

<p>Spirituality and faith</p> <p>C.1</p>	<p>The elected candidate's spirituality is grounded in Anglican liturgy and in classics of devotion.</p> <p>Personal devotional practice and discipline will have been established that involves daily prayer, reading of scripture, and study of theology and modern thought in openness to God's Spirit.</p> <p>C.2</p>	<p>The former personal devotional practice and discipline as a priest, together with prayer and study will have developed or changed to match new responsibilities.</p> <p>The incoming bishop will become an example of holiness of life appropriate to a more sensitive and exposed role in the public arena.</p> <p>C.3</p>	<p>Faith and vision have been spiritually renewed.</p> <p>The personal devotional practice and discipline, and the zeal for ministry, is lively.</p> <p>Preaching is still living, biblical, and creative.</p> <p>The reading of scripture, the spiritual classics, and Anglican devotion are sustained.</p> <p>C.4</p>
<p>Personality, character and integrity</p> <p>D.1</p>	<p>Holiness in word and life, love for God's people, humility and lack of self-promotion will be seen.</p> <p>The candidate will be secure enough to avoid becoming defensive or authoritarian; warm and outgoing to clergy and lay and to men and women; with ability to listen to others sensitively.</p> <p>It is expected that the bishop will be in good physical and mental health.</p> <p>D.2</p>	<p>The bishop-designate or incoming bishop will devise safeguards against any temptation to self-aggrandisement or conversely to undue feelings of inadequacy.</p> <p>A (new?) spiritual director or counsellor may be called to offer support for this.</p> <p>D.3</p>	<p>The bishop's personal integrity has not become sacrificed to a multiplicity of expectations or role-performances.</p> <p>'Seniority' has not meant loss of enthusiasm, sensitivity, or ability to listen.</p> <p>The bishop has not become remote.</p> <p>D.4</p>
<p>Relationships</p> <p>E.1</p>	<p>The candidate is readily approachable, sensitive to the perceptions of others; able to build and sustain relationships, to keep and protect confidences, and to invite and render reciprocal loyalty to and from others.</p> <p>E.2</p>	<p>The bishop-designate or incoming bishop will seek feed-back about others' perceptions of his/her approachability and warmth towards a wider community of diverse persons, clergy and lay, rich and poor, old and young, and men and women. This will be reviewed together with relationships with spouse and family.</p> <p>The archbishop, or bishop himself/herself, will ensure adequate mechanisms of support. Ideally this support should come from other bishops.</p> <p>E.3</p>	<p>The bishop will keep all relationships under regular review, asking whether these are nurtured and sustained.</p> <p>The bishop is not too tired to remain outgoing.</p> <p>Possible blind-spots are reviewed; confidences are still well kept; dealings with others are gracious, courteous, just, and fair.</p> <p>E.4</p>

<p>Leadership and collaboration</p> <p>F.1</p>	<p>The candidate has shown ability to share responsibility, and praise or blame with co-workers; humility to share decisions with others; and also confidence to take initiatives and to lead from the front when required.</p> <p>The candidate practises courageous servant-leadership.</p> <p>F.2</p>	<p>The incoming bishop begins to work out collaborative strategies and specific leadership priorities in the diocese in the light of existing diocesan goals, policies, and expectations.</p> <p>The bishop reflects on where creative vision is required, and where its implementation is weak.</p> <p>The incoming bishop explores existing roles of senior diocesan staff.</p> <p>F.3</p>	<p>The bishop keeps under review how episcopal ministry is being shared with the whole people of God, and how collaboration with other senior staff functions.</p> <p>Ministerial reviews will have been regularly held, and the bishop will ensure that he/she shares a review of his/her own ministry with a senior colleague, thus ensuring accountability.</p> <p>Implementation of diocesan and episcopal goals and policies are monitored and reviewed.</p> <p>F.4</p>
<p>The mind of Christ</p> <p>G.1</p>	<p>The nominee is one who accepts the role of servanthood and suffering; and seeks to follow Jesus as teacher, example, intercessor, and chief pastor.</p> <p>G.2</p>	<p>The incoming bishop reflects on what it is to share the ministry of Christ in word and deed, as example, servant, teacher, intercessor, and chief pastor, to suffer when called to do so.</p> <p>G.3</p>	<p>The bishop continues to follow and to live out the example of Jesus as chief pastor, servant, intercessor, friend and example, when necessarily accepting shame and suffering.</p> <p>G.4</p>
<p>Guardian of the Faith</p> <p>H.1</p>	<p>See 'Vocation', above.</p> <p>The candidate is able to take active responsibility for maintaining the apostolic faith and ecclesial unity and order, within a proper balance between unity and diversity.</p> <p>H.2</p>	<p>The incoming bishop will study and reflect on the meaning of 'apostolicity' in the New Testament, and the growth of Patristic, Reformation and particularly Anglican views of the chief roles of bishops.</p> <p>The bishop will reflect on how to hold together unity and order with diversity but within acceptable limits. It will mean also critically discerning, in collaboration with trans-provincial and other colleagues, what these acceptable limits are.</p> <p>The bishop will work to keep an appropriate balance between the roles and responsibilities of bishops, other clergy, and laity on specific diocesan tasks.</p> <p>H.3</p>	<p>The bishop will maintain a regular review of the issues identified in the adjacent column.</p> <p>H.4</p>

<p>Biblical and theological competence</p> <p>I.1</p>	<p>The candidate has been well trained in biblical studies and theology, and has had sufficient experience of presbyteral ministry.</p> <p>I.2</p>	<p>The bishop inspires the highest standards of biblical exposition, application, and theological reflection.</p> <p>The bishop and staff assess the provision of resources for biblical and theological study in the diocese and ensure these are adequate at all times. This biblical and theological competency will include ability to reflect theologically and critically on political and social issues of the day, and to speak when necessary.</p> <p>I.3</p>	<p>The bishop continues to deepen his/her biblical and theological understanding in him /herself and to encourage that deepening in all who exercise ministry within the diocese.</p> <p>The bishop will facilitate theological education of clergy and laity, including those who are called to take part in church governance and electoral processes.</p> <p>I.4</p>
<p>Practical competence</p> <ul style="list-style-type: none"> ▪ <i>Preaching</i> ▪ <i>Pastoral care</i> ▪ <i>Liturgy</i> ▪ <i>Training & Education</i> ▪ <i>Ecumenical</i> ▪ <i>Administration</i> <p>J.1</p>	<p>The candidate is alert to ecumenical and inter-faith issues as they may affect the diocese and as these arise in the global context.</p> <p>The candidate can express his/her thoughts clearly and judiciously, and would be willing to take advice and seek to achieve greater effectiveness in public communication.</p> <p>J.2</p>	<p>The bishop encourages honest and open ecumenical and inter-faith relationships.</p> <p>The bishop shares with diocesan clerics in continuing ministerial education.</p> <p>The bishop learns appropriate ways of presiding at episcopally-led liturgies in a range of contexts.</p> <p>The bishop is introduced to any new media experiences and receives appropriate media training.</p> <p>J.3</p>	<p>The bishop ensures that targeted training is provided for key diocesan personnel.</p> <p>The bishop collaborates with other bishops and provincial / national / regional Anglican churches in providing adequate means of training for public ministry.</p> <p>The bishop seeks periodic honest reviews of his/her practical competences.</p> <p>The bishop shall make sure that provision is made for holidays for himself/herself and for all diocesan staff.</p> <p>The bishop seeks opportunity for study leave/sabbatical for prayer, study and reflection for the enhancement of his/her ministry.</p> <p>J.4</p>
<p>Mission and evangelism</p> <p>K.1</p>	<p>The candidate is proven as a leader in mission and is able to give vision to others for mission and outreach, with a heart of compassion for the many.</p> <p>K.2</p>	<p>The bishop designate undertakes more intensive biblical, theological, and practical study of mission and evangelism.</p> <p>Resources of the diocese for mission, including its vision, its record, and its personnel also receive critical appraisal.</p> <p>K.3</p>	<p>The bishop ensures the monitoring and reviewing of the progress and effectiveness of mission and evangelism within the diocese. Diocesan statistics will be one among a number of evaluation tools.</p> <p>K.4</p>

<p>Management and vision</p>	<p>The candidate must show appropriate responsibility in all matters of church administration, including managing a large budget, a diary and personnel.</p> <p>The candidate must be likely to ensure a fair allocation of all resources to implement a vision; and sensitivity in the exercise of episcopal jurisdiction in the future is also needed.</p>	<p>The bishop will be aware of the authority and responsibility he/she has to ordain those whose vocation has been discerned and accepted by the church and the bishop. This is part of the bishop's vision for future generations.</p> <p>The bishop assesses budgetary resources and priorities in relation to mission goals, policies and vision of the diocese.</p> <p>A fair distribution of money and staffing in relation to these goals and varied contexts in the diocese will be assessed.</p> <p>The diocese will be asked what changes can and what cannot be delayed.</p> <p>The bishop will pray and reflect on what 'management style' is most compatible with the role of a servant-bishop in the modern world.</p> <p>Administrative structures and secretarial support will receive review, and attention be given to lines of accountability, and to information technology (internet, email, p.c.).</p>	<p>The bishop will regularly review and monitor the five assessments in the adjacent column.</p>
<p>The Anglican Way</p>	<p>Scripture, tradition and reason will be accepted and respected as the basis of Anglican doctrine.</p> <p>The candidate will be well informed in Anglican doctrine and liturgy, aware of Anglican diversity, with a potential to become a focus of unity in a diocese and beyond. The candidate will be a person who welcomes Anglican tolerance and a degree of diversity, within the boundaries of Anglican formularies canons, liturgies, and traditions.</p>	<p>The incoming bishop will engage in study of the role of bishops in Anglican theology; and of doctrinal, ethical and liturgical issues in the diocese, province, and Anglican Communion.</p> <p>The bishop-designate will reflect on how best to become a focus of unity at various levels, and how issues of clergy discipline or 'jurisdiction' will be approached. The doctrine of 'Reception' will be considered.</p>	<p>The bishop will have promoted a range of Anglican worship styles, while retaining a watching brief on what is canonically permitted in the parishes.</p> <p>A longer episcopal experience will have contributed thought to the province and the Anglican Communion. No key episcopal role of the bishop in Anglican theology will have been neglected.</p> <p>'Jurisdiction' or clergy discipline has been responsibly and sensitively exercised.</p>
L.1	L.2	L.3	L.4
M.1	M.2	M.3	M.4

<p>Awareness of context</p> <p style="text-align: right;">N.1</p>	<p>The candidate will have a heart of compassion and be sensitive to diversities of contexts (urban, rural, rich, poor, politically delicate, or with known difficulties from the past), and be capable of exercising ministry across the range of diversity.</p> <p style="text-align: right;">N.2</p>	<p>The incoming bishop will receive detailed briefing and take time to appreciate varied contexts of the diocese, and will take care not to rush in before these are genuinely understood.</p> <p>Consideration will be given with great care to political, cultural, social, economic, occupational, geographical, linguistic, historical, ecclesial and spiritual differences.</p> <p style="text-align: right;">N.3</p>	<p>The bishop will develop a growing awareness of contexts, differences, and changes in the life of the diocese and society to increase the effectiveness of the his/her ministry.</p> <p>The bishop and key members of staff keep diocesan policies under review in the light of changing circumstances.</p> <p>The bishop will continue to work on the issues in the adjacent column. This will also enhance the bishop's role as liturgical president.</p> <p style="text-align: right;">N.4</p>
<p>Spouse and family</p> <p style="text-align: right;">O.1</p>	<p>The spouse will be willing to accept burdens and/or tensions arising from the partner's ministry.</p> <p>The spouse may need to offer support or hospitality outside the family, (although no universal pattern is applicable).</p> <p>The spouse must be aware that he/she will be exposed as a witness to Christian truth more than most others.</p> <p style="text-align: right;">O.2</p>	<p>The spouse has received some induction into the expectations of the bishop's new ministry and is able to access ongoing training opportunities.</p> <p>A bishop and spouse will prayerfully and jointly work out the spouse's role in relation to the bishop's ministry, the family, and the diocese, and to reflect on what perceptions and expectations may be formed by others.</p> <p style="text-align: right;">O.3</p>	<p>The spouse will continue to give and receive appropriate support.</p> <p style="text-align: right;">O.4</p>
<p>Why?</p> <p style="text-align: right;">P.1</p>	<p>To assist electors or nominators to apply the biblical, theological and practical qualities required for episcopal ministry to persons considered for possible nomination or election.</p> <p>No candidate will possess all of these qualities; but to possess the most basic in some measure is necessary.</p> <p style="text-align: right;">P.2</p>	<p>To maximise the opportunity for reflection, study, and prayer, in preparation to become the chief pastor and public persona of a whole diocese and the official representative of the Church at this public level.</p> <p style="text-align: right;">P.3</p>	<p>To maintain energy and momentum; to prevent loss of vision and enthusiasm; to promote habits of holiness and life-long study and learning; to monitor progress and implement goals, to nurture broader horizons for widening ministry; and to monitor relations with clergy and lay and pastoral effectiveness.</p> <p style="text-align: right;">P.4</p>