



# Anglican Diocese of Pittsburgh

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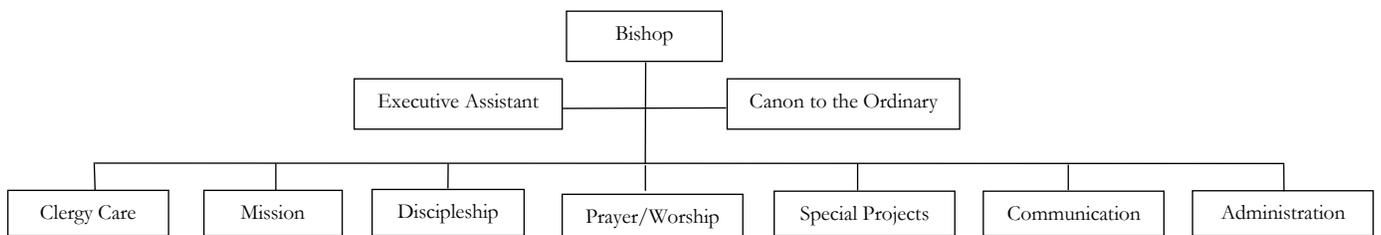
Dear Colleagues in Ministry,

On June 18<sup>th</sup>, I announced that changes were coming in the structuring of the Diocesan Staff that I believe will increase our effectiveness in supporting you and your congregations. Here are more details of what those changes mean.

As a reminder, I'm structuring the Staff around six basic congregational ministry dynamics: worship/prayer, evangelism/mission, discipleship, pastoral/mutual care, communication, and administration. As the Diocesan Staff seeks to help clergy and congregations thrive, we will focus our support through four basic activities (which may be done formally or informally, one-on-one or in groups of varying sizes):

1. Teaching and vision-casting: laying a strong theological and principle-based foundation for the various aspects of parochial ministry.
2. Helping clergy and congregations discover ministry resources.
3. Training clergy and ministry leaders.
4. Providing networking events for clergy and ministry leaders.

The staffing structure that I believe will most effectively serve the clergy and congregations of the Diocese at this season in our life together looks like this:



Here are the responsibilities, roles, and people in each of the boxes:

**Executive Assistant** (Full Time): Bonnie Catalano. For my role as Bishop, Bonnie provides administrative support (managing my calendar and workflow, maintaining files, anticipating issues/questions/problems, etc.). She also gives counsel, offers perspective, and sustains relational connectedness. She allows me to retain a modicum of sanity! Along with the Canon to the Ordinary, she will provide leadership, accountability, and support to the Diocesan Staff.

**Canon to the Ordinary** (1/2 Time): Fr. Don Bushyager. This is a new/renewed position. I've asked Cn. Don to increase his responsibilities within his current hours; a little like the feeding of the 5,000! As Canon to the Ordinary, his primary responsibilities will be:

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- Assist the Bishop in the development and implementation of the Diocesan Strategic Plan.
- Assist the Bishop in providing support and accountability for the other Sr. Staff.
- Assist the Bishop in clergy deployment.
- Act as the Bishop's liaison (when needed) to
  - The Diocesan Council and the Board of Trustees.
  - The Provincial Office and the Archbishop's Staff.
  - Ecumenical gatherings

**Director of Administration** (1/2 Time): The Rev. Don Bushyager. Fr. Don will continue to oversee the operations of the Diocese while supervising Heather Jacoby (Receptionist and Database Administrator: Full Time) and Janet Cummings (Financial Secretary/Bookkeeper: Full Time).

**Canon(s) for Clergy (and Clergy Family) Care** (1/3 Time): This role is shared by the Rev. Jonathan Millard, and the Rev. Shari Hobby (with each one devoting a day per week). The Diocese reimburses Church of the Ascension for Cn. Jonathan's time. This team will oversee initiatives in clergy health, life-long learning, coaching, and mutual support (i.e. clergy support/accountability groups). They will also coordinate care for clergy and clergy families in need.

**Canon for Mission** (2/3 Time): The Rev. Karen Stevenson. In this new/renewed role, Cn. Karen will mobilize diocesan networks in the areas of Congregational Health, Church Planting, Global Mission, and Leadership Development (post-college). Her first initiative will be to create a curacy program for parochial curates and for planting curates. Eventually, she will oversee the systems in the diocese that encourage congregations to pursue health and growth, that catalyze multiplication of leaders and congregations, and that support involvement in overseas missional relationships.

Cn. Karen's position will be funded for the first 12 months through the Archbishop Duncan Legacy Fund as an important investment in the future of the Diocese. After that, a combination of support from congregations and individuals with a heart for church planting and leadership development will allow the position to continue without impact on our operating budget.

**Canon for Discipleship (and Youth Ministry)** (1/3 Time): The Rev. Tracey Russell. Cn. Tracey will catalyze diocesan networks and shared ministries that encourage consistent, incremental, developmentally-appropriate spiritual formation for children, youth, college students, young adults, and adults. She will also help develop a leadership training path from childhood to adulthood.

Cn. Tracey and I will be raising her support for the foreseeable future. But, the benefit of assisting congregations in effectively making disciples will bear fruit for parishes and the diocese in the long run.

**Canon for Prayer/Worship** (1/6 Time): Deacon Joanne Martin. Cn. Joanne will identify best practices, curate resources, and develop networks to support, strengthen, and promote various forms of healing and prayer ministry. She will also develop resource teams that will encourage inspiring worship through liturgy, music, and other creative arts.

**Deacon for Special Projects** (1/6 Time): Deacon Joanne Martin. Deacon Joanne will provide oversight of the development of diocesan-wide events, programs, and systems that support multiple ministry dynamics. A good example is the shift from "Annual Convention" to "Gathering."

**Communication Director** (1/2 Time): Kristen Parise. Kristen will continue to do an excellent job in our regular communications to the Diocese. She will also begin to offer networking, training and support for parish communicators.

**Bishop:** according to the Ordinal, my role as bishop is a “steward” and “shepherd” whose responsibility is to “edify and perfect Christ’s Church.” A bishop’s key responsibilities are:

- Being an “example of good works for others” by living a “godly, righteous, and sober life,” expressed in “quietness, love, and peace,” with a special focus on “poor and needy people and all those in need of help.” He is also to be “a wholesome example in word, in conversation, in love, in faith, in chastity, and in purity.”
- Teaching and exhorting with wholesome Doctrine; driving away all “erroneous and strange Doctrine.”
- Administering the Sacraments.
- Examining, ordaining, and sending new deacons and priests.
- Providing godly discipline (as both formation and correction).
- Propagating the Gospel.

In fulfilling his responsibilities, a bishop acts as a catalyst, working with others to extend the Kingdom. This catalytic role is envisioned to be more missional than administrative. I see myself providing overall vision and direction while working with the Diocesan Staff to support and network the mission and ministries of all of our congregations.

While this might feel like a lot of change, I believe that clergy and congregations will experience a seamless transition and increased support. If you have any thoughts or concerns, please let me know. I’m happy to listen and to share more fully about any aspect of this new structure. Likewise, if you have thoughts about what kind of training, resources, or networking opportunities would be most helpful to you and to your congregation, let anyone on Diocesan Staff know.

With deep affection and excitement about what the Lord has in store, your partner in the Gospel,

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