

STANDING COMMISSION ON MINISTRY DEVELOPMENT

Membership

Mr. Keane Akao, *Chair*, 2018
The Rt. Rev. Brian Thom, *Co-Chair*, 2015
Ms. Natalie Vanatta, *Secretary*, 2018
The Rev. Simon Bautista, 2018
The Rt. Rev. Mary Glasspool, 2018
The Very Rev. Gary Hall, 2015
Dr. Julie Lytle, 2015
Canon Jill Mathis, 2015
Ms. Debbie Melnyk, 2018
Mr. Jay Phillippi, 2015
The Very Rev. Tony Pompa, 2018
The Rt. Rev. Rayford Ray, 2015
The Most Rev. Katharine Jefferts Schori, *Ex Officio*
The Rev. Gay Clark Jennings, *Ex Officio*
The Rev. Dr. Molly James, *Representative of the President of the House of Deputies*
Dr. Fredrica Harris Thompsett, *Executive Council Liaison*
Ms. RuthAnn Collins, *Staff*
The Rev. Shannon Kelly, *Staff*

The Standing Commission on Ministry Development gratefully acknowledges the assistance of the following individuals during the course of this triennium: Ms. Janie Stevens, The Rev. Dr. Ruth Meyers, Dr. Lisa Kimball, and Ms. Sharon Ely Pearson; as well as from Episcopal Church Center support staff: Ms. RuthAnn Collins, Ms. Bronwyn Skov, The Rev. Shannon Kelly, and The Rev. Anthony Guillen.

Representation at Convention

Bishop Brian Thom and The Rev. Dr. Molly F. James are authorized to receive non-substantive amendments to this report at General Convention.

Summary of Work

Mandate: CANON I.1.2(n) (7) A Standing Commission on Ministry Development specifies that it shall be the duty of the Commission to recommend policies and strategies to the General Convention for the affirmation, development, and exercise of ministry by all baptized persons (lay persons, bishops, priests, and deacons); (ii) to recommend strategies to General Convention for the development and support of networks of individuals, diocesan Committees and commissions, agencies, and institutions engaged in recruitment, gifts discernment, education and training for ministry, leadership development, and deployment; (iii) to study the needs and trends of theological education for all baptized persons, including seminary education and lifelong learning; and to recommend strategies to General Convention to strengthen theological education for all baptized persons.

Meetings: The full SCMD met in person St. Louis in November 2012, and a small working group of the SCMD met in New York in November 2014 to create the Blue Book report. In the intervening two years, 26 online meetings were held of the full SCMD and its subcommittees via Adobe Connect.

Grants: A subcommittee of the SCMD completed the distribution of Conant Grants.

Referred Resolutions: Resolutions A042, A043, and A044 became the platform for our resolution about confirmation as a unique opportunity for Christian Formation. A067 was studied, which informed various aspects of competencies and maps resolutions outlined below. A076: a SCMD member participated in the Symposium for Small Church Leadership convened by the Standing Commission for Small Congregations. The reality that 58% of small congregations have fewer than 76 persons also informs the work of the SCMD. A142 was referred to Constitutions and Canons in light of its particularly canonical focus and its similarity to other resolutions that had also been referred to C&C.

Goals and Objectives of Future Work: The SCMD identifies the following areas as priorities for the work of The Episcopal Church in the area of Ministry Development in the next triennium:

- Preparation of a report based on findings of proposed resolutions that seeks to align the canons about confirmation with baptismal ecclesiology
- Creation of official Episcopal adaptation of the Theological Education for the Anglican Communion (TEAC) grids
- Collection of best practices for assessment and competencies in the formation of those preparing for ordained ministry
- Increased support of ethnic ministries
- Additional support for, and nurturing of, the increasingly diverse and local programs for theological education for all of the baptized

PROPOSED RESOLUTIONS

A080: AFFIRM CONFIRMATION AS FORMATION

Resolved, the House of _____ concurring, recognizing that confirmation offers a distinct and valuable opportunity for Christian formation, That the General Convention request the Joint Standing Committee on Program, Budget, and Finance to consider a budget allocation of \$43,500 to the Office of Formation and Congregational Development to convene representatives from 10 dioceses, including a bishop and two appointed leaders, to engage in intentional conversation with the goal of strengthening and articulating best practices around confirmation; and be it further

Resolved, That these gatherings address the significance of confirmation as a creative opportunity for the reaffirmation of baptismal vows in the life of The Episcopal Church and report back to the 79th General Convention; and be it further

Resolved, That all dioceses engage in similar conversations on confirmation with attention to diverse cultures and their contexts, and report back to the Office of Formation and Congregational Development on their findings.

EXPLANATION

As stated in the Book of Common Prayer [p.412], “In the course of their Christian development, those baptized at an early age are expected, when they are ready and have been duly prepared, to make a mature public affirmation of their faith and commitment to the responsibilities of their Baptism and to receive the laying on of hands by the bishop.”

Additionally, the second Mark of Mission calls us to teach, baptize, and nurture people in their journey of faith. Confirmation is an important step in that journey for youth and adults.

Among Christian traditions, the Episcopal Church recognizes a unique role of bishops in confirmation. The bishops on this Standing Commission have led us in deep conversation about confirmation and encourage the House of Bishops to continue the dialogue.

The following resources are commended to promote conversation on confirmation, including *Signed, Sealed, Delivered: Theologies of Confirmation for the 21st Century* (Morehouse Publishing, 2014), which includes a process for congregational conversation about confirmation — the Lillyfunded ecumenical study on youth confirmation called The Confirmation Project (<http://www.theconfirmationproject.com>), as well as Episcopal resources from dioceses, schools, and congregations.

A081: COMMEND USE OF THE TEAC MINISTRY GRIDS

Resolved, the House of _____ concurring, That the Theological Education for the Anglican Communion (TEAC) Ministry Grids, modified as needed for the Episcopal Church, provide an excellent framework for outlining ministry competencies for all four orders. Given the rapidly changing cultural landscape and contexts for ministry, these grids are commended to all dioceses as instruments for guiding the ongoing formation of leaders in the Church; and be it further

Resolved, That given the variety of models of formation being developed across The Episcopal Church, the Standing Commission on Ministry Development also commends these grids as a framework for effective assessment of those preparing for ordination.

EXPLANATION

The TEAC grids can provide a common framework for the diverse methods of providing theological education across The Episcopal Church. Given the rising use of “outcomes-based” education, these grids provide an opportunity for the Church to engage multidimensional methods of assessment.

The Standing Commission on Ministry of Development advocates a portfolio approach to assessment using the TEAC Ministry Grids (<http://www.anglicancommunion.org/mission/theology/educationstudies/ministry-grids.aspx>) as the measuring device.

A082: PROVIDE THEOLOGICAL EDUCATION FOR LATINO/HISPANIC MINISTRIES

Resolved, the House of _____ concurring, That given the changing demographics in the United States, there is an increased need to provide theological education programs for lay and ordained leaders in Latino/Hispanic ministries; and be it further

Resolved, That the General Convention request the Joint Standing Committee on Program, Budget, and Finance to consider a budget allocation \$100,000 to the Office of Latino/Hispanic Ministries to develop and implement bilingual Episcopal theological education programs for the implementation of this resolution; and be it further

Resolved, That the Office of Latino/Hispanic Ministries also create programs to provide enculturation and cultural competency for all leaders across The Episcopal Church.

EXPLANATION

The fastest-growing demographic in the United States and in The Episcopal Church is Latino/Hispanic. Quality resources are being developed for the theological education of lay and clergy leaders. Funding and collaborative partners are urgently needed to adapt and implement them in Episcopal contexts to meet growing demand. Existing formation programs include:

- Instituto Episcopal de Liderazgo (<http://www.liderazgoepiscopal.com>)
- Academia Ecu mica de Liderazgo (<http://waytolead.org/ecumenical-leadership-academy-academia-ecumenica-de-liderazgo/>)

- ETEEM: Episcopal Theological Education for Emerging Ministries (<http://episcopaldigitalnetwork.com/ens/2012/06/26/seminary-of-the-southwest-launches-program-for-hispanic-students>)
- Iona Initiative (<http://www.epicenter.org/mf-formation-the-iona-center/>)
- Bishops' Native Collaborative (<http://www.bishopsnativecollaborative.com/>)

A083: CREATE MAP OF EPISCOPAL THEOLOGICAL EDUCATION PROVIDERS

Resolved, the House of _____ concurring, That the Office of Formation and Congregational Development, in collaboration with the Office of Communications, are strongly urged to create an interactive map of theological schools, seminaries, and diocesan and regional programs, including programs for ethnic and emerging ministries, involved in the formation and training of leaders in The Episcopal Church; and be it further

Resolved, That each program on the map be strongly encouraged to maintain its information, so that all those engaged in the formation of leaders are able to network, share best practices, and collaborate.

EXPLANATION

There is an increased development of local schools for ministry and a proliferation of new programs offered at Episcopal seminaries. At present there is no central database of these resources. This map can be modeled after “Find a Church” (<http://www.episcopalchurch.org/find-a-church>) or after “Find a Campus Ministry” (<http://www.episcopalchurch.org/page/campus-young-adult-ministries>) — maps that already exist to identify ministries and their locations across The Episcopal Church.

A searchable map that identifies the features of each location will facilitate communication and collaboration for theological education, particularly regarding competency and assessment. Networking and increased visibility will also provide people across The Episcopal Church with access to a broad range of theological education resources for formation.

Additional support of Resolutions proposed by SCLCFE

The SCMD endorses the following resolutions proposed by the Standing Commission on Lifelong Christian Formation and Education:

1. Awareness of Online Christian Formation Resources
2. Recommend Membership in Forma

Budget

The Standing Commission on Ministry Development plans to meet approximately three times in person and regularly electronically during the next triennium. This will require \$13,000 for 2016, \$13,000 for 2017, and \$13,000 for 2018, for a total of \$39,000 for the triennium, assuming a membership of 12, a cost of \$1000 per person for a three-day meeting, and an annual license for Adobe Connect or other online meeting platform.