the role and to enjoy ministry.
13. That this joy and excitement will continue and reflect through my work.
14. That I will be effective in supporting my husband/family in this new ministry.
15. To receive the necessary consents; To help build up the Episcopal Church; To be able to continue to learn and grow.
16. That I can help enliven the leaders so they can get out of their dispirited state and find new energy and resources for mission.

15. As you reflect on your transition to a new ministry or role, what are your greatest concerns or fears?

1. Losing myself; Losing my relationship with my spouse who is a bishop; Get stuck in “traditional” spouse role and duties.
2. Burn out, loss of self to the role of bishop; Becoming ill or ineffective.
7. Current relationship with church community and diocesan community will be more guarded and distant.
8. Time with my family.
10. Establishing balance from the beginning.
11. Maintaining balance in wild new life; Navigating the many transitions, losses, changes.
12. That I will be overwhelmed by the job. That I will make big mistakes. (I know I will make small ones, we all do!)
13. My work will overwhelm my desire to put God and family first.
14. That I will misread or not connect with parishioners and their needs.
15. That I will not receive the necessary consents; That I will have a difficult time learning how to work with +Jon Bruno and Diane Bruce+.
16. That I will fail at #14.

16. What suggestions do you have to improve this conference for future participants?

1. All those spoken of in last session.
2. Possibly additional focus on spiritual life.
3. I thought it was lovely.
7. I especially liked the time we spent in Q&A of existing bishops, all the practical advice about small tips. I would have liked more time to do that.
8. Perfect in every way. Just wish Mark and Karen Sisk weren't “retiring”.
10. Great experience – a little more time to discuss – maybe earlier evenings – with our spouse.

11. See above.
12. Would have liked one on one time with a bishop. Would have liked to discuss letter of agreement more. Would have liked a more detailed discussion of time management. A panel "A day in the life of..." might have been helpful. i.e.: This is how I manage my schedule.
13. I didn't find writing a vision for my marriage helpful. It felt too corporate. The questions were helpful however.
14. Decrease paper handouts, esp. vial mail. Send over internet. Use PowerPoint and then only provide handouts as requested.
15. Different ice breaker.
16. None.

17. Other comments:

2. Thank you for this great gift, your time and insights, your care for each of us.
7. Ellie went beyond the call to make us welcome, especially on Thursday night when the group decided to gather at the outdoor fireplace and she shopped for wine for us. What a blessing she is.
8. I can't thank you enough for this time! Ellie is a blessing! She was wonderfully attentive to detail and to how people were feeling/doing. She went above and beyond – always!
10. Thanks for this opportunity!
11. No conference is ever perfect, particularly as planners don't know the eccentricities or dynamics of a specific group. While I have a few suggestions above, basically I feel what you carefully planned offered us exactly what was needed. Thank you.
14. Thank you for developing this. We are so lucky. So many bishops before us certainly didn't have this support or learning opportunity. I am certain the Matthews' have changed the landscape of General Convention. Love the bag of goodies. Ellie is a jewel.
15. It was really a wonderful conference. Thank you!

PEER COACHING EVALUATION (PCE)

College for Bishops
Living Our Vows Peer Coaching Relationships
Classes of 2008-2010

Class of 2010

New Bishop	New Bishop Diocese	Coach	Coach Diocese
Scott Benhase	Georgia	Mike Klusmeyer	West Virginia
Diane Bruce	Los Angeles	Jim Mathes	San Diego
Terry Dance	Huron	David Jones	Virginia
Ian Douglas	Connecticut	Jim Mathes	San Diego
Mary Glasspool	Los Angeles	Mark Hollingsworth	Ohio
Michael Hanley	Oregon	Jim Waggoner	Spokane
Brian Prior	Minnesota	Kirk Smith	Arizona
Larry Provenzano	Long Island	George Councill	New Jersey
Luis Ruiz	Ecuador Central	Julio Holguin	Dominican Republic John
Tarrant	South Dakota	Gordon Scruton	Western Massachusetts
Morris Thompson	Louisiana	Don Johnson	West Tennessee
Andrew Waldo	Upper South Carolina	Mike Klusmeyer	West Virginia

Class of 2009

New Bishop	New Bishop Diocese	Coach	Coach Diocese
David Chillingworth	St. Andrews, Dunkeld, Dunblane	Philip Duncan	Central Gulf Coast
Ron Cutler	Nova Scotia & Prince Edward Island	Bud Cederholm	Massachusetts
Andy Doyle	Texas	Mark Hollingsworth	Ohio
Dennis Drainville	Quebec	Tom Ely	Vermont
Holly Hollerith	Southern Virginia	Neil Alexander	Atlanta
Paul Lambert	Dallas	Rayford High	Texas
Scott Mayer	Northwest Texas	Don Johnson	West Tennessee
Prince Singh	Rochester	Gordon Scruton	Western Massachusetts
Eugene Sutton	Maryland	Dean Wolfe	Kansas
Brian Thom	Idaho	Jim Mathes	San Diego
Trevor Williams	Limerick, Killaloe & Ardfer	Porter Taylor	Western North Carolina

Class of 2008

New Bishop	New Bishop Diocese	Coach	Coach Diocese
Laura Ahrens	Connecticut	Nedi Rivera	Olympia
Michael Bird	Niagara	Skip Adams	Central New York
John Chapman	Ottawa	Ted Gulick	Kentucky
Dan Edwards	Nevada	Tom Ely	Vermont
Mary Gray-Reeves	El Camino Real	Gordon Scruton	Western Massachusetts
Shannon Johnston	Virginia	Duncan Gray	Mississippi
Ed Konieczny	Oklahoma	Ted Gulick	Kentucky
Steve Lane	Maine	Neff Powell	Southwestern Virginia
Mark Lawrence	South Carolina	Charles vonRosenberg	East Tennessee
Jeff Lee	Chicago	Barry Howe	West Missouri
Linda Nicholls	Toronto	Bud Cederholm	Massachusetts
Greg Rickel	Olympia	Wayne Smith	Missouri
Sean Rowe	Northwestern Pennsylvania	Neff Powell	Southwestern Virginia
Kee Sloan	Alabama	David Jones	Virginia

College for Bishops Peer Coaching Survey

(Peer Coach)

Thank you for taking the time to complete the survey. Specific instructions are given at the start of each section. If you have comments about any aspect of the survey, please feel free to write on these sheets or on a separate paper. All answers will remain confidential. **Please return the completed survey to the College for Bishops office.**

Name: _____ New Bishop: _____

Perceptions about the Peer Coaching Program

The following questions ask you about your attitudes regarding the peer coaching program. For each statement, please circle a number between 1 and 7, using the chart below.

1=Strongly Disagree	2=Disagree	3=Slightly Disagree	4=Neutral	5=Slightly Agree	6=Agree	7=Strongly Agree
------------------------	------------	------------------------	-----------	---------------------	---------	---------------------

- | | |
|---|---------------|
| 1. I believe the peer coaching program is very effective. | 1 2 3 4 5 6 7 |
| 2. I am very satisfied with the peer coaching program. | 1 2 3 4 5 6 7 |
| 3. The peer coaching program is well designed and administered. | 1 2 3 4 5 6 7 |

Perceptions about the Peer-Coach Relationship

- | | |
|---|---------------|
| 4. The relationship between my new bishop and me is very effective. | 1 2 3 4 5 6 7 |
| 5. I am very satisfied with the relationship my new bishop and I are developing. | 1 2 3 4 5 6 7 |
| 6. I believe my new bishop utilizes the coaching relationship effectively. | 1 2 3 4 5 6 7 |
| 7. Both my new bishop and I benefit from the peer-coach relationship. | 1 2 3 4 5 6 7 |
| 8. I learn a lot from the coaching relationship with my new bishop. | 1 2 3 4 5 6 7 |
| 9. The coaching relationship gives me new perspectives on many things. | 1 2 3 4 5 6 7 |
| 10. My new bishop and I are "co-learners" in our relationship. | 1 2 3 4 5 6 7 |
| 11. The coaching relationship supports my own professional development. | 1 2 3 4 5 6 7 |
| 12. I am committed to developing an effective and productive coaching relationship. | 1 2 3 4 5 6 7 |
| 13. I feel that I have enough time to devote to the coaching relationship. | 1 2 3 4 5 6 7 |
| 14. I make the development of a relationship with my new bishop a priority. | 1 2 3 4 5 6 7 |
| 15. My relationship with my new bishop is an important part of who I am at work. | 1 2 3 4 5 6 7 |
| 16. I look forward to coaching sessions with my new bishop. | 1 2 3 4 5 6 7 |

17. How long have you been engaged in this peer-coaching relationship?

_____ Less than 1 year _____ 1 year _____ 2 years _____ 3 years

18. How often do you have coaching sessions with your new bishop? (*Check one that best applies.*)

_____ Once/month _____ Once/2 months _____ Several times/year _____ Other (explain)

19. What is the average length of the coaching sessions with your new bishop?

_____ 15 minutes _____ 30 minutes _____ 45 min _____ 60 min _____ Other

20. How often do you communicate with your new bishop (e.g., by phone, email, etc.)? (*Check the one that best applies.*)

_____ Once a month _____ Every few months _____ Once a year _____ Other (explain)

Open-ended Questions

Please feel free to attach additional sheets if you would like to respond in greater depth to these questions.

21. If you could describe three things that you have gained through your relationship with your new bishop, what might they be?
22. What have been the most rewarding parts of being a peer coach for your new bishop?
23. What have been the most challenging parts of being a peer coach?
24. What suggestions, if any, do you have for improving the peer coaching program?

About You

This information is designed to help control for important individual effects. It will not be used to report on individuals or individual dioceses, and only aggregated data are used.

25. What is your current age?	32. How many of your children live at home?
26. What is your gender? <input type="checkbox"/> Male <input type="checkbox"/> Female	33. How long have you been ordained?
27. What is your education level? (<i>Check one</i>) ____ Associate degree ____ Bachelor's degree ____ Some graduate work ____ Master's degree ____ Ph.D. degree ____ Other; please specify: _____	34. What seminary did you attend?
28. Do you have a spouse or partner? <input type="checkbox"/> Yes <input type="checkbox"/> No	35. How long have you been a bishop?
29. Does he/she work full-time? <input type="checkbox"/> Yes <input type="checkbox"/> No	36. What is your province?
30. Do you have children? <input type="checkbox"/> Yes <input type="checkbox"/> No	37. How many congregations are in your diocese?
31. How many children do you have?	38. How many staff members do you have?

Thank you for completing the survey!

Peer Coaching Evaluation - Quantitative Summary

March 2010 Peer Coaches

Scores are based on a scale of 1-7. 1=strongly disagree, 7=strongly agree

	<u>Mean</u>	<u>Standard Deviation</u>	<u>Number Responding</u>	<u>Section Average</u>
1. I believe the peer coaching program is very effective.	5.63	1.26	19	
2. I am very satisfied with the peer coaching program.	5.58	1.54	19	
3. The peer coaching program is well designed and administered.	6.16	1.38	19	
4. The relationship between my new bishop and me is very effective.	5.20	1.47	20	
5. I am very satisfied with the relationship my new bishop and I are developing.	5.45	1.64	20	
6. I believe my new bishop utilizes the coaching relationship effectively.	4.75	1.65	20	
7. Both my new bishop and I benefit from the peer-coach relationship.	5.35	1.60	20	
8. I learn a lot from the coaching relationship with my new bishop.	5.40	1.50	20	
9. The coaching relationship gives me new perspectives on many things.	5.30	1.53	20	
10. My new bishop and I are "co-learners" in our relationship.	5.55	1.67	20	
11. The coaching relationship supports my own professional development.	5.75	1.33	20	
12. I am committed to developing an effective and productive coaching relationship.	6.10	1.29	20	
13. I often feel that I do not have enough time to devote to the coaching relationship.	5.58	0.84	19	
14. I make the development of a relationship with my new bishop a priority.	5.70	1.30	20	
15. My relationship with my new bishop is an important part of who I am at work.	4.95	1.54	20	
16. I look forward to the coaching sessions with my new bishop.	6.00	1.62	20	

5.53

March 2010 Peer Coaching Evaluation - Coaches' Qualitative Responses (20 total responses)

17. How long have you been engaged in this peer-coaching relationship?

Less than 1 year	2
1 year	5
2 years	11
3 years	2

18. How often do you have coaching sessions with your new bishop?

Once/month	9
Once/2 months	7
Several times/year	1
Other	3

Comments: Other – Rare
Once/month – Though there have been segments of the year when that has not happened
Other – Still trying to develop pattern

19. What is the average length of the coaching sessions with your new bishop?

15 minutes	
30 minutes	2
45 minutes	8
60 minutes	6
Other	4

Comments: When it happens.

20. How often do you communicate with your new bishop (e.g., by phone, email, etc.)?

Once a month	11
Every few months	2
Once a year	1
Other	4

Comments: Other – About 2 times per year
Other – Every 6 weeks
Other – Every 2 months

21. If you could describe three things that you have gained through your relationship with your new bishop, what might they be?

1. An understanding of his pressures and challenges and work environment I do not face; A realization of what a great working relationship we have in the Diocese among bishops and staff.
2. Awareness of different context of being bishop; How many issues bishops deal with; Friendship.
3. Patience; Awareness that this relationship is not very important to new bishop; An appreciation of staff of new bishop.
4. Respect for my new bishop's energy, courage and wisdom; Because we serve in the same province, I am enthusiastic about opportunities for collaboration; I feel encouraged in my vocation as a bishop.
6. Stronger relationships with colleagues; Window into a very different diocese; New skills in coaching.
7. A perspective on ministry from an overseas bishop; The schedule of a Primus and the One Time (?) work; How similar we all are in our balance between work and personal life.
8. Understanding that the bishop is in the "middle" of a diocese (getting criticism from both sides), even though the middle of one diocese is in a very different place than another; Appreciation for the formation process of bishops – formal & informal; Perseverance with someone who possesses very different ideas and mind sets.
9. Keeps me open to new ideas/approaches; Helps me develop my own "self coaching" as I think through my own critical incidents; Reminds me that I have learned a bit about being a bishop.
11. Friendship; Practice in coaching; New perspective on diocesan life.
12. A good colleague and friend; A perspective on how to set and measure my own goals and strategies; Some confidence in the collegiality and mutual care in our House.
- 13/14. Appreciation and knowledge of Canadian Church; Different ministry, organizational models; Shared challenges lead to some creative possibilities in my vocation.
15. A friend; A sense of mutuality with a brother bishop in another province of the communion; A greater clarity of my own ministry as bishop.
16. Understand the new bishop needs to be invested if this is going to happen.
17. More confidence in articulating my goals and ways to meet them; A deeper/fuller relationship with another bishop; An appreciation for this approach to supporting new bishops.
18. Appreciation of his gentle, loving, relational style which includes courage to confront people/staff when things are not working well; Insight into his Indian cultural background.
19. Respect for her emotional and spiritual intelligence/wisdom; Awe at seeing how a healthy wise leader can transform an unhealthy diocesan system; Appreciation for her ability to maintain healthy boundaries to continue care for her children at home.
20. Seeing how his humility and integrity fits the needs of his diocese; Appreciation for his patience and hope in the face of immense challenges; Insights into the culture of Reservations and South Dakota.

22. What have been the most rewarding parts of being a peer coach for your new bishop?

1. An opportunity to listen, as the new Bishop shares what is going on in ministry, at pretty deep levels.
2. Being able to help someone in this difficult calling.
3. Learned much in new friendship; Aware of his need to be "less busy" and more reflective of who he is.
4. Renewal of our (pre-existing) friendship.
6. I have changed how I am with respect to my staff, clergy, and congregation in part because of this work – more appreciation, better listening, less directive – This has been a gift!

7. I have enjoyed getting to know and be with David (on Skype) over this past year. He is a fine person and a joy to work with.
8. Realizing that I am a trusted thread to TEC for him.
9. Making a new colleague relationship for our mutual ministry in and through TEC.
11. Staying in touch.
12. The relationship with the new bishop; The chance to look at my own ministry through coaching response to his.
- 13/14. Willingness to share joys and struggles. Prayer.
15. The ability to offer a gift back to the Church for the gift it has given me in being a bishop. In addition, it caused me to go out and get my own coach.
16. My site visit.
17. Help the new bishop clarify some goals/priorities and approaches to them; Seeing the new bishop grow in confidence to focus on his priorities/goals; Learning new things in the training sessions at HOB.
18. Observing him work through several challenging situations in ways that help him grow in self awareness and help diocesan system move toward greater health.
19. Hearing stories of change and transformation in diocese through her insightful leadership.
20. Watching a priest I have known for 24 years adapt and mature in this new vocation as bishop.

23. What have been the most challenging parts of being a peer coach?

1. Getting/making our phone visit on a regular basis – I need to set times more consistently.
2. My new bishop is from Ireland and the context is so different; Hard not to mentor and keep from solving problems.
3. With this bishop his lack of interest in pursuing time together.
4. Finding time to get together and meet.
6. Dealing with someone with a very different leadership style.
7. Help David do the work and look to see where he would like to focus rather than my picking for him what he needs to do.
8. Hanging in there!
9. If we do not “calendar” our meetings every time, we begin to slip on the regularity (needed regularity) of the monthly contact.
11. Distance; Lack of frequent contact.
12. Keeping to the tasks; Remaining a coach, not a mentor or advisor.
- 13/14. Not having opportunities to meet face to face. Linda travels to Boston once a year for retreat but Ron has not. Different polities.
15. The third year. I began the third year on sabbatical and this interrupted our rhythm, which had been very good. I think Michael became less attentive. We’d make an appointment and he’d not call, or forget to do so. No active resistance, just lack of attention and then I lagged as well as energy dissipated.
16. Getting a covenant; Follow through by new bishop.
17. Staying focused on new bishops goals, rather than connect them to my ministry; Avoiding too much advice giving.
18. Working through being triangled on site visit by staff with significant criticism of new bishop; Being available for significant number of “unplanned” calls for “emergency” help with crisis situations.
19. Adapting to her competency – she has not needed/wanted more than bi-monthly calls. She works through things on her own with occasional requests for consultation/mentoring. She values most reflection on what has happened and deepening of her learning.
20. Adapting to relentless “impossible” realities of poverty, violence and destructive history in Native population and culture of South Dakota.

24. What suggestions, if any, do you have for improving the peer coaching program?

2. More feedback from the new bishops about their evaluation.
3. I do not have any suggestions for improvement. Rather I have concern that this relationship has not worked well. My previous relationship in this endeavor was much more positive.
6. None at this time.
7. The training sessions have been helpful. Additional reading materials would also be of use.
8. The program itself is fine.
- 13/14. I love my relationship with Canadian sister and brother. But we don't have the advantage of other places and times to meet – only so much you can cover on phone. Bishops (Ron and Linda) have prior relationships and “coaching” help there as well (as I am sure the Bishops do as well) but they in Canada have more in common.
15. It is an excellent program. I am tempted to say I have no suggestions for improvement. Perhaps, based on my answer above, to address/note in the process how one might renegotiate when the coach is away for an extended period.

College for Bishops Peer Coaching Survey

(New Bishop)

Thank you for taking the time to complete the survey. Specific instructions are given at the start of each section. If you have comments about any aspect of the survey, please feel free to write on these sheets or on a separate paper. All answers will remain confidential. **Please return the completed survey to the College for Bishops office.**

Name: _____ Peer Coach: _____

Perceptions about the Peer Coaching Program

The following questions ask you about your attitudes regarding the peer coaching program. For each statement, please circle a number between 1 and 7, using the chart below.

1=Strongly Disagree	2=Disagree	3=Slightly Disagree	4=Neutral	5=Slightly Agree	6=Agree	7=Strongly Agree
------------------------	------------	------------------------	-----------	---------------------	---------	---------------------

- | | |
|---|---------------|
| 1. I believe the peer coaching program is very effective. | 1 2 3 4 5 6 7 |
| 2. I am very satisfied with the peer coaching program. | 1 2 3 4 5 6 7 |
| 3. The peer coaching program is well designed and administered. | 1 2 3 4 5 6 7 |
| 4. The peer coaching has helped me clarify my goals and follow through on important things. | 1 2 3 4 5 6 7 |

Perceptions about the Peer-Coach Relationship

- | | |
|---|---------------|
| 5. The relationship between my peer coach and me is very effective. | 1 2 3 4 5 6 7 |
| 6. I am very satisfied with the relationship my peer coach and I are developing. | 1 2 3 4 5 6 7 |
| 7. I utilize my peer coach effectively. | 1 2 3 4 5 6 7 |
| 8. Both my peer coach and I benefit from the peer-coach relationship. | 1 2 3 4 5 6 7 |
| 9. I learn a lot from the peer coaching relationship. | 1 2 3 4 5 6 7 |
| 10. My peer coach helps me develop a new perspective on things. | 1 2 3 4 5 6 7 |
| 11. My peer coach and I are "co-learners" in our relationship. | 1 2 3 4 5 6 7 |
| 12. My peer coach is someone with whom I am satisfied. | 1 2 3 4 5 6 7 |
| 13. My peer coach has been effective in his/her role. | 1 2 3 4 5 6 7 |
| 14. My peer coach meets my needs. | 1 2 3 4 5 6 7 |
| 15. My peer coach is committed to developing an effective and productive coaching relationship. | 1 2 3 4 5 6 7 |
| 16. I feel that my peer coach has enough time to devote to our coaching relationship. | 1 2 3 4 5 6 7 |
| 17. My peer coach makes the development of our relationship a priority. | 1 2 3 4 5 6 7 |
| 18. My relationship with my peer coach has had a positive effect on who I am at work. | 1 2 3 4 5 6 7 |
| 19. I look forward to the coaching sessions with my coach. | 1 2 3 4 5 6 7 |

20. How long have you been engaged in this peer-coaching relationship? (*Check one that best applies.*)

_____ Less than 1 year _____ 1 year _____ 2 years _____ 3 years

21. How often do you have coaching sessions with your coach?

_____ Once/month _____ Once/2 months _____ Several times/year _____ Other (explain)

22. What is the average length of the coaching sessions with your coach?

_____ 15 minutes _____ 30 minutes _____ 45 min _____ 60 min _____ Other

23. How often do you communicate with your coach outside of the coaching sessions?

_____ Once a month _____ Every few months _____ Once a year _____ Other (explain)

Open-ended Questions

Please feel free to attach additional sheets if you would like to respond in greater depth to these questions.

24. If you could describe three things that you have gained through your relationship with your peer coach, what might they be?

25. Discuss any goals that you have for yourself in the peer coaching program.

26. What has been the most challenging aspect of the peer coaching?

27. What suggestions, if any, do you have for improving the peer coaching program?

About You

This information is designed to help control for important individual effects. It will not be used to report on individuals or individual dioceses, and only aggregated data are used.

28. What is your current age?	35. How many of your children live at home?
29. What is your gender? <input type="checkbox"/> Male <input type="checkbox"/> Female	36. How long have you been ordained?
30. What is your education level? (<i>Check one</i>) _____ Associate degree _____ Bachelor's degree _____ Some graduate work _____ Master's degree _____ Ph.D. degree _____ Other; please specify: _____	37. What seminary did you attend?
31. Do you have a spouse or partner? <input type="checkbox"/> Yes <input type="checkbox"/> No	38. How long have you been a bishop?
32. Does he/she work full-time? <input type="checkbox"/> Yes <input type="checkbox"/> No	39. What is your province?
33. Do you have children? <input type="checkbox"/> Yes <input type="checkbox"/> No	40. How many congregations are in your diocese?
34. How many children do you have?	41. How many staff members do you have?

Peer Coaching Evaluation - Quantitative Summary

March 2010 New Bishops

Scores are based on a scale of 1-7. 1=strongly disagree, 7=strongly agree

	<u>Mean</u>	<u>Standard Deviation</u>	<u>Number Responding</u>	<u>Section Average</u>
1. I believe the peer coaching program is very effective.	6.06	1.06	16	
2. I am very satisfied with the peer coaching program.	6.13	1.02	16	
3. The peer coaching program is well designed and administered.	6.13	0.89	16	
4. The peer coaching has helped me clarify my goals and follow through on important things.	5.94	1.18	16	
5. The relationship between my peer coach and me is very effective.	6.06	1.24	16	
6. I am very satisfied with the relationship my peer coach and I are developing.	6.13	1.20	16	
7. I utilize my peer coach effectively.	5.31	1.25	16	
8. Both my peer coach and I benefit from the peer-coach relationship.	5.75	1.13	16	
9. I learn a lot from the peer coaching relationship.	5.94	1.18	16	
10. My peer coach helps me develop a new perspective on things.	6.13	1.20	16	
11. My peer coach and I are "co-learners" in our relationship.	5.81	1.17	16	
12. My peer coach is someone with whom I am satisfied.	6.31	1.20	16	
13. My peer coach has been effective in his/her role.	6.13	1.09	16	
14. My peer coach meets my needs.	5.81	1.42	16	
15. My peer coach is committed to developing an effective and productive coaching relationship.	6.19	1.05	16	
16. I feel that my peer coach has enough time to devote to our coaching relationship.	5.88	1.15	16	
17. My peer coach makes the development of our relationship a priority.	6.00	1.15	16	
18. My relationship with my peer coach has had a positive effect on who I am at work.	5.94	1.18	16	
19. I look forward to the coaching sessions with my coach.	6.19	1.42	16	

5.99

March 2010 Peer Coaching Evaluation - New Bishops' Qualitative Responses (16 total responses)

20. How long have you been engaged in this peer-coaching relationship?

Less than 1 year	2
1 year	5
2 years	8
3 years	1

21. How often do you have coaching sessions with your coach?

Once/month	10
Once/2 months	5
Several times/year	1
Other	

22. What is the average length of the coaching sessions with your coach?

15 minutes	
30 minutes	2
45 minutes	9
60 minutes	4
Other	1

Comment: Other - 90 minutes

23. How often do you communicate with your coach outside of the coaching sessions?

Once a month	2
Every few months	5
Once a year	2
Other	7

Comments: Other – Seldom
Other – HOB
Other – As needed; sometimes more than once a month
Other – During a crisis
Other – We meet entirely by Skype – for understandable reasons of geography. I hope a face to face engagement either in the UK or the US will be possible during the LOV three-year process.

24. If you could describe three things that you have gained through your relationship with your peer coach, what might they be?

1. Reassured, encouraged to be confident; Helpful to have an objective observer; David is very soothing and calming.
2. Information and resources; Feedback on leadership style; Learning from our 'different' contexts and differing in church polity.
3. Relationship with another Bishop.
4. Appreciation for peer support; Source for supportive material (techniques, books, etc.); Prayer partner.
5. Taking the long view; Responding calmly to challenges; Trusting in my abilities.
7. Support in ministry; Alternative perspectives; A listening ear and heart that are not judgmental!
8. I have developed a relationship with another bishop that provides me a confidential place to seek honest, wise advice; The peer coach program has been invaluable in assisting me to grow and develop in my role as bishop; My peer coach has guided me in developing healthy, professional boundaries and goals for balancing vocation and personal life.
9. Attention to priorities; Avoiding time/energy traps; Making decisions in a timely manner; Keeping from intervening in local conflicts prematurely.
10. Ted's visit to my Diocese was the most helpful activity; He observed a few things with staff and situations that was most helpful.
11. Perspective – on the expectations of a bishop, on the issues facing the church and on those facing the Episcopal Church; Ideas – of a practical nature for mission and ministry and ways to pastor clergy in the diocese; Reality – about family life and self care.
12. Perspective; Accountability; "Safety-Net".
13. Help with 'unknown' realities of the vocation; An ear to run things by; The knowledge of someone who has been there.
14. My coach is a prayerful man and this comes through in all the perspectives he offers; I have valued his wisdom as a "seasoned" Bishop of the church; His sense of humor and realistic – positivism have been infectious.
15. I welcome greatly engagement with a person outside my own situation; I welcome the wisdom of a more experienced colleague; Contact with other patterns of ministry are helpful.
16. Perspective, be patient, take the long view; Ok to ask for help; Accept the fact that I am in a radically new role – all dynamics of relationships change.

25. Discuss any goals that you have for yourself in the peer coaching program.

1. I want to be honest with my coach, to explore the roles of bishop and suffragan.
2. To prepare well for the session to bring priorities to the discussion; To act on commitments and decisions made in the session (ideally before the next session); To seek out the differences that will enlighten.
3. Clarify goals; Gain insight from an experienced Bishop.
4. I haven't developed goals yet. I will discuss them with Gordon when I meet with him at the HOB in March.
5. Developing a sense of identity as a bishop; Finding my own voice; Living with changes beyond my control.
7. To hear myself more clearly through discussion with coach.
8. To develop good professional traits, habits, and boundaries; To utilize the peer coach in discerning appropriate actions in various situations; Gaining insight and understanding as the vocational role of a bishop in our Church.
9. Establishing a balance of episcopacy, family, and personal life; Creating and implementing a new program of ministry development.
10. Critical issues/decisions I often discuss with Ted before acting.

11. To have someone with experience in the office and work of a bishop with whom I can debrief some of my experiences as I grow into this ministry.
12. Best practices; Crisis management.
13. To fully engage in the relationship and gain from it; To learn how I might be helpful if I were asked; To actually have goals, which we have done.
14. I look for some mirror holding in the area of balance; I look for encouragement and challenge; I look for mutual learning.
15. I seek through this programme the most searching engagement in my ministry – it's hard to find such an engagement with my own church; I seek an enlargement of my thinking and reading.
16. Make better use of coach! Learn to not be afraid, take things personally.

26. What has been the most challenging aspect of the peer coaching?

1. Calendar of course... also it's a challenge for me to not steer the conversation away from me and talk about David and his work all the time. He has gently steered us back.
2. Regular sessions (each month) mean no standing still!
3. I have experienced frustration in the non-directive approach taken to an extreme. I have faced difficult and complex situations only to be met with questions appropriate for Rogerian counseling but not to coaching.
4. Can't think of any.
5. Maintaining a regular meeting time. My coach has had health problems and sometimes seems distracted.
7. Finding and keeping calendar space for coaching.
8. Not really any challenges; Occasional conflicts with scheduling conversations; Face to face opportunities could be expanded.
9. Admitting my feelings of inadequacy to the ministry.
10. Time!
11. The distance involved. Our monthly sessions have been by phone. He has visited us last summer and I am planning to visit his diocese in April. The differences between the church in Canada and in the US (esp. polity) have been confusing at times – but also an education.
12. Time – calendar and scheduling.
13. Finding the time, but my coach has been very disciplined about making this happen.
14. Communication – email has mostly been slow.
15. The commitment to the process is itself a challenge. I think that I have to acknowledge that there are limitations to the level of nuanced conversation which is achievable through Skype. I suspect that the depth of our conversation has been inhibited – but it is better than nothing!
16. Finding time to connect; Giving myself permission to call coach.

27. What suggestions, if any, do you have for improving the peer coaching program?

1. None.
2. We meet on Skype. That is good but not as good as face to face. Porter was able to visit my Dioceses. This was very helpful for our conversations. This should remain a priority, where possible.
3. More coaching without fear of being too directive. I can get plenty of people to listen to me and ask questions.
5. My coach doesn't give advice – but sometimes advice would be helpful.
8. Program has met my needs and beyond – important to emphasize need for coach and new bishop to develop a personal relationship as well as seek ways to proactively meet and share.
9. None for me. I hear some of the new bishops don't make it a priority – but I don't know how the program can change that. I have found it invaluable.
10. An annual visit would be great. The phone is “limiting”.

11. I think that is has met my goals. I am fortunate to be a suffragan and to have a good relationship with my diocesan. I think that if I did not have this support I would want to be paired with someone closer to where I live/minister.
13. Cannot really think of any – thanks for it!
14. The occasional crisis is a great learning moment. I wonder if this could be an opportunity to get some clear coaching; sharing resources like templates for a Godly administrative letter, process for clergy discipline, etc.
15. Difficult question – two suggestions. I think I would have valued some templates which might serve as a base for discussing the shape of a relationship without being prescriptive. Secondly I think I would appreciate some discussion around how this works for bishops from outside US or Canada where distance/cost inhibit potential for face to face meeting.
16. Wondering if it would help if coaches set a calendar for contact? On my own, I second-guess whether an issue is important enough to call about, how often should I indulge?