

## Exploring Clergy Role Expectations

Using this tool adapted from one published by the Alban Institute (Sept. 1976) please.

- a) Rate on a scale of 1-5 the importance (to you as an individual parish member) of each of 30 functions which a rector might be expected to perform, with:
- 1 – being unimportant, a questionable use of time
  - 2 – being not really important
  - 3 – being a necessary routine function
  - 4 – being important, deserves attention
  - 5 – being extremely important, deserves time and skill
- b) Mark **with a star** the top five functions which you believe deserve the most time and attention from the rector.
- c) In recent years clergy roles have evolved with many responsibilities now being shared with lay leaders. **Circle** whether, in your estimation, this responsibility would be exercised primarily and **directly** by the clergy-person or would a clergy leader enable, support and/or oversee lay leaders so that it is a **shared** ministry.
- d) Please return your form to the facilitator of this survey.

#	Roles	1 to 5 Rating	"Top 5" stars	Directly or shared with lay leaders?
1	Casts a vision and new ideas for pursuing God's mission; promotes awareness of and engagement with Niagara's Vision for Ministry, the Marks of Mission of the Anglican Communion, and/or the promises of our baptismal covenant			Directly/Shared
2	Teaches and works directly with adults to nurture disciples through adult religious education classes or special seminars (e.g., Lenten studies)			Directly/Shared
3	Provides leadership for community partnerships and serves on community boards			Directly/Shared
4	Ministers to the sick, dying and bereaved			Directly/Shared
5	Leads public worship			Directly/Shared
6	Works with Parish Council and committees			Directly/Shared
7	Maintains a disciplined program of prayer and person devotion			Directly/Shared
8	Oversees church office activities, bulletins, correspondence, records, etc.			Directly/Shared
9	Tries to maintain harmony and resolve conflict among parish members over programs, finances, Vestries, bazaars, etc.			Directly/Shared
10	Preaches sermons			Directly/Shared
11	Visits residents in the neighbourhood, making disciples			Directly/Shared

12	Oversees parish communications: website, newsletters, social media, etc.			Directly/Shared
13	Counsels people about their personal problems; makes referrals to suitable medical, mental health & social service professionals			Directly/Shared
14	Develops (in consultation) and pursues a focused continuing education learning plan			Directly/Shared
15	Teaches and works directly with children, nurturing disciples through Church School visits, preaching children's sermons, etc.			Directly/Shared
16	Fosters social justice advocacy and community engagement in direct partnership with those seeking justice and with social justice, service & community organizations/agencies			Directly/Shared
17	Teaches and works directly with young people (senior public and high school) nurturing disciples through classes or youth groups			Directly/Shared
18	Administers sacraments of baptism, communion, marriage; conduct funerals			Directly/Shared
19	Cultivates a home and personal life with some friends and interests outside church circles			Directly/Shared
20	Leads stewardship and capital campaigns			Directly/Shared
21	Mentors or talks with individuals about their discipleship, spiritual development, religious life, and beliefs			Directly/Shared
22	Participates in diocesan and national church activities, programs, and conferences			Directly/Shared
23	Promotes awareness of and enthusiasm for parish, diocesan, national church, ecumenical/inter-faith programs in the parish			Directly/Shared
24	Helps to plan parish budget and to manage parish finances			Directly/Shared
25	Fosters sense of community at parish gatherings			Directly/Shared
26	Serves as an example of high moral and ethical character			Directly/Shared
27	Plans overall parish strategies and programs and maps out objectives			Directly/Shared
28	Recruits, trains, and assists lay leaders; interest people in using their gifts and exercising their baptismal ministries			Directly/Shared
29	Visits regularly in the homes of parishioners			Directly/Shared
30	Counsels and prepares people for major changes in life, such as marriage			Directly/Shared