

## **Bishop's Expectations of Congregations**



As part of the Episcopal Diocese of Western New York, congregations 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 Congregations of the Diocese 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 all congregations will file their parochial reports by March 1 and their audit reports by October 1.
- I expect that all congregations will pay their Full Share assessment in a timely manner
- I expect that all congregations will send representatives to Diocesan Convention
- I expect that those congregations who are required to do so will participate in the Appeals and Barnabas processes
- I expect that all congregational leaders will work with the clergy serving their congregations to keep me informed of the joys and struggles of the congregation.
- I expect that you will pray for me and for my ministry.

### **What the Congregations of the Diocese 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 celebrate with you when things are going well and that I will work with you 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 that I will pray for you and for your ministry.