The Board for Church Deployment

MEMBERSHIP

The Ven. Richard I. Cluett (Bethlehem) *2000, chair*
The Rt. Rev. William E. Smalley (Kansas) *2000, vice chair*
The Rt. Rev. Clifton Daniel III (East Carolina), *2003*
The Rt. Rev. Neff Powell (Southwestern Virginia) *2000**
The Rt. Rev. Creighton L. Robertson (South Dakota) *2003*
The Rev. John F. Koepke III (Southern Ohio) *2000**
The Rev. Jorge Gutierrez (Rochester) *2003*
The Rev. Dr. Fran Toy (California) *2000*
Canon Betsy H. Greenman (Olympia) *2003*
Ms. Marsha W. Harper (New York) *2003*
Mr. Jesse Milan, Jr. (Pennsylvania) *2003*
Ms. Jean Mulligan (New Hampshire) *2000*
* Eligible for reappointment.

Board representatives at General Convention

Bishop William E. Smalley and Deputy Richard I. Cluett are authorized to receive non-substantive amendments to the report.

SUMMARY OF THE BOARD'S WORK

Historically the staff of the Church Deployment Office has experienced great stability over the years. During the triennium 1998-2000, CDO has experienced its greatest series of transitions since the Rev. James G. Wilson became Executive Director in 1992 upon the retirement of his predecessor, William A. Thompson IV. Peter Green, Manager of Computer Operations, retired shortly before the beginning of the triennium, after 19 years of service. That position was upgraded to enable the restoration of an assistant directorship. Pamela Ramsden became Assistant Director of CDO near the end of 1997.

Meanwhile Sabrina Nealy's position was upgraded to Personnel System Coordinator as she assumed more technical responsibilities. Christina Smith, Personnel File Clerk, retired at the end of 1999 after 15 years of service. She has been replaced by Emily Morillo. Elaine Slevin, Position System Coordinator, is planning her retirement near the end of 2000 after 20 years of service (plus one-year in the office of the Presiding Bishop's Fund for World Relief). Meanwhile, CDO secretary Mavis Meade-Alexander, the bellweather of the office, took a maternity leave shortly before the onset of the triennium and is planning another one in early 2000. Despite all of these transitions, the office has been able to maintain a high level of service to dioceses, congregations, lay professionals, and clergy.

During the triennium a number of new Internet services have been developed to assist CDO's constituents in their ministry discernment processes. A CDO website (http://ecusa.anglican.org/cdo) has been developed which includes an introduction to the CDO staff; descriptions of CDO services to various types of users; descriptive lists of printed materials and services with an interactive order form; a Church Deployment Board page; a description of the training program for diocesan deployment officers, together with a train-

ing schedule; and the *Positions Open Bulletin*. The *Positions Open Bulletin* is an interactive, searchable database of available positions and their position profiles. A list service for diocesan deployment officers, facilitating communication among that constituency, has been established and is maintained by CDO. An Internet version of the Personal Profile database has been scheduled for release to diocesan deployment officers in January 2000.

Meanwhile, the CDO computer system is being redesigned to enable the entire Web-based system to be run on the Internet. The goal is to facilitate access to the system on the part of its various users. It is expected that deployment officers will have direct access to personal profiles; that deployment officers will be able to conduct their own searches of the personnel database; that individual clergy and lay professionals will have access to their own profiles on line, with the ability to do their own updating of their personnel records.

As has been the practice for many conventions, the Church Deployment Board will be operating a booth in the exhibition hall at the General Convention in Denver. The booth will be staffed by Board Members and by CDO staff. Information will be available about the various CDO services to congregations, to dioceses, and to clergy and lay professionals. A demonstration of the newly redesigned CDO computer system will be available, as will the various CDO Internet services, including the *Positions Open Bulletin*. Clergy and lay professionals will be able to update their Personal Profiles in the booth. The Church Deployment Board exhibit will be located in booth #98, across from the Episcopal Church Center booth.

The Board for Church Deployment meets six times during the triennium. Additional meetings of Board committees and task groups are held as needed. The goal and objectives established for the 1998-2000 triennium have been addressed as outlined below.

GOAL

The goal of the Church Deployment Board is to promote the knowledge, understanding, use and usefulness of the Church Deployment system.

OBJECTIVES FOR TRIENNIUM 1998-2000

Continue to expand the use of technology to make CDO services and information more readily available to bishops, diocesan deployment officers, clergy, lay professionals, and congregations through both electronic and print media.
- Development of CDO Website.
- Development and release of Internet *Positions Open Bulletin.*
- Development of List Service for diocesan deployment officers.
- Development of Internet version of Personal Profile database for DDOs.
- Redesign of the CDO computer system.

Promote compliance in deployment with the canonical requirement of non-discrimination.
- The Board continues to lift up its longstanding policy: The CDO shall search its files without regard to race, marital status, age or sex, except to further by positive action the deployment of women and minorities.

- The CDO communicates this policy to its users through various media, including forms, printed materials, and the website. A document describing these policies is being drafted for inclusion in CDO mailings.
- The CDO implements this policy by ensuring that all search results include representative numbers of women and minorities.

Register all clergy and lay professionals and promote updating of all records.

- The CDO directors attend meetings of the National Network of Episcopal Clergy Associations and the National Network of Lay Professionals to encourage registration and updating.
- The CDO sends diocesan lists of registrant to each diocese twice a year to assist DDOs in promoting this objective.
- The directors and volunteer deployment officers conduct annual profile workshops at most seminaries.
- A letter is being sent to the mailing list of the NNLP encouraging the registration of their members.
- The Assistant Director has made a presentation to the Church Pension Group's conference for Diocesan Administrators.

Continue to work with diocesan deployment officers to strengthen their ministries through:

- **Facilitating a triennial National Deployment Officers Conference.** A successful conference was held in Victoria, B.C., in April 1998 with 70 persons present. Topics included Professional Standards for DDOs; Ministry in the Interim Period; Discernment in the Calling Process; Diversity in Deployment; Part Time and Bi-vocational clergy. A workshop, "Mentoring for the First Years of a New Call," led to a collaborative effort with the Office of Ministry Development, Cornerstone, et al to develop a transitions resource for dioceses which will be available at this General Convention.
- **Orientation, networking, and training of deployment officers.** Encourage the development of provincial and regional networks of diocesan deployment officers. Three major training conferences per year for DDOs and bishops (expanded from two a year). Directors attend provincial and regional DDO meetings as resource persons. CDO works with local leadership to bring DDOs together.
- **Making computerized deployment data available in a workable format.** The CDO computer system is being redesigned to make it interactive and more accessible via the Internet.
- **Facilitating the establishment of principles and standards for role and operations of deployment officers.** A workshop on this subject was presented at the National Deployment Officers' Conference in 1998; Choosing to Serve, a CDO publication of diocesan deployment resources contains further material; the subject is also addressed in the CDO Training Program for diocesan deployment officers and in regional DDO gatherings.
- **Encouraging diocesan deployment officers in training, networking, and utilization of Interim Search Consultants.** CDO publishes training standards

and recommends qualified trainers to dioceses to assist them in training these personnel.

Work with other professional ministry development bodies to identify and address areas of common concern, especially:
- Support and development of intentional ministries that are bi-vocational by choice. Executive Director is member of the Standing Commission on Ministry Development, working on this and related concerns. CDO is in regular contact with NASSAM, and sends a representative to its annual meeting from time to time. CDO routinely lists bi-vocational positions and conducts regular searches for bi-vocational clergy. Workshops on the subject are frequently held at DDO gatherings, including the National Deployment Officers' Conference in 1998.
- **Specialized ministry needs and the supply of clergy for specialized ministries.** CDO works with SCMD and provincial gatherings of Commissions on Ministry to address this subject. Workshops are held at DDO gatherings.
- **Innovative methods of training and formation and new ways of doing ministry.** This is addressed in CDO's work with the SCMD, COMs, and in workshops at DDO gatherings. CDO is working with the Office of Ministry Development, Cornerstone, et al on the Transitions Project, an effort to develop resources for dioceses to use with clergy and congregations in transition.
- **Education of the church regarding attitudes toward specialized and innovative ministries.** CDO works with the SCMD and COMs to this end.

Continue to explore ways to work with the ELCA on deployment issues.
- Several meetings have been held by the CDO directors and Office of Ministry Development staff with the Director and staff of the ELCA Division of Ministries (four meetings, Fall 1998 through Fall 1999; meeting scheduled for March 2000).
- The CDO Director and the coordinators of the Office of Ministry Development attended the ELCA Churchwide Assembly in Denver 1999 as guests of ELCA Division of Ministries, and were present for the passage of *Called to Common Mission.*
- A meeting with the ELCA staff person responsible for "Clergy Mobility" is planned for February 2000. That person has also been invited to attend a diocesan deployment officers' training session.
- CDO and OMD have invited the ELCA Division of Ministries staff to attend our General Convention in Denver in July 2000.
- The Church Deployment Board has requested that one of its members be appointed to any commission or other body that may be created to implement *Called to Common Mission*, if passed at General Convention.

Identify and implement improvements in the Personal Profile to reflect the values inherent in our baptismal covenant.
- This issue is being addressed as part of the redesign of the CDO computer system.

The Board has established a new set of objectives for the new triennium.

OBJECTIVES FOR THE TRIENNIUM 2001-2003

Implement and perfect the web-based CDO system:
- Train DDOs in the use of the new system
- Redesign and distribute supportive materials
- Collaborate interdepartmentally on the website
- Maintain the Internet *Positions Open Bulletin*.
- Maintain a national DDO List Service
- Make accessible a web-based Personal Profile database for use of DDOs
- Redesign the CDO system

Promote compliance in deployment with the canonical requirement of non-discrimination.
- The Church Deployment Board will distribute a document on inclusivity
- CDO will implement the Board policy
- Establish a national program to assist DDOs in raising awareness of inclusivity, providing materials and procedures to work with parishes in the search process

Register all clergy and lay professionals and promote updating of all records.

Continue to work with diocesan deployment officers to strengthen their ministries through:
- Facilitating a triennial National Deployment Officers Conference.
- Orienting, networking, and training of deployment officers. Encouraging development of provincial and regional networks of diocesan deployment officers and bishops.
- Facilitating the establishment of principles and standards for role and operations of deployment officers.
- Encouraging diocesan deployment officers in training, networking, and utilization of Interim Search Consultants.

Work with other professional ministry development bodies to identify and address areas of common concern, as opportunity permits.

Continue to explore ways to work with the ELCA on deployment issues.

RESOLUTIONS

Resolution A018 Church Deployment Board Budget Appropriation

1   *Resolved,* the House of _____ concurring, That there be appropri-
2   ated from the Assessment Budget of the General Convention the sum of $75,000
3   during the triennium 2001-2003 for the expenses of the Board for Church
4   Deployment.