

CONSOLE OF *SKILLS REQUIRED FOR
SUCCESSFUL BISHOPING IN THE 20th CENTURY

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I. Competence in preparing for and leading public worship requires skill in:

1. Understanding the human need for spiritual refreshment and understanding the role of worship in encouraging on-going religious growth.
2. Knowing about liturgical resources and being aware of usages in line with established traditions and harmonious with currently understood heritages.
3. Preaching
4. Providing leadership in planning and carrying out liturgical change.
5. Relating worship to the entire pattern of life and to the requirements of all secular involvements.

II. Competence in relating effectively to the various segments of diocesan constituency in their respective social, economic, political, and cultural contexts requires specific situational skills in:

1. Understanding the entire range of social needs in the diocesan area based on well informed political, sociological, and economic analysis.
2. Interpreting religious heritages and religious symbols to the Church in the area and to general population of the area; and relating these heritages and symbols to all aspects of life (cf. above)
3. Communicating effectively, eg public speaking, writing, one-to-one verbal exchange.
4. Helping to effect change with continuity.

III. Competence in the management of religious organizations requires administrative/managerial skills:

1. Effective leadership of groups.
2. Effective participation in groups.
3. Ability to help religious organizations identify appropriate goals.
4. Ability to provide leadership and support to religious organizations in achieving stated goals.
5. Creative management of conflict.
6. Sound money and property management.
7. Recruitment and supervision of trained personnel for the performance of described jobs within the voluntary system.
8. Planning for and managing a comprehensive support system for clergy and their families.

IV. Competence in helping individuals acquire maturity, health, and strength requires personal skills in:

1. Teaching about life issues, religious truth, and human growth and development.
2. Providing meaningful spiritual direction and personal religious counseling.
3. Offering effective pastoral counseling in times of stress and crisis.
4. Managing the referral of counselees when seeking the help of other professional care-givers is indicated.

- V. Competence in developing his own personal strengths and resources requires:
1. Understanding identity as a bishop and responding with insight to the varied expectations of this role.
 2. Developing his own inner life through prayer, meditation and an understanding of when and how to seek for himself spiritual direction and religious counseling.
 3. Confronting his own beliefs, convictions, doubts, and areas of personal need in relationship to his role and the demands made by the religious institution.
 4. Identifying the need for professional assistance for himself: e.g. career evaluation, psychotherapy, and/or various types of skilled, professional consultation.
 5. Creating meaningful and supportive relationships among peers, fellow professionals, and friends.
 6. Dealing with his own expectations of himself.
 7. Dealing with the needs of his immediate family, understanding their expectations of him, and being clear and reasonable regarding his expectations of them.

* Adapted from a list of skills required of parish clergy prepared by the Academy of Parish Clergy, Inc.