

November 11, 2013

Dear Members of the Nominating Committee:

Why did I respond to the call for nomination in the affirmative?  
The people called me, giving voice to the invitation of the Holy Spirit.

Some history may be illuminative. When Colorado (the Rocky Mountain region) responded to Bishop Peter's encouragement to discern electing a local bishop (Spring, 2012), some folks, lay and clergy, expressed interest in me becoming our local bishop. I was surprised and yet listened with great attentiveness to the qualities that each saw distributed and exercised in me that would be a benefit to the region. Ultimately, our regional discernment led us to a "not yet" decision and the matter was tabled...and a seed of possible future ministry was planted.

I was similarly surprised when I received the first nudges for nomination for the ministry of Presiding Bishop. Fr. Stan Manickam was among the first. I greatly respect Fr. Stan and his expression of support for me. Then Bill from Church of the Holy Family called and in his usual direct manner asked that I consider the nomination. So I told him I would think about it and get back to him. Then, two more emails arrived from members of sister churches encouraging my nomination. At this point I said, "Okay, Spirit, you have my attention."

Now it was time to broaden my intentional discernment in the company of others. I consulted our parish council president regarding how to proceed with our community. He responded that first I must discern if I was called and then, we would seek the community's support. I invited 16 people to come together for a prayer and discernment gathering, some who have known me for 30+ years, others whom I have met in the last 2 years, friends, our daughters, persons who have participated in groups that I lead through my work at the Institute for Life & Care, a woman who was part of the spiritual discernment group when I re-discovered my call to priesthood, Fr. Len and Fr. Paul and, of course, my husband of 37 years.

Words that came forth from the discernment included my abilities to invite people to use their gifts, to gather people, organizational skills, gentle wisdom, pastoral care, and spiritual leadership. One of our daughters responded that wherever Spirit has guided me, growth occurs. Some participants were surprised by the affirmation that flowed from the sacred silence. The greatest caution expressed was a willingness to honor personal boundaries of well-being and to not have the gift of spirituality "sucked out of me" by the demands of the office. All considered, the affirmation was there for my call. I went home, sat with the comments, and prayed more. As I prayed, I asked God, "How will I do this?" and God's reply echoed the response I received when I was discerning priesthood: "I will be with you." In time, I responded in the affirmative.

When I received the letter from the committee, it was time to discern with the community of the Beloved. I sent them a letter outlining the invitation/call and asked for their prayer and support. I held three prayer and discernment gatherings to pray and answer questions and respond to concerns about how this may affect our community. On October 26, during Mass

we distributed glass “stones” to each adult (33) and child (5). During the Presentation of Gifts, each person was invited to 1) place the stone in the basket as a sign of support, 2) withhold the stone for further discernment, or 3) withhold the stone. During Mass we received 28 of 33 adult stones and 4 of 5 child stones. I reported back to the full community via email and have subsequently received 19 additional virtual stones. Given that our average adult participation on a given Saturday evening Mass is 40-50, I have confidence that the vast majority of active members are supportive. All members (and those who had initially contacted me) were invited to write letters of support – I solicited none. All signs point “thumbs up”.

### **How am I uniquely qualified?**

In terms of my qualifications, I honestly cannot say. I am essentially a priest, teacher and volunteer manager. My experience and formation are non-traditional and yet perhaps uniquely matched to this season of the ECC. In many examples, we find that God “qualifies” the called.

I would like to respond directly to the list of duties and expectations of the Presiding Bishop and the areas outlined in the Ministry of Presiding Bishop authored by Bishop Peter.

**Official convener of the Synod**, and appoints a facilitator for the Synod: Through my experience with community organizing, special events, and SHARE Colorado, I have been the supervisor of many large gatherings, conferences, training events. The Synod is a “holy meeting” thus adding a wondrous and sacred element to the planning. It would be an honor to work with the members to plan a diverse and holistic expression of our Communion.

**Central executive office of the Communion/Establish an administrative body:** Developing and working in team has always been a part of my experience. Team building is one of my strengths and practical skills. Establishing a team to fulfill the duties of the Office of Presiding Bishop, through individuals and committees, would require a process to engage the members in articulating focus areas, an analysis of the current structure and appointments, a gap analysis, and creating a team to respond to the needs of the Communion at this point in time in order to further the mission. One of my best things!

**Responsible to sign or veto all legislation, liturgical changes or intercommunion agreements, accepting religious orders and specialized ministries:**

The responsibility and authority to take such action requires discernment gained through observation of the Holy Spirit’s movement through all involved, research of Tradition, Scripture and the distinctives of the Communion, prayer, consultation with knowledgeable experts in the area, and sacred space to allow the right course of action to emerge. The “team” – including the Leadership Council, the delegates, the administrative body - including the Episcopal Council, would all weigh in to shape the decision. One of my strengths is holding the Big Picture; I am comfortable being accountable for these decisions.

**Receives faith communities applying for membership as well as withdrawals; providing faculties for clergy who function on behalf of the ECC, also granting termination of said faculties:** In my work at SHARE Colorado, I was responsible for the recruitment, acceptance, and training of host site organizations as well as the process when it was time for a host site to withdraw. As time went on, and I moved from direct service to supervision, I trusted the staff to make those decisions within the guidelines established. Similarly, as Presiding Bishop, the local communities, vicars and bishops of each region would build

relationships with each prospective community in order to recommend action on behalf of the Communion. We will need to continue to evolve the soft guidelines with which the Communion may reflect the breadth and depth of diversity and unity while holding to our core mission. It is the role of the Presiding Bishop to assure that we are exercising radical hospitality and fidelity to our core. We cannot be all things to all people. Strong relationships are foundational. Regarding clergy, I have many years of management experience including hiring and termination of staff. I would expect local diligence in preparation of clergy for ordination or incardination and would trust the local recommendation. In matters of conflict, processes would be in place to move toward resolution. Difficult conversations and actions require anchoring in wisdom, compassion and the constant holding of the common good. In my experience, relationships can be strengthened through conflict managed well.

**Issue a pastoral letter with the confirmation of the Episcopal Council:** Writing is one of my strengths. The need for a pastoral letter may emerge from the grassroots members or the pastoral experience of the bishops, and everywhere in between. The dialogue moving from the center of the circle to the edges and back will create opportunities for conversation. A pastoral letter may be an invitation to dialogue, a matter of education, a communication of intended direction, and/or an emerging focus. Ultimately, the pastoral letter is a means to remain in communication. As the Communion grows, the necessity for strong and consistent communication may increase the frequency of letters – personal, heart-to-heart, culture defining, uplifting, correcting, moving with the Holy Spirit. Trusting the lived experience of the bishops and vicars, the letters will be timely and relevant.

**Submit a proposed budget annually to the House of Laity for approval:** In practicality, it is the Finance Committee that creates the proposed budget. I have strong budget administration experience, receiving the budget requests from several divisions, income and expense projections, negotiating and defending a budget to legislative bodies, as well as the day to day adjustments of line items and reductions due to income deficits. I fully recognize that the management of the budget is the responsibility of the HOL and I am prepared to submit requests based on the goals and focus areas identified by the membership.

**Present a pastoral plan every two years:** In my community work, I observed time and time again that the person that was successful at *beginning an initiative* was often charismatic, passionate and willing to give his/her all to the cause. After a few years, that leader began to get tired. If the initiative was to continue, the natural evolution was to develop a collaborative team to carry on to the next phase of development. The process of organizational development *can* naturally lead to a broadening and deepening of the leadership base or conversely, an attempt can be made to find another single person to “replace” the one retiring from leadership.

Through the movement of the Holy Spirit, Bishop Peter, the members (as well as pure exhaustion/necessity) the *team development* of the Office of Presiding Bishop has already begun with the appointment of individuals to “hold” certain functions, i.e. public relations, stewardship, formation of clergy, liturgy.

My vision of the ministry at this point in time would be to *be the still point*, the hub, of a wheel with many spokes. The spokes represent the focus areas of the Communion at this time and these focus areas would be identified, articulated and prioritized by the members of the Communion from the grassroots, lay and clergy, as well as the pastoral experience of the

Episcopal Council. Once the focus areas are identified, the leaders and members of each area will be selected by their gifts and availability, much the same as the process of the formation of the liturgy committee. Each group then proceeds to identify, address, and create a timeline for their goals. The structure for reporting is already established with the newsletter.

**Devotion to prayer:** I am “prayed up” – a reservoir of grace for the days when the demands are extraordinary.

**Study:** Reading and learning are part of every day.

**Preaching the Gospel of Jesus Christ is paramount:** My Gospel-based preaching style ranges from prepared scripts for more academic/historical formation to trusting the movement and voice of the Spirit. My goal is to give the community a nugget that flows from the life, love and teaching of Jesus to hold onto for the week ahead. My masters degree included an emphasis in adult education and I work for the message to be relevant. I consider the various personality types as I prepare a homily in order to connect with the majority.

**Presiding at liturgy:** I am in my element when presiding. I am so moved by the interaction of the Body of Christ gathered and at table. I am fully present and alive with the Spirit. Each liturgy is created uniquely, holding both tradition and innovation. Changes to our liturgies, from traditional Roman Catholic, have been intentional, following education, discussion and prayer with our members.

**Acting as the chief missionary of the Ecumenical Catholic Communion:** I fully recognize the contemporary need for marketing, social media and for travel to share the “Good News”, the mission of the ECC. My hope would be to engage others who enjoy social media to engage in that ongoing conversation – I have found that it is a “bottomless time black hole” when my energies could be better spent in another area. I have no need to be the principle spokesperson if there are others who speak well and are energized by travel and building relationships with prospective communities. I would rely on the member communities, local bishops and vicars to do their part in this regard as well. As is evidenced by my experience in development of a state-wide program, I am not unwilling – just practical when the “territory” is national and international.

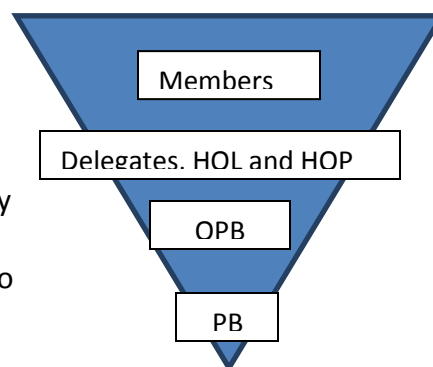
**Exercising gifts of administration:** Oversight and making sure that the key focus areas are moving forward is paramount. I would hope that written communication in the form of regular reports as well as the conference calls would keep us all informed and on the same page. As budget cuts hit in the organizations that I served, I often lost administrative support and had to do my own written communication, fliers, budget input, etc. Although I can do this work, I don’t think it is the best use of my time. Relying on administrative support would be essential (Teri and Marlene as well as Deacon Nancy) to stay up to date with the mountains of paperwork.

**Being the great unifier and voice of tradition, an Icon of Christ:** If I were elected Presiding Bishop, the iconic shift would be dramatic. I have never seen myself as a feminist, yet I remember the first time I heard the Eucharistic Prayer in a woman’s voice. The presider was deaf and was signing the liturgy while a woman interpreted with the spoken word. I was so moved when I heard “This is my body” ...from a woman. What a privilege and honor to similarly shift the icon of Christ to my body - breasts and all! Julian of Norwich’s ‘Mother Jesus’ would take on a whole new meaning. I also recognize the great challenge and charism of holding the center, a feminine role within me.

**Caring for and feeding the members:** I find this quality or qualification curiously missing from the list. In my way of thinking, this is a critical role at this point in time. We have only two elected local bishops. The Presiding Bishop *is the bishop* for the remaining membership of twenty plus communities. Keeping these relationships strong through regular communication and visits is the core of this role and will make everything else flow more easily. Our vicars do a fine job of representing the presiding bishop locally, **and** my lived experience informs me that visits from the Presiding Bishop are encouraging, stimulating, reassuring, and renewing to remote communities. The visit affirms that we are a part of a larger whole. The visit brings the icon face to face. (Eventually, when we have local bishops in most areas, this role will naturally diminish.) I am very committed to and enlivened by this relational role.

In conclusion, one of my gifts is finding the common ground within diverse expressions. We need to become better listeners to hear the underlying values and common ground of the continuum of our members.

We need to continue to develop/educate around the concept of local bishops as a *flattening* process, rather than hierarchical. For those who have come from a Roman Catholic or other hierarchical model, we need to continue to redefine and re-envision the roles of bishops – not principally administrative but unifying, not the focus of attention but servant leader, to learn from our sisters in religious orders, to shift to images of circles, or inverted triangles.

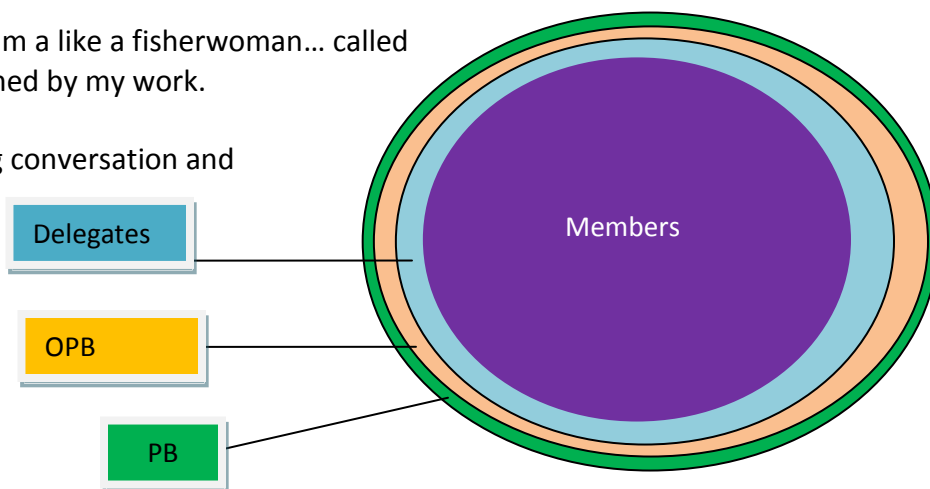


Perhaps my greatest qualification is that I *am* a non-traditional candidate. My management experience is outside the traditional role. I have no need to be the spokesperson for the ECC if someone else is better spoken and is passionately articulate about our mission. As we continually form the spokes, we will call people to their gifts through an inventory of the passion/gifts of the head, heart and hands... The leadership needs to be broad and deep. I am only one in ministry amidst many.

Am I called and qualified? I am a like a fisherwoman... called while mending her nets, formed by my work.

I look forward to our ongoing conversation and discernment.

Sincerely,  
Kae



## **Rev. Kae Madden**

9042 Meade Street, Westminster, CO 80031  
PH: 303-426-5464 Email: maddengk@msn.com

### ***EDUCATION***

Bachelor of Arts, Magna Cum Laude, Regis College  
Master of Arts, Adult Christian Community Development, Regis University  
Completed one unit of CPE (Clinical Pastoral Education) through Rocky Mountain Center  
For Education and Training – 2007  
Trained as a Master Faculty member for the Institute for Life & Care - 2008

### ***EMPLOYMENT HISTORY***

- 2003-present **Church of the Beloved Ecumenical Catholic Community**, Northglenn  
**Pastor:** Church of the Beloved is a small community founded in 2004. Served as a Deacon prior to my ordination in 2006. Half-time position. Responsible for day-to-day operations including pastoral care, liturgy planning, volunteer management, training of ministers, preaching and presiding, financial oversight.
- 2008-present **Institute for Life & Care**, Greenwood Village  
**Program Director and Senior Faculty** responsible for creating programs and facilitating groups to support professionals who serve others, such as ministers, teachers, nurses, chaplains. Programs are based on a psycho-spiritual model rooted in Logotherapy.
- 1999- present **The Word Proclaimed**, Westminster Founder of a ministry bringing the daily lectionary readings, the Word of God, and a brief reflection, to the busy, isolated and blind through convenient, monthly audio-tapes, CDs and mp3 in order to touch the heart and soul of God's people, recreating them in the image of God.
- 1995-2010 **City of Northglenn**, Northglenn  
**Community Engagement Manager**  
October 2004 – 2010, Responsible for the areas of volunteer management, public engagement, special events, and customer service training and development.
- Coordinator, Parks Volunteer Services**  
2001 - 2004 32 hours/week. Responsible for the development, planning and coordination of *Partners with Parks* volunteer services, short term and long term opportunities for stewardship and community building. Formed unique private - public partnerships with area churches toward mutual goals. Nurtured the “care and feeding” of over 100 ongoing volunteers and 300 episodic volunteers. Participated on the redesign team of the City re-organization.
- Coordinator, Parks Volunteer Services and Special Events**  
1998 - 2001. Assumed additional responsibility for five major annual citywide special events including July 4<sup>th</sup> with 10,000 guests. Increased sponsorship funding by 50%. Coordinated the marketing and promotion efforts of the Parks and Recreation department.

**Acting Director of Recreation**

April - November 1999. Responsible for the management of the Recreation divisions of the department during the director search process. Maintained former responsibilities. Successfully guided department through the 2000 budget process, a \$3 million budget.

**Coordinator, Parks Volunteer Services**

1995 - 1998. 32 hours/week. I was hired to create and implement a volunteer services program for the Parks Department.

1986 - 1995 **Catholic Community Services**, Denver

**Host Development Supervisor**, SHARE Colorado

1991 - 1995. Community building program, distributing monthly food packages through neighborhood host sites staffed entirely by volunteers. Responsible for managing the volunteer component of this state-wide program. Supervised six paid staff in five locations, working in team. Developed ongoing leadership development courses for volunteer teams. Demonstrated community relations skills by developing the Grand Junction area in less than six months. Interim Director for six months, launched an effective action plan for the transition.

**Host Developer**, SHARE Colorado, 1989 - 1991

Initiated and developed the volunteer program in Colorado, fully responsible for all aspects of volunteer management, demonstrating vision, self-direction, initiative and creativity. Recruited over 100 host organizations, trained 800 team members. Created concept and materials for training program used as a model across the country. Developed a system for management of the host network including application process, contractual agreement, standard operating procedures, communication systems and evaluation.

**Community Organizer**, 1986-1989. A church-based community organizing project to impact injustice at the system level. Responsible for working with member groups to identify community issues, analyze the issues, formulate strategies, develop leadership and work toward their resolution of the issues. Successfully directed the arrangements for a convention attended by 300 people.

1978 – 1979 **Jesuit Volunteer Corps/Northwest.**

Group home house-parent for teenage girls, FT volunteer with my husband

1976 - 1978 **United Way Information and Volunteer Services**

**Coordinator: Adams County branch**

Responsible for the direct service delivery of information and referral, client advocacy, resource system development, documentation of any gap and/or duplication of service, coordination of service providers. Included training and consultation regarding all areas of volunteer management. Developed a volunteer outreach providing daily phone calls to homebound elderly.

References available upon request

As a member of the Church of the Beloved in Thornton, Colorado, I would like to voice my support of Mother Kae Madden's nomination as Presiding Bishop in the Ecumenical Catholic Community.

Although I have known Mother Kae for only two years, I can think of no one else who better personifies the values and characteristics of the Ecumenical Catholic Community and who would be a better leader for a developing church.

First, Kae's spirituality is rich, deep and always evident. At the same time, she is able to share this spirituality in a way that is unique and meaningful for many. She does not back away from hard questions and never purports to have the one and only answer. She prefers to guide and direct rather than order. Kae has a gift of insight into the needs of our church and its members. She is able to express this insight in a way that is clear, compelling and sincere.

Second, Kae has experience with those less fortunate – the poor, the needy, the aging and those marginalized by society and by the religious establishment. She has worked with organizations consisting of both professionals and volunteers that are committed to peace and justice in this world now.

This experience reflects her values that are consistent with those of the ECC and demonstrates managerial proficiency in reaching specific goals while working with limited means. As Presiding Bishop in the ECC, these managerial skills and abilities will be extremely valuable.

Third, Kae embraces diversity in our parish family. She is always welcoming of guests, visitors and members who are not at all a “homogenized” group. Through liturgy and language, differences are celebrated and Kae demonstrates inclusiveness for those of us who aren't used to this in a church.

Likewise, Kae makes sure all are considered and have input in important decisions for our community. She does not demand but listens carefully to all viewpoints on an issue. This is a cooperative approach to the decision making process that does not replicate the hierarchical process too many of us know too well.

As a woman priest, Kae has had to overcome many hurdles and she has done so with humility and courage. She has also stated that her husband, her family, and her health are important to her and will not be neglected or sacrificed for her work. These characteristics make Kae a wonderful role model for women. As Presiding Bishop, she would be an even better role model, not only for women but for other religious as well.

We are privileged to have Kae Madden as our pastor at Church of the Beloved. The Ecumenical Catholic Community would be privileged and blessed to have Kae as Presiding Bishop.

Anne Burnik  
13396 W. 60<sup>th</sup> Place  
Arvada, CO 80004  
Phone: 303-423-9273



My name is Jim Burnik and I am a member of Church of the Beloved, ECC. Peace!

“Bishop Kae Madden”. What a joyful sound that would be! What a wonderful gift that would be from our God, through the Spirit, to the ECC!

Please allow me to share random attributes as I think about what Mother Kae means to me and our “Church of the Beloved” Community.

Warmly welcoming.

All-inclusive.

She speaks about the “Kin”dom of God.

When she speaks or listens to you, she is present to YOU, at that moment.

Prayerful.

Humble.

Compassionate.

Once, during Reconciliation, I was sharing with her a minor flaw that has bothered me for years. She just listened. When I finished, she said “Let’s Pray”. The prayer that she prayed helped me to see the flaw in a different light. It gave me a better perspective with my struggle.

She gives choices. She doesn’t have all the answers.

She brings Scripture alive for today’s situations.

She leads by example.

She is so dedicated to her community and the other ECC churches in our region.

My wife, Anne, once told me “There, is a holy woman”.

She drives for miles to celebrate Liturgy with new ECC communities that are just forming.

Looks for ways for our ECC community to be present and assisting in the needs of the people of our geographical area.

She is aware and brings to our community the need for social justice and the lack thereof.

She and her husband, Greg, give so much of themselves in service.

For the next year, my prayer will not be that Mother Kae is chosen to be our Bishop, but rather that the Spirit will guide the ECC in it’s choice.

I so believe that Kae Madden would not seek out the position of Bishop, but would humbly accept, if so guided by the Spirit and the ECC.

Jim Burnik  
13396 W. 60<sup>th</sup>. Pl.  
Arvada CO 80004

Kenneth and Georgia Crosby  
3380 Ward Road  
Wheat Ridge, CO 80033  
(303) 238-5175

November 3, 2013

RE: Letter of Recommendation and support of Mother Kae Madden, for Presiding Bishop

Dear Members of the Committee to select the ministry of Presiding Bishop of the ECC,

We, Kenneth and Georgia Crosby, jointly write this letter of recommendation and support of Mother Kae Madden, as a candidate for the ministry of Presiding Bishop of the ECC. We realize there are letters of support being submitted from both within her community of the Church of the Beloved (COB), Northglenn, Colorado, as well as outside the community. While some of the letters may address Mother Kae's professional qualifications, work experience, clerical and liturgical experience and her volunteerism, we wanted to share our spiritual and liturgical experiences with Mother Kae on a personal level, over the past five years.

**Georgia:**

My journey with Mother Kae and COB began five years ago. I was a 70+ year old disgruntled, cradle Catholic. I was looking for something outside of the Roman Catholic Church. I did not want to spend my golden years professing a faith I could no longer, in conscience, support.

I saw an ad in the local newspaper advertising an Ecumenical Catholic Church. I waited six months before I decided to check it out. I was afraid that Ecumenical Catholic Church was a contradiction in terms. Although I was intrigued about a "woman priest", I needed to make sure that other important issues I had were being addressed. When I heard Mother Kae say from the pulpit that this was the Lord's table and all were welcome, I felt chills throughout my body.

It was not a decision I made lightly. I attended COB for two years before formally joining. Mother Kae spent time with me and answered many of my questions. She understood that my children and grandchildren were educated in the parochial school system. It was important to me that they fully understood my decision.

I could go on forever sharing about Mother Kae, but I would like to give an example of her compassionate heart. A woman within our COB community was advised by her doctor that her leg would have to be amputated due to her diabetes. Naturally, this was a very difficult decision and she was not sure if this was the right choice for her. Mother Kae went to the hospital and did a special blessing for her leg. My husband and I were there with her and her husband. Mother Kae not only blessed her leg, but thanked the leg for all the years and places it

had taken her. Many memories were shared and she was able to thank her leg and send it on its way. We could all feel the Spirit working through Mother Kae.

Mother Kae's resume and experience speak for themselves. More importantly, her spirit and heart speak for us all.

**Ken:**

My journey with Mother Kae and the COB began after years of involvement with the Roman Catholic Church. I was moved and motivated by the weekly liturgy and Mother Kae's humanistic homilies; where scripture came together with relationships, as well as living with every day struggles and conflicts. During the celebration of the meal, the laity were involved with meaning and purpose. The frosting on the cake was the music chosen for each mass, and the rituals were expressed with a smile! I found Mother Kae was giving a homily, rather than preaching.

Father Thomas Keating speaks of the new wine, where "One does not pour new wine on old cloaks. New wine is a marvelous image of the Holy Spirit. As we move to the intuitive level of consciousness, the energy of the Spirit cannot be contained in the old structure". I believe the new wine is a perfect metaphor for Mother Kae and the EEC. I have been involved as an Eucharist Minister when Mother Kae was the Celebrant. Standing next to her during the Canon and the serving of the bread and wine, I could feel the warmth of the Holy Spirit's presence on the sacred altar. It felt as if it was working through her for those within the community. She has the strength to transcend those moments into ones where we are one with the Spirit's family here on Mother Earth.

Georgia shared our experience with Mother Kae and her calling of healing. I would like to reiterate the feeling we all had of the Holy Spirit within our friend's hospital room. In our prayer groups, we feel our prayers descend with our minds, into our hearts, allowing us to listen to the Spirit ever present within us. She facilitates these moments with new experiences. I have shared prayer activities with Mother Kae and have found these moments fulfilling and very meaningful to all present.

We ask you to consider Mother Kae Madden for the nomination and possible service for the ministry of Presiding Bishop of the EEC. We thank each of you for this consideration.

Prayer and Peace to you,

Ken and Georgia Crosby

**From:** [pbnom-bounces@lists.ecc-voices.org](mailto:pbnom-bounces@lists.ecc-voices.org) on behalf of [Sobsusan@aol.com](mailto:Sobsusan@aol.com)  
**To:** [pbnom@lists.ecc-voices.org](mailto:pbnom@lists.ecc-voices.org)  
**Subject:** [PBNC] Letter of Recommendation for Mother Kae as Presiding Bishop of the ECC.  
**Date:** Saturday, November 02, 2013 8:31:44 AM  
**Attachments:** [ATT00001.txt](#)

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Dear Nominating Committee,

This letter is in reference to the nomination of Mother Kae as Presiding Bishop of the ECC.

As members of the Church of the Beloved Ecumenical Catholic Community family, we strongly support and highly recommend Mother Kae as our next Presiding Bishop.

We believe Mother Kae has demonstrated (a thousand times over), qualities we believe are essential for our next Bishop:

**Compassionate/Empathetic.** No matter what the situation or who is involved, when someone or some group is hurting, troubled, or in need, Mother Kae is always there. Whether it is providing support, prayer, guidance, or physical resources and aid; her kind, gentle involvement and know-how skills have been invaluable to individuals, families, our parish as a whole, and to our surrounding communities.

**Communication Skills.** Mother Kae is an excellent communicator. Whether it is presiding as priest before our parish, speaking one-to one, meeting with/facilitating committees/groups, or addressing a diverse crowd, she speaks so passionately, clearly, and in a personal way that relates to all. She listens to everyone. Not only listens, but REALLY HEARS what one is saying (or not saying). She takes the time to make sure her homilies are meaningful and all can relate. She engages people and encourages involvement in the parish, in communities, and with various issues and causes.

**Intelligence and Knowledge.** Besides her strong communication and supportive skills, Mother Kae has a keen intellect, a vast knowledge base and a rich background that has been a tremendous asset to her work in our parish and in our communities.

**Leadership.** Mother Kae has strong leadership skills. She has innovative ideas and does not force her opinions on others. She works so well with people to come up with ideas/solutions/compromises so it is a "win/win" for everyone. She leads by example and her style encourages others to take leadership roles/be involved in committees, projects, part of the liturgy etc. People in our parish feel valued, needed and thus we have a very active parish with much involvement. Mother Kae's "people skills" are outstanding and would be of such benefit throughout the ECC.

**Dedication and Commitment to faith and vocation.** Mother Kae is an inspiration to us all and her deep faith has been such a blessing to everyone. This has been instrumental on the whole spectrum....those who are very deep in their faith, ones who are searching or feel empty and to those who feel betrayed by their religious background. She has given us a new sense of pride and deepened our faith in being part of the ECC and an inclusive parish family.

**Charitable.** Mother Kae not only talks the talk, but walks the walk! She is always willing to give of herself to others, which in turn has inspired us to do the same. Her compassion comes through in all venues of her life.

Mother Kae would make an excellent Presiding Bishop of the ECC. The Church of the Beloved is so fortunate to have her as our Priest and we feel it is only fair to share her goodness, talents and skills with the rest of the ECC.

Susan and Mike Gray  
Church of the Beloved Ecumenical Catholic Community

Ecumenical Catholic Communion Nominating Committee:

We, Frank and Linda Pavlak, are parishioners of the Church of the Beloved of the Ecumenical Catholic Community in Northglenn Colorado. We are writing to show our loving support of Mother Kae Madden for Presiding Bishop of the International Ecumenical Catholic Communion.

A favorite prayer of ours is Psalm 46:

Be still and know that I am God.  
Be still and know that I am.  
Be still and know.  
Be still.  
"Be."

We place the final "Be" in parentheses because to "Be" is stating the peaceful loving presence that God so desires to "Be" within each one of us. Mother Kae's every action and word at liturgies, ministries, and social gatherings becomes an enfleshment of how to rest with God's peace and loving presence deep within. We believe that this is a talent, skill, and value of Mother Kae's. She is gifted with these qualities as our Pastor. Mother Kae provides to the parishioners of the Church of the Beloved a welcoming spirit and an ability to listen from her heart. She helps us to discern the answers to our questions and how to share our gifts with the community and the world at large.

Mother Kae, as a person of prayer and a spiritual facilitator would be a blessing to the entire ECC community as Presiding Bishop. In her career, she has displayed competencies for empowering people and enabling them to connect with others in a spiritual manner. She would be able to do the same as our Presiding Bishop.

In addition, our parish has grown in numbers and has become stronger spiritually under her leadership. Mother Kae's experience as a community organizer would be an asset because of the large geographically dispersed communities of the ECC. Many of her skills and qualities would compliment Bishop Peter's. We feel that some of her outstanding characteristics are: charismatic, humble, practical and visionary. She is a lover of God, her family, faith community, friends and herself. She sees herself as God sees her.

Be still and Know that I am God." We totally support Mother Kae for the position of Presiding Bishop because of her ability to "Be still" with God and then draw on that stillness to "Be" God's love to all she comes in contact with.

Frank & Linda Pavlak  
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October 31, 2013

November 6, 2013

**To: ECC Electors**

This letter is in support of Rev Kae Madden to be the next Presiding Bishop of the national ECC. We have been members of Mother Kae's parish since 2007. Church of the Beloved is a community of 70 families that she and Father Paul Burson founded in 2003. Mother Kae served as a Deacon prior to her ordination in 2006. She became our Pastor circa 2008. She is responsible for day-to-day operations including pastoral care, liturgy planning, volunteer management, training of ministers, preaching and presiding, financial operations, and stewardship. COB has grown from just a few adults to 18 households in 2007 and 70 households today.

We work with and help Mother Kae in ministries of social justice, lector and marketing, so we know her pretty well. Our support of Mother Kae is based on considerations of her

- Proven pastoral abilities
- Life-long example of ministering to the disadvantaged and discouraged
- Administrative experience
- Vision for the future of ECC

**Proven pastoral ability**

We have seen first-hand Mother Kae's ability to listen with compassion, respond with clarity. She is gifted with strong communication skills; she is open; spiritual; kind. Her leadership is charismatic and inspiring; her families believe in her and COB. We would add that she has the spiritual maturity to listen and interact with all constituencies; she has a gift for peace-making and including people with differing views.

**Social justice / ministry to the poor and disadvantaged**

Mother Kae's resumé evidences a life-long commitment to the disadvantaged and discouraged. At Institute for Life and Care, Greenwood Village, she is the Faculty member responsible for creating programs and facilitating groups to support caregivers, such as ministers, teachers,

nurses, chaplains. From 1986 - 1995 for Catholic Community Services, Denver, she served as community organizer, and later as supervisor of the community building program, distributing monthly food packages through neighborhood host sites staffed entirely by volunteers.

### **Administrative experience**

One important skill as leader / manager is to develop and depend on others: Even as Mother Kae has become our Pastor, she has included and been supported by Fathers Paul and Len (Schreiner). She got a Parish Council going with lots of volunteer support.

Her experience for Catholic Services included the supervision of six paid staff in five locations, working as a team. She developed ongoing leadership development courses for volunteer teams and demonstrated community relations skills by developing the Grand Junction area in less than six months.

In addition, Kae has been a leader / manager for the City of Northglenn. As Community Engagement Manager, she has been responsible for the areas of volunteer management, public engagement, special events, and customer service training and development. Earlier when the demands of COB ministry were less, she worked 32 hr /wk as Coordinator, Parks Volunteer Services. She formed unique private - public partnerships with area churches toward mutual goals; nurtured the “care and feeding” of over 100 ongoing volunteers and 300 episodic volunteers; and participated on the redesign of the City’s organizational structure.

### **Challenges of growth / vision**

We agree with many in the ECC that the US communities must work more on outreach to all 'former Catholics' and grow the ECC in both numbers and quality because there are so many out there who (like the two of us) yearn for a Catholic Church in which to be included.

When one of us chaired the marketing committee, we saw first-hand Mother Kae’s energy and enthusiasm to grow the ECC. In truth, however, it was not PR and marketing but Mother Kae’s own charismatic example as pastor and celebrant / preacher but also listener and servant to the poor and disheartened that grew the parish from a handful to a congregation of 75 active adults

and 32 youngsters. In this sense, she will grow the ECC nationally through her gift of the Holy Spirit. We must support her with good PR opportunities.

Mother Kae has, herself, demonstrated the ability to market and engage the wider community. In addition to growing our own parish, she was Host Developer for SHARE Colorado where she initiated and developed the state-wide volunteer program, responsible for all aspects of volunteer management, demonstrating vision, self-direction, initiative and creativity. She recruited over 100 host organizations, trained 800 team members; created concept and materials for training program used as a model across the country; and developed a system for management of the host network including application process, contractual agreement, standard operating procedures, communication systems and evaluation. In her work for the City of Northglenn, she increased sponsorship funding by 50% for five major annual citywide special events and coordinated the marketing and promotion efforts of the Parks and Recreation department.

### **Summary**

We suspect (and hope) that you will see many letters of support for our Pastor to become Presiding Bishop. We at COB know we must share her gifts with the greater ECC. As Bishop, she would lead Catholics in the ECC and appeal to those now outside our small community through her own noble example of service to God's children.

Thanks for the opportunity to provide the input –

**John and Jackie Immele**

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## **Letter of Recommendation**

### **To: Nominating Committee for the Election of the next Presiding Bishop**

After participating in two discernment sessions with her and our fellow parishioners, I am pleased to recommend Mother Kae Madden as a nominee for the Office of the Presiding Bishop of the ECC. I have known Kae for thirty-seven years; first as a fellow youth minister and parishioner; then as a faithful friend, and then in an unexpected turn of events in 2006, as a fellow ECC priest who became my pastor in our parish, Church of the Beloved. Kae and I discovered the ECC at about the same time, and it became an avenue for her to respond to her lifelong call to the priesthood.

As a lay person, and deeply involved parishioner of Holy Cross Catholic Church in Thornton, Colorado in the late 1970's, 80's and 90's, Kae and her husband Greg were committed to family life, to liturgical celebrations and social services within and beyond the parish. I have seen Kae grow through parenting and grandparenting, and many years of social service management and leadership, into an effective, beloved pastor, preacher, and leader in our regional council and the ECC in Colorado. Her gifts are both outer and masculine, inner and feminine. Both sides of her "self" are well developed.

This is evident in Kae's extensive organizational and leadership experience, cited in her resume and work history. But I have personally watched her utilize these skills in leading a handful of people wanting a new life as Catholics, who grew with her into a parish the average size of our communities throughout the ECC. She had not built the parish around herself, but used the art of collaboration and delegation to involve willing members in co-leading and fashioning a parish who is strong both with her and without her physical presence. Perhaps this is why the parish is now ready to offer their support and affirmation of Kae's nomination for presiding bishop.

For several years we worked together on the Rocky Mountain Regional Council. Kae has been a unassuming and gentle spiritual leader, often reminding us of the need to listen for the action of the Spirit among us, and often patiently assisting the group to move through conflicts and roadblocks, and eventually reach consensus, and the way forward. She not only tolerates diverse or contrasting viewpoints and preferences, but is able to honor them and give them a respectable place in the outcome of difficult decision-making. Kae's proven gifts and skills, honed through many years of working with organization structures larger even than the entire ECC, (e.g. Catholic Community Services, or Share Colorado, or the City of Northglenn - in Denver metro area), are a demonstrable evidence of her leadership and administrative skills for co-leading the ECC into its next chapter of life together. Kae will be able to assist us in shared analysis of our evolving forms of church, and perhaps beyond the kinds of systemic dysfunction that has made our communion-wide life difficult or uneasy.

But the next presiding bishop will need more than professional skills. He or she will need to be a deeply spiritual person, committed to self education and life-long spiritual growth. These are not qualities Kae will have to begin to develop. She already is a wise and committed "pray-er", student of the Scriptures, and an excellent preacher, who can challenge or inspire others while being pastorally sensitive. For some years, based on her own initiative and with her own resources, she has provided daily Scriptural reflections (audio recordings) for the homebound, the elderly and the blind. The compassion and

understanding she has refined in this teaching practice, is also evident in the pastoral care she provides to the sick of our parish, in instances from the death of young children to the decline and death of the elderly.

Kae is a woman of deep sensitivity to the spiritual life, and someone committed to Catholic values and life. She understands the history of the church's past and its sacred heritage, but has adapted to new forms of Catholic worship and practice, like the wise teacher who is able to bring from her storehouse, "things both old and new" (Mt. 13:52). The next presiding bishop will need to be someone who can affirm the current or even future breadth of styles and practices and diversity that we deeply value, and at the same time ensure that the "center will hold". He or she will need to steer us gently on common course, committed to and characterized by the inclusive, eclectic spirit of the Catholic way. Kae is capable of this kind of leadership, based on my experience of her as a pastor and regional leader.

Kae has a deep love for the liturgical and sacramental life of the ECC, and she could easily be an agent and a sign of our unity amidst diversity. I believe she will be comfortable in the challenges of ongoing reform and ever new ways of manifesting the spirit and life of Christ.

In summary then, Kae possesses those essential key qualities and skills sets needed by a presiding bishop: 1) a deep and respected organizational and service history; 2) a central focus on a life of prayer and pastoral ministry for the sake of others; 3) vision and insight into a direction for the Communion to move, but one in which she will exemplify *group-co-leadership* in vital areas of faith/spirituality, collaboration/community, sacramentality/service to the world. She works well with others. She is a leader, but also a co-creative companion. Her personal history demonstrates a life of adaptation, creative changes, common sense, dedication... and I believe, unquestionable integrity.

I am not concerned about the many practical challenges of the role, and how Kae will handle them. Not that it will be easy, but she already has a keen sense of her gifts and limitations; of time management and organizational rhythms of chaos and creativity. She possesses the personal patience and faith in others and herself, to make it all work. She has what I consider an essential quality for any individual we elect to the ministry of presiding bishop: **humility**. She reflects a realistic sense of self and a willingness to serve if called, and enough detachment too, to wait for the Spirit working through all of us, to discern her being elected, or the election of another qualified candidate.

I have walked by her side for all these years. I have watched her grow by leaps and bounds, especially since we both joined the ECC, so much so that I feel confident saying the time is ripe for her to reach her full potential, and make a real difference, not by herself, but with all of us, for the future of the Catholic churches. For years, we have had the presence of masculine gifts or qualities exhibited by male leaders, clergy, bishops and lay administrators. Often what has been lacking is the combination of healthy and strong masculine and feminine strengths, to inspire a form of Catholicism that is truly spiritually androgynous, as we believe the Trinity is in some mysterious way.

I want to end by recalling a dynamic, poignant challenge that Kae and Fr. Paul Burson seeded into the life of the Church of the Beloved, and that Kae in particular, manifests by her life and ministry. They gave us a most succinct parish mission: **"to love and be loved"**. Certainly this was central to the life of Christ

who is many ways is both mother and father, and sister and brother to all who call themselves christian. We are not expected to possess these qualities to the full, at least not yet, as we move toward becoming together that “fully human one, who is Christ Jesus come to full stature”. (Eph 4:13). But we must be people on the way, servants evolving toward the integration of His way; His art of loving freely and fully. Every parishioner of Church of the Beloved, who is alert and open, recognizes how truly Mother Kae cares for and loves them. They in turn are inspired to love more deeply in their own journey.

In the end, this is the true mark of a spiritual leader; one who evokes in others, *the Christ within*, and travels with them that razor’s edge that we call the Gospel life, the pilgrim Church, the kingdom of God among us. Kae Madden is that kind of person, and leader.

Fr. Len Schreiner

Longmont, Colorado

Hospice Chaplain; member of the ECC Church of the Beloved

720-684-7353

November 4, 2013

Dear Nominating Committee;

I have known Kae Madden over 25 years, during which I have had the opportunity to witness a truly Spirit-led evolution. She has truly moved from leadership of sizeable non-profit organizations to priestly ordination in the ECC, and on to pastor and now, candidate for Presiding Bishop.

I have witnessed her deep, pastoral presence in ministering to disabled children and their families. She has walked with them in their birth and in their death. I have seen her compassion and deep listening to those suffering with mental as well as physical illness. Her ministry is supported by formal education as well as hands-on experience.

As an active member of the parish I have experienced her leadership as one characterized by collaboration, mutual respect and the ability to delegate. Her model is definitively "Sarah's Circle" and not "Jacob's Ladder". She has the unique ability to attentively listen to opposing views and then offer leadership and assistance in putting forth a deep value that illicit both perspective and compromise. She calls us to something deeper than opinions and encourages the acceptance of responsibility for good of the whole.

Most importantly, she is nourished by a deep fidelity to prayer and spirituality. Evidence of this flows continually in her words, her actions, her leadership and her abiding truth that she (and we) are truly "God's Beloved".

Her presence as the Presider at liturgy calls us to genuine prayer in its many forms. Her homilies are both inspirational and practical. She truly embodies what she believes.

But perhaps the most convincing sign of Spirit-led evolution came for me when I was asked to participate in a discernment for her around being Presiding Bishop. My spontaneous response upon hearing of the prospect (of her becoming Presiding Bishop) was "Hell No!" As we gathered for the discernment I sat quietly, asking to be open of mind and heart and to be directed to respond to whatever the Spirit revealed. As my words and images bubbled up to the surface I heard my tear-choked voice state directly to her: it is time for deep, feminine wisdom to penetrate and stir Catholicism from the place of Bishop and you're the one to do it!

Sincerely,

Nancy Trottnner