

THE EPISCOPAL CHURCH
BEFORE THE DISCIPLINARY BOARD FOR BISHOPS
HEARING PANEL

In the Matter of the Rt. Rev. Samuel Johnson Howard
(Discrimination Matter)

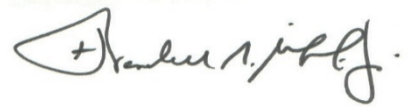
SCHEDULING ORDER

Upon consideration of the submissions of the parties, and the comments of their respective counsel at the Scheduling Conference held on December 10, 2024, the Hearing Panel enters this Scheduling Order pursuant to Title IV, Section 13.5.c of the Canons of the General Convention of the Episcopal Church (the “Canons”).

It is hereby ORDERED that:

1. The hearing in this matter will commence on April 30, 2025, at 9:00 a.m. and continue through May 2, 2024. If the hearing has not been concluded by that date, additional hearing dates will be scheduled. The hearing will proceed in accordance with the requirements of the Canons, including but not limited to the procedures set forth in Canon IV.13.10. The hearing will be conducted in person at a location in the Jacksonville, Florida area to be established by a further order of this Hearing Panel.
2. The parties shall exchange copies of any documents identified in their respective Mandatory Disclosures on or before January 15, 2025.
3. Each party may serve upon the other party up to twenty (20) written interrogatories. Such interrogatories shall be served on or before January 15, 2025. Written responses shall be served on or before February 14, 2025.
4. All disputes concerning the scope of written discovery, the sufficiency of the responses thereto, or the production of documents shall be resolved by agreement of the parties after they meet and confer and make a good faith effort at resolution. The parties shall submit any unresolved issues to the Hearing Panel by way of motion filed on or before February 28, 2025. A written response by the non-moving party shall be filed within fifteen (15) days of the receipt of the motion. Upon the receipt of any such motion, the Hearing Panel will promptly set the matter for hearing.
5. Any other motion allowed by the Canons shall be filed on or before March 7, 2025. A written response by the non-moving party shall be filed within fifteen (15) days of the receipt of the motion. Upon the receipt of any such motion, the Hearing Panel will promptly set the matter for hearing.

6. Respondent may supplement his Mandatory Disclosure to identify additional witnesses intended to rebut the Church's claim that the Respondent was engaged in a pattern or practice of discrimination similar to that alleged in this matter. Any such supplementation shall be made on or before February 7, 2025.
7. Either party may supplement its Mandatory Disclosure to identify witnesses intended to testify as experts and offer opinions at the hearing, including a succinct written summary of the expected testimony of each expert witness and a *curriculum vitae* of each such witness. Any such supplementation shall be made on or before February 7, 2025.
8. Good cause having been shown, the parties may take the deposition of any witness identified in a party's Mandatory Disclosure or any supplement thereto. The parties are strongly encouraged to meet and confer in order to limit the number of depositions to only those that are necessary.
9. All depositions shall be completed on or before April 10, 2025, unless by further order of the Hearing Panel for good cause.
10. Pursuant to Canon IV.13.9, on or before April 15, 2025 the parties shall each provide to the other and to the Hearing Panel final pre-hearing disclosures including (1) the name, address, and telephone number of each witness expected to be called to testify at the hearing; (2) identification of each document or other tangible object expected to be used as an exhibit in the hearing; and (3) requests, if any, to have all or portions of the hearing closed to the public. If a party intends to offer a witness in its case in chief through the witnesses' deposition transcript or through recorded audio-visual deposition testimony, the witness must be identified on or before this date, the reasons why the witness is unavailable must be stated, and the relevant portions of the deposition to be offered must be identified.



Rt. Rev. Wendell N. Gibbs,
President

December 21, 2024