

DIOCESAN BISHOP QUALITIES AND COMPETENCIES



The successful candidate will possess or be able and willing to acquire a firsthand understanding of all parts of the Diocese of British Columbia and can travel widely and frequently from a home base in Victoria.

They repudiate the Doctrine of Discovery and Terra nullius. They demonstrate a deep appreciation and respect for the many First Nations spiritualities, cultures, worldviews and practices; and an understanding of, and alignment with, the truth and reconciliation process, *United Nations Declaration of the Rights of Indigenous Peoples* and the Truth and Reconciliation Commission's *94 Calls to Action*.

They acknowledge white supremacy as a sin and are actively seeking ways to personally and corporately decolonize culture, systems and their own worldview.

Further, they will possess the following:

- ✘ A comfort with and respect for the full spectrum of Anglican belief and practice.
- ✘ A prayerful, spiritual practice, with a well-established personal rule of life, and an evident commitment to living out the Gospel.
- ✘ Familiarity with and curiosity about a range of alternative models for how to "be church."
- ✘ Skills and experience in conflict transformation, at the interpersonal and group levels, including the theology and practice of reconciliation.
- ✘ The ability to exercise leadership indirectly, to motivate and align diverse stakeholders, to get things done through staff, committees and task teams, to be both consultative and decisive.
- ✘ Experience in strategic and operational planning and execution; excellent organizational, administrative, project management and time management skills.
- ✘ Experience implementing effective change management and a broad familiarity with current systems (both human and technological) to optimize organizational efficiency and effectiveness.
- ✘ Skills and experience in human resources policies and practices including an understanding of employment law and human rights obligations.
- ✘ Excellent verbal and written English communications, including public speaking, presentations and social media engagement. A natural networker, who understands how to nurture effective communication in today's digital landscape and in a decentralized organization.