

# BISHOP'S EXPECTATIONS OF DIOCESAN CLERGY

*As Extracted from Rupert's Land Clergy Employment Handbook,  
Updated June 2019*

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## 1-2 Expectations of Diocesan Clergy

- ✧ Clergy are expected to give strong leadership in the development of the relationship between their Parish and the wider diocesan community.
- ✧ The Bishop anticipates stipendiary clergy will take part in Diocesan Synod, Annual Clergy and Lay Professionals Residential Conference, Bishop's gatherings with the clergy, and Deanery Meetings. Deacons and non-stipendiary clergy are encouraged to attend as able.
- ✧ In consultation with the Parish, the clergy are expected to be actively involved in Clergy Continuing Education, and to make use of the Diocesan Policy regarding Study Leave.
- ✧ All licensed clergy and postulants are required to complete a course in indigenous awareness training within a prescribed time frame.
- ✧ Clergy are encouraged to enter into a Sabbatical every 5-7 years. Further information is found in article 3-12.
- ✧ Clergy are expected to maintain a strong spiritual life by taking part in an annual retreat and a program of spiritual direction throughout the year.
- ✧ Clergy are expected to encourage parishioners to be actively involved in Diocesan and Deanery events, such as Synod, Conferences, worship, and a wide range of social activities that nurture relationships.
- ✧ Clergy are expected to support baptismal ministry by encouraging parishioners to discern their gifts and use them in their Parish.
- ✧ Clergy must work collegially with all clergy.
- ✧ Clergy are expected to display an awareness of, and appreciation for, the diversity of Anglicanism.
- ✧ All persons holding a bishop's license of appointment as incumbent or other responsible (parish) position will work with the Wardens to develop a Ministry Covenant within the first six months of the appointment (and forward a copy to the Bishop); and the Incumbent will participate in a review as required by the diocese.