

The Council for the Development of Ministry

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THE COUNCIL FOR THE DEVELOPMENT OF MINISTRY

BACKGROUND

The present Council for the Development of Ministry is the evolution of an Ad Hoc Ministry Council created by the General Convention of 1970. Initially organized to assist in the coordination of the Boards, Committees, and Commissions which dealt with ministry concerns in the church and to work in collaboration with Bishops and Diocesan Commissions On Ministry, it became apparent before the Convention of 1976 that it was unrealistic to expect the Council to coordinate the programs of relatively autonomous agencies. Since the direction of the work of the Council during the 1973-76 Triennium had moved toward assisting and supporting the "development of the professional ministry - both lay and ordained," (page AA 61, Journal of the General Convention, 1976), it was deemed expedient to change the name "The Ministry Council" to "The Council for the Development of Ministry" at the General Convention in 1976. The proposal stated that the Council for the Development of Ministry was to have four objectives:

1. Organize and activate a Council for the development of professional Ministry to serve in an advisory and supportive capacity in relationship to the Office of Executive for Ministries.
2. Provide a national instrumentality for serving the Church as a whole in the regular delivery of services, information, and knowledge of resources to various levels of organization, and to local/regional agencies which function in the field of ministry and development.
3. Establish a method for linking ministry-serving agencies in an operative network for the giving and receiving of assistance, encouragement and support.
4. Establish criteria for judging whether or not the above objectives are being realized.

Its overall goal was -

"To create a structure and provide services in order that the Episcopal Church, at all levels of its organization, will better recognize current ministry development needs, and opportunities, and better utilize resources for meeting them."

Provision was made through the Program Budget of the Executive Council to continue to provide funds for the Council to carry out its work and, beginning in 1977, for the appointment of a staff person to work with the Council and the Executive for Education for Ministry.

The goal and objectives established an operative framework for the Council for the Development of Ministry. Fulfilling its mandate to report to the General Convention,

the Council would like to highlight in this report the most significant accomplishments and directions during the present triennium.

STRUCTURE

In the formation of the present Council, the Board of each agency selected one person to be its representative on the Council for the Development of Ministry during this triennium. The nine Provincial Presidents nominated three persons to the Executive for Ministries and, from these, one was chosen to represent each Province.

At the first meeting of the Council following General Convention, the members present elected four Members-at-Large to complete its constituency. Besides providing the orientation of all its members to the work of the Council, it also assisted in the search for the Field Officer, who was appointed by the Presiding Bishop and who assumed his responsibilities in May, 1977.

In accomplishing its task, the Council met twice each year for three days. At these meetings, the Council received the work prepared by the Executive Committee and the various committees which met during the interim to study issues or concerns that were designated as priorities by the Council itself.

On three other occasions, the Provincial Representatives and Members-at-Large were convened to identify issues and needs of ministry at the local level. These meetings led to the establishment of a network of communication between the Diocesan Commissions On Ministry, their Provincial Representative on the Council, and the Field Officer.

PROVINCIAL AND REGIONAL CONFERENCES

Utilizing the leadership of the Provincial Representatives, the provincial meetings of Commissions On Ministry members became a major thrust of the Council for providing a national instrumentality for serving the church as a whole during this triennium. Fifteen meetings were held at the provincial level, providing opportunities for the members of Commissions On Ministry to share information and resources, raise concerns, and to receive assistance and training when needed. These provincial meetings have become the arena where the local concerns for ministry are raised and placed into a national perspective and where the Council can bring information and resources discovered in other Provinces at the national and international level and share these with the Dioceses.

These provincial gatherings have also served as a meeting ground where staff for several of the component Agencies and Boards of the Council have been able to inter-react with the Diocesan Commission members. The cooperative and collegial style of planning for these meetings by the Provincial Representatives and staff persons have avoided duplication of efforts and provided a responsible stewardship of available resources.

Provincial meetings sponsored by the Council for the Development of Ministry are listed by Province and include the major concerns addressed.

- Province I* - One workshop was held at the Synod meeting in October, 1978 dealing with the work of Diocesan Commissions On Ministry.
- Province II* - The Commission On Ministry chairpersons met December 15, 1977 to share resources and deal with difficulties confronting clergy and their wives, the use of Non-Stipendiary Priests, Lay Ministry, and the Diaconate.

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- Meeting on November 29, 1978, the Commission members concentrated on the Selection Process for Ordination in the Light of Mission Needs.
- The agenda for April 25-26, 1979 included relating the Commission On Ministry Patterns in the Congregations.
- Province III* - The conference held October 18-19, 1977 centered on Screening of Candidates - Criteria and Authority in the Selection Process, Training For Ministry, and Trends In Ministry and Deployment.
- On May 11-12, 1978 the conference examined the Concept of Total Ministry, the Call to Ministry, and the Environment in which ministry takes place.
- The October 27-28, 1978 conference concentrated on Criteria and Readiness for Ministry and the need for each Diocesan Commission On Ministry to be clear about its own criteria.
- The conference agenda for May 29-31, 1979 was on Parish Screening for Total Ministry and How to Train the Screeners. It also dealt with the Role of the Commission On Ministry as Recruiter, Enabler, or Tester.
- Province IV* - Met January 5-7, 1979 with emphasis on the Overall Trends and Concerns in the Selection Process and their Implications for Mission and the Training For Ministry.
- Province V* - The conference held September 7-8, 1978 discussed and shared resources on Screening for Ordination, the Use of Non-Stipendary Clergy, and New Directions in Regional Ministries.
- Meeting on June 5-6, 1979, the Commission On Ministry representatives concentrated on the Selection Process and their Relationships with Diocesan Bishops, the Care and Nurture of Clergy and the Ministry of the Laity.
- Province VI* - Met June 2, 1978 and discussed the use of BACCAM conferences in the Selection Process, Clergy Compensation, and the Special Criteria for Ordination raised for the Non-Stipendary Ministries of Native Americans and persons serving isolated areas.
- On November 14-16, 1978, representatives met jointly with those from Province VII for a Workshop on Interviewing as part of the Selection Process for Ordination.
- Province VII* - On November 8-10, 1977, the Commissions On Ministry representatives heard presentations on the work of the CDM, Perpetual Diaconate, Lay Ministry, and the General Ordination Exams. Ample time was given to the discussion of the Development of Methods for Promoting Continuing Education.
- In 1978, this Province sponsored the joint meeting with Province VI on Interviewing described above.
- Province VIII* - Meeting September 18-20, 1978 the Representatives attended a workshop on Screening for Ordination. Time was also given to the use of Title III, Canon 8 Ordinations in the Province, as well as the lack of mobility of the clergy.

NATIONAL CONSULTATION ON THE USE OF TITLE III, CANON 8

It became apparent to the council that an increasing number of dioceses were beginning to use Title III, Canon 8 for ordinations to provide for "a sacramental ministry" in special situations. A Consultation was organized and convened on February 22-24, 1979 to bring together the Bishop and one other representative from each diocese that was using this Canon. The purpose of the Consultation was to "get a reading" on what was developing as a trend in ministry and to discuss the implications. By the final day, the Bishops, priests, and lay persons arrived at several common understandings which were put in written form and distributed throughout the church.

Some of these understandings are as follows:

The Consultation understood that the ordination under III.8 is an unqualified ordination to the priesthood. From this understanding came the recommendation that these individuals are properly identified as priests, are entitled to wear clerical garb when functioning as priests, and should be treated as members of the clerical order by the diocese.

The Consultation found that selection of ordinands was done in a variety of ways. While affirming that diversity is a value to be maintained, it was thought that a certain agreement on the overall concept would be helpful. The Consultation, therefore, suggested that ordinations under the provisions of III.8 are most appropriate in congregations where the Total Ministry approach has been adopted.

The Consultation believes that the selection of persons for ministries should begin with the corporate identification of their gifts. The congregation should participate in the identification and/or certification of persons who have gifts for certain ministries.

Those persons identified as potential priests under III.8 should then proceed in the screening and preparation process prescribed by diocesan and national canons.

The Commission On Ministry was seen as a key to the full development of the diocesan commitment. The Consultation felt that Commissions must understand their role as enabler of all ministries in the diocese by developing education processes and systems which will provide training for Total Ministry at the congregational level.

In the light of the expanded role envisioned for the Commissions On Ministry, the Consultation asks the Council for the Development of Ministry to encourage Diocesan Commissions On Ministry to re-evaluate their structures and methods so that they can better encourage Total Ministry.

The full report entitled "Learnings About Total Ministry in the Light of Title III, Canon 8 Experience" is available through the CDM office.

COMMUNICATION NETWORK

The Council through its Field Officer developed in 1978 a communications medium which bears the name **COMMENTS FROM THE CDM**. It serves as a method of linking ministry-serving agencies, Diocesan Bishops, Staff Members, Commissions On Ministry, clergy associations, Seminaries, ministry research organizations, and others who are involved with ministry development with the Council. **COMMENTS** alerts the church to trends and concerns as they arise in ministry development and solicits a response from its readers. It indicates resources that are available and events that are to be held.

To further facilitate the exchange of information, the Field Officer maintains a file of materials which is shared with those who seek information or resources on a wide range of ministry subjects such as Deacons' Intern Training programs, Non-Stipendiary Ministries, or interviewing procedures.

These materials are gathered by the Field Officer as he meets with Commissions On Ministry, Diocesan Staff, Boards and Agencies of the church, and organizations such as: The Alban Institute, The National Network of Episcopal Clergy Associations, The National Association of Self-Supporting Active Ministry, and The Program Committee of the Professional Church Leadership of the National Council of Churches.

Contacts are also maintained with the sister churches of the Anglican Communion for the mutual sharing of resource materials, as well as to identify similar emerging trends in ministry.

COMMITTEE REPORTS

An important aspect of the Council's work has been the preparation of reports by

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committees which were formed to study specific ministry concerns. The reports of these committees, after approval by the Council, were distributed throughout the church. Copies of these are available through the CDM office.

OVERSUPPLY OF CLERGY

"IS THERE AN OVERSUPPLY OF CLERGY?" was the question given to the committee chaired by the Rev. George Hunt. Some of their findings and the recommendations approved by the Council are as follows:

By 'Oversupply of Clergy' we mean that there are more clergy seeking full-time salaried positions in the church than there are positions available.

We believe this to be the case on the basis of statistics available from the annual Diocesan reports. While the number of parishes and missions *decreased* slightly between 1950 and 1977 from 7,784 to 7,494, the number of clergy *increased* dramatically during the same period from 6,654 to 12,625. During this period when the number of clergy almost doubled, the number of baptized members increased by only 12%; the 1950 reports show 2,540,458 and those of 1977 show 2,836,426. All of that growth and more occurred during 1950 and 1967.

During the decade between 1967 and 1977 the baptized membership decreased by some 500,000 which is more than the combined baptized membership of Provinces 6, 7 and 9, while the number of clergy climbed by about 1,500.

There is some possibility that by the late 1980's, the number of active clergy will be reduced because of the heavy concentration of clergy today in the 45 to 55 year old age bracket. The Hartford Study says however that "at least through 1985, the effects of the current oversupply are likely to continue to be felt." After that time 'large retirements and potentially fewer entrants (due to the lower birth rates) could bring about a shortage of clergy.' Such projections though are notoriously subject to revision.

If then we do have an oversupply as previously defined, what are some of the effects? The most obvious effect is a lack of mobility.

This lack of mobility creates tensions for both the clergy and their congregations. Some clergy feel trapped in churches where they do not care to spend the rest of their careers.

Some congregations become reluctant to call older clergy out of the fear that with the lack of mobility this person will be locked into their parish until retirement. Congregations that have had the same rector for many years are beginning to question the tenure system when the rector is unpopular or ineffective.

To say that we have an oversupply of clergy does not mean that we have too many priests for the mission of the Church. Rather, the problem continues to be the one indicated in 1971 in Bishop Stephen Bayne's paper, "Reflections on the Ministry":

'It is one of too few imaginative and effective ways in which priests and priesthood are being put to work in the Church. The problem is one of too little awareness of mission, of too little resourcefulness in devising new forms of ministry and adapting old ones, of too little understanding of priesthood itself.'

We trust that the proper agencies of the Church will take the steps necessary to address these issues.

We call all bishops, dioceses, and congregations to recapture the excitement of the call to mission and each unit to examine its life in relation to a mission turned towards others rather than towards itself and to offer its life for those who would receive it.

We recommend that the Bishops, together with Commissions On Ministry and Standing Committees plan carefully for the ministry needs of the diocese; that this planning always include provision for asking the question, 'Is ordination necessary for this ministry?'

Where ordination is deemed necessary, we recommend that it take place only when there is a specific cure or position (per Title III, Canon 11, 9) whether salaried or not, which would not be filled without this ordination. We recommend that both the candidates and the Commissions On Ministry be encouraged to be creative and responsive in this regard within the ministry strategy of the diocese.

We recommend that a system of *licenses* or *faculties* be incorporated into our ordination system on the order of the system of the Church of England, in which only certain persons are given the faculty to preach, hear confessions, etc. by their bishop.

MINISTRY DEVELOPMENT

We recommend that Commissions On Ministry provide for more responsible parish involvement in the selection process. It is at the parish level that aspirants need to become aware of those functions of ministry which require ordination and decide whether their vocation is to ordained or lay ministry.

The diocese should be encouraged not only to train the laity for ministries within the local congregation but also to develop those ministries which reach out in mission to the world.

We recommend that seminaries: (1) give special emphasis to the theology of mission and training in the formation of new congregations, evangelism, and ways of training the laity in the skills of ministry; (2) in partnership with Diocesan Commissions On Ministry, improve their selection and evaluation processes for students preparing for ordination; (3) have one seminary, at least, specialize in training for ministry in small congregations, rural churches, and linked parishes with Canon 8 priests. There should be an ecumenical approach in this training.

We recommend that Diocesan Schools in their lay theological programs develop curricula which will affirm and enhance the ministry of the laity in the church and the world, and avoid a 'mini-seminary' approach which may inadvertently encourage ordination.

We recommend that the Board for Theological Education continue to work in close harmony with the Council for the Development of Ministry by: (1) translating the data gathered by both into projections of needs for persons trained in appropriate ways for the diverse ministries, and correlating this information with the number of persons in seminaries and diocesan schools; and (2) continuing its work for the improvement of the processes for selecting and enlisting of candidates for Holy Orders. We further recommend that the Board for Theological Education begin work with the Diocesan Schools on the development and establishment of standards of accountability.

EMPLOYMENT/DEPLOYMENT OF WOMEN PRIESTS

The Committee which was formed to address this issue was chaired by the Rev. Herbert Donovan. Through the cooperative efforts of the Rev. Suzanne Hiatt, the following statistics were presented in February, 1979 to the Council.

NOTE: These figures are approximations and should be regarded as such and subject to change and revision as ordinations and job changes occur continuously. These figures are for the 93 domestic dioceses.

*Number of ordained women
(organized by physical, rather than canonical residence)*

	Priests	Deacons
Province I	22	17
Province II	34	13
Province III	32	26
Province IV	5	24
Province V	18	22
Province VI	11	9
Province VII	10	15
Province VIII	20	19
Living abroad	3	3
Total	155	148

Full and part-time employment of clergywomen

	Priests	Deacons
Rectors/Vicars	15	0
Parish Assoc./Asst.	63	39
Chaplaincy/teaching	24	10
Other church related	12	13
Secular employment	8	9
Unknown	12	31
Retired	5	33
Homemaking	3	4
Graduate School	3	3
Unemployed	8	3
Other misc.	2	3
Total	155	148

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Number of dioceses with canonically resident women priests: 49
Number of dioceses with canonically resident women deacons: 52
Total number of dioceses with canonically resident clergy women: 72
Total number of dioceses with no canonically resident clergywomen: 21
Number of clergy couples: 41

Neither the Study Group nor the Council itself made any attempt to draw any particular conclusion to these statistics other than the obvious fact that the action of the 1976 General Convention regarding the ordination of women has had a significant effect on the Church in the last two years, and that the issue now is one of trying to see the ministry of women, not as a problem but rather an opportunity to strengthen the total ministry of the Church. The Study Group, particularly in its report to the Council a year ago, pointed to the significant development of new and unique ministries which are coming into being because ordination is now open to women.

During 1978 the Rev. James Prichard, on the staff of the Diocese of Rochester, and Ms. Ruth Libby, on the staff of the Diocese of Washington, were asked to contact ordained women in their respective provinces and offer their services as consultants in employment/deployment. While it is too early to assess the results of these projects, enough positive response has been received to cause the Council to ask the Clergy Deployment Office to assume responsibility for these projects and find other key persons in other provinces of the Church who would take on a similar responsibility.

The committee recommended the following actions concerning women, while acknowledging the fact that these proposals may reflect, as well, the needs, concerns or issues pertaining to men:

1. The Executive Committee of the Council has been asked to include in their list of areas which need representation beginning with the next Triennium "someone representing the concerns of women in ministry."
2. RESOLVED, that the Council request the Board for Theological Education and the Clergy Deployment Office develop a way to expand career counseling and deployment opportunities for women as early as possible in their career or training for ministry (perhaps by convening a consultation) to identify resources, explore current strategies and develop future possibilities.
3. RESOLVED, that the Council, in light of the multiple issues and concerns reflected in the increased presence of ordained women in the Church, to keep prominent in its discussion those concerns relating to the development of ministries of women and clergy couples.
4. Affirm the Council to seriously consider forming a committee on Mission and Ministry Opportunities which would draft a report giving attention to the ministries of women as well as ethnic and racial minorities.

PERMANENT DIACONATE

The subject which has generated the most interest is that of the Diaconate. The Council for the Development of Ministry received the following resolution from the House of Bishops:

RESOLVED: That the House of Bishops request the Episcopal Church Foundation to underwrite a study on the plan of the Diaconate, working with the Council for the Development of Ministry of the Executive Council in consultation with the House of Bishops' Committee on Ministry and to report to the General Convention of 1979.

In November of 1977, the Council accepted the request and passed this resolution:

RESOLVED: That the Council for the Development of Ministry respond to the request of the House of

Bishops for a study of the Diaconate and accept the invitation of the House of Bishops to coordinate the design of that study, and that further, members of this Council be appointed to serve on the Committee for the design of the project in consultation with Bishop Montgomery, or his designee, and that further, this Committee explore the sources of funding for this study project, either through funds available through the Council for the Development of Ministry, or through the Episcopal Church Foundation to whom application will be made, or other sources such as the Center for the Diaconate, or combinations of the above.

A Coordination Committee, chaired by the Rt. Rev. Elliott L. Sorge, was responsible for designing a research instrument which would gather empirical data as well as information regarding attitudes, options and anxieties of all known Permanent Deacons and their supervisors, the Diocesan Bishops and Commissions On Ministry.

Ms. Adair Lummis was contracted as the research consultant to advise the committee and to implement the survey. With the important assistance of the National Center for the Diaconate, the research instrument was sent to over 500 deacons in the fall of 1978, along with a similar questionnaire for their Supervisors. The 93 Diocesan Bishops and the Diocesan Commissions On Ministry received their copies in September.

To assure an adequate response rate, additional time had to be given to the respondents, which delayed the progress of the study.

At the meeting of the House of Bishops in October of 1978, the Council for the Development of Ministry was asked to not only present the findings of the study but also to interpret them and make recommendations to the House of Bishops at the General Convention.

At the Council meeting in February of 1979, an enlarged committee was given the task of finishing the final two stages.

The study, together with recommendations, will be delivered to the House of Bishops, which authorized it, upon its completion.

ECUMENICAL AND INTERNATIONAL COLLABORATION THE CHURCH CAREER DEVELOPMENT COUNCIL.

It should be noted in this report that the Council for the Development of Ministry has a budget item for the support of the ecumenical organization called Church Career Development Council. Its purpose is to provide special career counseling services to persons in professional leadership positions in the Church. The CCDC committed itself to the establishment of a network of regional centers so that career counseling would be available to church professionals in their own geographical area. It also committed itself to the maintenance of the highest possible standards in each center to insure a uniformity of excellence and effectiveness in the counseling process throughout the network. Since 1969 more than sixteen centers have been established and accredited by CCDC, providing service to more than three thousand clients annually.

The CCDC Board is comprised of representatives of its supporting communion and six of its center directors. It oversees the development of new centers, encourages research and the development of new program models, interprets and publicizes church career counseling, and conducts the intensive periodic review and evaluation of its accredited centers.

Mr. William Thompson and the Rev. Richard Van Horn as the CDM representatives on the Career Council.

The Council for the Development of Ministry has, through the Field Officer, participated in meetings of ecumenical and international organizations such as the Professional Church Leadership of the National Council of Churches, the Transatlantic Ministry

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Seminar of the Anglican Church, and the Episcopal-Roman Catholic Seminar, which was held in Rome in March of this year.

Information gathered at these meetings is shared with the entire network of the Council.

AGENCY COLLABORATION

One of the most significant indications of the style of leadership the Council is following can be seen in the way the directive to study Total Ministry was handled by the components of the Council for the Development of Ministry. In close collaboration and unity in purpose, yet respecting the integrity of the autonomous agencies, the Council is able to make the following report on Total Ministry with the aid of The Board of Theological Education and The Office of Lay Ministry.

TOTAL MINISTRY

Prepared by The Office of Lay Ministry

The term "Total Ministry" came into the official language of the Episcopal Church at the 1976 General Convention through its use in various reports and resolutions. (The generally accepted definition is detailed later in this section.) Based upon a specific recommendation of the "Study Committee on Preparation for the Ordained Ministry," the Council for the Development of Ministry received this charge from the 1976 General Convention:

"The recovery of the ministry of the laity within the Episcopal Church is a significant movement. This General Convention resolved that the Board for Theological Education, and the Program Committee on Lay Ministries of the Executive Council, in full consultation with the Ministry Council, be authorized to create a Study Committee on Total Ministry with special attention to the ministry of the laity, and that this study include, but not be limited to, the following:

1. An analysis of the concept of the total Christian ministry of laity and clergy in their mutually supportive and interdependent roles.
2. An inventory of the resources available for the education and training of adult lay persons.
3. Consideration of the possibility for certification of laity for specialized training and skills and further for the recognition of their accomplishment in ministry."

The three agencies named above determined that a special study committee did not need to be created. It was felt that the various research projects under way in their respective agencies would provide the necessary data to respond to each of the particulars listed in the resolution.

The most significant research which they undertook is listed below:

1. *Diocesan Survey on Mutual Ministry*: All Diocesan Bishops and DCOM chairpersons were surveyed by the Ad Hoc Group on Clergy-Laity relations of the Office of Lay Ministries of the Episcopal Church Center. The report, written by Ms. Sherrill Akyol and The Rev. Daniel Eckman, analyzes the level of understanding of Mutual Ministry throughout the Church and the support it is receiving in various dioceses. Free copies are available from the Office of Lay Ministry.
2. *Ministry Enablement*: Total Ministry Support System at St. Stephen's, Seattle, Diocese of Olympia, by Jean M. Haldane. A narrative and analytical presentation of the research project at this parish as a disciplined effort to develop a parish model for Total Ministry support. Available from Jean M. Haldane, 4502 - 54th Ave., N.E., Seattle, Washington 98105, \$3.50 per copy. This report is also published in the Spring 1979 edition of the "99 Percenter," available through the Office of Lay Ministry.
3. *Learning About Total Ministry in the Light of Title III Canon 8 Experience*: Report of the February,

1979 consultation sponsored by CDM to examine and analyze several diocesan histories where this Canon has been used to develop sacramental ministries in special communities. Free copies are available from the CDM Office.

4. *Report on Diocesan Training Schools and Other Training Programs:* Prepared by the BTE with the Rev. Richard Kirk. A survey of the goals, objectives and methodologies of the 38 diocesan training schools with an analysis of the positive developments in their programs. Free copies are available from the BTE Office.
5. *Report on Lay Ministry Network Meeting:* A summary of the major learnings about Total Ministry shared by the laity and clergy of the Lay Ministry Network gathered by the Office of Lay Ministry, September, 1978. Free copies are available from the Office of Lay Ministry.

An important event in the Total Ministry movement was a meeting of 45 laity and clergy the weekend of September 29, 1978 in Cincinnati, Ohio. They convened as members of the informal support network for the Office of Lay Ministries of the Episcopal Church Center. All came at their own expense to share their experience and learnings in developing support systems for Total Ministry. Together they drafted an outline of a report to the Church on what Total Ministry is and how to support it at the diocesan level. The extended report will be available to the Church by summer 1979. The outline is detailed below:

Prologue: Total Ministry is the ministry of all God's people in all areas of life. It is carried out by the people of God in a style called Mutual Ministry: laity and clergy in roles which are interdependent and mutually affirming.

Section I: Total Ministry is a claim upon all the baptized by the Gospel. We of the Church are called to develop education and training resources which will challenge and support our members of all ages in the following ways:

- A. By developing a common theological understanding of ministry and witness in the life of the Spirit.
- B. By identification and development of gifts and skills for ministry. The Church must provide a process by which each member may get help in discovering his/her gifts of the Spirit for ministry. Where necessary, skills training for focusing gifts must be available.
- C. By affirming and testing of ministries within and outside the structures of the Church.
- D. By identifying and developing various practical models of Mutual Ministry.
- E. Through formation of support groups. Most commonly these are small prayer groups which provide a context for reflection upon one's ministry with mutual accountability testing.

The drafters of this outline recognize that the local parish has the primary responsibility to develop Total Ministry.

Section II: The development and encouragement of Total Ministry on a diocesan level requires a disciplined process of adaptation for all its existing structures. New structures are not called for at this point, but rather an integration into the life and work of these present structures of the concept of Total Ministry so that they work together for this common end. Such a process of integration and transformation of programs will include:

- A. The formation of an *Ad Hoc* advocacy group for Total Ministry which functions in a supportive, positive manner by interpreting and promoting Total Ministry within all structures of the diocese.
- B. The active support of the Diocesan Bishop and the power structures of the diocese; e.g., Diocesan Commissions on Ministry, Standing Committee, Convention, Deaneries, General Convention Deputies.
- C. In those dioceses which already have lay ministry committees or commissions, they too must forward this concept of Total Ministry in the world as well as in Church structures.
- D. The provision of an adequate budget. Funds will be needed for conferences, training events, parish consultations, etc.

Section III: Each diocese has the responsibility to share resources and function

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collaboratively with other dioceses in the development of Total Ministry. At the interdiocesan, provincial and national levels, this lay ministries network has a responsibility for advocating and developing Total Ministry. All efforts should include contacts and collaboration whenever possible with other denominational and ecumenical networks.

Since the above outline was completed, the Office of Lay Ministries has strengthened its work with the CDM and BTE and other agencies toward the end of Total Ministry Support System Development. In particular, these three agencies collaborated most intensively in the area of lay leadership development. For example, the Office of Lay Ministries and the BTE are working on a project to support laity in seminaries who are developing their lay vocations for leadership in the Church without being ordained. (Details on this project are in the BTE report.)

CONCLUSION AND DIRECTIONS

As the Council looks toward the General Convention of 1979, it has begun to review and evaluate both its goal and objectives and its structure and membership. It has seen the importance of having the possibility and flexibility to be able to deal with ministry issues as they arise during a triennium, as the needs, issues and developments occur. For example, the widespread use of Title III, Canon 8 for ordinations was unforeseen at the time of the last General Convention. Because of its measure of freedom to react to such developments, the Council was able to take the initiative and call for a consultation.

The effectiveness of the Council will depend on its capacity to detect quickly such new trends and its freedom to respond without having to wait for future approval.

It is with this in mind that the Council has prepared its goal statement and objectives for the next triennium.

GOAL: To provide an effective structure and support system through which the several ministry-related agencies and commissions of the Church collaborate, share resources, and cooperate at the national level in the interests of the development and enablement of the Total Ministry in the Church,

- BY**
- (1) establishing a network of communication on ministry throughout the church for sharing information about ministry needs and resources within the church and within and among its provinces and dioceses.
 - (2) initiating studies and conferences on ministry-related trends and issues in cooperation with provinces and dioceses.
 - (3) assisting the church in its efforts to become aware of the need to include members of both sexes, all ethnic groups and other minorities in its mission and ministry.
 - (4) participating in ministry-related studies and programs of other churches in North America, and other sister churches of the Anglican Communion.

Some of the objectives reflect the desire to continue what has begun, especially in establishing the network of communications.

As to the studies, the immediate concerns of the Council can be seen in the formation of its new committees. These are the result of the work of the Committee on Trends In Ministry, which was chaired by the Rev. Donald Bitsberger. This committee

recommended the formation of new committees to prepare reports on the following concerns:

- (1) The impact on the church of increasing lay participation.
- (2) Ordination in the 80's.
- (3) Accountabilities of non-parochial ministries.

Perhaps what is most notable to the Council is the shift that is taking place from maintenance concerns on the part of the church to recapturing a sense of mission and subsequently the development of Total Ministry to further that mission. In its third objective, the Council expresses its intention to support this in every way possible including the utilization of the gifts of women and persons from all ethnic and minority groups.

To do this, it will work closely with Commissions On Ministry to help them understand their role as enablers of all ministries in the Diocese.

MEMBERSHIP

At its last meeting, the Council decided to make some changes in its constituency. This was done as part of the evaluation of the effectiveness of the Council and was the decision of the entire Council.

The Council membership will consist of one elected representative from each of the following Boards and Agencies:

The Board for Clergy Deployment
The Board for Theological Education
The Church Pension Fund
The Council of Seminary Deans
The House of Bishops' Committee on Ministry
The House of Bishops' Committee on Pastoral Development
The Standing Committee of Education for Ministry of Executive Council
(Lay Ministry)

AND

6 Members-At-Large
9 Provincial Representatives

The Council for the Development of Ministry requests its continuance and submits the following resolution:

Resolution #A—66

Resolved, the House of _____ concurring, That the 66th Convention continue the Council for the Development of Ministry consonant with the goal and objectives as reported to this Convention, that it continue to be funded through the program budget of the Executive Council and that it report to the next General Convention.

Respectfully Submitted,

The Rt. Rev. Lloyd E. Gressle,
Chairperson

The Rt. Rev. Elliott L. Sorge,
Field Officer