

Bishop's Expectations for All Clergy

1. Because of the diocesan nature of our church, clergy are expected to give strong leadership in the development of the relationship between the parish and the diocese.
2. Priests and deacons are expected to take part actively in Diocesan Synod; diocesan clergy conference; diocesan clergy days; archdeaconry, parish and deanery chapter meetings and through these means express the interdependent nature of the Body of Christ
3. Priests are expected to enter into a consultative relationship with the regional dean and the regional archdeacon. Deacons are expected to enter into a consultative relationship with the director of deacons, the regional dean and the regional archdeacon. Further, priests are expected to make use of the evaluation process offered by the diocese, through the regional dean, and deacons are expected to make use of the evaluation process offered through the director of deacons.
4. Priests and deacons are expected to support their parish initiatives in producing ministry plans, utilizing such tools as the Diocesan Get fit/ Keep fit program. All clergy are expected to participate in producing covenants in ministry (Get fit) and in doing annual ministry reviews.
5. Priests and deacons are expected to have read and agreed to the national church document "Dignity, Inclusion, and Fair Treatment" and the diocesan "Code of Conduct for Clergy".
6. Priests and deacons are expected to be actively involved in a parish and clergy-planned continuing education program in consultation with the parish, and to take advantage of the diocesan policy regarding study leave.
7. Priests and deacons are expected to maintain a strong spiritual life by taking part in a time of retreat at least on an annual basis, and by taking spiritual direction/accompaniment in whatever form is most helpful.
8. Priests and deacons are expected to encourage those for whom they have pastoral responsibility to be actively involved in diocesan and deanery events, such as Diocesan Synod, conferences, etc.
9. Priests and deacons are expected to encourage the whole people of God to be actively involved in leadership responsibility, in matters of finance and administration, Christian education and program development.
10. Priests and deacons are expected to encourage sensitively and creatively the use the Book of Alternative Services as approved by General Synod.
11. Priests and transitional deacons are required to live within reasonable distance from the parish church; i.e. no more than 30 minutes travelling time. The location of the cleric's residence, if not within the parish boundaries, must be approved by the Bishop.

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12. Because the diocese has accepted and affirmed the ordination of women both to the diaconate and to the priesthood, priests and deacons must be able to work collegially and supportively with all other clergy, including those in positions of authority, regardless of gender.

13. The diocese is an inclusive and widely diverse diocese theologically and liturgically. Priests and deacons are expected to nurture and prosper a healthy respect for all components of our diocese, and to build unity.

14. Any priest or deacon holding or seeking the Bishop's licence in this diocese, freely and without discrimination, may invoke the conscience clause applicable to the blessing of same-sex unions.

15. There should be regular dialogue between the associate and assistant priests and deacons and the incumbent, by means of frequent staff meetings; this clergy team should develop a carefully planned distribution of responsibilities and areas of ministry.

16. All priests and deacons, stipendiary or non-stipendiary including honorary, whether in curacies, in associate or in assisting positions, are expected at all times to be loyal to and supportive of the incumbent.

17. The Anglican Church of Canada is in full communion with the Evangelical Lutheran Church in Canada. Priests and deacons are expected to foster healthy relations ecumenically with the faith communities in their region.