



## **Necessary Qualities and Job Description for the New ADGL Bishop**

The Bishop is the chief shepherd of the Anglican Diocese of the Great Lakes whose lifestyle and character models Christ; he is the chief pastor of our congregations who will love the people of the Diocese like a father loves his children and will be an encourager who will build up and support the clergy. He will have the wisdom and skills necessary to make major decisions to steward and manage the overall resources and activities of the Diocese, and communicate well with the Standing Committee, diocesan staff, Canons, Deans, and the clergy of the Diocese concerning vision, direction, and the implementation of these in the Diocese.

We are seeking a person with wisdom and vision, enthusiasm and energy, able to create authentic community, experienced in managing and building functional structures, able to oversee the day-to-day activities in the diocesan office, and implement our mission and vision with the clergy and members of our Diocese. The Bishop we are seeking must be enthusiastic about building and modeling a “Great Commission” culture of mission and outreach, providing inspired leadership to our people, the clergy, Standing Committee, Canons, and Deans, and setting a course of strategy for the Diocese to flourish, successfully reaching the unchurched in our region.

### **Bishop’s Responsibilities:**

- Provide inspired leadership throughout the Diocese
- Lead the way in making and implementing decisions about structures and strategy that lead to fruitful ministry.
- Communicate well and regularly with the staff, Standing Committee, Canons, and regional Deans to keep them informed and enlist their engagement.
- Develop and implement diocesan policies in accordance with a strategic plan for right order and smooth operations of congregations.
- Act as the primary spokesperson for the Diocese in the College of Bishops.
- Live a lifestyle that models Christ culture as expressed in its unique flavor here in the ADGL of charismatic, sacramental, and evangelical.
- Recruit missional disciples to enter the discernment process towards ordination.
- Create a diocesan wide environment promoting excellence and Great Commission engagement by generous, compassionate, Jesus followers whose lives preach the Gospel, both at home and abroad.

- With the Standing Committee and Treasurer, review the Diocese's fiscal activity, including budgeting, reporting, and auditing.
- With the Canon for Administration and the diocesan Chancellor, assure all legal and regulatory documents are filed and monitor compliance with laws and regulations.
- Work with the Standing Committee and other advisors to implement values and mission, and plan for accomplishing short and long-term goals.
- Identify and respond to problems and opportunities within the Diocese. Create/execute appropriate structures to address these and communicate with involved parties. Analyze problematic situations and occurrences and provide solutions to ensure good order, growth in love, reconciliation, and forward movement of gospel imperatives.
- Build connections and working partnerships between and with all the congregations and missions within the Diocese.
- Visit congregations or regional gatherings on a regular basis, performing confirmations and ordinations when appropriate.
- Oversee the day-to-day activities of the diocesan office.
- Work with the Standing Committee and current employees for hiring new staff as needed.
- Plan and organize with the Standing Committee for the annual Synod of the Diocese.

### **Requirements for Bishop of the Anglican Diocese of the Great Lakes:**

- Master's degree or higher in Divinity or other relevant discipline or its equivalent.
- Minimum ten years of ministry experience as a Rector or in other senior management position.
- Strategic thinker who understands wise management of resources to build sustainable systems.
- Sees outreach and mission as our highest priorities while providing guidelines for good order and pastoral care of clergy and members.
- General knowledge of profit and loss, balance sheet and cash flow management, and general finance and budgeting.
- Ability to build consensus and authentic relationships among clergy, vestries, committees, and parishioners.
- Experience with church governance.
- Proven communication and negotiation skills.
- Ability to understand new issues quickly and make wise decisions regarding structures and systems to facilitate flourishing.
- Ability to inspire confidence and create trust by consistent follow through.
- Build and entrust collaborative teams to carry out directives in agreement with vision, mission, and strategic plan.

- Recognize the leadership skills of women, appropriately promote them, and ordain them as deacons and presbyters within our Diocese.
- Ability to work under pressure and delegate and plan personal workload effectively.
- Must have the authority to work in America for compensation.



## **ARCHBISHOP'S CUSTOMARY FOR DIOCESAN ELECTION OF A BISHOP<sup>1</sup>**

### **Diocesan Discernment Process**

The primary responsibility for selecting a bishop rests with each Diocese, but since a Bishop is consecrated for the whole church, the Province and the College want to be as supportive and helpful as possible. Collaboration between the Diocese and College of Bishops will help ensure that the discernment process in the College can go as smoothly as possible.

### **Before a Candidate Can Stand for Election**

When the Nominating Committee has narrowed down its list of nominees to those whom it believes are qualified to stand for election, it shall take the following steps prior to any announcement of a final slate of candidates standing for election:

#### **1. Diocesan Screening and Selection of Finalists**

The Diocese's screening of the finalists will include the following elements:

- a. The finalist will submit a statement of personal testimony to the Nominating Committee about how he came to faith in Christ and his journey of discipleship and ministry since that time.
- b. Appropriate background checks will be conducted using Oxford Document Management (ODM) which satisfies the need for Criminal Background check, employment history, educational history, references and credit check. The confidentiality of all background check materials shall be safeguarded and access restricted to as limited a group as possible. It is recommended that access be restricted to the Chair of the Committee, the Diocesan Chancellor

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<sup>1</sup> Slightly modified for this document; Customary in its entirety on the ADGL website Search Process page.

and one other member of the Committee. This does not preclude consultation with professionals qualified to interpret the background materials and/or bishops made available to the Nominating Committee for such consultation.

- c. A background check with Vigilant Employment Screening will also be used to conduct a County Civil Search for every county in which the finalist has ever resided, and an Internet Mining and Social Media Search. (These can usually be done within seven days.)
- d. Reference interviews will be conducted with the finalist's present and former bishops, and also with the leadership of the congregations where he has served.
- e. The finalist should have an independent psychological evaluation by someone not known to the individual (to avoid a conflict of interest), who can evaluate the finalist's mental and emotional fitness for the office of the bishop. (The College of Bishops can provide a list of appropriate psychologists.)
- f. The finalist will also provide certification from a qualified physician that he is medically fit to serve as a bishop, particularly in light of the requirements of extensive travel, including some international travel.
- g. An interview should be conducted with the finalist's wife asking specific questions related to her support of this possible call and the health of their marriage.
- h. A bishop is consecrated not for a diocese only, but for the whole church, and so the College of Bishops takes care to ensure that the processes for election and consent not only include thorough background checks listed above, but also the following focusing on personal morality.
  1. The maintenance of Biblical sexual ethics and behavior are a commitment in the ACNA. For this reason, in addition to the Oxford and Vigilant background checks, there are two levels of screening for pornography use or addiction and other inappropriate sexual behavior. The first level is required of each potential candidate/nominee. That is coordinated through the Rev. Dr. Sam Pascoe (samcpascoe@yahoo.com). The cost for this screening and evaluation is \$100, which would be covered by the Diocese for each candidate.
  2. The results of this first level screening will be reviewed by Dr. Pascoe and discussed with the candidate and may be referred to the Archbishop (or his representative) if circumstances warrant.

3. Following election, the bishop-elect will also undergo a more thorough screening with Dr. Pascoe. This screening addresses sexual health in much greater depth, using a built-in metric that indicates validity. This is not a pass/fail instrument. The purpose of this instrument is to discover issues that should be considered by the College of Bishops before consent is given to the election and that may call for pastoral care and support for the bishop-elect in his ministry as a bishop.

4. Cost of the in-depth testing instrument and evaluation is \$250.00. This cost will be borne by the Province.

- i. The above information will be used to consider whether the Nominating Committee should put forward a finalist's name for possible election. This information as it pertains to the one elected will also be sent to the College of Bishops for their consideration of consent of the election.
- j. Qualified Nominees shall receive a letter from the Dean of the College of Bishops (see Appendix 3) informing them the diocese intends to name them as a finalist provided, they would be willing, if elected, to sign the following Covenant with the College of Bishops if they should be elected.
  - a. Will attend all College of Bishops, Provincial Council/Assembly meetings unless given permission by the Archbishop to be excused.
  - b. Will accept at least one appointment to serve on a College of Bishops committee.
  - c. Will subscribe to Covenant Eyes and have it installed on all of his personal and office cell phones, computers and tablets.
  - d. Will promote discipleship, church planting, and evangelism as primary values and function of the diocese.
  - e. Will attend all Gafcon/Global South Bishops conferences unless given permission by the Archbishop to be excused.
  - f. Will accept at least one partnership with a Gafcon/Global South bishop and diocese.
  - g. Will honor the College of Bishops agreements explaining how overlapping jurisdictions deal with church planting, transfers, and admitting new congregations.
  - h. Will teach and encourage the 10/10/10 principle of giving (10% from individuals to church, church to diocese and diocese to Province) and

call upon the diocese to tithe to the ACNA unless given permission by the Archbishop for a different arrangement.

Only qualified nominees who sign the above Covenant with the College of Bishops may be named as Finalists by the Diocese.

### **After the Election**

When an election has taken place, the Bishop-Elect and his wife (if married) should plan on attending the next scheduled College of Bishops' Meeting. At this meeting the bishop-elect will be interviewed by the College and a vote taken to consent to his election. If the College does not consent to the election, or if the needed information from the bishop-elect was not a part of the diocesan selection process, the process will be returned to the diocese until they can select a bishop-elect according to the Canons of the Province and rules of the College of Bishops. When the consent to an election is given by the College of Bishops, the diocese, the bishop-elect, and the Archbishop's office will work together regarding the consecration of the new bishop.

### **Consent of the College of Bishops (In Person)**

After the diocese elects a new bishop, the bishop-elect will be invited to the next College of Bishops meeting to be interviewed by the bishops, who then must give consent (by two-thirds majority) to the election. If the required screening described in 1a-j above has not been done, the College will not be able to give consideration to the bishop-elect until the required screening is completed. If the bishops do not consent, the diocese will be required to hold a new election.

## **Appendix 1**

### **PERTINENT CANONS REGARDING THE ELECTION OF A BISHOP**

#### **Title I, Canon 5**

##### **Section 7 – *Concerning Diocesan Sustainability***

The Executive Committee shall review the annual Diocesan Reports with the objective of determining the sustainability of the several dioceses. The Executive Committee may open a dialogue with any diocese it feels is in need of assistance with the objective of strengthening its sustainability.

#### **Title III, Canon 8 *Of Bishops***

##### **Section 1 - *Concerning Requirements for Bishop According to Holy Scripture***

A Bishop is called by God and the Church to be a shepherd who feeds the flock entrusted to his care. A Bishop is an overseer of the flock and as such is called to propagate, to teach, and to uphold and defend the faith and order of the Church willingly and as God wants him to – not greedy for money, but eager to serve; not lording it over those entrusted to his care, but being a wholesome example to the entire flock of Christ (1 Peter 5:2-3). These requirements are in addition to the requirements set forth in Canon 2 for Deacon (1 Timothy 3:8-13) and for Presbyter (1 Timothy 3:1-7; 5:17; Titus 1:6-9).

##### **Section 2 - *Concerning the Ministry of Bishops***

By the tradition of Christ's One, Holy, Catholic, and Apostolic Church, Bishops are consecrated for the whole Church and are successors of the Apostles through the grace of the Holy Spirit given to them. They are chief missionaries and chief pastors, guardians and teachers of doctrine, and administrators of godly discipline and governance.

##### **Section 3 - *Concerning Criteria for the Episcopate***

To be a suitable candidate for the episcopate, a person must:

1. Be a person of prayer and strong faith;
2. Be pious, have good morals and exhibit Godly character;
3. Have a zeal for souls;

4. Have demonstrated evidence of the fruit of the Holy Spirit;
5. Possess the knowledge and gifts which equip him to fulfill the office;
6. Be held in good esteem by the faithful;
7. Be a male Presbyter at least 35 years old;
8. Have demonstrated the ability to lead and grow the Church.

#### **Section 4 - *Concerning the Election of Bishops***

1. With the consent of the College of Bishops, a diocese may commence the process of election of a Bishop. Such election is subject to the approval of the College of Bishops as described in this section.
2. Bishops shall be chosen by a Diocese in conformance with the constitution and canons of the Diocese and consistent with the Constitution and Canons of this Church.
3. An electing body from the Diocese shall certify the election of a Bishop for consent by the College of Bishops, or may certify two or three nominees from which the College of Bishops may select one for the Diocese.
4. Where the originating body is newly formed, that body shall normally nominate two or three candidates, from whom the College of Bishops may select one.
5. Consent or choice shall require the affirmative vote of two-thirds of the membership of the College of Bishops present and voting, which consent must be given within 60 days of certification and in writing. For purposes of the election of Bishops at a meeting of the College, a quorum shall be a majority of the active members of the College.
6. Upon the consent or choice of a Bishop-elect by the College of Bishops, the Archbishop shall take order for the consecration and/or installation of such Bishop.
7. In the event the Bishop-elect or the nominees are rejected by the College of Bishops, the College shall so inform the originating body in writing.

## **Appendix 2<sup>2</sup>**

### **STATED QUALIFICATIONS FOR LEADERSHIP FROM SCRIPTURE AND ACNA CONSTITUTIONS AND CANONS**

#### **TITLE III, Canon 2 *Of the Qualities of Those Who are to Be Ordained Deacons or Presbyters***

##### **Section 1 - *Concerning General Requirements***

Every Bishop shall take care that he admit no person into Holy Orders but such as he knows either by himself, or by sufficient testimony, to have been baptized and confirmed, to be sufficiently instructed in Holy Scripture and in the doctrine, discipline and worship of this Church, as defined by this Province, to be empowered by the Holy Spirit and to be a wholesome example and pattern to the entire flock of Christ.

##### **Section 2 - *Concerning Requirements for Deacon According to Holy Scripture***

In accordance with Holy Scripture, a Deacon must be worthy of respect, sincere, not indulging in much wine, not pursuing dishonest gain, and one who holds the deep truths of the faith with a clear conscience. They must first be tested, and then if there is nothing against them, let them serve as Deacons (1 Timothy 3:8-13).

##### **Section 3 - *Concerning Requirements for Presbyter According to Holy Scripture***

In addition to the qualifications above, and in accordance with Holy Scripture, a Presbyter must be above reproach, not self-pleasing but self-controlled, upright, holy, disciplined, temperate, hospitable, not given to drunkenness, not violent but gentle, not quarrelsome, not a lover of money, not a recent convert, one who loves what is good and one who has a good reputation with outsiders. A Presbyter must be able to preach and teach, holding firmly to the trustworthy message as it has been taught, in order to encourage others by sound doctrine and to refute those who oppose it (1 Timothy 3:1-7; 5:17; Titus 1:6-9).

##### **Section 4 - *Concerning Requirements for Married Candidates with and Without Children***

In the case of persons who are or have been married, and/or have children, Every Bishop shall take care that such persons manage their own family well, for as Holy

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<sup>2</sup> The Appendix is not in the original Customary but is added for purposes of this document.

Scripture attests, "If anyone does not know how to manage his own family, how can he take care of God's church?" (1Timothy 3:4-5, 12; Titus 1:6).

**Section 5 - *Concerning Upholding the Sanctity of Marriage Especially for Those to Be Ordained***

Marriage as a lifelong covenant between a man and a woman, where the two become one flesh, is both an ordinance of Creation, affirmed as such by our Lord, and commended by Saint Paul as a sign of the mystical union between Christ and his Church (Matthew 19:3-9; Ephesians 5:22- 32). As wholesome examples and patterns to the entire flock of Christ, all married persons to be admitted to Holy Orders shall remain married to their spouse for life, and in accordance with the vows they exchanged in Holy Matrimony. Subject to Section 6 of this Canon, no person shall be admitted into Holy Orders who has divorced and remarried.

**QUALIFICATIONS FOR LEADERSHIP FROM THE SCRIPTURES**

The saying is sure: whoever aspires to the office of bishop desires a noble task. Now a bishop must be above reproach, married only once, temperate, sensible, respectable, hospitable, an apt teacher, not a drunkard, not violent but gentle, not quarrelsome, and not a lover of money. He must manage his own household well, keeping his children submissive and respectful in every way – for if someone does not know how to manage his own household, how can he take care of God's church? He must not be a recent convert, or he may be puffed up with conceit and fall into the condemnation of the devil. Moreover, he must be well thought of by outsiders, so that he may not fall into disgrace and the snare of the devil.

Deacons likewise must be serious, not double-tongued, not indulging in much wine, not greedy for money; they must hold fast to the mystery of the faith with a clear conscience. And let them first be tested; then, if they prove themselves blameless, let them serve as deacons. Women likewise must be serious, not slanderers, but temperate, faithful in all things. Let deacons be married only once, and let them manage their children and their households well; for those who serve well as deacons gain a good standing for themselves and great boldness in the faith that is in Christ Jesus. (1Timothy 3:1-13).

. . . Appoint elders in every town, as I directed you: someone who is blameless, married only once, whose children are believers, not accused of debauchery and not rebellious. For a bishop, as God's steward, must be blameless; he must not be arrogant or quick-tempered or addicted to wine or violent or greedy for gain; but he must be hospitable, a

lover of goodness, prudent, upright, devout, and self-controlled. He must have a firm grasp of the word that is trustworthy in accordance with the teaching, so that he may be able both to preach with sound doctrine and to refute those who contradict it.  
(Titus 1:5-9).