

Future Leadership of our Diocese

Responses to Questions asked at the end of Synod 2017

Last Updated: February 16, 2018
Number of Responses Received: 13

1. What are two qualities you've most admired in a bishop?

- **Hope** for the church, **pastoral heart** for its people.
- **Courage** to lead toward achievement of the vision of what the church is called to be despite adversity
- **Authenticity** – a person who speaks their mind, is clear about where they stand on issues we face.
- **Resiliency**: Comfort in dealing with and balancing conflicting viewpoints in such a way that trust is inspired among congregants/ staff/ colleagues that the outcomes or resolutions will have been arrived at through an inclusive and thorough process.
- **Compassion**: Leadership and ongoing communications about the importance of compassion reflected in supporting initiatives related to social justice, homelessness, truth and reconciliation, refugees, etc.
- A **friendly** and **approachable** demeanor.
- The willingness and ability to make the Gospel clear. Fostering faith and commitment to Christ - maintaining a personal Bible-teaching ministry.
- A **pastoral** sense. An ability to relate on a personal level to both clergy and laity, from those in leadership positions in our society to the person in the pew.
- **Putting Jesus first**, not their agenda, **open heart** and **open mind**.
- **Bridge builder** and commitment to building a large tent diocese.
- Ability to converse with parishioners and clergy in a **clear and understandable voice**.
- A leader who is **honest** and **trustworthy**.
- Someone who has **fiscal integrity** and can **balance priorities**, with **practical**, thoughtful purpose is most needed.
- Someone who **listens with compassion**, who takes time for people, speaks well, is **engaging** and **compelling**.
- **Approachability** to all ages, good **preacher**, **relates** well to government and other organizations, liberal side re today's issues, i.e. LGBTQ, gender equality, poverty.

2. What are two critical issues affecting the life and mission of this Diocese?

- The realities of a **changing landscape** with decline of regular church goers and the expense of running parish ministry in buildings. Finding innovative and relevant ways to grow and **bring people to Christ, and Christ to people**, no matter where they might be found. Bringing **younger families** into the church family.
- The struggle of a **traditional institution** trying to thrive in a world that is moving away from institutions.

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- The change in **the marriage canon**. Too much time and too many resources have been spent on this issue while other issues languish on the sideline. We need to be clear about where we stand and move past this.
 - **Money**. We need money to sustain the infrastructure of the diocese, to reach out beyond our borders and to do innovative things to spread the gospel. We are competing for resources with other non-profit organizations. We need to find a way to communicate with some passion our mission - as outlined in our strategic plan so we capture people's imaginations and in turn their financial resources.
 - Fostering engagement between **aboriginal and non-aboriginal communities** to repair the breach.
 - Setting in place next steps or action plans for the **Growing in Christ** Strategic Plan. The document needs to be given "life" to support the five marks of mission.
 - **A vision for the future** - resist the impulse to close a church before making a genuine effort to find a better future.
 - Equipping clergy and lay leaders to **support growing parishes/ ministries**. At the same time, there is the need for some parishes to be re-configured / closed and resources moved to begin new ministries in order to include those we are not currently reaching.
 - Including northern/rural churches in **decision making**.
 - Our leader needs to be **Christ-like**. He/she needs to constantly ask "What would Jesus do?", and prayerfully allow Christ to be the leader.
 - **Aging congregations**, sensitivity re **church closures and mergers**, **LGBTQ** and **poverty**.
3. What are two characteristics a bishop should have to lead this Diocese in its mission over the next decade?
- **Progressive theology** and a huge capacity to **love**.
 - **Enthusiasm**. The bishop is the key communicator of who we are and what we are about.
 - **Vision**. The bishop is the carrier of the vision. What is God calling us to do here? How can we accomplish the work to which we are called? A **common sense** approach that will appeal to the Parishioners. We have a strategic plan now but should already have the foundation for the next one.
 - Very **collaborative style of management** that will also engage those affected by the new/ changing directions or initiatives.
 - Be **open minded** and **encourage innovative approaches** to delivering on the strategic plan initiatives. Willingness to bring people together but **lead**.
 - A sincere and genuine love of Christ and to be his **SERVANT** in His church. They should be humble, caring, loving and to actually **CARE**.
 - To be **respectful** of the views of all and to actually **listen** to concerns and ideas.
 - **Accountability, transparency** and **fairness**.

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- A defined idea as to where they want to **lead the Diocese**. A **common sense** approach that will appeal to the Parishioners.
- **Responsive** to requests and needs. Willingness to **lead**.
- An ability to **listen and to bring people together** to fulfil God's mission.
- A person of **deep faith and commitment** to Jesus Christ and a **passion for church growth**.
- Be **well versed** with the native culture.
- Being **sincere** when given a critical situation to resolve and **accepting help** from those who are trained to give additional help.

4. What would you need in a process to figure out if a candidate had those characteristics?

- How do we get fully informed of the person's gifts and abilities? How do we listen to God's voice in the process? **Maybe we actually need to acknowledge the backroom campaigning that happens and invite people to 'run'.**
- Have questions asked of the candidates that describe their **character** rather than their accomplishments, what their **leadership style** is, **how they make decisions**.
- Written resumes and responses to questions is very useful, as are videos. However, these do not capture the **interpersonal, qualitative characteristics** of a candidate.
- "Reference checks" of some sort zeroing in on the day to day **working behaviours** of the candidates, as well as how they handle **committee work**, how they deal with **conflict**, etc.
- Candidates should have already proven in their current parishes and responsibilities that they have the leadership skills, drive and energy to really make things happen and that they have the temperament, skills, sense of fairness and manners required to represent Christ in His church and that their leadership will be a leadership of love and caring.
- The **town hall** method of meeting candidates in person and hearing them articulate their vision for the diocese, hearing about their views, and responding to questions are helpful.
- Instead of it being a position for as long as they want it to be for, perhaps regular "**leadership reviews**" and performance reviews should be undertaken with those not making the mark being replaced with someone who does.
- Has the candidate demonstrated the requisite abilities (energy, enterprise, good judgement, decisive leadership) in the **local Parish**.
- I find a **written response to questions** has always been most helpful.
- **No textbook questions**, a leader that **truly listens** and acts on what they hear.
- Our leader should be chosen because **Jesus is shining on them, in them and through them**.
- A full biography to include **why they think they are qualified to lead the diocese** in light of needs and concerns expressed.