Consolidated Responses from all Charrettes
Brainstorm #1 – What do you believe are the essential functions of the Bishop and the Bishop’s staff?

Summary of most frequent responses

<table>
<thead>
<tr>
<th>Function</th>
<th>Bishop &amp; Staff</th>
<th>Bishop</th>
<th>Staff</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Communication</td>
<td>8</td>
<td>2</td>
<td>4</td>
<td>14</td>
</tr>
<tr>
<td>Leadership</td>
<td>10</td>
<td>2</td>
<td></td>
<td>12</td>
</tr>
<tr>
<td>Pastor</td>
<td>6</td>
<td>6</td>
<td></td>
<td>12</td>
</tr>
<tr>
<td>Role model (example)</td>
<td>6</td>
<td>2</td>
<td></td>
<td>8</td>
</tr>
<tr>
<td>Administration</td>
<td>3</td>
<td>3</td>
<td>1</td>
<td>7</td>
</tr>
<tr>
<td>Confirmation</td>
<td>5</td>
<td>2</td>
<td></td>
<td>7</td>
</tr>
<tr>
<td>Deployment</td>
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<td>2</td>
<td></td>
<td>7</td>
</tr>
<tr>
<td>Support</td>
<td>3</td>
<td></td>
<td>3</td>
<td>6</td>
</tr>
<tr>
<td>Teach</td>
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<td>2</td>
<td></td>
<td>6</td>
</tr>
<tr>
<td>Coordination</td>
<td>4</td>
<td></td>
<td>1</td>
<td>5</td>
</tr>
<tr>
<td>Inspiration</td>
<td>3</td>
<td>1</td>
<td>1</td>
<td>5</td>
</tr>
<tr>
<td>Oversight</td>
<td>5</td>
<td></td>
<td></td>
<td>5</td>
</tr>
<tr>
<td>Resource</td>
<td>4</td>
<td></td>
<td>1</td>
<td>5</td>
</tr>
<tr>
<td>Visitations</td>
<td>5</td>
<td></td>
<td></td>
<td>5</td>
</tr>
<tr>
<td>Connect to &quot;National church&quot; and beyond</td>
<td>4</td>
<td></td>
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<td>4</td>
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<tr>
<td>Guidance</td>
<td>4</td>
<td></td>
<td></td>
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<tr>
<td>Ordination</td>
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<tr>
<td>Shepherd</td>
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</tr>
<tr>
<td>Unification</td>
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<tr>
<td>Vision</td>
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</tbody>
</table>

All Responses: Raw Data

Responses that did not distinguish between Bishop and staff.

- Episcopal sacraments
- Visitations, confirmations
- Building infrastructure for communications
- Models and maintains good relationship with God
- Bishop is shepherd and role model for and with clergy
- Ordination process – COP and COD
• Deployment and transitions
  o Process and communications
• Pastoral issues
• Justice and inclusion
• Keeping us mindful of secular world
• Communications in general – i.e. pastoral letters
• Coordination and oversight of the diocese and its individual congregations
• Teaching and formation
• Youth Ministry (Resources to parishes)
• Visitations *
• Sacramental leadership *
• Provide for Convention
• Provide for and facilitate Diocesan Council and Standing Committee
• Deployment *
• Provide for and oversee disciplinary board
• Manage finance & property
• Be a friend to diocesan clergy
• Active member of the House of Bishops
• Directly involved in consultations with churches and programmatic activities of the Diocese
• With staff, helps the churches of the diocese *
• Have comprehensive awareness of how people belong or participate in the church; know how people belong
• Serve as an example *
• Leader *
• Listen
• Oversight
  o Stop what’s causing division or is “deathly”
  o Encourage healthy and vital practices
• Chief rabbi/teacher *
• Sets policy
• Judge and authority – “the buck stops here”
• Staff – do everything to help the Bishop do all the aforementioned
• Play
• Pray
• Rejoice
• Establish and maintain contact with parishes
• resource for parishes and missions
• leadership
• overseer
• pastor to clergy and laity
• speak to the issues of the world from the perspective of the gospel
• and speak after consultation with the members of the diocese
• our connection with TEC
• Spiritual leadership
• resources and financial support to the parishes
• intervention when things go wrong
• transitional support
• Guidance
• leadership
• Support
• pastoral care
• unification
• connection
• grand shepherd
• to be visible
• fiduciary
• theology
• Pastor to priests
• lead the diocese
• offer assistance to parish churches
• chief shepherd to the diocese
• supervise transitions
• staff assist bishop in carrying out work in diocese
• administer finances of diocese
• leads management of business affairs
• Ecclesiastical and fiduciary oversight
• Communications
• guidance
• serve congregations
• represent diocese to national church
• leadership
• articulate a vision
• be a good role model
• unify
• guide
• support
• feed
• communicate
• role model (especially in spirituality)
• oversee
• teach
• lead
• involve everyone
• confirmation
• ordination
• spiritual consistency among parishes
• administration,
• communication (information gets out to the parishes)
• inspiration
• support
• leadership
• finance – what is the financial status of diocese in general
• congregational development
• evaluate: ministries and parishes
• communication/collaboration with larger church
• pastoral care for clergy
• deployment
• convening diocese/convention
• leadership
• vision
• education
• define mission and goals
• coordination of parish efforts
• spirituality
• inspiration
• administration
• link to national and international church
• visitations
• recruitment and installation of new clergy (which is not transition?)
• discernment
• communication
• accountability
• confirmation
• support ordination
• administration
• information
• resources
• networking
• recruit volunteers
- deployment
- delegation
- responsive
- innovation
- ability to change
- executive bishop
- oversight
- equip saints
- interact with ECUSA
- vision
- direction
- inspiration
- plan for the future
- transparency
- new models of parish ministry
- decisive
- leadership
- unification
- Teaching traditions of the church
- Confirmation/visitation
- Ordination
- Communication
- Priest/deacon formation
- Moral authority
- Crisis management
- Pastoral care to clergy
- Pull out of ourselves/part of something greater
- Guidance
- Resource
- Confirmation
- Ordination
- Facilitator
- Connection to the National Church
- Convener
- Teacher & preacher
- Employment and priest benefits
- Conflict resolver
- Manager
- Grants
- Funds
• Money
• Communicator

Bishop:
• Pastor for Clergy
• Coordinator
• Chief Pastor
• CEO
• Mentor for lay leadership
• Mentor for all leadership
• Role model for clergy
• Administration
• Confirmation
• Ordination
• Pastor to the clergy
• Lead by example
• Ideas
• Focus
• Administrator
• Priest of the priests
• Apostle
• Teacher
• Communicator
• Faith leader
• confirmation
• ordination
• nurturing people with a calling
• pastor to clergy
• parish visitation (very important)
• communication with parishes – point of contact
• Guardian of the faith
• Unity and discipline of the church
• Chief pastor
• Teacher
• Shepherd
• Transparent leader
• Inspire and motivate disciples
• Reconciler
• Humanity of the person
Staff:

- “Support to the line”
- Bishop’s representatives
- Implement programs
- Finance
- Resource for the congregations
- Communications coordination
- Supportive
- Administrative
- Communication
- support the bishop in his/her work
- internal communication/coordination – within staff and structures of the diocese
- competent assistance to parishes – concentrate on what can be done well, rather than trying to do a lot
- Information, especially financial, and not just online
- smile
- coordinate between diocese house and parishes
- promote
- connect
- administer
- sense of gentleness
- Supports the Bishop
- Supports parishes
- Provide leadership
- Facilitate ministries
- Serves needs of congregations
- Inspire and motivate disciples
- team together that supports one another in managing 144 congregations