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Profile

Introduction

As we begin our search for the next bishop of the Diocese of Oregon, we have compiled facts, data, history, and our thoughts about this place that we call home. We have grappled with difficult questions about how to describe our history, our diocese, and ourselves. We have reached out to members of the diocese to hear their hopes and dreams, and given them space to share their concerns.

In this process, we have been reminded of many things we love about living and serving in Oregon. Our state is beautiful, livable, and makes it easy to enjoy the great outdoors. Our region has wine country and berry picking, mountains and coastline, theater (with the Oregon Shakespeare Festival in Ashland) and music (with the Oregon Bach Festival in Eugene), and so much more. Our churches are dedicated to and creative about being Christ’s hands and feet, especially in serving the most vulnerable among us.

We believe in our core values of love, worship, justice, and community, yet we have learned during this process that we have very real divides and contradictions. We want our next bishop to lead us as a partner who will walk alongside us. We want someone who will help us fight against injustice, but who can navigate wide differences of opinion and meet people where they are. We want someone who will recognize and value our independence, but who will also bring us closer together as a community. We want someone who will bring ideas and energy to help us reach new members, but who will value and preserve the traditions that make us who we are.
Like most dioceses in the Episcopal Church, we have challenges and difficulties. But we are a place that inspires deep love and a passion to always do better. We welcome you to explore the information we have compiled, and consider whether you are the right person to join us as we begin our next chapter.
Our State

“She Flies With Her Own Wings”

The state motto is Alis volatile propriis, or “She flies with her own wings.” It is said that you cannot manage people in Oregon, but you can lead them. We Oregonians take pride in our independence: we pioneered the direct election of U.S. Senators, and we were one of the first states to create the initiative and referendum process. There are many stories that reflect the unique character of this place “West of the West” that are worth reading:

- Sometimes a Great Notion by Ken Kesey
- *Mink River* by Brian Doyle
- A Girl from Yamhill by Beverly Cleary
- *The River Why* by David James Duncan
- *Trask* by Don Berry
- Wildmen, Wobblies, and Whistle Punks by Stewart Holbrook

All these and many others describe the life and culture of Western Oregon.

History

By the 16th century Western Oregon was home to many native people including the Chinook, Coquille, Klickitat, Molalla, and Umpqua. As white settlers arrived from the east, the historical occupation and implicit claims of the tribes were not recognized. Disease and violence were the outcome and tens of thousands died. Today, the remaining tribes in Western Oregon are: the [Confederated Tribes of Coos, Lower Umpqua, and Siuslaw Indians](https://www.coquille-tribe.org); the [Confederated Tribes of Grand Ronde](https://www.grandronde.com); the [Confederated Tribes of Siletz](https://www.siletztribe.com); the [Cow Creek Band of Umpqua Tribe of Indians](https://www.cowcreek.org); and the [Coquille Indian Tribe](https://www.coquille-tribe.org).

The Oregon Territory was founded by Congress in 1848, and Oregon was approved as the 33rd state on February 14, 1859, despite controversy at the time as to whether or not it would be admitted. Democrats in the House of Representatives were in opposition as Oregon was to be a free state, while Republicans in the House hesitated primarily because of the [1844 Black Exclusion Law](https://en.wikipedia.org/wiki/Black_Exclusion_Law) and the whites-only clause in the original state constitution. Though these laws were not always enforced, their existence has contributed to Oregon’s continued low non-white population when compared to
many other states. Even with this history, Oregon has always had communities of non-white residents, and has recently seen increased immigration from other parts of the United States and the world.

This is a brief summary of our history, but much more information is available online in the Oregon Encyclopedia, particularly in their essays. The Oregon Encyclopedia is a project of the Oregon Historical Society, in partnership with several other institutions in the state.

Oregon Population Facts

The estimated population of Oregon in 2018, per the U.S. Census Bureau, was 4,190,713. Of this population, the racial and ethnic percentages are:

- 85.1% White
- 75.3% White alone (not Hispanic or Latino)
- 13.3% Hispanic or Latino
- 4.8% Asian
- 3.9% Two or more races
- 2.2% Black/African American
- 1.8% American Indian/Alaska Native
- 0.5% Native Hawaiian and Pacific Islander

The Portland, Salem, and Eugene/Springfield metropolitan areas along the I-5 corridor are the most populous in the state. The Portland Metropolitan Area is home to about sixty percent of the state’s population, while another twenty percent are nearly evenly split between the Salem and Eugene/Springfield metropolitan areas.

We have vibrant Latino communities with people from Mexico and other Latin American countries, as well as Ukrainian, Ethiopian, Vietnamese, and other immigrants communities. Russian is also the third most spoken language in Oregon, after English and Spanish.

Economy

Forest products are still an important part of our economy, but it is also powered by various forms of agriculture and fishing, and by large enterprises including Nike and Columbia Sportswear, along with Intel and other high tech firms in the Silicon Forest west of Portland.
Western Oregon is also home to several well-known entrepreneurial companies that started small and reached national prominence. A few are:

- Springfield Creamery which produces Nancy’s Yogurt
- Alden’s Organic Ice Cream
- Tillamook Dairy and Cheese
- Dagoba Chocolate
- Stumptown Coffee

Oregon wine and wineries, especially wine made from the Pinot Noir grape varietal, are renowned as are the many microbreweries and small distilleries throughout Western Oregon.
Our Region

West of the West

This is not a land of deserts and sage brush, but a region of deep forests, mist, rivers, and rugged coastline. The land we share in the Diocese of Oregon lies west of the Cascade Range, from California to Washington, and on the edge of the Pacific Ocean. Nearly 300 miles in length, our region has a long and varied seashore filled with rugged beauty and quiet beaches, and coastal mountain rainforest. It contains a great valley of rich farmland traversed by the Willamette River that flows northward to the Columbia River, the largest river by discharge flowing into the Pacific Ocean from North America and is the fourth largest by volume in the US. There are many other smaller rivers, streams, and lakes, including Crater Lake the deepest in the United States. Oregon has dozens of state and regional parks, beaches, and nature reserves. Forests make up 80% of the landscape west of the Cascades with the Douglas Fir as the state tree.

Four Distinct Regions

We invite you to keep reading to learn more about the regions within the Diocese of Oregon:

- **Willamette Valley**: located along the northern half of I-5
- **Rogue River**: located along the southern half of I-5
- **Coastal Oregon**: located along Highway 101.
- **Portland Metropolitan Region**: located at the northern edge of the diocese
The Willamette Valley

The Willamette Valley is the political heart of the state of Oregon and home to approximately 70% of the state’s population. Geographically, it runs north for 150 miles from the Calapooya Mountains in the south and is surrounded by the Cascade Range to the east and the Oregon Coast Range to the west. Although most of the Portland metropolitan area is in the Willamette Valley, it is covered separately in the Portland Metropolitan Region.

Two of the six largest cities in Oregon are in the Willamette Valley: our state capital Salem (population 173,442), and Eugene (population 171,245). These cities are each part of larger metropolitan areas, the second and third largest in the state respectively. The Willamette Valley is the home to the oldest university in the state, Willamette University in Salem, as well as two of the largest universities in the state, the University of Oregon in Eugene and Oregon State University in Corvallis. It also has Western Oregon University in Monmouth and a number of community colleges and small Christian colleges.

In the 1820s the Willamette Valley was advertised as the “promised land of flowing milk and honey” and was the destination of choice for those coming across from the East on the Oregon Trail. Today, major crops of hazelnuts, hops, greenhouse and nursery stock, grass seed, Christmas trees, and various berries are grown on this fertile agricultural land. The Willamette Valley is also known as “Oregon Wine Country” with more than 19,000 acres of vineyards and over 250 wineries.

This region has 20 of our diocese’s churches, from small (St. David’s in Drain or Christ the King in Stayton) to large (St. Paul’s in Salem or St. Mary’s in Eugene).
Western Oregonians and tourists enjoy numerous activities available in the Willamette Valley. Festivals include Oktoberfest in Mt. Angel and the Wooden Shoe Tulip Festival every spring in Woodburn. In Eugene, the Oregon Bach Festival takes place annually and Corvallis is known for Da Vinci Days, an arts and science festival. Another highlight is the Oregon Garden, an 80 acre botanical garden in Silverton.

For more information about the Willamette Valley, visit Eugene Cascades & Coast, Travel Salem, or Travel Oregon.
Rogue River

The southern part of the diocese is highly mountainous; it’s situated where the coastal range begins to meet, and then join up with, the Cascades. Interstate 5 cuts through this region north to south, and the Rogue River (which is about 215 miles long) cuts it east to west. Even with this rugged terrain, cities can be larger than expected; Medford has around 80,000 people and Grant’s Pass around 32,000. That said, most of the towns and villages in the southern convocation are small, such as Shady Cove with about 3,000 people.

A variety of native tribes, including the Shasta and the Takelma, resided in the Rogue River region of Oregon for many generations. Pioneers began to settle in the area around the early 19th century, first for the sake of the land itself, then for the lure of gold. This migration led to bloody conflict between settlers and native tribes, ending with the forced removal of the native peoples by the U.S. government to reservations far to the north of the region.

Like most Oregonians, those of us who live in the south love the outdoors. Most activities center around the Rogue River (for rafting and camping) or hiking through the varied terrain. Trails, lakes, and the river are not far from major highways, making it easy to get from city to country and back. Crater Lake National Park, a great draw for Oregonians and both national and foreign visitors, is just two hours from Medford.

Cities and towns in southern Oregon embrace this connection to the outdoors but also have a vibrant arts and musical life. Jacksonville, just outside of Medford, hosts the Britt Festival, a yearly outdoor and indoor music festival. Ashland, further south on the interstate, is the
home to the Oregon Shakespeare Festival, which runs from March to October and offers close to 1,000 shows, consisting of 11 different plays in three different theaters. Southern Oregon University is also in Ashland.

For more information about the Rogue River area, visit Travel Southern Oregon or Travel Oregon.
Coastal Oregon

Oregon meets the Pacific Ocean in a long stretch (362 miles, to be exact) of beaches and rocky, tree-covered cliffs. U.S. Highway 101 connects the towns dotted along the coast, sometimes hugging sandy beaches, sometimes climbing up into the coastal range. These towns range in size from around 16,000 (Coos Bay) to below 1,000 (such as Gardiner and Netarts). Many of these towns have small churches of dedicated parishioners.

The Oregon coast was first settled by a number of native tribes. Many of these tribes are remembered in the names of local towns (Tillamook and Coquille) or in rivers (Siuslaw). A number of these tribes still reside in the area. Europeans began to settle the area in the 19th century, and the coast was an important location for timber trade until the 1980s. The curtailment of this industry left much of the region economically depressed, and people on the coast are still feeling the loss of this trade.

Coastal Oregonians are outdoorsy and love small town life. Many of them fish and catch crab, while others walk the beaches and hike the beautiful and rugged coastal trails. In 1967, the Oregon Beach Bill, a bi-partisan effort signed by Republican Governor Tom McCall, made the beaches free public land. The towns themselves are either small and cozy or have embraced tourism (such as Seaside and Bandon). Many boast aquariums, board-walks, and shopping districts.

Whatever the type, towns often offer local fare. The Cranberry Sweet Shop specializes in cranberry candies (and offers free samples for the picking!).

*“Newport Sunset” by Larry Myhre is licensed under CC BY-NC-SA 2.0
*“Coquille River Lighthouse” by Slideshow Bruce is licensed under CC BY-NC 2.0
Tillamook, a bit further north, is the home to the Tillamook Creamery, and offers tours and free tastings. Locals and visitors also come for the aquariums in Newport and Seaside, as well as to just take in the scenery, be it the 11 lighthouses that dapple the coast or geological formations like Cape Perpetua and Face Rock. And those in the mood for some history often visit Fort Clatsop and other sites associated with the journey of Lewis and Clark.

For more information about the Willamette Valley, visit the Oregon Coast Visitors Association or Travel Oregon.
Portland Metropolitan Region

From the “City of Firsts” in Oregon City to “Stumptown” and “the Couve” in the north, the greater Portland region includes Clackamas, Columbia, Multnomah, Washington, and Yamhill Counties, as well as Clark and Skamania Counties in the state of Washington. The Oregon portion of the area is the largest urban center in the state with a population of approximately 2,478,810. Vancouver, Washington, is considered a “bedroom community” to Portland with many commuters crossing over the Columbia River to work. Metro, a regional government and planning organization which includes Multnomah, Washington, and Clackamas counties, is the only directly elected regional government of its kind in the country.

As a city, Portland is often known as the “City of Roses,” with the International Test Garden in Washington Park along with the Portland Rose Festival in June. “Bridgetown” is another nickname, due to the twelve bridges that cross the Willamette River linking the east side to the west side of the city. Portland has strong neighborhoods and wonderful parks, especially Forest Park, which stretches for eight miles and overlooks the Willamette River. It is one of the country’s largest urban...
forest reserves. In Forest Park, you’ll find about 70 miles of recreational trails.

Higher education has a strong presence in the region. Portland is the home of Portland State University, Reed College, Lewis & Clark College, Concordia University, the University of Portland, Oregon Health & Science University, and the campuses of Portland Community College. Elsewhere in the region are Linfield College in McMinnville, George Fox University in Newberg, and Pacific University in Forest Grove, along with community colleges and several small Christian colleges.

Tourism is important to the city and the region. In Portland’s Washington Park you’ll find the Japanese Garden, a haven of tranquil beauty and one of the most authentic outside Japan, the International Rose Test Garden, and the Oregon Zoo. In Chinatown is the Lan Su Chinese Garden, an authentically built Ming Dynasty style garden, and downtown on the Park Blocks is the Performing Arts Center, Portland Art Museum, and the Oregon Historical Society. Other special sites include the Oregon Museum of Science and Industry (OMSI), Powell’s City of Books, one of the world’s greatest bookstores, and Portland Saturday Market, the nation’s largest open air arts and crafts market.

However, not all roads in the region lead to Portland. There are vibrant communities surrounding the city including Lake Oswego, Gresham, Oregon City, Milwaukie, Beaverton, and others, with their own special events, culture, and businesses. In Oregon City you’ll find the End of the Oregon Trail Museum. McMinnville hosts the Evergreen Aviation and Space Museum. Throughout Portland as well as the greater Northwest you’ll find many quaint and quirky McMenamin’s restaurants, pubs, and lodges often in renovated schools, mortuaries, and even the old County Poor Farm in Troutdale.

Trinity Cathedral is our largest congregation and church building, built in 1906 and listed on the historic registry. There are an additional 29 parishes and missions in the Portland Metropolitan region.
For more information about the Willamette Valley, visit Travel Portland or Travel Oregon.
Our Diocese

A Traveling Diocese

The Diocese of Oregon is situated in the western-most part of the state of Oregon. This region comprises two major thoroughfares: Interstate 5 that runs from Ashland in the south, up through Grants Pass to Eugene, Salem, and Portland, and continues into Washington; and US Highway 101, which covers most of the Pacific seaboard (and all of Oregon’s coast). A coastal range runs north to south between these two thoroughfares, cutting the diocese in two.

![Image of a highway in Oregon](https://i.imgur.com/Interstate5Oregon.jpg)

“Interstate 5 – Oregon” by Dougton is licensed under CC BY-SA 2.0

The Diocese of Oregon is a tall diocese. By car, it is 340 miles from the northernmost church (Grace in Astoria) to the southernmost church (St. Timothy’s in Brookings). Travel within western Oregon is usually free of heavy traffic, except around our largest cities, or along the coast in the summer.

Distances between east and west can be deceptive in this region; roads are often winding as they cross the coastal range, so travel often takes longer than the miles
would suggest. For example, it can take up to three hours to travel from Brookings on the coast to Ashland on I-5, even though they are only 137 miles apart.

Needless to say, our bishop does a lot of traveling. From the bishop’s office, the two furthest churches are Trinity in Ashland (about a four and a half hour drive down I-5) and St. Timothy’s in Brookings (just short of six hours away). One of our hopes is that our next bishop can help us pull together across such barriers of distance and landscape.
The Episcopal Church in Oregon

The first Episcopal churches in the Oregon Territory were Trinity Parish, Portland, established in 1851 and followed one week later by St. Paul’s Parish in Oregon City. The Missionary District was established in 1854 and consisted of territory that is now the states of Oregon, Washington, and Idaho as well as the western half of Montana. Our first bishop was Thomas Fielding Scott, who was consecrated at Christ Church in Savannah, Georgia and then sent west. He was also responsible for the Anglican churches in British Columbia as they were without a bishop at the time. The Missionary District of Oregon was admitted as a diocese in 1889. Today, the Diocese of Oregon consists of 40 parishes and 30 missions with Latino ministries in ten of our congregations. For more information, visit the history page on the Diocese of Oregon’s website.

The office of the bishop’s staff, referred to as The Bishop’s Close, is located in the former Kerr Mansion south of Portland in the grounds of Elk Rock Garden overlooking the Willamette River. The property was gifted to the bishop in 1959, and the garden is open to the public year round. Having been built originally as a home, the Bishop’s Close has many challenges including room layout, mechanical and structural issues, and the overall age of the building. Committees are currently investigating alternatives for the location of the bishop’s staff and meeting space that more accurately reflects the vision and values of the diocese, while also evaluating the future of the Bishop’s Close at Elk Rock Garden.
Our Churches and People

We are seventy churches in Western Oregon that celebrate God’s unconditional love as we serve the world in Jesus’ name. ([https://www.diocese-oregon.org/about/churches/](https://www.diocese-oregon.org/about/churches/)). We are clustered along the two great north-south roads in Western Oregon discussed elsewhere in the profile: about one quarter of the churches are along 101 and the rest along or near I-5.

The population of our churches reflect the population of Oregon. Most Episcopalians in Oregon (like most Oregonians in general) are in the greater Portland Metro area, with these churches accounting for more than half of the Average Sunday Attendance (ASA) of the diocese as a whole; but more than half of our churches are south of Portland in medium sized cities like Salem, Eugene, and Medford, and small towns like Dallas, Cottage Grove, and Brookings.

Like most dioceses in the Episcopal Church, Oregon’s churches vary in size, and are responding differently to a changing culture. We have churches with single digit ASAs and we have churches with 200, 300, or nearly 600 on a Sunday. The vast majority are in the middle with 70% of our churches having more than 10 and fewer than 100 worshipping on an average Sunday.

Clergy and lay leaders collaborate to engage in ministry from rural to urban environments, from large to small communities. Sometimes our churches have to be creative to have clergy. Among our seventy churches, you will find traditional models of clergy leadership along with churches experimenting with...
alternative models like yoked parishes, multi-vocational clergy, and trained local teams sharing the responsibilities.

How We Worship

We rejoice together in God through beautiful ritual, ancient practices, and evolving traditions. Worship practices vary throughout the diocese with Rite I, Rite II, Enriching our Worship, and the so-called Rite III “Order for Celebrating a Eucharist,” sometimes even all within the same parish. From corporate worship with the Eucharist or the Daily Office to personal practices like prayer beads and labyrinth walking (we have a lot of labyrinths!) people across the diocese are praying in a multitude of ways within the Episcopal tradition.
On any given Sunday, you will find Episcopalians in Western Oregon worshipping in English, Spanish, or both! The diocese has ten churches that offer Spanish language services, with two more expected this fall. Many of these churches are in or near Portland, like Santa Cruz/Holy Cross in Gresham, which was the first congregation to offer a Spanish-language service over thirty years ago, but several are along the coast, like Santiago/St. James in Lincoln City, and south of Portland, like Santa María/St. Mary’s in Woodburn.

Music is an important part of our worship life. As you travel around Western Oregon, you will mostly hear Hymnal 1982 hymns played on the organ and piano, but you can also enjoy flute accompaniment on Sunday morning at St. Andrew’s in Florence, Celtic Harp music at Trinity in Ashland’s Celtic Evensong, a Jazz Sunday at St. Paul’s in Salem, or a Eucharist with The Beatles, Queen, ABBA, or Godspell at St. John the Baptist in Portland.
How We Learn

We are always working to grow in our knowledge and love of God. In Sunday Schools, Adult Forums, Bible Studies, online and in person, we are working across the diocese to learn. Prince of Peace in Salem offered an innovative Godly Play based summer camp this year called Building Faith Brick by Brick. Grace Memorial in Portland, St. Aidan’s in Gresham, and St. Paul’s in Salem run summer art camps. Each fall, a new Catechumenate Class starts at St. Timothy’s in Salem, a year-long journey to learn about...
the faith. The One Buck Seminary at St. Martin’s in Lebanon brings together parishioners and community members for lively theological conversation.

How We Serve

Called in our baptisms and empowered in our confirmations, we engage in ministry to love as Christ loves us. We roll up our sleeves here in Oregon and get to work, proclaiming our faith not only in word, but in deed. It isn’t possible to name all of the ministries that congregations in this diocese are engaged in, but there are a few categories that are common throughout the diocese: food insecurity, housing, the environment, justice, and education.

Food insecurity is a major issue that many of our churches are involved in. For example, St. Thomas in Eugene grows food in partnership with Food for Lane County at the Grassroots Garden, while St. Andrew’s in Portland partners with a local urban farmer to grow fresh fruits and vegetables in their front yard for their food pantry. There are a lot of food pantries across the diocese: St. Bart’s in Beaverton, St. Matthew’s in Eugene, Grace in Astoria, and St. John the Divine in Springfield to name just a few. Among our more specialized food pantries, the Episcopal Campus Ministry next to the University of Oregon runs a food pantry for local students twice a week to deal with the growing
Housing is another critical need facing our communities. Church of the Resurrection in Eugene recently built four tiny houses for previously unhoused individuals. St. Edward’s in Silverton is building small cottages for single women who are then supported with further wrap-around care.

Oregonians care deeply for the environment and Oregon Episcopalians are no exception as we work to care for God’s creation. For example, St. Michael & All Angels in Portland has been GreenFaith-certified and St. Mary’s in Eugene helped establish a carbon offset program for faith communities with two local non-profits that will plant trees. Rogation Day activities are held throughout the diocese, like the Rogation Day blessing at St. Timothy’s in Salem.
Many churches have been actively involved in justice work with the LGBTQ+ community for decades. Numerous congregations across the diocese are Believe Out Loud Parishes, working for the full inclusion of LGBTQ+ people in the church and in the world. Episcopalians are present at Pride Festivals throughout the state, including the Portland Pride Parade, where the bishop marches with other diocesan leaders. Over the past few years, several churches have become actively involved in immigration justice issues. For instance, St. Michael & All Angels/San Miguel y Todos Los Angeles in Portland became a Sanctuary Church in 2015.

Many churches are involved in education efforts beyond faith-based education. For example, St. James/Santiago in Lincoln City has a K-6 school and partners with Oceana Family Literacy Center in providing ESL for adults along with tutoring, art and music for youth. St. Thomas in Eugene has a vibrant preschool. Todos Los Santos in Hillsboro, Santa Cruz in Gresham, and Santa Maria in Woodburn work with Plaza Encuentro to provide adult education from reading and writing basics to getting a GED and helping people study for the citizenship exam.

There are so many other needs in our communities that Episcopal Churches are addressing. St. John’s in Milwaukie has a clothing closet for children. St. John’s in Bandon has a medical loan closet where they loan out equipment like walkers, crutches, and shower stools. Episcopalians across the Portland Metro Area join together at Sts.
Peter and Paul in a ministry called Rahab’s sisters, which provides a safe place for women who have been exploited, offering food, coffee, and personal hygiene necessities. Trinity Cathedral in Portland is engaged in critical interfaith dialogue work to bridge the divide, while St. Mary’s in Eugene is engaged in an interfaith effort to help refugees and asylum seekers in our community. And who hasn’t done a bicycle blessing at their church?

This just scratches the surface of the ministries that faithful Episcopalians are doing across Western Oregon. If you want to learn more about the ministries our parishes are engaged in, one place to check out is the weekly Congregational Close-ups, available at https://www.diocese-oregon.org/category/congregational/. 

Bicycle blessing at Trinity Cathedral, Portland
Diocesan Institutions, Ministries, and Partnerships

Diocesan Convention

We gather annually in late October or early November in Diocesan Convention to worship God, connect with each other, and conduct the business of the diocese, including elections, the budget, and resolutions. The bishop presides at Convention. This year’s convention will take place in Salem, beginning with workshops on the evening of October 24th and adjourning midday on October 26th.

For more information, including the agenda and the business to be considered, please visit the diocesan convention website: https://convention.diocese-oregon.org/

Governing Bodies

There are three governing bodies in the Diocese of Oregon that help lead, oversee, and manage the diocese between Conventions. The Bishop is active in all three governing bodies.

The Board of Trustees governs the Diocesan Corporation, including having fiduciary responsibility for the funds and property. The Bishop is a member of the Board of Trustees.

The Diocesan Council oversees the mission and ministry of the diocese, including creating the annual budget. The Bishop is a member of the Diocesan Council.

The Standing Committee’s primary responsibility is to serve as a Council of Advice for the Bishop. Additionally, they have certain enumerated responsibilities related to other matters, such as ordinations, the search for a new bishop, consent for episcopal elections, and certain matters related to Diocesan property and the formation of new parishes.

Cuernavaca Companion Relationship

The Diocese of Oregon maintains a companion relationship with the Diocese of Cuernavaca in Mexico, supporting each other in ministry. Several parishes have parish link relationships, and representatives of the dioceses have visited each other. The Diocese of Cuernavaca hosts a language school that many members have visited to
improve their Spanish skills, learn more about Mexican culture, and build relationships with fellow Anglicans across the Communion.

Camping

We care deeply about nature and the outdoors in Oregon and one of the ways to enjoy nature is through our camping ministry. We currently work in partnership with the Oregon-Idaho Conference of the United Methodist Church, which has an extensive network of six camps and conference centers across Oregon. Not only are there camps for children and youth, but retreats for adults as well. We have two Episcopal focused camps for children and youth each summer: Episcopal Week and Latino Youth Camp, both at Suttle Lake. More information available here: https://www.diocese-oregon.org/ministries/camping-news/
Latino Ministry

Latino Ministry has been a vital part of our diocese for over 30 years. You can find Spanish-speaking or Spanish/English bilingual congregations or services at 10 of our parishes with two more anticipated to start this fall. The diocesan budget supports a Canon for Latino Ministries and two regional missioners. All three of these priests are part-time with the diocese and part-time in parishes. Additionally, the canon and missioners are joined by priests, deacons, and lay people throughout the diocese in support Latino ministries. Recently, the Latino ministries joined at the Cathedral for Dias de Bienvenida. To learn more about Latino Ministry in the diocese, check out the diocesan website: [https://www.diocese-oregon.org/ministries/latino-ministries/](https://www.diocese-oregon.org/ministries/latino-ministries/)

Integrity

Integrity has been a vital part of our diocese for many years, helping work for the full inclusion of LGBTQ+ people in the church and the world. Integrity was active in bringing marriage equality to the Diocese of Oregon. Currently, Integrity is actively working to get Episcopal Churches involved in annual Pride Festivals and networking clergy and laity across the diocese. More information is available here: [https://www.diocese-oregon.org/ministries/integrity/](https://www.diocese-oregon.org/ministries/integrity/)
Campus Ministries

Along with some outreach from local parishes to colleges across the state, we have three centers of Diocesan campus ministry: Eugene, Corvallis, and Portland. Each is doing valuable ministry for and with college students in their particular contexts. The Episcopal Campus Ministry house at the University of Oregon serves UO students, along with students from other nearby colleges and universities. Along with a house for students to live and worship in, the campus ministry runs a food pantry for students that is open two day per week. Canterbury House at Oregon State University helps build community and relationship and offers a respite for students from their busy academic schedules. Beloved Community on Campus creates space and opportunities for dialogue for students across Portland to foster communities of reconciliation, healing, and justice.

To learn more about our work with college students, please visit https://www.diocese-oregon.org/ministries/formation-ministry/pmecm/

The Academy for Formation and Mission

The Academy for Formation and Mission offers low-cost, nearby formational programs for deacons, priests, and lay leaders. The Academy offers multiple courses every semester. Courses are often held near Portland, but occasionally courses are held in other locations around Western Oregon. More information available here: https://www.diocese-oregon.org/ministries/formation-ministry/academy-for-formation-and-mission/

Oregon Episcopal School

Oregon Episcopal School (OES) is a highly regarded private K-12 school with boarding and day options for high schoolers. OES grew out of the previous St. Helen’s Hall, an all-girls school, and Bishop Dagwell Hall, an all boys school. The Bishop of Oregon serves as chair of the Board of Trustees and the school is closely associated with St. John the Baptist Episcopal Church. More information is available here: https://www.oes.edu

William Temple House

Named for Archbishop William Temple, who had a commitment to social justice, William Temple House is an Episcopal social service agency in Portland. They provide counseling, social services, and spiritual care to those in need. For more information, please check out their website here: http://www.williamtemple.org
Hospitals: Good Samaritan Regional Medical Center and Legacy Good Samaritan Medical Center

The Diocese of Oregon maintains chaplaincy relationships with two hospitals we helped found in Portland and Corvallis, including seats on the Board of Directors of both organizations.

Prison Ministry

Prison Ministry is run by Episcopal prison chaplains in the diocese who are focused on three things: mercy, hospitality, and justice. Mercy involves work like supporting the needs of inmates and their families. Hospitality involves helping those formerly incarcerated with re-entry into society, including our churches. Justice involves striving for criminal justice reform in our state in order to uphold the dignity of prisoners and those formerly incarcerated. Learn more about our work here: https://www.diocese-oregon.org/ministries/prison-ministry/

Diocesan Youth Commission

The Diocese of Oregon holds several retreat weekends for youth throughout the year along with an annual summer mission trip. These activities help connect our youth across our parishes. For some of these youth, this is the only opportunity they have to
interact with peers of their age who also attend Episcopal churches. More information available here: https://www.diocese-oregon.org/ministries/youth-ministries/

Other Commissions

The Diocese of Oregon has multiple other commissions to address various challenges and opportunities that we face. The Commission to End Racism is fighting against the sin of white supremacy, while the Commission on Poverty and Homelessness is striving to support work that helps those who find themselves without adequate housing, food, or other necessities. The Recovery Commission supports Episcopalians struggling with alcoholism and addiction and supports parishes as they engage in similar work. The Environmental Commission is helping our churches to take better care of the environment, while the Ecumenical and Interfaith Commission is helping us connect to and partner with people of other denominations and faiths. The Commission on Ministry helps raise up new clergy for this rapidly changing church and world.

Diocesan Finances

The Diocese of Oregon has an approximately two million dollar budget. We anticipated just over two million in 2019 and are anticipating just under two million in 2020. Income comes from several sources, but the primary income source is the Diocesan Program Assessment (DPA). DPA makes up 90% of the budget and is calculated from a two year rolling average of the Parochial Report’s Normal Operating Income minus Outreach from Operating Budget. The assessment is 10% of the Base Amount (which is $35,190 in 2019 and adjusts annually based on inflation) and 18% on all income above that. The diocesan budget is designed to strengthen and support congregational life, capacity for mission, missional leadership, and gospel justice advocacy. To explore diocesan finances more deeply, see the following documents:


Where do we want to go?

To answer the questions of “Where are we going?” and “Who can help us get there?” the search committee reached out to the diocese to ask these questions, as well as where we think we are right now. To do that, it conducted three in person focus groups, one each in the south, central and northern parts of the diocese. We also sent out an online survey via email to all parish clergy and parish administrators to distribute to their congregations, and also published links to the survey in the diocesan newsletter. The following information is our summary and analysis of the information we received.

Hopes and Dreams

The Diocese of Oregon is very diverse geographically, politically, economically, and in worship style, but all are in agreement that our mission is to Love God and Love our Neighbors. In the survey, we describe our diocese as diverse (31
responses), liberal or progressive (19 responses), and inclusive (15 responses). We describe our state as overwhelmingly beautiful (49 responses), diverse (41 responses), home (34 responses), green (32 responses), and independent (22 responses). At the parish level the word descriptors are mostly positive: welcoming (45 responses), family (17 responses), inclusive (16 responses), progressive (13 responses), and vibrant (12 responses).

The word “diverse” is one that came up frequently but, as is the trend nationwide in the Episcopal Church, we are mostly white, older people. We strive to welcome all people, and the numbers of Latino congregations, families with children, and people describing themselves as members of the LGBTQ community are significant, but we can’t say they are growing at the same rate as the rest of the population of Oregon.

With Jesus Christ as our foundation, our hopes and dreams for the diocese are:

- To unite around our common mission
- To be relevant to the people of the diocese and to bring the Love of Christ to all people
- To be more inclusive of all the congregations from the north to the south, from the east to the west
- To increase our outreach ministries to people in need
- To nurture small and struggling congregations, enabling them to grow and thrive
- To increase commitment to social justice issues
- To increase evangelism and outreach: more families, more young people, more children and youth programs, more support for the elderly
- To encourage and support younger clergy to lead, and make space for them to lead
- To support growth that is sustainable and accept that this may be different throughout our diocese

Some aspirational descriptions we identified: vital, energized, active, leaner and stronger, dynamic, diverse, collaborative, flexible, trusting, loving, cooperating, growing, influential.

Opportunities for Growth

We identified the following four areas where we want to grow as a diocese:
Lack of Cohesion/Desire for Unity

We tend to express our sense of division using three classic Oregonian dichotomies: urban vs. rural, large vs. small, resourced vs. struggling. Our listening sessions and survey responses indicated that these three dichotomies continue to play a role in the lived experiences of Episcopalians in Oregon. Those in smaller, rural and less-resourced congregations sometimes feel like larger and wealthier congregations get most of the bishop’s time and attention. Those in larger, urban and wealthier congregations often feel punished for their vitality and held in contempt and suspicion. For example, moving the bishop’s office to a new location in Oregon emerged as a statement about the bishop being be the Bishop of Oregon vs. the Bishop of Portland. These tensions will need to be creatively addressed by our next bishop, as we are a diocese that longs for a greater sense of cohesion and unity despite our differences.

Lack of Resources/Desire for Creativity

We often feel constrained and trapped by a lack of resources in a culture where apathy towards organized religion is widespread. We also have a perception that large parishes are thriving while smaller parishes lack both spiritual and financial support necessary to grow and sustain a congregation. We don’t always have the ability to think creatively about responding to these challenges as we deal with aging congregations and anxious systems. Our next bishop will need to help us identify new resources and be present as we seek to do church differently than we have in the past.

Lack of Authority/Desire for Leadership

Our independent spirit often gets in the way of collaboration, and nowhere is this more evident than at a diocesan level, where decisions made by seemingly “anonymous” diocesan bodies can be greeted with benign neglect or outright hostility at a congregational level. In surveys and listening sessions, the diocese was perceived as disorganized, disconnected, brittle, and anxious. Simultaneously, it was perceived as loving, caring, kind, and diverse. This is a tension at the heart of our understanding of leadership that our next bishop will need to help us address.

Lack of Growth/Desire for Action

A number of challenges hit chords of strong, difficult, underlying perceptions. Words like stuck, self-satisfied, troubled, confused, unsupportive, timid, and resistant were used. These created a sense of feeling genuinely adrift. Additional words like placating, conflicted, non-innovative, and uninteresting seemed to indicate a sense
of flatness. This feeling supports the lack of substantial growth of our membership that reflects the demographics of our neighborhoods. Our next bishop will need to be a person who can help churches identify ways to attract the people of their neighborhoods in ways we have not yet considered.

Survey Data

About 70 people attended the focus group meetings, and 505 people responded to the survey. Half of the surveys completed came from the Portland Metro area and the other half from the rest of the diocese combined. Disaggregated data as well as the survey questions can be found using the following links. This data represents the personal thoughts and opinions of the people who were able and chose to respond to the survey, and has not been verified or edited for accuracy.

- Survey Questions
- Demographics and aggregate results
- Other desired qualities
- Other unwanted qualities
- Vision for the diocese
- Strengths of the diocese
- Challenges in the diocese
Who can help us get there?

Based on our survey, several characteristics clearly rose to the forefront. These can be summed up in one sentence: We are looking for a spiritual, adaptive leader who builds strong relationships by taking the time to listen, and who is able to help us find creative solutions to diocesan issues in a culturally responsive manner.

To elaborate on that overarching idea, we need a bishop who:

...will be able to navigate a wide spectrum of social/political opinions, meeting people where they are. Some of the qualities people most wanted in their new bishop were the same qualities others least wanted.

...will be able and available to spend time visiting parishes throughout the diocese. With our geographic spread, travel is an important part of the bishop’s work.

...will partner with the clergy and laity of the diocese to help them realize their full potential as ministers of the church.

...will demonstrate servant leadership.

...has the skills and creativity to help parishes find ways to bring in new members and increase our diversity across all demographic descriptors throughout the diocese.

Overall, our new bishop must unite and shepherd us to be hopeful, inclusive, open, caring people who live fully into the Episcopal branch of the Jesus Movement in Western Oregon and the world.

If you feel called to explore the possibility of joining us on this journey, we invite you to submit an application.
How to Apply

Applications will be accepted from October 11, 2019 until 11:59 p.m. Pacific time on November 1, 2019. All complete applications submitted by the deadline will be reviewed by the search committee.

There is no formal nomination process. If there is someone you would like to nominate, please encourage them to submit an application. You can share the profile using the following link:

http://www.oregonbishopsearch.org/profile/