

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

	Bishop & Staff	Bishop	Staff	Total
Communication	8	2	4	14
Leadership	10	2		12
Pastor	6	6		12
Role model (example)	6	2		8
Administration	3	3	1	7
Confirmation	5	2		7
Deployment	5	2		7
Support	3		3	6
Teach	4	2		6
Coordination	4	1		5
Inspiration	3	1	1	5
Oversight	5			5
Resource	4		1	5
Visitations	5			5
Connect to "National church" and beyond	4			4
Guidance	4			4
Ordination	4			4
Shepherd	3	1		4
Unification	3			3
Vision	3			3

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
 - 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
 - Stop what's causing division or is "deathly"
 - 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