

Bishop's Expectations of Clergy



We have all chosen to be ordained in the Episcopal Church. That means that we are a part of an organization with roles and responsibilities. It also means that we are a community of mutual dependence. I call this the Web of Grace, we all have to rely on each other.

I have said many times and in many different circumstances that clarity is pastoral. This is another attempt to be clear about how we are going to be in community with each other.

What I Expect of all the Clergy of Western New York

- I expect that you will be in regular communication with me in an open and honest way. That you will tell me the truth.
- I expect that you will live up to your Baptismal Covenant and your Ordination vows. These two covenants form the basis of our lives together.
- I expect that you will attend the Renewal of Ordination Vows, the Clergy Overnight in June and Diocesan Convention. If you are unable to attend any of these events I expect that you will let me know and will have a good reason for your absence. I also expect that you will make attending other clergy days and ordinations and celebrations of new ministries a high priority.
- I expect that you will treat one another with honesty and respect and that you will be committed to growing collegiality. We are on a journey to being a more collegial body, I expect that you will be a part of that progress.
- I expect that you will respond to my requests to assume leadership roles. That you will try to accept those requests and that you fulfill the leadership roles you do accept.
- I expect that you will faithfully perform your duties and that you will respond to my letters, calls and e-mails.
- I expect that you will follow through on requests that I make to you. If you are not able to follow through on my requests that you will let me know and let me know why you can't.
- I expect that you will let me know promptly of any personal or family issues, any serious health concerns and any legal problems that you have.
- I expect that you will be attentive to your health and wellness including:
 - Regularly taking your days off and vacation time.
 - Regularly using your continuing education time.
 - Taking sabbatical time in accordance with Diocesan policy
 - Attending to your physical, mental, spiritual and emotional health
 - Seeking professional physical, mental, emotional and spiritual help when you need it.
 - Attending to your primary relationship and your relationships with your children and your extended family.
 - Making time and space for recreation, fun and friendship outside of the congregation and the Diocese.
 - Asking for help when you need it – from me or from others.
- I expect that you will pray for me and for my ministry.

What I Expect of Deacons

- I expect that you will file a report with me during the Pentecost Ember Days each year detailing your ministry, what went well, what didn't go well and what you need from me.
- I expect that you will be a partner in ministry with the priest in charge of the congregation where you are assigned.
- I expect that you will deal with any issues between you and the priest in charge of the congregation where you are assigned with that priest before bringing them to me
- I expect that you will be actively involved in ministry outside of the church as well as ministry within it.

What I Expect of Non-Parochial Clergy

- I expect that you will report to me once a year, during the December Ember Days on what ministry you are doing, how it's going and what you need from me.

What I expect of Priests in Charge of Congregations

- I expect that you will see to it that your congregation's parochial report and audit report are filed on time.
- I expect that you will let me know if there is a 10% or more decline in average Sunday attendance or pledge income from one year to another.
- I expect that you will be a partner in ministry with any deacons assigned to your congregation.
- I expect that you will deal with any issues between you and any deacons assigned to your congregation directly before bringing them to me
- I expect that prior to my visitation to your congregation you will meet with me to discuss what is going on in the life of the congregation. I also expect that 10 days before my visitation you will send my secretary:
 - A cover letter that describes the three biggest challenges facing your congregation, the three things that bring the most hope and any themes or issues I should include in my sermon.
 - The most recent month's treasurer's report as presented to the Vestry or Bishop's Committee.
 - The monthly average Sunday attendance at services for the most recent 6 month period.
 - The most current parish directory.

What the Clergy of Western New York can Expect of me

- You can expect that I will be in regular communication with you in an open and honest way. That I will tell you the truth.
- You can expect that I will respond to communication from you in a timely manner.
- You can expect that I will live up to my Baptismal Covenant and my Ordination vows. These two covenants form the basis of our lives together.
- You can expect that I will make our time together at Renewal of Vows, the Clergy Overnight and other clergy days a high priority. You can expect that I will be present

and available to you during these events and that I will work to make them worth your time.

- You can expect that I will treat you with honesty and respect and that I will be a part of the progress towards greater collegiality.
- You can expect that my staff and I will support you when you assume leadership roles in the Diocese, and that we will provide you with the information and resources that you need to fulfill the duties you assume.
- You can expect that I will respond with both prayer and concern to your personal, family, health and legal issues. You can expect that I will provide any support that I can, bearing in mind my duties to the Diocese as well as to you.
- You can expect that I will celebrate with your congregations when things are going well and that I will work with you and your lay leaders when things are not going well.
- You can expect that I will be attentive to my health and wellness:
 - I will regularly take my days off & vacation.
 - I will attend to my physical, mental, spiritual and emotional health and will seek professional help when I need it.
 - I will attend to my relationship with my family and make time and space for recreation, fun and friendship outside of the Diocese.
- You can expect my support in your being attentive to your health and wellness.
- You can expect that I will pray for you and for your ministry.