

Who are we seeking?

A briefing paper from the ACSQ Archbishop Election Committee which explains the role of the Archbishop and articulates the qualities, skills, and experience we seek in a candidate. The intention is to provide helpful background to those who would like to suggest possible candidates for nomination.



What is the role of the Archbishop?

Overview:

1. The Archbishop's chief responsibility is the spiritual care and leadership of 'The Corporation of the Synod of the Diocese of Brisbane,' hereafter referred to as the Diocese.

The Archbishop is the leader of a large and complex organization, the major parts of which are parishes, chaplaincies, Anglicare Southern Queensland and Anglican Schools: together these comprise 'One Church; One Mission'. The challenges facing the Diocese are also complex. The Archbishop needs to understand complexity and be able to identify and raise up other similarly competent leaders.

The Diocese covers 540,000 sq kms of southern Queensland. This includes metropolitan and regional areas as well as rural and remote communities. There are currently 132 parishes and over 7,000 paid workers in the Diocese as well as many volunteers who provide ministry, outreach, and care to Anglicans and to the wider community. The overall annual financial turnover of the Diocese is approximately 140 million dollars, excluding Diocesan owned schools and the Community Services Commission (CSC). There are also significant assets, many of which are tied to trusts for furthering the mission of the Church.

2. The Archbishop leads the vision of the Diocese, which currently is one of "flourishing faith communities committed to proclaiming and serving, worshipping and learning."
3. The expression of 'Comprehensive Anglicanism' is valued in this Diocese and has a vital place in the Anglican Church of Australia. The Archbishop's role, primarily in teaching and dialogue in the Diocese and at a national level, is seen as essential in trying to find common ground in a church that has a variety of understandings of worship and doctrine.
4. The Archbishop makes decisions which have consequences for the wider church as well as often directly impacting individuals. Therefore, the Archbishop must be aware of this responsibility and prayerfully consider all decisions and seek guidance from others.

Diocesan Role:

5. Certain prerogatives and powers of the Archbishop are contained within the Archbishop Prerogative Canon. The Canons of the Diocese can be found here:
<https://static1.squarespace.com/static/5d0b6225d1f5490001c5c757/t/63d87a4dd761ad51cb824209/1675131504031/Constitution+and+Canon+of+the+Diocese+of+Brisbane.pdf>
6. The Archbishop, as leader of the Diocese, as stated in the above Canon, is installed as Ordinary and Chief Pastor of the Diocese. The Archbishop is deemed to have, and may exercise, all the powers and prerogatives conferred by its Constitution or its Canons.
7. The Archbishop has the power to both grant and revoke licenses to clergy to officiate in the Diocese: there are currently 467 licensed clergy.

8. The Archbishop has the authority to ordain a person to an office within the threefold order of ministry.
9. The Archbishop is the Minister of the Cathedral and shall have the ordering and control of all services of the Cathedral. The Cathedral is separately incorporated. The Archbishop appoints the Dean of the Cathedral and both Residentiary and Honorary Canons after consultation with and the concurrence of the Cathedral Chapter. There must be a good working relationship with the Dean.
10. The Archbishop heads the leadership structure of the Diocese and is assisted in leadership by the Diocesan Leadership Team, which includes the Archbishop, the three regional bishops, the Executive Directors of each commission, and the General Manager.
11. The General Manager is the person appointed to that office from time to time by the Archbishop-in-Council on such terms and conditions as the Archbishop-in-Council and the Finance and Diocesan Services Commission (FDSC) shall determine. There is a close working relationship between the Archbishop and the General Manager.
12. The Archbishop is the direct line manager of the General Manager who in turn manages the Executive Directors of the five commissions.
13. The Archbishop is the direct line manager for the regional bishops and each regional bishop is a member of the Parish and other Mission Agencies Commission (PMC), and of at least one other commission.
14. The five Commissions within the Diocese are presently: the Anglican Schools Commission (ASC), Community Services Commission (CSC), Finance and Diocesan Services Commission (FDSC), Ministry Education Commission (MEC) and the Parish and Other Mission Agencies Commission (PMC). Each commission is led by an Executive Director. The Archbishop is President of each of the five commissions and approves the appointment of an Executive Director for each commission and a Chair of each commission.
15. The Archbishop delegates much governance and other responsibilities to these Commissions, Councils, and Committees.
16. The Archbishop convenes and is the President of an ordinary session of the Synod for the dispatch of business at least once every year.
17. The Archbishop is the chair of the Diocesan Council (also called Archbishop-in-Council) which generally meets once a month.
18. Given that the Diocese is a large corporation with a multi-million-dollar budget, and significant property assets, it is desirable that the Archbishop bring financial acuity to the role.
19. The Archbishop is the President of the Governing Body of 11 owned and operated Anglican Schools.
20. The Archbishop appoints the school Principals of those 11 schools.
21. The Archbishop is President of the Council of St John's College at the University of Queensland. The Archbishop-in-Council ratifies the appointment of the Warden of St John's College at the University of Queensland on the recommendation of St John's College.
22. The Archbishop is the Guardian of the Society of the Sacred Advent and offers care to other religious orders within the Diocese.

23. The Diocese has a Director of Professional Standards, appointed by the Archbishop-in-Council. There are a currently a significant number of claims for redress relating to historic cases of abuse in parishes, schools and other Diocesan institutions and the Archbishop leads the pastoral response to these claims.
24. The Archbishop is the last point of appeal in many complaint processes: Parishes, Schools, and Anglicare.

Provincial Role:

25. The Diocese is a member of the Anglican Province of Queensland along with the Dioceses of North Queensland, Rockhampton, and the Northern Territory. The Diocese of Brisbane is the Metropolitan See with the Archbishop of Brisbane the Metropolitan.
26. There is a positive relationship between the bishops of the four Dioceses, and there is a willingness to work collaboratively and share resources. As President of the Provincial Synod the Archbishop will have an important role in the future of the Province.

National and Ecumenical Role:

27. The Archbishop of Brisbane is a Metropolitan within the National Church and is an ex officio member of the standing committee of General Synod. There is an expectation that the Archbishop, as a member of the House of Bishops, will serve on various national committees and commissions according to their skill set and experience.
28. The Archbishop is expected to continue fostering positive ecumenical relationships, both locally and nationally, with other Heads of Churches.
29. The ACSQ is a member of the Queensland Churches Together, and the Archbishop appoints a member to the board of this organisation which meets every two months. The Archbishop is a recognised figure in public life and can be involved in submissions to legislation proposals. The Archbishop is invited to attend/participate in such Brisbane based events as St Patrick's Day, ANZAC Day, and the Royal Queensland Show (Ekka).

Looking towards the future:

30. Some of the current challenges facing the Diocese are different to the challenges of twenty years ago when we last elected an Archbishop. The Archbishop therefore is to be a leader of ministry and mission for this time as the Church is called to respond to challenge and change.

In the light of this understanding of the role: what are the qualities, skills, and experience we seek in a new Archbishop?

We seek a person of deep faith, committed to the Gospel, who will embody and articulate the values identified as important in our expression of Anglicanism in Southern Queensland: **a faithful, imaginative, creative, courageous,** and **authentic leader** who will inspire and facilitate the implementation of the Diocesan Vision that we be *flourishing faith communities who proclaim and serve; worship and learn.*

In challenging and changeable times, amid tensions within the National Church, we seek an Archbishop who will further the vision of **Comprehensive Anglicanism** and who will bring, with graciousness and wisdom, diverse Anglican communities together in respectful dialogue and loving action.

The Archbishop will be a **wise and compassionate** leader of leaders. The Archbishop is the public voice for this Diocese, and an **advocate** for the vulnerable and marginalised, and those whom the Church has wounded.

The Archbishop will be **cross-culturally capable** and able to engage sensitively with Aboriginal and Torres Strait Islander peoples.

The Archbishop will ably understand both Anglican culture and the larger issues of Australian society, and be someone whose insights and leadership will strengthen the Diocese in the challenges ahead.

It is essential for the Archbishop to be a highly **skilled communicator**, one who listens with kindness and speaks with care; an effective preacher and teacher, and a clear-headed and calm strategic thinker. The Archbishop will be skilled in areas of church governance and administration.

It is a complex and demanding role and the Archbishop will need to be highly resilient.

National Church experience and/or episcopal experience is deemed very helpful but not essential.

Much of what we expect from an Archbishop in implementing our Diocesan Mission, is what we ask also of ourselves and these are reflected in the focus areas listed below. Demonstrable capacity and lived experience in developing these focus areas are highly desirable.

- **Comprehensive Anglican identity and purpose**
- **Energising, nurturing and mobilising ACSQ's people**
- **Flourishing parishes and faith communities**
- **Engagement with each other and the wider community**
- **Stewardship and sustainability**

The Archbishop Election Committee invites you to prayerfully consider the role of the Archbishop, and the identified qualities, skills, and experience that have been articulated in this document. If there is someone that you think God may be calling to this role, and you would like the Committee to consider them as a potential candidate, please email their name, their current role and your thoughts about why this person would be a good fit.

(It would be helpful to limit your rationale to 250 words)

The email address to submit names is: archbishopelection@anglicanchurchsq.org.au

The closing date for submission is: **5pm, Friday 24th March 2023.**

In the work of discerning who God is calling to this role we pray for the guidance and blessing of God's Spirit. Recognising this we invite you to join us in prayer until the work is complete:

**Eternal God,
shepherd and guide,
in your mercy give your Church in this Diocese
a shepherd after your own heart
who will walk in your ways,
and with loving care watch over your people.
Give us a leader of vision and a teacher of your truth.
So may your Church be built up and your name be glorified;
through Jesus Christ our Lord. Amen**