

## The Rt. Rev. Ian T. Douglas, Ph.D., Principal Consultant



Ian Douglas retired (resigned) in October 2022 as the 15<sup>th</sup> Bishop Diocesan of The Episcopal Church in Connecticut with 160 parishes and faith communities in the state of Connecticut. From 1989 to 2010 he was the Angus Dun Professor of Mission and World Christianity at the Episcopal Divinity School, then located in Cambridge, Massachusetts, and also served as Priest Associate at St. James's Episcopal Church in Cambridge, Massachusetts.

Ian grew up in a working-class Episcopalian family in a former mill town of central Massachusetts and is very familiar with the economic and social challenges caused by industrial decline. For more than two decades he has been both a client and consultant with VISIONS, Inc. (<https://visions-inc.org>), an anti-racist and multicultural organizational development consulting group. Ian has also worked as a Volunteer for Mission in The Episcopal Church of Haiti and as Associate for Overseas Leadership Development at The Episcopal Church Center in New York.

Ian is well versed in the life of The Episcopal Church and the Anglican Communion, having served on the Executive Council of The Episcopal Church, and Chair of the Standing Commission on World Mission. He has been a member of the Anglican Consultative Council (2009-2016), and the Standing Committee of the Anglican Communion.

A sought-after speaker nationally and internationally, Ian is the author/editor of four books and numerous academic and popular articles on the topics of mission, the missional Church, contemporary Anglicanism, and world Christianity. He holds graduate degrees in theology, missiology, education, and organizational consulting from Harvard University and Boston University.

## The Rev. Gay C. Jennings, Principal Consultant



Gay Jennings was born and raised in Syracuse, New York and has lived in the greater Cleveland, Ohio area for more than forty years. She is well-accustomed to the beauty and challenge of life in the Rust Belt.

She is the sole proprietor of Pebble Hill Consulting LLC. Consulting areas include organization-wide assessment and strategy building; polity, governance and structure; organizational culture and effectiveness; leadership transitions; leadership and staff development; and ecclesiastical disciplinary processes. She has extensive experience consulting with congregations, clergy, dioceses, and bishops. She has worked with more than thirty dioceses and bishops in a variety of areas including mutual ministry and mission leadership reviews, organizational development and structural reorganization, staff development and personnel policies, and disciplinary matters. She was a search and transition consultant for congregations and dioceses for 22 years.

Most recently Gay served as the president of the House of Deputies of The Episcopal Church from 2012-2022. She previously served as the associate director of CREDO with oversight of curriculum development and the training and supervision of 120 faculty members. She was the canon to the ordinary in the Diocese of Ohio for 17 years. A ten-time deputy to General Convention, she was elected by Executive Council as The Episcopal Church's clergy representative to the Anglican Consultative Council attending meetings in New Zealand (2012) and Zambia (2016).

## The Rt. Rev. Larry R. Benfield, Adjunct Consultant



Larry Benfield has served as the bishop of Arkansas since 2007, with resignation (retirement) planned in 2024. He has worked in the Diocese of Arkansas since 1992, including time as rector of a downtown Little Rock congregation with an attendance of two hundred, interim rector at two large congregations, and canon for development and planned giving.

As bishop, he has overseen the administrative and financial management of a diocese with fifty-four congregations and a diocesan budget of \$1.5 million, with two-thirds of that amount coming from congregational giving. He serves as chair of the diocesan Board of Trustees, which oversees an investment portfolio of approximately \$9 million.

Prior to his call to ordained ministry, for eight years he served as a commercial banker at First City National Bank in Houston, Texas, specializing in Fortune 500 corporate relationships, as well as oil and gas company lending.

Larry has an MBA in finance from the Wharton School of the University of Pennsylvania, a BS in agricultural economics from the University of Tennessee, and an MDiv from Virginia Theological Seminary.

## Michelle D. Holmes, M.D., Ph.D., Adjunct Consultant



Michelle Holmes spent years practicing primary care medicine in the South Bronx and among a largely immigrant population in a Cambridge neighborhood health center. In 2000 she transitioned to full-time epidemiology research, and she is based at Brigham Women's Hospital where she is an Associate Professor of Medicine. Her research interests include lifestyle factors (diet, weight, physical activity, psychosocial factors, and common medications such as aspirin) affecting the quality of life and survival after a breast cancer diagnosis. She has helped to design a longitudinal study of non-communicable disease (obesity, diabetes, high blood pressure, heart disease, cancer) at 5 sites in sub-Saharan Africa, relying on the principles of the DEI consulting firm VISIONS, Inc. to facilitate that multicultural collaboration. Given that positive experience, Michelle became affiliated with VISIONS, Inc. where she now serves as a principal consultant. Michelle is both a dynamic presenter and a compassionate facilitator.

A life-long Episcopalian and member of St. James's in Cambridge, MA, Michelle has led VISIONS-based trainings for her parish and served as chair of its Anti-Oppression Team for 2 years. She also provides coaching and consultation to several Episcopal and other faith-based organizations.