

While I do not believe that the Church will be renewed through hesitant suggestions, I am equally sure that our vision will never become a reality through the powerful force of imperial mandate.

We all live within the balance of the Cross and Resurrection — weeping over the sad plight of Jerusalem and joyful because of the victory of Easter which assures us of the possibilities of tomorrow and challenges us to celebrate a future that shapes our present moment of history.

B. Practical Principles of Pastoral Ministry

These qualities of Christian leadership must be complemented by practical principles of Pastoral Ministry. Among these I count the following as essential:

1. Balance between action and reflection

Service in behalf of Christ demands courageous action borne of insight and a prayerful spirit. Without prayer our sense of purpose and our communion with the Lord and another become thin. Without the insight that results from learning how to do our work well, service lacks quality. Without courageous action there is no service of the Gospel. I want all the pastoral efforts in our Diocese to respect this delicate and dynamic balance.

2. Principle of integrity and personal witness

There is little room in pastoral ministry for leadership that does not witness in its own life to the message it seeks to bring to others. As has been said many times, "Your actions speak so loud I cannot hear what you are saying." I want all of us to seek to be personally faithful to the Gospel we serve and honest with others about our successes, our struggles and our failures to respond to this calling.

3. Cultivators of gifts

It is essential for all who seek to serve that they have a mighty respect for the gifts which the Spirit bestows in great variety for the upbuilding of the Kingdom. We must nourish in our groups the gifts that are there in seed form, bringing forth the young shoots and finally the blossom as the Master Gardener would have it. Still of more importance is the work of unifying the variety of gifts and charisms, seeking to end competition and a contentious spirit. Let there be unity in all those works we can agree on; let there be freedom in all efforts and insights where consensus has not been achieved, and, above all, let there be charity in all our work.

4. Stewardship

We who serve do so on behalf of the Lord. We accept a charge to care for people and not for any self-aggrandizement or personal gain. Ministry must be other-centered, rooted in the needs of persons and not in serving any particular process or

institution at the person's expense. Today, especially, our work must extend to those large numbers of unchurched, who cannot affiliate with any denomination but who still hunger for the Gospel. I want to see all of the leaders in the various works of the Diocese regularly returning to meditate on this pastoral principle.

5. Eucharistic-centered spirituality

Other ages of the Church have provided various forms of spirituality. In our Diocese and in these days, I want to see my people gathered regularly around the table of the Lord, for reconciliation, for insight and for praise and thanksgiving to God. The Eucharist is, indeed, the heartbeat of the Christian community and the symbol and source of our unity.

6. Constructive Dialogue

Our time in the Church is so greatly marked by learning that a constructive and challenging dialogue, especially among the leadership, is an essential principle of our growth as the people of God. We must all be committed to speaking the truth in love. This implies providing both supportive and corrective exchange among all who seek to serve the Diocese.

7. Readiness

In our day of almost overwhelming challenges, I am reminded of Christ's parable on preparedness. Do not go forth in battle with 10,000 troops against an enemy of 20,000. Know your limitations, as well as you know your talents. Understand the needs of those you seek to serve and be ready to take risks when the time is right. Use good judgment in what you set out to accomplish.

8. Planning

The challenges that stand before us as Church are matched by an abundance of gifts with which the Spirit has blessed us. Insight, imagination, skills, generous sharing of time, leadership ability, discernment, prayerfulness, truthfulness are among the gifts that, working as harmoniously as parts of a body, can make us more effective in our ministry. I want all the leadership, therefore, to include formal planning measures as a means of improving the quality of our work. "Planning is no substitute for prayer, nor is prayer a substitute for planning."

III. THE LIVING STONES OF CHURCH

"You, too, are living stones, built as an edifice of spirit, into a holy priesthood, offering spiritual sacrifices to God through Jesus Christ." 1 Peter 2:5

To be Bishop is to work with people who share their lives and talents in building up that communion of persons that is Church. I am particularly blessed in that area in the

Diocese of Rochester. I wish now to speak to my co-workers. (The following groups are not listed in order of importance.)

PRIESTS

In this Diocese, I think that a special blessing is the priesthood. I wish to thank my brother priests, especially for the following gifts that they bring to their work in the Church:

1. The priesthood of Rochester is a group of men who are dedicated to the Church. There is a special zeal for the needs of people. Whenever I speak with a fellow priest, the topic of his people, whether young or old, rich or poor, comes up and I hear of the needs that they have. That is an inspiration for me. In a special way I wish to commend those priests who, even in retirement, continue to serve and offer prayerful support for the life of the Diocese.

2. Over the past 15 years in this diocese there have been many basic changes in the work of the priests. This causes a certain amount of anxiety and upset as a person struggles to adapt to the new ways of being Church. I wish to thank the priests of Rochester for their patience and enduring zeal, their willingness to face these new questions.

3. There is a great love among the priests of this diocese. In the real troubles of life that sometimes affect a particular priest, I have seen his brother priests respond with help again and again.

4. I have always found among my priests a deep respect for me and my role of bishop. Their constant concern for my mission has caused them to speak up and, at times, criticize my approaches. I regard that as a sign of concern and interest in my role; while I do not always enjoy criticism, I deeply appreciate the spirit in which it is offered and will always struggle to listen.

At the same time I feel our Diocese is blessed by our priests I also have to speak to you frankly. You are too essential to the success of the Church for me to avoid challenging you to even more.

1. You must be men of vision today. The Church is building and rebuilding. It is a time of transition. I cannot overemphasize the fact that your people need the vision that comes from study and from prayerful reflection. We are starved and lost without that basic vision of the Church that you must offer.

2. Do not underestimate the power of your role as leaders of celebration. All of us need hope and a sense of the presence of God in our world. Prepare carefully for all liturgy, bring yourself to celebration with a sense of wholeness and a willingness to give yourself deeply to it. A priest who invests himself in the liturgy is a great blessing for us all.

3. We all must learn how to listen