

## LCA SA-NT District - Assistant Bishop for Mission

(April 2017)

### May 2016 Synod Resolution:

#### RESOLVED:

1. That Synod encourages District Church Council, in consultation with the Council for Mission, to explore establishing the position of “Assistant Bishop – Mission”. This position would replace and incorporate the current full-time Mission Director role and one of the two current “Assistant Bishop” voluntary roles.
2. That District Church Council explore options for the call / election / appointment of the Assistant Bishop – Mission.
3. That District Church Council ensures that Synod has the opportunity to consider a proposal prior to the retirement of the current Mission Director and to implement the new position in time to allow a seamless transition.

#### Notes:

- After feedback from pastors, DCC considered it wise not to replace one of the current unpaid 1<sup>st</sup> and 2<sup>nd</sup> Assistant Bishop roles but add the Assistant Bishop for Mission role to further spread the workload. This change would need to be taken to Synod in the proposal. Hence there would be the following roles:

1<sup>st</sup> Assistant Bishop (currently a parish pastor)

2<sup>nd</sup> Assistant Bishop (currently a parish pastor)

Assistant Bishop for Mission (would be full time in the District Office, replacing the current Mission Director)

- The District Constitution only says this about the current 1<sup>st</sup> and 2<sup>nd</sup> Assistant roles:

The First Assistant Bishop

(a) shall, in the event of the death or resignation of the Bishop, automatically assume the office of Bishop

until the next Synod, but shall not terminate parish or other duties unless elected by the Synod;

(b) shall, by direction of the Church Council, assume office as Acting Bishop during the Bishop's sickness or

absence, or inability to carry out the Bishop's duties;

(c) may be requested by the Bishop to act as the Bishop's deputy whenever and wherever deemed necessary.

#### The Second Assistant Bishop

(a) shall assume the office of First Assistant Bishop in the event of the latter becoming Bishop, or upon the death or resignation of the First Assistant Bishop;

(b) shall carry out such duties as may be directed by the Church Council;

(c) may be requested by the Bishop to act as the Bishop's deputy whenever and wherever deemed necessary.

- Currently the 1<sup>st</sup> and 2<sup>nd</sup> Assistant serve in the following ways by agreement:

1<sup>st</sup> Assistant Bishop - deputises for the Bishop as needed and acts as Bishop in his absence, chairs monthly District Church Council meetings and attends to some matters arising between meetings. (NB These would all remain in place)

2<sup>nd</sup> Assistant Bishop - responsibility for Pastors Conference planning and facilitating, deputises as needed. Is also a member of DCC. (NB these would remain in place)

- The Assistant Bishop for Mission replaces the current Mission Director role. Unlike the 1<sup>st</sup> and 2<sup>nd</sup> Assistant roles it is a salaried role and works from the District Office. In relation to the Bishop it is more a day to day support as needed and a "hands on" mission oversight and coordination role. It would not compromise the roles of 1<sup>st</sup> and 2<sup>nd</sup> Assistant Bishop. It formally recognises the significant benefit that we have enjoyed in having an ex-District President in the current Mission Director role.
- The Assistant Bishop for Mission would be a consultant to DCC rather than elected to it, so as to enable that person to attend DCC and be available to DCC but not be unnecessarily tied to long meetings!
- The position description in this document has been developed from the current one and the District Constitution. The following Position Description is not substantially different from the current Mission Director position description but will have increased oversight and coordination responsibility for the mission work of the District. It will also offer further support to the Bishop especially in times of high demand to enable continuity of work. The intention though is not to compromise the mission focus and work.
- It is recommended that if approved by Synod this change be carefully managed and monitored by DCC in the first years to achieve a desirable balance of responsibilities and tasks for the sake of both the mission and oversight of the church, with mission still being the priority.
- It is intended that the call be for a term of 4 years with the possibility of re-election.

## **Position Description**

### **LCA SA-NT District Assistant Bishop for Mission**

#### **POSITION OVERVIEW**

- To assist the District Bishop in the daily oversight of the Church.
- To resource and equip the Church to participate in God's mission in his world, thereby leading, empowering and encouraging members of God's church to fulfil their various callings.
- To promote mission in all District departments, congregations, schools and other ministries.

#### **NATURE AND SCOPE**

- This position provides appropriate assistance and support to the Bishop in his daily oversight of the Church. The prime focus for this position is to provide ongoing encouragement and assistance for pastors, lay workers and congregations as they develop innovative and creative mission initiatives that are appropriate in their context.
- The incumbent will be encouraged to utilise and develop his God-given gifts and talents in carrying out this ministry and in giving shape to the position.
- The Assistant Bishop for Mission is not called to do all these tasks by himself, but to work with department staff, other individuals and small teams in some areas of responsibility.

#### **ACCOUNTABILITY**

- The Assistant Bishop for Mission shall work in close consultation and cooperation with, and under the oversight of the District Bishop, and in his absence under the oversight of the 1<sup>st</sup> and 2<sup>nd</sup> Assistant Bishops.
- The Assistant Bishop for Mission shall be a consultant to District Church Council who shall be responsible for his welfare.

#### **KEY REONSIBILITIES**

Personally

- Prayerfully seek God's guidance for the purpose and vision of the ministry
- Engage in a continuing program of study and research in relevant areas of missiology in order to be able to teach, mentor and coach others

- Engage in the study of society and its trends as they relate to the life and mission of the church in order to assist the Church to communicate with the people from surrounding cultures
- Engage in regular professional development

#### In the Department for Mission

- Be the team leader of the Department for Mission, its staff and work
- Appoint, supervise, support, encourage, empower and be concerned with the general welfare of the department's staff

#### In the Church

- Encourage serious study of the Word of God to inform, motivate, empower and direct the mission of God throughout the District
- Visit congregations to affirm, encourage and equip God's people for participation in God's mission to his world
- Resource, train and assist congregations and new mission initiatives to envision, plan, evaluate, reflect and set future direction for ministry and mission
- Encourage the establishment of new mission initiatives that go into the world to reach people from sub-cultures and other groups that are not currently hearing the gospel
- Oversee the work of ABMINSA
- Conduct Pre-Call Meetings in vacant parishes
- Lead realignment and other change management processes in parishes and regions
- Serve as Secretary of the Zinnbauer Mission Fund Allocation Team
- Ensure Pastor-Principal meetings are conducted when a new team is formed in a school

#### In the District Leadership and Wider Church

- Work with the District Bishop in overseeing, supporting and coordinating mission through District agencies
- Assist the District Bishop in his work of oversight, particularly in times of peak demand, while honouring the missional intent of the Assistant Bishop for Mission role
- Represent the Bishop on occasions as required
- In the absence of the Bishop work under the oversight of the 1<sup>st</sup> and 2<sup>nd</sup> Assistant Bishops
- Together with the Bishop be a member of and lead the SA-NT District Leadership Team (SALT)
- Work collaboratively with the Council for Mission and the other department directors of the LCA SA-NT
- Work cooperatively with the Mission Directors (or equivalent) of other LCA Districts and the LCA
- Network with other Christian denominations and organisations

## **Draft process of election**

1. A Call Committee is formed made up of the Bishop, the 1<sup>st</sup> and 2<sup>nd</sup> Assistant Bishops and 2 representatives from the Council for Mission.
2. District pastors are invited to submit names for consideration by the Call Committee. Names may be submitted of any pastor on the LCA Roll of Pastors. Expressions of interest can also be sought from LCA pastors.
3. The Call Committee short lists the most suitable candidates after gathering information about them and conversation with them.
4. DCC presents one or more names to the Pastors Conference for an e-vote.
5. The candidate/s endorsed by Pastors Conference is forwarded to Synod for election by e-vote.
6. A call is issued. The called pastor has the standard time of 4 weeks to consider the call.

### Notes on the election process:

- It is a combination of the current process for electing Assistant Bishops and also the current call process for pastors.
- It honours the need for pastors to nominate and accept an Assistant Bishop and for synod to elect them.
- It recognises the difference between this role and the 1<sup>st</sup> and 2<sup>nd</sup> Assistant Bishops, ensuring the candidate has the particular gifts and experience required for the Mission role and yet would also be respected and accepted as an Assistant Bishop.
- If the called candidate declined it would enable the process to be continued without undue delay.
- It opens the field of candidates beyond the SA-NT District, given the specific gifts and experience needed for the role. The Constitution would need to reflect this since the 1<sup>st</sup> and 2<sup>nd</sup> Assistant are required to come from District pastors.

## **CONSTITUTION BY-LAWS (draft)**

### **1. Appointment**

The Assistant Bishop for Mission shall be elected by synod to serve for an initial term of four (4) years and be eligible for re-election.

**2. Relationship to the District Bishop.** The Assistant Bishop for Mission shall work in close consultation and co-operation with, and be under the oversight of the District Bishop.

**3. Relationship to the Council for Mission.** The Assistant Bishop for Mission shall work collaboratively with the Council for Mission and have oversight of that Council.

### **4. Duties.**

The Assistant Bishop for Mission shall:

- (a) coordinate and support the mission of District departments and entities.
- (b) assist the District Bishop in his daily oversight of the Church as required
- (c) together with the Council for Mission, prayerfully seek God's guidance for the purpose and vision of this ministry;
- (d) provide ongoing assistance to pastors, lay workers and congregations as they develop innovative mission initiatives that are appropriate in their context;
- (e) visit congregations to assist them with planning and initiating mission projects;
- (f) lead realignment and other change management processes in parishes and regions
- (g) publicise and promote mission in the District and all its departments;
- (h) engage in continuing study and research of all areas relating to missiology, in conjunction with the Council for Mission and other LCA Mission Directors;
- (i) network with mission personnel in other denominations and para-church groups;
- (j) attend meetings of the Council for Mission, and other committees as may from time to time be determined by the Council for Mission or Church Council; and
- (k) submit reports as required by the Council for Mission and Church Council.
- (l) oversee the work of ABMINSA