

Board for Clergy Deployment

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INTRODUCTION

The Board for Clergy Deployment, which was established by the General Convention in 1971, understands its responsibility to the Church as applying to two wide areas:

1. The general oversight of the Clergy Deployment Office.
2. The entire field of Deployment with its manifold issues, theological, moral and practical.

I. FIRST RESPONSIBILITY OF THE BOARD

The Clergy Deployment Office

With regard to the Clergy Deployment Office, the Board offers below a detailed report on what has been accomplished. In general we think that the Episcopal Church can thank God for what has been done by the patient, faithful and creative work of the staff at Clergy Deployment Office, together with that of the bishops, clergy and laity, for we see it as a witness to the world of how the Church can exercise due stewardship of the differing gifts with which God has endowed the human race.

DESCRIPTION OF CLERGY DEPLOYMENT OFFICE

A. Clergy Data Bank

The first responsibility of the Clergy Deployment Office has been to collect, computerize, and distribute data on the Clergy in order to help them offer their ministries as widely as possible, and also to help the Church identify those Clergy best equipped

to carry out particular ministries in particular places. The Office has met with wide acceptance. Over 8,300 clergy have now registered with The Clergy Deployment Office, and over 30,000 copies of their personal profiles are distributed to the Church each year. Systematic Deployment policies are now a regular part of the life of most dioceses, and most dioceses now have Diocesan Deployment Officers, who have been trained by the Clergy Deployment Office.

Most parishes and dioceses use the Clergy Data Bank, either directly or indirectly, whether searching for someone to fill a curacy or to serve as a diocesan bishop.

B. The Position/Institution Data Bank

The newest assignment of the Clergy Deployment Office has been to establish a data bank containing computerized information on the various positions that are open in the Episcopal Church. Information is received from the dioceses and is distributed to interested clergy in two ways:

1. A "Positions Open Bulletin", which is a monthly listing of all open positions together with minimum information. This is available on subscription. It is supplemented by
2. "Position/Institution Profiles", which are a complete print-out of the information supplied to us about the open position and about the institution. These are available at a very small cost to all clergy.

This new system is also meeting with wide acceptance, and hundreds of clergy are subscribing to the Positions Open Bulletin and many are requesting profiles.

C. The Goals and Objectives of the Clergy Deployment Office for 1980-82 are as follows:

To provide the Church with the best of modern deployment policies and practices so that the God-given talents and experiences of individuals can be matched with the needs for mission and ministry in particular places by:

1. Continuing the operation of the Clergy Data Bank and the Parish/Institution Data Bank systems.
2. Keeping abreast of the rapid developments in the area of computer data bank technology so that cost-effective adaptation can be made to our present system when and as appropriate.
3. Working with Dioceses, Seminaries and Clergy Associations to insure the best possible use of the Clergy Deployment Office by Clergy and institutions of the Church.
4. Offering guidance to dioceses in formulating deployment policies.
5. Assisting women, minorities and the unemployed and others who may have special deployment needs.
6. Providing the Church with data required for making decisions in the area of ministry.
7. Offering our services to the segments of the Church who wish to utilize computerized data bank technology to further their specific missions.
8. Expanding the Open Listing System to include positions other than those in parishes and dioceses, in order to increase the number of opportunities for employment.

II. SECOND RESPONSIBILITY OF THE BOARD: GENERAL ISSUES OF DEPLOYMENT IN THE CHURCH

With regard to the Board's responsibility in the general field of Deployment, we attempt to make the Church aware of such issues as "equal opportunity". We are also concerned about women clergy, about the frequent lack of courtesy and openness in the calling of clergy, about the increase in the number of dissolutions of pastoral relations, and about the effects of the abundance of clergy.

APPENDICES

A. "Equal Opportunity" or Good Stewardship

If it is God who calls men and women to the ministry, and if it is he who apportions the differing gifts of ministry as he will, then clearly it is necessary for the Church to carry out the deployment of its clergy in such a way as not to put the roadblock of human prejudice in the way of any Christian exercising her or her ministry.

The Board sees the operation of the Clergy Data Bank and the Positions/ Institution Data Bank as invaluable tools to the Church as it tries to open wide the doors for ministry to its clergy. It is the stated policy of the Board, for example, that categories such as race, marital status, age and sex not be used *per se* in the operation of the Clergy Deployment Office.

The Board strongly urges the dioceses of the Church to follow its lead and assume their responsibility in this important area; and it suggests the adoption of the following policy by diocesan conventions:

1. That all clergy and qualified laity be registered with the Clergy Deployment Office to insure complete and equal consideration by Search Committees.
2. That after careful consideration, the skills and experiences required to fill any open position within the diocese, be submitted to the Clergy Deployment Office so that a search can be made of the records of all persons registered with the Clergy Deployment Office.
3. That all qualified persons regardless of race, sex, marital status, or age be given equal consideration.
4. That all open positions be listed in the Clergy Deployment Office's "Positions Open Bulletin", so as to give equal opportunity to those persons who wish to apply for such positions.

B. Women Clergy

Although the Church has decided to ordain women, much work remains to be done throughout the Church to deploy these women as God calls them to his service. The Board has a committee to work in this area, and it has asked the Rev. Margaret Muncie to serve as its consultant. Two provincial Deployment Officers for Women in Provinces II and III have been appointed. Finally, the Board expects to publish a booklet "Women in Ministry" before the General Convention to show what God is, in fact, doing through the ministries of some very different women clergy. We believe that the story of these ministries may speak to the Church more profoundly than some of the theological treatises on the subject.

C. Dissolution of Pastoral Relations

There has been a noticeable increase in the number of dissolutions of pastoral relations between clergy and parishes. To what extent have these dissolutions been carried out in a spirit contrary to the Gospel? To what extent were they justified? What are the standards by which these judgements are made? These are questions the whole Church needs to know the answer to. Therefore, the Board has welcomed the opportunity to become a sponsor along with the Alban Institute, of an ecumenical study of this problem. The findings will be available in the near future. They should help the Church to decide, for example, whether our Canons need to be changed to provide a more careful process as some Bishops, Clergy and Lay people are urging.

D. "Caring for Clergy in the Calling Process"

The above title is that of a special pamphlet prepared by the Board to meet the need of search committees for guidance in considering clergy for vacancies. Clergy are often left in the dark and can be badly hurt in the calling process and this, we feel, is due largely to inattention and lack of knowledge on the part of the calling or search committees.

This pamphlet will not only help the clergy but the laity since, as St. Paul reminds us, if even one member of the Body suffers, all suffer.

E. The Abundance of Clergy

The Board, of course, has a special concern for the effects of there being, at present, an imbalance of clergy in relation to church-supported positions. Through our staff we have participated in the publication of the study on this subject recently released by the Council for the Development of Ministry. We concur with its general conclusions that, as a Church, our problems occur because we have trained our clergy for a very narrow field of mission (e.g. middle class parishes) ignoring other fields ready for harvest, parochial and nonparochial. The Board also commends to the Church's attention its triennial publication "Distribution and Deployment of Clergy" where the statistics about clergy deployment are available for all to see.

These, then, are some of the deployment issues before the Church at the present time. The Board believes that its members owe it to God to look at these questions and respond to them as faithfully as they know how. It should be obvious that though the Board has considered all of the above issues, none of them has by any means been settled, and all are likely to remain on the Board's agenda for several triennials to come.

III. CONCLUSION: GOALS AND OBJECTIVES OF THE BOARD

The Goals and Objectives of the Board for 1980-82 are as follows:

1. To continue its oversight of the Clergy Deployment Office, holding it to the same high performance
2. To keep itself open to the ever-changing development issues and needs of the Church and clergy and to offer such guidance to the Church as can best meet those issues/needs, especially the following:
 - A. "Equal Opportunity" for clergy in the areas of race, marital status, age and sex.
 - B. The abundance of clergy.
 - C. Equal access for all clergy to all open positions.
 - D. Adequate processes in the calling of clergy and in the dissolution of ministry, e.g. clergy couples, bi-vocations, etc.

The Board expects to accomplish these goals by meeting twice yearly regularly as a Board and also by continuing to use our committees as need arises to deal with such subsidiary issues as outlined above, including new issues perhaps not yet foreseen. As the Convention realizes, our only expenses are for meetings. All program expenses such as publication costs are met by the CDO budget, which is funded through the Executive Council's budget. In light of our report we therefore offer the following resolution.

Resolution # A—33

Resolved, the House of _____ concurring, the 66th General Convention hereby continue the Board for Clergy Deployment and reaffirm for it the same authority and responsibilities as in the-action of the 65th General Convention.

Resolution # A—34

Resolved, the House of _____ concurring, the 66th General Convention hereby adds to the Assessment Budget the sum of \$37,536 for the operation of the Board for Clergy Deployment for the triennium.

APPENDICES

V. BUDGET

ASSESSMENT BUDGET (Board Expenses)	1980	1981*	1982*
1. Board Meeting Expenses (16 members, 1 consultant)	\$ 9,452.	\$10,114.	\$10,220.
Two meetings per year with travel and per diem expenses, following P. B. & F. estimates.			
2. Executive, and Other, Committee Meetings	2,224.	2,380.*	2,546.*
Travel expenses for two meetings of Executive Committee each year; plus expenses for member to attend meetings of the Council for the Development of Ministry.			
TOTAL	\$11,676.	\$12,494.*	\$13,366.*
TOTAL ASSESSMENT BUDGET FOR 1980-82 TRIENNIUM:		<u>\$37,536.</u>	

*AT THE REQUEST OF P.B. & F. AN INFLATION FACTOR OF 7% HAS BEEN ADDED.