



**The Ministry of a Bishop**  
*“Apart from me you can do nothing.”*



# The Chief Example to the Flock

The ministry of a Bishop is to serve as an example to the flock of Christ in life, service, preaching, teaching, discipline, governance, and faithfulness (Phil. 3:17). Clergy and Laity look to their Bishop and “the outcome of their way of life” in order to “imitate their faith,” recognizing that Bishops are “keeping watch over your souls, as those who will have to give an account” (Heb. 13:7, 17). The Lord has given the Church her ministers in order that the body may be equipped for ministry and mature in Christ (Eph. 4:11-16).

Remembering that “not many of you should become teachers, my brothers, for you know that we who teach will be judged with greater strictness” (Jas. 3:1), a Bishop is always ready to preach, teach, reprove, rebuke, and exhort with apostolic authority (2 Tim 4:1-2). Recognizing the severe judgment promised to shepherds who do not tend the sheep well (Jer. 23:1-4), Bishops shepherd Clergy and Laity, willingly, eagerly, and gently (1 Pet. 5:1-4).

Those who aspire to the office of Bishop desire “a noble task,” yet must be “above reproach, the husband of one wife, sober-minded, self-controlled, able to teach, not a drunkard, not violent but gentle, not quarrelsome, not a lover of money...” (1 Tim. 3:1-3). As ambassadors of Christ Jesus (John 20:21), Bishops must feed Christ’s sheep with his Word and Sacraments (John 21:15-19), defend them from false doctrine (2 Tim. 3:1-9), encourage leadership as their reverend father in God (2 Tim. 1:2-14), boldly withstand opposition to the Gospel (Acts 4:5-31), and govern the Church with godly integrity (Acts 20:32-35). Thus, the Bishop must in all things rely on the gifts (Isa. 11:2) and fruit (Gal. 5:22-23) of the Spirit, remembering that “it is the Spirit who gives life; the flesh is no help at all” (John 6:63).

This document highlights the five areas of ministry in which a Bishop of Christ’s Church must serve: the Chief Missionary, Pastor, Guardian of the Faith, Administrator of Godly Discipline, and Manager of Church Governance. Leading implies knowledge, experience, and skill; and at this level of authority, these must be demonstrated by those who seek Episcopal Office. In each section you will find descriptions of the expectations set by the leadership of the Diocese. These are weighty endeavors which no man in his own strength can hope to fulfill apart from God’s grace.

*“I am the vine; you are the branches. Whoever abides in me and I in him, he it is that bears much fruit, for apart from me you can do nothing” (John 15:5).*





“Beloved, although I was very eager to write to you about our common salvation, I found it necessary to write appealing to you to contend for the faith that was once for all delivered to the saints. For certain people have crept in unnoticed who long ago were designated for this condemnation, ungodly people, who pervert the grace of our God into sensuality and deny our only Master and Lord, Jesus Christ... But you, beloved, building yourselves up in your most holy faith and praying in the Holy Spirit, keep yourselves in the love of God, waiting for the mercy of our Lord Jesus Christ that leads to eternal life. And have mercy on those who doubt; save others by snatching them out of the fire; to others show mercy with fear, hating even the garment stained by the flesh.”

**St. Jude**  
Epistle of Jude, 3-4, 20-23



“From all such persons, therefore, it behooves us to keep aloof, but to adhere to those who, as I have already observed, do hold the doctrine of the apostles, and who, together with the order of priesthood, display sound speech and blameless conduct for the confirmation and correction of others... Where, therefore, the gifts of the Lord have been placed, there it behooves us to learn the truth, from those who possess that succession of the Church which is from the apostles, and among whom exists that which is sound and blameless in conduct, as well as that which is unadulterated and incorrupt in speech. For these also preserve this faith of ours in one God who created all things...”

**St. Irenaeus**  
Bishop of Lyons  
Against Heresies, 4.26.4-5





# The Chief Missionary of the Diocese

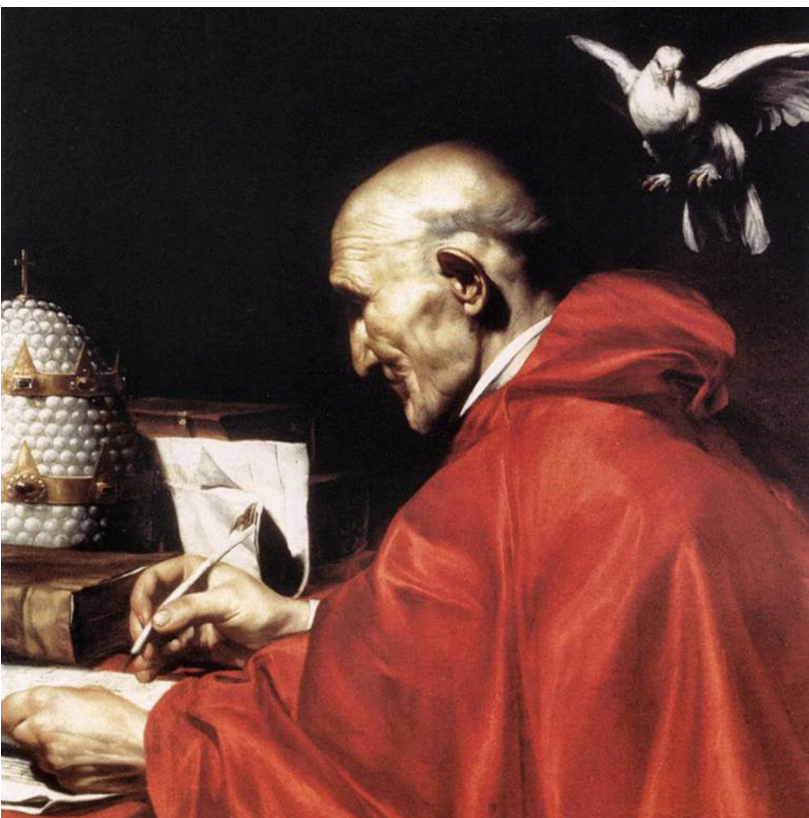
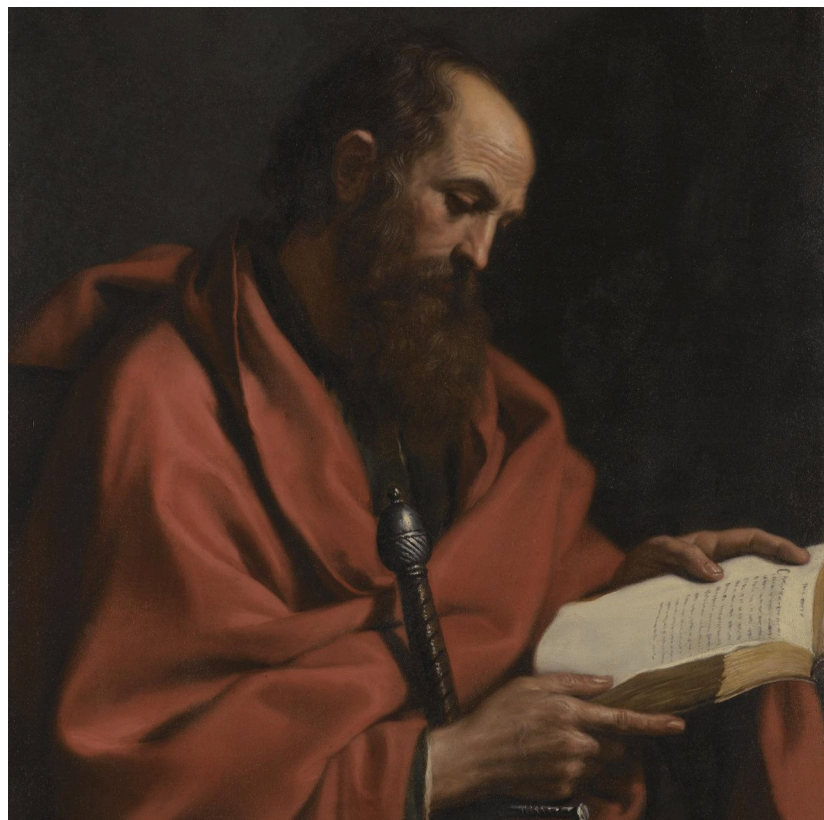
**A**s the Chief Missionary of the Diocese, the Bishop helps the Clergy and Laity of the Diocese advance throughout the region in which God has placed us to seek and save the lost with the good news of Jesus as the Spirit directs us (Acts 16:6-10). The Bishop is responsible for setting an example in his personal life, his shepherding of the diocese, and his leadership within the Province in evangelism, discipleship, and cross-cultural engagement (1 Tim. 4:6-16).

- The Bishop actively engages in evangelism with his friends and neighbors. The challenges that Priests, Deacons, and Laity face in sharing the good news of Jesus are not abstract to our Bishop, but well-known through his own efforts to proclaim Christ crucified.
- Our Bishop helps the diocese make disciples who make disciples. He casts and maintains a clear vision to support deanery expansion through church planting and Local Church growth by helping individuals discern God's missional call in their life, equipping Deacons and Lay Missioners for local mission, helping local leaders identify opportunities for more cross-cultural engagement, providing encouragement, training, and resources for Church Planters, and helping Local Churches to mature their evangelistic efforts.
- The Bishop works with the Canon for Clergy Formation and local Clergy to discern an individual's calling to Holy Orders, determine theological education requirements, further formation after ordination, and deployment within the Diocese for ministry.
- Working alongside the Executive Committee and Treasurer, the Bishop seeks opportunities for fundraising, growth, and advancement for church planting and the Crozier Society.
- Seeking to participate in the unitive work of the Spirit to bind us together as one in Christ, our Bishop serves as an ecumenical representative of the ACNA to other Christian communions.



“The saying is trustworthy: If anyone aspires to the office of overseer, he desires a noble task. Therefore an overseer must be above reproach, the husband of one wife, sober-minded, self-controlled, respectable, hospitable, able to teach, not a drunkard, not violent but gentle, not quarrelsome, not a lover of money. He must manage his own household well, with all dignity keeping his children submissive, for if someone does not know how to manage his own household, how will he care for God's church? He must not be a recent convert, or he may become 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, into a snare of the devil.”

**St. Paul**  
**First Epistle to Timothy, 3:1-7**



“But for the most part those who covet preeminence seize on the language of the Apostle to serve the purpose of their own cupidity, where he says, ‘If a man desire the office of a bishop, he desires a good work.’ But, while praising the desire, he immediately turns what he has praised to fear when at once he adds, ‘but a bishop must be blameless.’ And, when he subsequently enumerates the necessary virtues, he makes manifest what this blamelessness consists in. And so, with regard to their desire, he approves them, but by his precept he alarms them; as if saying plainly, I praise what you seek; but first learn what it is you seek; lest, while you neglect to measure yourselves, your blamefulness appear all the fouler for its haste to be seen by all in the highest place of honor.”

**St. Gregory the Great**  
**Bishop of Rome**  
**Book of Pastoral Rule, 1.8**



# The Chief Pastor of the Diocese



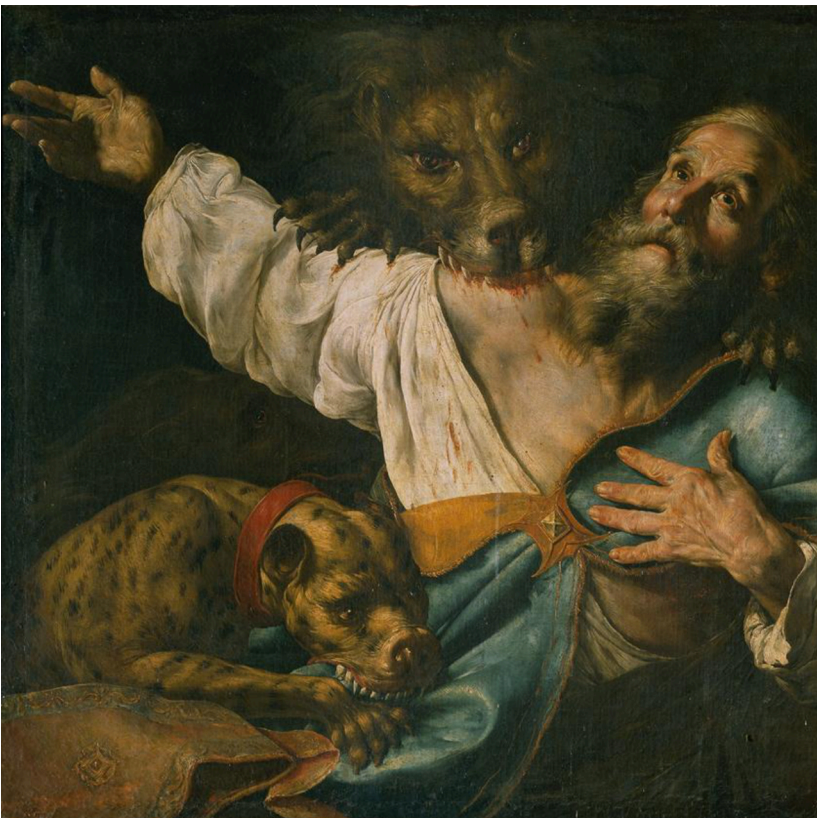
**S**erving as the Chief Pastor of the Diocese, the Bishop must let his gentleness be known to all (Phil. 4:5), operating with spiritual discernment and wisdom to bring peace (Jas. 3:13-18), knowing that the devil is seeking to devour sheep among his fold (1 Pet. 5:1-11).

- The Bishop will continue to pastor his family, regularly meet with his spiritual director, and practice mature spiritual disciplines.
- Our Bishop provides tender oversight to the Clergy and Laity under his cure, listening to, observing, and encouraging them with sensitivity. He interacts respectfully and kindly with clergy who hold theological views that are within the boundaries of orthodoxy in the ACNA, but differ from his own. He is receptive to feedback, seeking harmony when it is possible and lovingly correcting when it is not.
- The Bishop provides collaborative leadership through the mentoring and empowerment of Clergy and Lay Leaders, maturing and encouraging them in the charisms with which God has graced them to act towards the common goals and work of the diocese.
- Working alongside the regional Deans, our Bishop works to foster friendship and collegiality among congregations and clergy.
- During annual visitations to each congregation the Bishop confirms the catechized, encourages and equips Local Church leadership, shows Local Churches how their work is connected to the larger aims of the Deanery and Diocese, and helps encourage and revitalize small and aging Local Churches.



“So everyone who acknowledges me before men, I also will acknowledge before my Father who is in heaven, but whoever denies me before men, I also will deny before my Father who is in heaven. Do not think that I have come to bring peace to the earth. I have not come to bring peace, but a sword. For I have come to set a man against his father, and a daughter against her mother, and a daughter-in-law against her mother-in-law. And a person's enemies will be those of his own household. Whoever loves father or mother more than me is not worthy of me, and whoever loves son or daughter more than me is not worthy of me. And whoever does not take his cross and follow me is not worthy of me. Whoever finds his life will lose it, and whoever loses his life for my sake will find it.”

**Jesus**  
**Matthew 10:32-39**



“Now I begin to be a disciple... Let fire and the cross; let the crowds of wild beasts; let tearings, breakings, and dislocations of bones; let cutting off of members; let shatterings of the whole body; and let all the dreadful torments of the devil come upon me: only let me attain to Jesus Christ... My love has been crucified, and there is no fire in me desiring to be fed; but there is within me a water that lives and speaks, saying to me inwardly, ‘Come to the Father.’ I have no delight in corruptible food, nor in the pleasures of this life. I desire the bread of God, the heavenly bread, the bread of life, which is the flesh of Jesus Christ, the Son of God, who became afterwards of the seed of David and Abraham; and I desire the drink of God, namely His blood, which is incorruptible love and eternal life.”

**St. Ignatius**  
**Bishop of Antioch**  
**Epistle to the Romans, 5, 7**





# The Chief Guardian of the Faith

Through personal example and exhortation to others, the chief guardian of the faith will uphold and contend for the faith that was once for all delivered to the saints (Jude 3), defending it from corruption or novel doctrine contrary to the apostolic Gospel (Gal. 1:8-9).

- The Bishop will be faithful to minister the doctrine, sacraments, and discipline of Christ, as the Lord commanded and as the ACNA has received them.
- Our Bishop will regularly engage in personal prayer, the reading and study of Holy Scripture, and writings of the Church Fathers to hold fast to the truth and correct error. By God's grace he will admonish, teach, and exhort at the Local Church, Diocesan, ACNA West, and Provincial levels.
- The Bishop collaborates and partners with the Bishops of ACNA West for strengthened mission and ministry as well as maintaining and improving the canonical examination and ordination requirements for ordinands as they prepare to serve within the Province.
- The Bishop regularly communicates with Clergy and Laity to maintain godly doctrine and holy living as we seek to evangelize a society that is hostile to the Gospel and Christian ethics. All who preach or celebrate within DWA Local Churches must be licensed by the Bishop and their preaching conform to ACNA doctrinal standards.
- The Bishop will effectively communicate and implement within the Diocese the scholarly work he and the other Bishops have provided regarding how the Church engages current issues within the world's culture.
- The Bishop provides a timely response to charges against Clergy or Lay leaders, manages the investigative process, and administers godly discipline according to Title IV of the [ACNA Canons and Constitution](#), Title II of the [DWA Canons and Constitution](#), and the DWA [Ecclesiastial Trial Court Rules of Procedure](#).





“Woe to the world for temptations to sin! For it is necessary that temptations come, but woe to the one by whom the temptation comes! And if your hand or your foot causes you to sin, cut it off and throw it away. It is better for you to enter life crippled or lame than with two hands or two feet to be thrown into the eternal fire. And if your eye causes you to sin, tear it out and throw it away. It is better for you to enter life with one eye than with two eyes to be thrown into the hell of fire... What do you think? If a man has a hundred sheep, and one of them has gone astray, does he not leave the ninety-nine on the mountains and go in search of the one that went astray? And if he finds it, truly, I say to you, he rejoices over it more than over the ninety-nine that never went astray. So it is not the will of my Father who is in heaven that one of these little ones should perish.”

**Jesus**  
**Matthew 18:7-14**



“I am not afraid of you. After all, you cannot overturn the judgment seat of Christ and set up the judgment seat of Donatus. I will call back the straying sheep; I will seek the lost one. Whether you like it or whether you do not, that is what I am going to do. Even if the briars of the woods tear at me as I seek, I will all the same squeeze myself through all the thickets, I will search out all enclosures; according to the strength my terrifying Lord gives me, I will roam everywhere in my search. I will call back the stray, I will seek the sheep that is perishing. If you don't want to have to put up with me, don't stray, don't perish.”

**St. Augustine**  
**Bishop of Hippo**  
**Sermon 46.14**





# The Chief Administrator of Godly Discipline

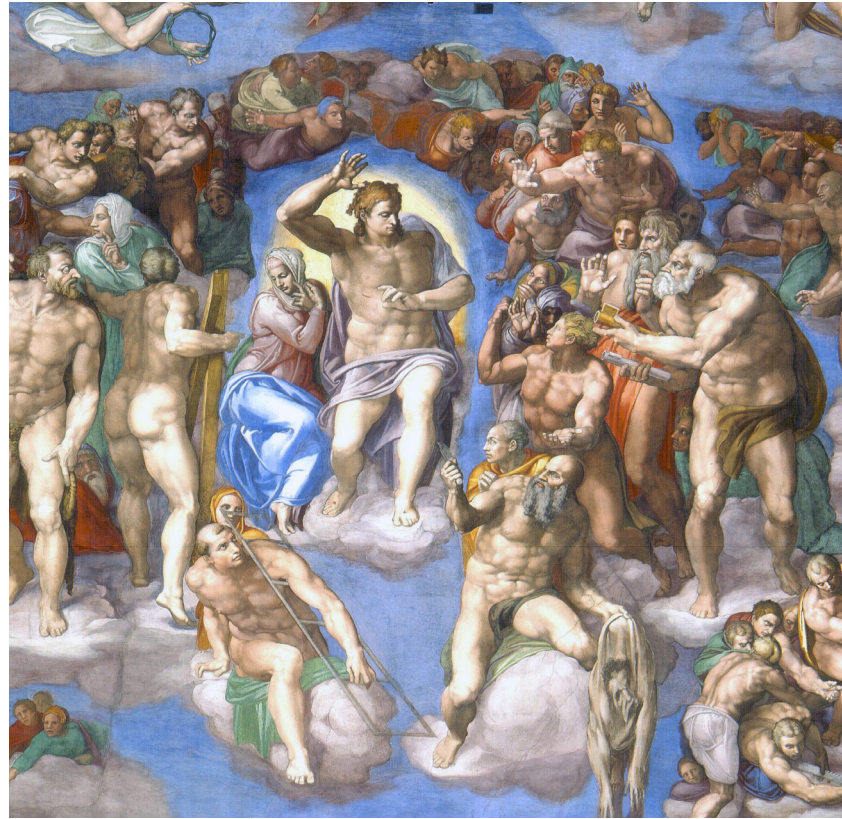
**A**s the chief administrator of godly discipline, the Bishop desires for all to repent and receive forgiveness of sins and healing of body, mind, and spirit through Jesus. Therefore, he must be able, and unwaveringly ready, to decisively and directly confront any heresies, sins, or deviations from Christian and ACNA standards and doctrines found among the Clergy or Laity. His readiness, however, must come from a pastoral heart that loves and genuinely cares for the good of those who must be confronted or disciplined, and for the good of all others who could be harmed by unconfronted or undisciplined sins. The Bishop knows that the Chief Shepherd uses godly discipline to both correct (Matt. 18:15-17) and form (Eph. 4:11-32) those for whom he lovingly shed his blood.

- The Bishop is “above reproach” (Titus 1:7), that is, blameless. His character, work ethic, teaching, and behavior should lead one to gladly follow his example (Phil. 3:17), both within and without the Church (1 Tim. 3:7).
- Allegations of heresy, sexual impropriety, spiritual abuse, or other ethical violations among Clergy or Laity will be addressed quickly and thoroughly by the Bishop pursuant to Title IV of the [ACNA Canons and Constitution](#), Title II of the [DWA Canons and Constitution](#), and the DWA [Ecclesiastial Trial Court Rules of Procedure](#).
- Regarding conflict over issues of non-heretical theological disagreement among fellow Bishops, Clergy, and Laity, the Bishop models and sets the expectation that we all honor one another. He reminds Christians that we are united in Christ (Rom. 6:5), despite our inability to always agree on secondary and tertiary matters. These secondary and tertiary matters especially include issues such as Holy Orders and various emphases of the Anglican theological streams.
- In all areas of Godly discipline and conflict, the Bishop remembers to seek first the wisdom of the Chief Shepherd, and secondly the wisdom of his fellow Bishop-shepherds in the ACNA West and College of Bishops as needed.



“Blessed are those servants whom the master finds awake when he comes. Truly, I say to you, he will dress himself for service and have them recline at table, and he will come and serve them... Who then is the faithful and wise manager, whom his master will set over his household, to give them their portion of food at the proper time? ... But if that servant says to himself, ‘My master is delayed in coming,’ and begins to beat the male and female servants, and to eat and drink and get drunk, the master of that servant will come on a day when he does not expect him and at an hour he does not know, and will cut him in pieces and put him with the unfaithful... Everyone to whom much was given, of him much will be required, and from him to whom they entrusted much, they will demand the more.”

**Jesus**  
**Luke 12:37, 42, 45-46, 48**



“It is not the management of grain and barley, oxen or sheep, that is now under our consideration, nor any such like matters, but the very Body of Jesus... If they who are ambitious of reaching an athletic condition of body need the help of physicians and trainers, and exact diet, and constant exercise, and a thousand other rules (for the omission of the merest trifle upsets and spoils the whole), how shall they to whose lot falls the care of the body, which has its conflict not against flesh and blood, but against powers unseen, be able to keep it sound and healthy, unless they far surpass ordinary human virtue, and are versed in all healing proper for the soul?”

**St. John Chrysostom**  
**Bishop of Constantinople**  
**On the Priesthood, 4.2**





## The Chief Manager of Church Governance

**T**he Bishop's service as the Chief Manager of Church Governance is both sacramental and constitutional, and his authority derives from an unbroken, personal succession from the twelve Apostles. As St. Paul instructs Timothy, "He must manage his own household well, keeping his children under control with perfect dignity; for if a man does not know how to manage his own household, how can he take care of the church of God?" (1 Tim. 3:4-5)

- The Bishop will have a history of exhibiting emotional and spiritual maturity grounded in an ability to always seek God's authority first. His words and actions will reveal his reliance upon God's leading. He will know how to discern God's voice in the Clergy and Laity that God has placed under his care.
- A godly overseer acknowledges personal weaknesses and willingly seeks support, prioritizing assistance from God and utilizing the [resources](#) within his reach. He consistently advocates for optimal utilization of church structures and resources, aligning with God's plan and purposes with obedience.
- The Bishop will understand the ACNA and DWA Constitutions and Canons. He will recognize the challenges and strengths of the ACNA and have a vision of even greater collaboration. He is a bridge-builder among churches, dioceses, the Province, and the worldwide Anglican Communion.
- Through his strategic focus and leadership, the Bishop will cast vision and method for implementation of robust church growth. He will have experience in developing resources for ministry, including financial, as the Diocese looks toward continued movement of our churches from inward maintenance to a culture of missional outreach and expansion through Church Planting and cross cultural mission.



## Prayers for the Future Bishop

**A**lmighty God, who by your Son Jesus Christ gave many excellent gifts to your holy Apostles, and charged them to feed your flock: Give your grace to all Bishops, the pastors of your Church, that they may diligently preach your Word, duly administer your Sacraments, and wisely provide godly discipline; and grant to your people that they may obediently follow them, so that all may receive the crown of everlasting glory; through the merits of our Savior Jesus Christ, who lives and reigns with you and the Holy Spirit, world without end. **Amen.** *BCP 2019, pg. 500*

**A**lmighty God and most merciful Father, of your infinite love and goodness you have given your only Son Jesus Christ to be our redeemer and the author of everlasting life. After he had made perfect our redemption by his death and resurrection, and ascended into heaven, he sent into the whole world his apostles, prophets, evangelists, pastors, and teachers; by the Holy Spirit, through their labor and ministry, he gathered together a great flock to set forth the eternal praise of your holy Name. Grant to this your servant such grace that he may ever be ready to spread abroad your Gospel, the glad tidings of reconciliation with you, and to use the authority given to him, not for destruction, but for salvation; not to hurt, but to help; so that, as a wise and faithful steward, he may give to your family their portion in due season, and at the last may be received into everlasting joy, through Jesus Christ our Lord. **Amen.** *BCP 2019, pg. 506*

**G**ive heed to reading, exhortation, and doctrine. Think upon the things contained in this Book. Be diligent in them, that your growth in the grace and knowledge of our Lord Jesus Christ may be evident to all. In doing so you shall save both yourself and those who hear you. Be to the flock of Christ a shepherd, not a wolf; feed them, do not devour them. Hold up the weak, heal the sick, bind up the broken, bring back the lapsed, and seek the lost. Do not confuse mercy with indifference; so minister discipline, that you forget not mercy; that when the Chief Shepherd appears, you may receive the never-fading crown of glory; through Jesus Christ our Lord. **Amen.** *BCP 2019, pg. 507*

