

The Board for Church Deployment

MEMBERSHIP

The Rt. Rev. C. Charles Vaché, *Chairman*, Diocese of Southern Virginia
The Rev. Henry Mitchell, *Vice Chairman*, Diocese of Michigan
The Rev. Barbara Schlachter, *Executive Committee*, Diocese of New York
Mr. George Soule, *Executive Committee*, Diocese of Pennsylvania
The Rt. Rev. Scott Field Bailey, Diocese of West Texas
The Rt. Rev. Joseph T. Heistand, Diocese of Arizona
The Rev. Robert N. Davis, Diocese of Central New York
Mr. Matthew K. Chew, Diocese of Arizona
Dr. Verna Dozier, Diocese of Washington
Mrs. Mary Lou Lavalley, Diocese of Western Massachusetts
Mr. Lawrence C. Otto, Diocese of Kentucky
Mrs. Carole Pinkett, Diocese of Texas (resigned June 1983; *replaced by* Dr. Edward V. Voldseth, Diocese of Iowa)
Mr. William A. Thompson, *Executive Director*, Church Deployment Office

SUMMARY OF BOARD'S WORK

The CDO Board will have met six times during the present triennium, and there have been additional meetings of its various committees.

The objectives established in the 1982 Blue Book report have been accomplished, as outlined below:

Objective #1. Oversight of the Church Deployment Office (CDO)

The Board accepted with regret the resignation of the Rev. Roddey Reid as Executive Director, effective December 31, 1983. A search committee of the Board was constituted and on January 1, 1984 Mr. William Thompson was instituted as the new Executive Director. The Rev. David Seger was appointed Acting Assistant Director in June of 1984.

The CDO continues to grow in its acceptance by the Church at large. As of the end of March 1985, 10,766 persons have registered as compared with the 9,327 shown in the last Blue Book report. The CDO was used in searches to fill almost 1,800 vacancies during the triennium and the monthly Positions Open Bulletin has listed over 350 vacancies each issue. Organizations such as the World Council of Churches, the National Council of Churches, American Bible Society, and the members of the National Episcopal Colleges and Secondary Schools are using the office on a regular basis as well, listing their openings for Episcopal clergy and laity.

The various manuals and booklets published by the office continue to be used. More than 6,000 copies of *Caring for Clergy in the Calling Process* and almost 5,000 of *Interviewing in the Calling Process* have been distributed throughout the Church. The "gold" personal profile form has been completely revised for ease of updating. In addition, a new Xerox machine was obtained, eliminating many of the complaints we had received from the use of the old machine. We continue to receive excellent support from the Church Finance Corporation's computer operation staff and management, on a daily basis.

Training programs for Deployment Officers continued, and 29 clergy and lay diocesan officers attended sessions during 1984 in Charleston, South Carolina, and New York

City. In addition 16 clergywomen were trained in the use of "More Than Fine Gold," a way of helping clergy to complete their profiles. The Black Clergy Office and CDO will have collaborated on a similar training event in the Spring of 1985.

All provinces are now meeting at least once or twice a year in Deployment Officer meetings, with someone from the CDO attending. These meetings serve as a forum for the exchange of ideas and concerns relating to deployment.

Objective #2. To promote the use of the system by qualified lay professionals.

Opportunities for lay professional registration have been promoted through advertisements in *The Episcopalian* and through the Deployment Officers' network. There are fewer than 300 lay professionals currently registered, although we have had some 500 inquiries in response to our promotional efforts. Apparently there is resistance to the registration process—possibly the cost, as well as a difficulty in visualizing potential employment opportunities for lay professionals in the Church. We continue to seek ways to develop this area of the Church's ministry, but must be frank to report its severe limitations.

Objective #3. To study ever-changing deployment issues.

Other areas for concern are women and minority clergy, performance evaluation, involuntary terminations, career planning and retirement.

The Women and Minorities Clergy Committee of the Board has actively pursued the training of clergy in the better utilization of the CDO, as well as career planning, interviewing, and résumé preparation. In addition, particular attention has been focused on the special needs of women clergy and clergy couples. The Board has sponsored mailings and collaborated with the Women's Desk and the Black Clergy Desk at the Episcopal Church Center in these endeavors.

The Board Committee on Evaluation has continued to address the subject of performance evaluation, and it is anticipated that a publication on the subject will be prepared for dissemination.

The use of consultants and the development of policies with respect to involuntary termination has been a heartening response to the consultations sponsored by the Board, indicating some more attention has been given to this vexing problem. While the terminations seem to continue, there is more expertise available to assist in helping the parish and the clergy involved.

Career planning and retirement are ongoing and the Board has authorized the CDO to work with the Church Career Development Center, specifically through the Center for Career Development and Ministry in Newton, Massachusetts and the Rev. Barton Lloyd, to assist clergy and laity to be more intentional and understanding of their vocations. Contacts have been made with retired clergy leadership and it is our aim to work more closely with this group to permit those who wish to continue their ministry to do so.

The second edition of the manual *Interviewing* was prepared and disseminated, as well as *Prayer in the Calling Process* and *Caring for Clergy Through Compensation*. An extensively revised edition of the *Ministry Code Manual* was also distributed, and a modest brochure describing the activities of the Deployment Office and Board was also prepared.

FINANCIAL REPORT

	1983	1984	1985
Income			
Appropriated by the Convention	\$17,200	\$13,900	\$12,100
Expenses	16,060	17,166	
Total	<u>\$ 1,140</u>	<u>\$(3,266)</u>	

GOALS AND OBJECTIVES

Overall Objective. To help the Church identify the best possible leadership through the use of modern technology and theologically sound policies of deployment.

Objective #1. To continue to oversee the Church Deployment Office and to hold it to the same high standard of performance.

Objective #2. To utilize resources to develop an overall human resources model so as to be more responsive to planning needs, ordination policy, and recruitment practices.

Objective #3. To continue to identify and study issues related to deployment and publish booklets on the findings to strengthen the various practices and policies of the dioceses in this vital area of the Church's mission.

REQUEST FOR APPROPRIATIONS

Resolution #A—46

Resolved, the House of _____ concurring, That there be appropriated from the Assessment Budget of the General Convention the sum of \$60,000 during the triennium of 1985-88 for the expenses of the Church Deployment Board.