



Anglican Diocese of Pittsburgh

The Rt. Rev. James L. Hobby, Jr., Bishop of Pittsburgh

Nova Tower 1, Nova Place, Suite 650, Pittsburgh, PA 15212

Phone 412-281-6131 • Fax 412-322-4505

Email: Hobby@pitanglican.org • Website www.pitanglican.org

Summer 2017

Dear Partner in the Gospel,

What a treat it has been to visit almost every congregation in the Diocese! The three-visit format (with the clergy person - along with spouse and family, when there are such; with the leaders of the congregation; and with the congregation itself) has worked very well. I have appreciated everyone's willingness to figure out how to make it work.

Please take some time with the questions on the next page. You will see that some are new or revised. They are intended to be conversation starters. Give them some reflective attention without obsessing about each answer. I'm looking for a sense of how you, your family (if you have one) and your congregation are doing.

As we are available, Shari and I would love to come on Friday or Saturday to meet with leaders, to teach, to lead a retreat, to participate in a special outreach event, etc.. Scheduling this as far in advance as possible is helpful.

Here are a few of my personal preferences to consider in your planning.

1. Whenever possible, Shari and I will be travelling together. If our visit with you entails an overnight, our preference would be to stay with you or one of your parishioners. If that is not feasible or desirable, please list a recommended hotel on the visitation form.
2. I prefer that local clergy do baptisms since you have the primary pastoral relationship with the baptismal candidates. I am delighted for you to do baptisms during a visitation.
3. I am willing to vest according to the liturgical ethos of your congregation. If your worship style is formal, I can vest in cope and miter (or chasuble and miter). If your worship style is less formal, I can vest in rochet and chimere.
4. Since my key role with your congregation is more akin to itinerant prophet than local celebrity, and since I'm an introvert, I would prefer receptions/social times that provide opportunities for me to ask reflective questions about people's relationship with God. For example, I would prefer a "coffee hour" setting that allowed for conversation. It works well in many cases to have a time for Q&A during the reception/coffee hour. When meeting with your leaders, I would like to be able to talk to them instead of sitting at a head table where I can only talk to one or two of them.

I look forward to spending time with you, your leaders and your congregation.

With you, under God's mercy,

+ Jim

One Church of Miraculous Expectation and Missionary Grace



Anglican Diocese of Pittsburgh

The Rt. Rev. James L. Hobby, Jr., Bishop of Pittsburgh

Nova Tower 1, Nova Place, Suite 650, Pittsburgh, PA 15212

Phone 412-281-6131 • Fax 412-322-4505

Email: Hobby@pitanglican.org • Website www.pitanglican.org

PERSONAL QUESTIONS FOR REFLECTION

1. Where do you see the Lord working in your congregation?
2. Where do you see the Lord working through you? What can you celebrate from the last month/quarter/year?
3. What “headwinds” or challenges are you facing in your ministry?
4. What challenges are you and your family facing?
5. Where are you experiencing joy?
6. On a scale of 1 (depression) and 10 (incessant experience of God’s delight), what is your joy quotient? How can I help move your joy quotient up one or two points?
7. How is Satan trying to steal your joy?
8. What is your next step of obedience?
9. How can Shari and I be praying for you?
10. What else do you want me to know about you, your family or your congregation?

One Church of Miraculous Expectation and Missionary Grace



Anglican Diocese of Pittsburgh

The Rev. James L. Hobby, Jr., Bishop of Pittsburgh
Nova Tower 1, One Allegheny Square, Suite 650, Pittsburgh, PA 15212
Phone 412-281-6131 • Fax 412-322-4505
Email: Hobby@pitanglican.org • Website www.pitanglican.org

CONGREGATIONAL LEADERSHIP QUESTIONS (For Clergy & Lay Leaders)

1. What is your congregation's purpose?
2. What is your congregation's primary "charism" (gifting/ability from the Lord?) What do you do best? What would your community miss if your congregation was no longer there?
3. What are your congregation's core values?
4. Describe whom is God calling your congregation to reach with the Gospel in your "Jerusalem/Judea," Samaria," and "Ends of the Earth" (See Acts 1:8).
5. Where does your congregation fit on the Typography of Group Size? What questions does the Typography raise?
6. What is your congregation's next step of obedience?
7. How can Shari and I be praying for your congregation?

Typography of Group Size, Purpose and Leadership

Size (# of people)	Type	Purpose	Leadership
3-5	Accountability or "Reunion" Group	Mutual Accountability and Support	Shared among Lay People Involved
5-15	Small Group in a Congregation or Parish	Study and Support	Small Group Leader (Lay Person)
	Core Team of a Church Plant	Discerning direction and providing leadership for a new church	Church Planter (Lay/Ordained) or Lay Pastor/Catechist
15-40	Missional Community in a Congregation or Parish	Reaching out into a local community to make a difference	Lay Pastor/Catechist
	Launch Team of a Church Plant	Worship, Evangelism, Discipleship (WED)	Church Planter (Lay/Ordained) or Lay Pastor/Catechist
40-100	Parish	WED plus Communication, Administration and Pastoral Care (CAP) - with at least one missional community	Part-time Priest (1/3 to 2/3)
	Congregation	WED (with Parish providing CAP)	Part-time or full-time priest or Lay Pastor who is on staff with the Parish providing CAP
	Adolescent Church Plant	WED (with Parent/Partner parish providing CAP)	Full-time Church Planter/Priest
100+	Parish	WEDCAP (for self) - with at least one missional community	Full-time Priest* (and staff)
	Parent/Partner Church	WEDCAP (for self) and CAP (for plant) - with at least one church plant	Full-time Priest* (and staff, including Church Planter for Daughter Church)

*The point at which a parish requires full-time ordained leadership can vary depending on the community the church is serving and the pattern of church planting/organizing employed. Bi-vocational priests can lead parishes, and even parent/partner churches.

The dynamic blend of missional communities, congregations and parishes provides extraordinary flexibility in pursuing mission and ministry. It also allows for intentional oversight of groups of various sizes in the Diocese. On the other hand, we will discover groups that are hybrids or fall between the tidy definitions above. The hope is that having some standard definitions will help us identify the outliers and offer the kind

of support and accountability that will make them most effective for Kingdom mission. There are various ministries in North America and around the world that are exploring alternative models for planting and organizing churches. Among the most innovative are Fresh Expressions and the Greenhouse Movement.

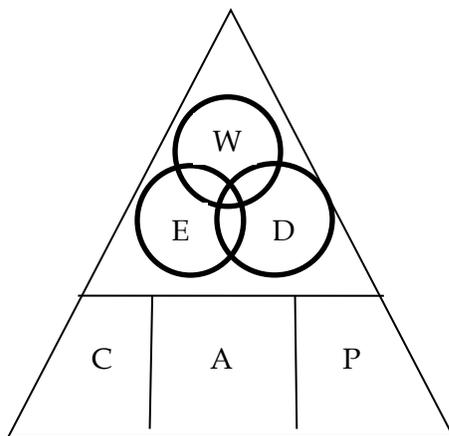
Distinction between Parent and Partner Churches

Parent churches seek to replicate their DNA (vision, mission, core values) in congregations that they plant. Often a church planter will spend time on the Parent Church staff to learn “how we do things.” The Parent Church may send the planter and leadership team (most of whom will come from the Parent Church) into a very similar culture with the expectation of reproducing a congregation whose style of worship, discipleship and evangelism look very similar to the Parent Church. On the other hand, the Parent Church may send the planting team into a different culture with the expectation that the same DNA will express itself in different external forms.

Partner churches support church planting teams through the planting process with no expectation that the new congregation will have an identical DNA. A Partner Church sees the value in planting a wide variety of congregations. While the DNA needs not be identical, there needs to be enough overlap of vision and values that the Partner Church and the church plant are able to communicate with each other at a heart level.

Essential ministry areas for self-directed, self-propagating, self-supporting parishes

(borrowed from David Roseberry and Christ Church, Plano):



W = Worship
E = Evangelism
D = Discipleship

C = Communication
A = Administration
P = Pastoral Support

3-self parishes are able to provide for themselves in all six ministry areas. Congregations will be actively engaged in worship, evangelism and discipleship; but may be receiving support from a Parent/partner parish for communication, administration and pastoral care/oversight.

While the most common arrangement is likely to be that of a larger “3-self” congregation providing CAP support for a smaller congregation, other partnerships may also emerge. For example, several already-established smaller congregations might join together as equal partners to pool their CAP resources while each one continues to provide WED ministries in their local context. This network/cooperative model is likely to work best in urban contexts where multiple congregations exist.

In the case of both parishes and congregations, it is essential to have a process for developing godly, mature leaders in the various areas of ministry. Every congregation and parish will function best with a Leadership Team of men and women who have deep and abiding faith, a love for the Church and a passion to see people far from God come to faith in Jesus.

Definition of Leadership Roles:

Small Group Leader

The basic role of the small group is to provide an opportunity for people to come together in a safe environment to study the Scriptures, care for each other and to reach out to others through service and evangelism. The role of the Small Group Leader is to oversee the life of the group, helping to maintain a balance between an inward and outward focus and between head, heart and hands. The Small Group Leader models life in Christ while encouraging people in the group to risk authentic relationships with Jesus, with each other, and with those who are far from God.

Small Group Leaders work under the direction of the leaders of a Parish or Congregation. These leaders may be priests, deacons, or lay pastors/catechists.

Lay Pastor/Catechist

Building on the leadership foundation learned while leading a small group, the Lay Pastor (sometimes called Catechist) leads a larger group, a Missional Community, a Congregation, or the Core/Launch Team of a church plant in worship, evangelism, and discipleship. He/she draws people into gift-based ministry while developing new ministry leaders.

Lay Pastors/Catechists usually work within a relationship with an existing parish. Some will lead congregations that are extensions of the parish (focusing on worship, evangelism, and discipleship while the Parish provides for things like communication, administration, pastoral support). Others will focus on starting a new self-directed, self-propagating, self-funded parish, beginning as a daughter/partner church plant.

Lay Pastors/Catechists work under the direction of the Rector of a Parish, usually as paid or unpaid staff. The Rector of the Parish recruits, trains, and recommends potential Lay Pastors/Catechists to the Bishop who recognizes their ministry and authorizes them to serve as Lay Eucharistic Ministers.

Lay Evangelist

While other ministry roles focus on the life of a community of Jesus-followers, the Lay Evangelist focuses on those who have yet to “know, worship, and obey” the Lord. Sometimes a Lay Evangelist may draw together a community of people for worship, evangelism, and discipleship. But the focus of his/her ministry is evangelism. Lay Evangelists in these cases often work in tandem with Lay Pastors who are seeking to plant a new church. At other times, a Lay Evangelist may operate within a network of congregations, traveling through a region sharing the Good News.

Lay Evangelists work under the oversight of a Priest or Deacon of a Parish, with the Bishop authorizing their ministry.

Church Planter

A Church Planter is a lay or ordained leader whose gifting and calling uniquely focus his/her ministry towards starting a new congregation, reaching men and women who are far from God. While there is no single church planting personality, there are discernible patterns in a person's make-up and history that point to a calling to plant new congregations.

Though often geographically removed, a Church Planter may work under the direct oversight of the Rector of a Parent Parish; or he/she may work under the oversight of a small group of representatives from Partner Parishes.

Church Planting Coach

Every Church Planter should have a coach who is helping him/her discern vision, clarify mission, set direction and execute plans. The role of the coach is supportive, not directive. Through asking insightful questions, the Coach helps the Planter through the planting process. Coaches should be trained in coaching and have some experience in the planting process (as a member of a Church Planting Leadership Team, as a Planter, or as part of a team within a Parent/Partner Parish with direct connection to a church plant). Coaches can be lay people or clergy.

Deacon

The diaconate has a two-fold focus. On the one hand, the Deacon is called to work within a congregation, assisting with Liturgy, reading the Gospel and training people in the Catechism. On the other hand, the Deacon is called to proclaim the gospel. Under-girding the work of the Deacon is the implicit call to reflect the serving nature of Christ (see Phil. 2; Mk. 10:45; and all the places where God is called "help" or "helper"). There is, therefore, a great deal of overlap between the role of the Deacon and the ministry roles above.

Deacons may work under the direction of a priest in a parish; or under the direct oversight of the Bishop.

Priest

Like deacons, priests are called to upward, inward and outward ministry. They are to lead the Church into personal and community transformation through worship, fellowship and mission. Since the most effective mission and ministry happens at the local level, godly leadership of parishes is crucial in the life of the diocese.

Bishop

The Bishop is both chief pastor and chief apostle in a diocese. As such his role has a focus on strengthening existing congregations and planting new ones.

A Word about Leadership Challenges:

Many variables determine the skills required in leading a particular congregation. Three of the most influential variables have to do with the congregation itself: its health, size and trajectory. A fourth critical variable is the culture in which the congregation exists and the congregation's relationship to that culture.

Health. It is always easier to lead a healthy congregation than a dysfunctional one. Where unhealthy patterns of communication, conflict resolution, and leadership have become normal, uniquely gifted leaders are required.

Size. The chart above points to group sizes because different size groups require different blends of the basic leadership skills of building relationships, casting vision, organizing/managing a system, and developing leaders. Finding a fit between leaders and groups is crucial for effective leadership.

Trajectory. Whether a congregation is growing, stagnant or declining affects the leadership style/gifts/skills that a congregation needs.

Culture. Different cultures look for different things from their leaders. So, different leadership styles resonate with some cultures more than others. Understanding cultural expectations will help will help leaders serve most effectively. In situations where the culture of the congregation diverges greatly from that of the surrounding community, other leadership challenges arise.

Would you like Mama Shari to Vest / participate in the Service? If so, how?

Things which would be helpful for the Bishop to emphasize in discussion or announcements.

Confirmations, Receptions, Reaffirmations

There will be _____ confirmations, _____ receptions, _____ reaffirmations.



Please include a one-page testimony from the confirmand.

Please complete the attached list including full names. The Bishop will bring the completed certificates on the day of the Service.

TEACHING OPPORTUNITIES

Would you like the Bishop to meet with/teach a class during his visit? If so, which one?

Adult Class Teen Class Confirmation Class Children's Class Other

Education Time:

Desired Topic:

FELLOWSHIP OPPORTUNITIES

How will the Bishop interact informally with the congregation (e.g. Coffee Hour, Reception, Dinner, etc.)?

OUTREACH OPPORTUNITIES

How can the Bishop help your congregation reach out to your surrounding community (e.g. prayer walking, evangelistic or apologetic meeting, etc.)

AWARDS AT THE DISCRETION OF THE RECTOR

Award for Exemplary Service – One person per category

This award recognizes people who have consistently exemplified Christ-like service in the congregation or in the broader community in ways fitting their age and stage of life.

Child:

Teen:

Adult:

Award for Excellence in Scripture – One person per category

This award recognizes people who have so consistently “heard, read, marked, learned and inwardly digested” the Scriptures that their lives have been transformed by God’s Word.

Child:

Teen:

Adult:

Other Recognitions / Celebrations / Blessings:

Other Special Requests:

Please return this completed to the Bishop’s office form no less than two weeks in advance of visitation. Additionally, please send a draft of any proposed service leaflet(s) a week prior.

