

The Council for the Development of Ministry

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MEMBERSHIP

Agency Board Representatives

Ms. Essie Johnson, Board for Theological Education
Ms. Mary Lou Lavalley, Board for Church Deployment
Mrs. Betty Connelly, Church Pension Group
The Very Rev. Mark Sisk, Council of Seminary Deans
The Rev. Randolph Dales, Executive Council
The Rt. Rev. Robert H. Johnson, House of Bishops Committee
 on Pastoral Development
The Rt. Rev. David Joslin, House of Bishops Committee on Ministry
Ms. Mary Hassell, Standing Commission on the Church in Small Communities
Mr. Donald F. Benjamin, Standing Commission on Metropolitan Areas

Provincial Representatives

Mr. Edward Farrell, Province I
Ms. Judith Carlson, Province II
The Rt. Rev. F. Clayton Matthews, Province III, Vice Chair
The Rev. William Edwards, Province IV
The Rev. Laurence Larson, Province V
The Rev. Edwin M. Leidel, Jr, Province VI
The Rev. James E. Liggett, Province VII
The Rev. Zoila Schoenbrun, Province VIII
The Rev. Canon Clarence Hayes, Province IX

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Chairperson

The Rev. Randolph K. Dales

Staff

The Rev. John T. Docker, Staff Officer, Coordinator for
Professional Ministry Development

The Rev. David W. Perry, Executive, Education, Evangelism, Ministry Development

The Rev. Preston T. Kelsey II, Executive Director, Board for Theological Education

The Rt. Rev. Harold Hopkins, Executive Director, Office of Pastoral Development

The Rev. James Wilson, Executive Director, Church Deployment Office

The Rt. Rev. Frank Cervený, Executive Vice President, Church Pension Group

Dr. Carol Hampton, Congregational Development Cluster, Advocacy, Witness,
and Justice

The Rev. Linda L. Grenz, Coordinator, Adult Education and
Leadership Development (Total Ministry Network)

Members for the Triennium

The Rev. Canon Sue Reid, Total Ministry Network

The Rev. Paul M. Collins, National Network of Episcopal Clergy Associations

The Rev. Elizabeth Maxwell, Episcopal Women's Caucus

Ms. Ruth L. Schmidt, National Network of Lay Professionals

Dn. Josephine Borgeson, North American Association for the Diaconate

The Rev. Sandra Richardson, Cornerstone Project

All of the members of the Council present at the November 3-6, 1993, meeting concurred with this report.

Representatives of the Council at General Convention

The Rev. Randolph Dales

The Rev. William Edwards

The Rev. Laurence Larson

Mrs. Betty Connelly

The Rev. Edwin M. Leidel, Jr.

The Rev. Paul M. Collins

The Rt. Rev. Robert H. Johnson

The Rt. Rev. David Joslin

The Rt. Rev. F. Clayton Matthews

The above named are authorized by the Council for the Development of Ministry to receive non-substantive amendments to the report.

STRUCTURE

The Council for the Development of Ministry (CDM, also referred to as "the Council") was created by General Convention in 1976 out of the work and experience of

the Ministry Council, which had been established five years before. The Council as constituted by General Convention has two categories of voting membership, totaling nineteen persons: nine provincial representatives, nine agency representatives, and a chairperson. Provincial representatives are recommended by provincial meetings of diocesan Commission on Ministry (COM) representatives to the provincial presidents for appointment to CDM for a six-year term. Agency representatives on CDM are appointed by the various agencies for three-year terms. Agency representatives are entitled to bring to each meeting staff persons who sit with voice but not vote. Because Council membership leaves some aspects of ministry under-represented, appropriate organizations with ministry development concerns are invited to send a representative to participate as a member of the Council for the triennium to report on ministry development issues.

There is a six-member Executive Committee, chaired by the chairperson of CDM, which includes the vice chair, one agency representative, two provincial representatives, and one member for the triennium.

During the triennium, the Council met twice yearly; each meeting lasted three days. Various committees met at other times as necessary; the reports of those committees are summarized here.

The budget of CDM is part of the Professional Ministry Development Cluster of the Office of the Presiding Bishop in the General Church Program Budget.

The staff officer of CDM is the Coordinator for Professional Ministry Development of the Professional Ministry Development Cluster, and is accountable to the Executive of the Professional Ministry Development Cluster.

SUMMARY OF THE COUNCIL'S WORK

Following the 70th General Convention in Phoenix, the Council organized its work for the triennium. Input for the sixteen triennium goals adopted by the Council in November 1991 came from the resolutions referred to CDM by the 70th General Convention, from concerns raised by COMs through the Provincial Representatives, from issues raised by member agencies and invited guests, and from the 1991 evaluation of the Council and its work conducted by the Rev. Canon F. Clayton Matthews of the Diocese of Virginia. The planning process was undergirded by *The Waiting World Parish*, a summary paper on the future of ministry project of the Professional Church Leadership program of the National Council of Churches. Although most of the triennium goals relate to the ordained ministry, the discussions during the planning sessions recognized that the focus of ministry is baptism. As a result, agenda time for matters concerning the ministry of the laity was made a priority.

Cultural Sensitivity

One of the first goals to be implemented was to take action on Resolution A085a by inviting Ms. Kathy Tyler Scott to conduct inclusivity training for the Council. The purpose was to explore how racism, sexism, and other forms of discrimination based on "difference" limit the Council's work. The purpose was to help CDM to be more sensitive to these issues as a Council and in the way CDM works with its constituent bodies for the

development of ministry. The training sessions showed that CDM has made a great deal of progress in addressing some of these issues through its present meeting format and its more inclusive membership. However, the Executive Committee felt that the training sessions were only a beginning in addressing the intent of the resolution. As a result, inclusion and cultural awareness were ongoing concerns of CDM meetings throughout the triennium.

In response to Resolution C026s, and a request by the Ethnic Ministry Staff Officers, CDM produced *A Resource on Cultural Sensitivity in the Ordination Process*. Written by the Rev. Jerry Drino, Executive Director of the Coalition for Cross-Cultural Ministry Development of Province VIII, the resource was developed to assist bishops, COMs, and Standing Committees to be more aware of the cultural differences among ethnic communities in the Church, with the objective of removing stereotypical biases from the process of interviewing and supporting persons in the ordination process. During the triennium training sessions were held in each province to help COMs use this resource in their dioceses. These sessions helped raise awareness in the ordination process about the barriers that stand in the way of full support of leadership of the various cultures and communities that are part of the Episcopal Church. It was acknowledged that the training only scratched the surface and that CDM needs to continue to address intercultural issues in the recruitment, training, and deployment of the leadership of the Church.

The Staff Officer worked with members of the Board for Church Deployment, the ethnic ministry staff officers, and the Women in Ministry Office to take action on Resolution A090s, which asked CDM to facilitate the development of educational materials and training programs "to help eliminate discrimination in deployment throughout the Church against clergywomen, clergy of color, ethnic clergy, and clergy with disabilities." The Church Deployment Board is making a survey of diocesan deployment practices that are helping in the deployment of these clergy. Work on Resolution A090s will continue during the next triennium.

Direct Ordination

For a number of years there have been General Convention resolutions asking for a canonical change to permit persons to be ordained to the order to which the Church has called them, without passing through another order. The 70th General Convention adopted Resolution C026s, which directed the Theology Committee of the House of Bishops to prepare a paper on direct ordination for presentation to the House of Bishops and to refer the paper and recommendations to CDM to address any canonical changes.

CDM studied the issue of direct ordination so that it could inform its members if they should be asked to recommend legislation. At the November 1992 meeting, Professor Leonel Mitchell presented a paper, "Direct Ordination to the Presbyterate," which argued for direct ordination; Professor Charles Price presented a paper, "The Threefold Cord: A Case for Cumulative Ordination." These papers were published with other documents on the subject under the title *A Collection of Documents on Direct Ordination*. This publication was intended to help the Church make a decision on the issue of direct ordination.

At the March 1993 meeting, members reacted to the paper commissioned by the Theology Committee of the House of Bishops written by Professor Louis Weil, "Should the Episcopal Church Permit Direct Ordination?" Professor Weil finds "no historical or

theological barrier to the modification of canons which would permit direct ordination..." and suggests that "the transitional diaconate is not well-suited to the task of testing for priesthood." At the same time, Weil believes the issue of direct ordination needs to be engaged in the larger context of what kind of Church the People of God are called to be. Although there is considerable drive for permitting direct ordination from deacons, and from dioceses where there is a desire to more clearly differentiate the orders of deacon and presbyter, the House of Bishops did not ask CDM to propose any canonical changes to the 70th General Convention. Further study, reflection, and dialogue with other Anglican and ecumenical partners is needed.

Sexual Misconduct

The issue of sexual exploitation in the pastoral relationship was the subject of presentations and discussions at Council meetings in order to inform the constituent networks of CDM of the work being done on concerns of sexual abuse, exploitation, coercion, and harassment by clergy and church employees (B052a). Presentations on the prevention of sexual exploitation by clergy were led in every provincial COM meeting by the Rt. Rev. Harold Hopkins of the Office for Pastoral Development, the Rev. David M. Rider, Director of Clergy Wellness of the Medical Trust of the Church Pension Group, and other leaders.

Services to Commissions on Ministry

A major objective of CDM is to provide resources and training on ministry development for bishops and COMs. The provincial representatives commissioned Alice Ramser of the Diocese of Pittsburgh to develop *The Voice of This Calling: Handbook for Commissions on Ministry*. The handbook contains useful information for COMs, such as a commentary on COM and the Ordination Process Canons, with resources, diocesan models, and some helpful suggestions. An appendix contains designs for orientation of new members and a Total Ministry Bibliography.

Local Participation

In order to keep in contact with ministry development issues on the local level, the Council meets in various parts of the country and engages in dialogues with bishops and COMs. The November 1992 meeting was held in the Diocese of Minnesota, and the bishop and five priests shared the program on clergy wellness, described steps being taken to prevent clergy misconduct, and discussed the Code of Clergy Ethics for the diocese. In March 1994 CDM met in the Diocese of Panama in order to learn firsthand about ministry development issues in the Church in Central America and in Province IX.

Revision of the Title III Canons

Review and revision of the Title III Canons is part of the ongoing work of CDM. A Committee on Canons chaired by the Very Rev. Mark Sisk considered several proposals

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referred by the 1991 General Convention and other organizations. The recommendations of the Committee are found in the resolutions contained in this report.

The Committee acted as a consultant to the Standing Commission on Constitution and Canons in its review of Canons III.21-26 on the episcopate and in its review of the Title IV Canons on Ecclesiastical Discipline. Taking action on Resolution A075, the Committee referred a recommendation to the Standing Commission on Evangelism to provide an orderly welcome of new congregations into the Episcopal Church, while giving due attention to the need for careful preparation for such a congregation and its clerical leadership. In order to help COMs follow the canonical changes made by the 1991 Convention, the Council revised and republished its *Commentary on the Title III Canons*.

Structural Review of CDM

A triennium goal called for a review of the membership of the Council, its voting procedures, and criteria for inviting guests to Council Meetings. The Goals and Objectives of CDM adopted in 1976 did not adequately represent current thinking or standards of operation. A Committee on Structure chaired by the Rt. Rev. F. Clayton Matthews met to review the Council's By-Laws in order to provide a clear statement on current and preferred methods of operation and to create a new Mission Statement. At the November 1993 meeting, a new Mission Statement, Goal, and Objectives were adopted. The By-Laws were revised to bring them into conformity with current practice, and to make the Council more inclusive. A new class of membership for CDM, Members for the Triennium, was added. This amendment to the By-Laws authorizes the Executive Committee to invite members of organizations concerned with ministry development but not Committees, Commissions, Boards or Agencies of the General Convention, to send a representative to participate as a member of the Council for the triennium.

By this action the Invited Guests for the current triennium were made Members for Triennium, representing the following organizations: Total Ministry Task Force, National Network of Episcopal Clergy Associations, Episcopal Women's Caucus, National Network of Lay Professionals, North American Association for the Diaconate, and the Cornerstone Project.

The newly formed Professional Ministry Development Cluster, which includes the staff of the Office of Pastoral Development, the Church Deployment Office, the Board for Theological Education, and the Office for Professional Ministry Development, was mandated to conduct an organizational review of the Church Deployment Board, the Board for Theological Education, and CDM. The purpose of the review is greater organizational efficiency, better stewardship, and closer collaboration. The findings of this review will be presented to the Presiding Bishop for appropriate action.

PROVINCIAL MEETINGS

While much is accomplished by the Council and its member agencies, a major part of CDM's work is done at the provincial level through the nine provincial representatives who work directly with the COMs. These men and women are the chief communication routes from CDM to the local church, and from the local church to the Council. A key part of CDM's work is the yearly provincial meetings organized by the provincial representatives.

MINISTRY DEVELOPMENT

Each province had presentations on recruitment, sexual misconduct, cross-cultural ministry development, and the relationships between bishops, Standing Committees, COMs, and seminaries in support of aspirants in the ordination process. What follows are summaries of reports from the provincial representatives.

Province I

The 1992 meeting focused on the respective roles of Commissions on Ministry and Standing Committees in the ordination process, and on legal issues relating to clergy sexual abuse. Two Franciscan Brothers discussed the Order's discernment process, and seminary representatives discussed what they perceived as the sometimes distorting effects of the ordination process.

The 1993 meeting included presentations on ministry recruitment by the Rev. Charles Bension, and on diversity, using *A Resource on Cultural Sensitivity in the Ordination Process*. In-depth work on issues related to clergy sexual abuse was facilitated by David Rider.

The 1994 meeting focused on lay ministry. Sessions included workshops for diocesan and parish lay ministry committees and a day-long celebration of ministry in daily life to which all communicants of the province were invited.

Edward Farrell, Representative

Province II

At the 1991 meeting approaches to the discernment of ministry were explored with Suzanne Farnham, Executive Director of the Christian Vocations Project. Four seminaries sent representatives for a panel on characteristics of today's students, on financial concerns, on the relationship between bishops, COMs and seminaries, and on the conflict between mobility and a sense of mission.

Forty-two persons from eight dioceses met in 1992 in Rochester, New York, to explore three key topics. The Rt. Rev. Harold Hopkins led an examination of clergy sexual misconduct issues, and the Rt. Rev. William Burrill (Rochester) keynoted a discussion of "Future Trends in Ministry and Their Impact upon the Church." "Recruiting Young Persons for Ordained Ministry" was facilitated by the Rev. Jep Streit, Episcopal Chaplain at Boston University, and the Rev. Bruce Bayne, Director of Alumni/ae and Church Relations at the Episcopal Divinity School.

The October 1993 meeting concentrated on cross-cultural ministry needs, enabling participants to train diocesan COMs to use *A Resource on Cultural Sensitivity in the Ordination Process*. The experience and needs of the General Ordination Exams (GOEs) were also explored at this meeting.

Judith M. Carlson, Representative

Province III

At the 1992 meeting the Rev. Dr. John E. Booty presented a paper entitled "Future Trends within the Church." Suzanne Farnham, Coordinator of the Christian Vocation Project of the Diocese of Maryland, shared new methods for screening and discernment.

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The Rev. Canon James C. Ransom of the Diocese of Maryland presented a paper entitled "Recruitment and Selection of Church Leaders." A panel of bishops, seminarians, and deans talked about their roles. The Rev. David M. Rider, Director of Clergy Wellness for the Medical Trust of the Church Pension Group, spoke on "Competency Standards for Graduating Senior Seminarians: Sexual Misconduct and Prevention."

The 1993 conference devoted an entire day to cultural sensitivity in the ordination process. The Rev. Carol Gallagher, Assistant for Education at St. Martin's Church in Radnor, Pennsylvania, presented *A Resource on Cultural Sensitivity in the Ordination Process*. The conference also focused on the Board for Theological Education's project relating to recruitment and selection of church leaders. This presentation was made by the Rev. Canon James Ransom of the Diocese of Maryland, one of three pilot dioceses for the Board for Theological Education's recruitment and selection project. The Rev. Dr. Peyton G. Craighill, Director of Diaconal Ministry for the Diocese of Pennsylvania, presented a session on identification of lay and ordained gifts. A panel of seminary representatives headed by the Very Rev. Richard Reid, Dean of Virginia Theological Seminary, discussed the relationship between seminarians and COMs and reviewed the current mid-course evaluations and GOEs. The Rev. Dr. Jean Milliken of the Diocese of Virginia reported on her doctoral thesis entitled "Power, Authority and Spiritual Maturity: Women Clergy Serving Congregations as Rectors or Vicars in the Diocese of Virginia."

The Rt. Rev. F. Clayton Matthews, Representative

Province IV

The annual meetings have focused on total ministry and how ordained ministry most effectively fits into that perspective. The three meetings moved from deliberating on selection to closer work with the diocesan deployment officers of the province. The 1991 meeting considered recruitment and selection and how lay/discernment committees fit into that process. This meeting overlapped with that of the provincial bishops, and the groups together discussed matters of clergy wellness, family relations, and effective use of GOE's.

The 1992 meeting was led in a study of ministry and boundary issues by the Rt. Rev. Harold Hopkins. The COM members joined the diocesan deployment officers in examining the relationship between recruitment/selection and deployment. In 1993 at Charleston, South Carolina, the COM members met with deans or faculty members from eight seminaries and again with diocesan deployment officers. The Rev. Loren Mead, keynote speaker, considered how a healthy church differs from the traditional "successful" model and how issues of ministry relate to the difference.

The Rev. William Edwards, Representative

Province V

Province V began a new tradition for the annual Fall Ministry Conference during this past triennium. Dioceses and seminaries were encouraged to serve as hosts so that participants might become acquainted with different areas within the province. In 1991 the first of these meetings was hosted by Seabury-Western Theological Seminary. During this October overnight session, those attending gained a good feeling for seminary life, both through participation in chapel services and refectory meals, and from a morning panel

presentation by representative students and faculty. Two other discussion topics were the discernment process and recruiting for ministry presented by the Diocese of Chicago, and an update on the Cornerstone Project presented by Bishop Roger White of Milwaukee.

The 1992 meeting was hosted by the Diocese of Northern Indiana at the Fatima Center at Notre Dame University. The main agenda item was a presentation on future trends in ministry by James Kelsey, Diocesan Ministry Development Director for Northern Michigan. Bishop Hopkins led a discussion on clergy and sexual exploitation, and there was a panel discussion on recruitment of college age candidates.

The October 1993 session, hosted by the Diocese of Missouri at the Thompson Center in St. Louis, focused on a training workshop for cultural sensitivity led by Chaplain David Selzer from the University of Minnesota. Also addressed was direct ordination, with a presentation by Professor Leonel Mitchell of Seabury-Western, and there was a panel discussion by seminary representatives on the timing of GOEs.

The Rev. Laurence Larson, Representative

Province VI

COM chairs met prior to Provincial Synod in 1992, and the 1993 and 1994 meetings were held at Seabury-Western Theological Seminary. COM Chairs reported the following findings: (1) parish discernment is a key to success in the ordination process; (2) the majority of COMs meet monthly; (3) \$9,000 is the average COM yearly budget; (4) most dioceses support and ordain candidates to work only in their own diocese; (5) some freezes were imposed on the ordination process when a new diocesan bishop was coming or while the formation process was being reorganized; (6) Education for Ministry was a common tool for diaconal formation; (7) Iowa does an annual four-track discernment conference; (8) the Diocese of Colorado COM has eight Task Forces: Major Teaching, Board of Examining Chaplains, Ministry of the Laity, Ordination to the Diaconate, Ordination to the Priesthood, Continuing Education, Clergy Compensation, and Regional Ministries; (9) the diocese of Minnesota is setting up a three-year seminary training course done jointly with Seabury-Western Theological Seminary and United Theological Seminary, St. Paul, Minnesota.

Discussions with seminary representatives reveal that 96% of postulants are being ordained. Suggestions for seminaries included having "800" telephone numbers, and greater work on "clergy manners," organizational development, and Scripture content, and new models for total ministry and spiritual formation.

Seminarians feel isolated from dioceses, want the process clarified, like the local parish discernment process, and wish bishops and COMs would answer letters. Seniors feel vulnerable, wondering about jobs, while younger seminarians feel the current system is geared for older students. Only 10% of women in some dioceses are getting full-time jobs. There is a great need for financial assistance.

The Rev. Edwin M. Leidel, Jr., Representative

Province VII

The Provincial Commission on Ministry has returned to the practice of annual province-wide meetings. These meetings provide an opportunity for bishops and

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representatives of COMs to meet with and communicate with each other, representatives from the national Church, seminary representatives, and other agencies and individuals in the Church who are involved in issues of concern to Commissions on Ministry. The focus of the 1991 conference was a presentation by the Rt. Rev. Harold Hopkins on issues related to sexual misconduct. The Rev. Charles J. Cook discussed Project TEROS, a program for evaluating applicants for Holy Orders.

The 1992 meeting included a presentation by the Rev. Canon Hal Greenwood on "Economic and Demographic Realities Confronting the Church Today." There were panel discussions on seminaries and their relationships with bishops and Commissions on Ministry. The 1993 meeting theme was "A Resource on Cultural Sensitivity in the Ordination Process." The Rev. David Selzer presented the resource, and there was response from a panel representing persons in the province who are working on issues of multi-cultural recruitment and selection.

Each of the annual meetings included reports from the Council for the Development of Ministry, the Board for Theological Education, and the Cornerstone Project.

The Rev. James E. Liggett, Representative

Province VIII

The Province of the Pacific met in 1992 to address the subject of clergy sexual misconduct, under the leadership of the Diocese of Los Angeles and the Rev. Lynn Jay. Presenters included the Rev. Peter Rutter, keynote speaker and author of *Sex in the Forbidden Zone*, the Rt. Rev. Harold Hopkins, Nancy Hopkins, the Rev. Margo Maris of the Diocese of Minnesota, and the Rev. Sarah Shoftstall of the Diocese of Nebraska. Thirteen dioceses were represented by 73 participants.

The 1993 meeting topic was "Faith in the Future: Developing Sensitivity through Ministry in a Multi-Cultural World." The Rev. Jerry Drino, Executive Director of Cross-Cultural Ministry Development (CCMD), gathered a team of presenters and facilitators from Province VIII's diocesan ethnic commissions. Sixteen of eighteen dioceses were represented by 50 participants.

The April 1994 conference, with leadership from the Diocese of California, addressed "The Relationship between Bishop, COM, Committee, and Seminary: Challenge of Discernment, Formation, and Education in the Ordination Process."

The Rev. Zoila Schoenbrun, Representative

Province IX

During this triennium Province IX has been working on a regional basis with the various dioceses grouped into four regions: Arena, Central Region, the Caribbean, and Mexico.

The Central Region of the province met in Panama in 1992. The meeting provided an opportunity for the dioceses to get to know one another better, and provided an opportunity to reflect on the social, political, and economic changes in Latin America and their impact on the Church. The number of women in the ordained ministry has increased. Nearly all of the dioceses now have ordained, or have announced their readiness to ordain, women. Efforts are being made in each diocese to affirm and stimulate the ministry of all baptized

persons. Training programs for both lay and ordained ministries are now in place. The Center for Theological Reflection in Costa Rica is increasingly helpful in stimulating programs for continuing education for church leaders and in research and consultations on models for the development and accreditation of local training programs. As the regions move towards autonomy, it would seem advisable to have CDM representatives from the various regions, as it will be impossible for a single voice to represent the entire area.

The Rev. Canon Clarence Hayes, Representative

REPORTS OF MEMBERS FOR THE TRIENNium

Total Ministry Network Steering Committee

The Total Ministry Network Steering Committee, a group of people representing each of the provinces of the Episcopal Church, works with the Office of Adult Education and Leadership Development. Membership on the Committee is balanced by gender, race, those in orders and laity, and by rural, suburban, and urban concerns. The Steering Committee during this triennium was chaired first by Ms. Joan Irving and then by the Rev. Canon Sue Reid, each of whom was invited to the meetings of CDM. In the past triennium the Committee completed a project with the Evangelism Office that resulted in the publication of *To Seek and to Serve*. Joint visits were made to each site represented in this resource. These congregations represent a cross section of the Episcopal Church that seeks to serve both the congregation and the neighboring community through the partnership of clergy and lay leaders. A conference entitled "From Gathering to Going Forth" at Kanuga Center brought over 100 people to look at ways all baptized persons, lay and ordained, realize their ministry in daily life.

What is ahead? Provincial representatives of the Total Ministry Network will be attending provincial Commission on Ministry meetings each year to raise the concerns of lay ministry and offer assistance to dioceses in the development of lay ministry. A resource, *Ministry in Daily Life: An Episcopal Guide to Living the Baptismal Promises*, was published in 1994. Resources to train lay leaders in local congregations are being adapted or developed for Episcopal use. Work continues with others on CDM to assist dioceses and congregations in ministry discernment for all people.

The Rev. Canon Sue Reid, Chair

National Network of Lay Professionals

The National Network of Lay Professionals, begun in 1984, exists to develop a national support system for lay people employed in the ministry of the Episcopal Church. Lay professionals are defined as "lay people employed in the mission and ministry of the Episcopal Church who: (1) regard their work as vocation, as their response to God's call in their lives; (2) have acquired appropriate preparation and training for their work; (3) are committed to continuing education to improve skills and enhance performance; (4) hold themselves accountable to the particular institutional structure within which they work, and to the wider community of the faithful, all for the love of Jesus Christ, through the power of the Holy Spirit to the greater glory of God."

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The mission of the network includes identifying issues of primary concern to lay professionals and taking appropriate action in connection with those issues; improving communication and providing support among lay professionals; consciousness raising in the Church concerning the mission and ministry of lay professionals; establishing a link with the Episcopal Church Center to make sure the concerns of lay professionals are effectively heard and responded to by the national Church; finding ways to enhance job opportunities, job effectiveness, and career development for lay professionals; gaining recognition for lay professionals and their work; and seeking economic justice in their employment. The Retirement Plan for Lay Employees mandated by the 70th General Convention is being successfully implemented nationwide. *Callings*, a national news link for lay professionals, is published and distributed by the Network three times a year to a diverse mailing list. The fifth National Gathering of Lay Professionals in the Episcopal Church was held in January, 1994, in Menlo Park, California. Seminarians with lay vocations also participated in the gathering.

Mr. Michael Blair, Chair

Cornerstone Project

The Cornerstone Project, an initiative of the Episcopal Church Foundation, seeks to build a network of individuals, dioceses, and institutions committed to supporting and strengthening the ordained leadership of the Church. The project is interested in long-term systemic change that contributes to supporting and challenging the best efforts of the Church's ordained leaders. Three special areas have been targeted for emphasis: Clergy-Congregational Interaction, Wholeness and Holiness of Clergy, Reshaping Structures for an Emerging Church. In partnership with the dioceses and provinces, Cornerstone's new models for ministry include joint clergy conferences in Provinces I and II called "Being Well in Christ"; Province IV's "Conferences for Priests Ordained Three to Seven Years"; Clergy/Laity Dialogues in Oregon, Olympia, and Northwest Texas; and Theology of Priesthood Consultations in Washington, Colorado, and Michigan. Cornerstone, in partnership with several dioceses, is developing a Transition Support Project for clergy entering new cures.

The Rev. Sandra D. Richardson, Representative

North American Association for the Diaconate

During the current triennium the North American Association for the Diaconate (NAAD) has been changing from an organization that primarily advocates for the diaconate and deacons to one that links and supports deacons and diocesan diaconate program leadership, while advocating for the diakonia of all Christians. The vehicles for NAAD's work include a newsletter, *Diakoneo*, a biennial conference (hosted in 1993 by the Diocese of Rhode Island), and board-member links with Episcopal and ecumenical groups concerned with deacons and diakonia. NAAD also publishes an annual directory of deacons and occasional papers. As a result of an extensive member survey, the board is working to stimulate more regional and provincial gatherings and continuing education opportunities for deacons and more frequent communication among diocesan coordinators. Currently about half the deacons and half the dioceses in the Episcopal Church belong to

NAAD, together with deacons from the Anglican Church of Canada, the Evangelical Lutheran Church in America, and many bishops, presbyters, and lay people.

Deacon Josephine Borgeson, Representative

RESOLUTIONS

Resolution #A085

Seminarian Evaluations

1 *Resolved*, the House of _____ concurring, **That Canon III.5.1(b) be amended to read as**
2 **follows:**

3 (b).The Postulant shall have been enrolled for at least ~~nine~~ *eighteen* months in a
4 theological school or seminary or in some other program of preparation for Holy
5 Orders approved by the Bishop and the Commission.;

6 and be it further

7 *Resolved*, **That Canon III. 5.1(c)(ii) be amended to read as follows:**

8 (ii). The evaluation and recommendation of the theological school or director of the
9 program of preparation, as to the Postulant's personal qualifications for the exercise of
10 Holy Orders *after three semesters of study or the equivalent, and using a form*
11 *developed by the Presiding Bishop's Select Committee of Bishops and Seminary Deans*
12 *provided by the Board for Theological Education.*

13 and be it further

14 *Resolved*, **That Canon III.7.3 be amended to read as follows:**

15 Sec. 3. No one shall be ordained Deacon under this Canon within ~~eighteen~~ *twelve*
16 months from admission as Candidate for Holy Orders, unless, under special
17 circumstances, the Bishop, with the advice and consent of a majority of the members
18 of the Standing Committee, shall shorten the time of Candidacy; and in no case shall
19 the time be shortened to less than six months.;

20 and be it further

21 *Resolved*, **That Canon III.7.7(d) be amended to read as follows:**

22 (d). A certificate from the theological school or from those under whose direction the
23 Candidate has been pursuing studies, showing the Candidate's scholastic record in the
24 subjects required by the Canons, and giving ~~an evaluation with recommendation as to~~
25 ~~the Candidate's qualifications for Holy Orders~~ *a recommendation whether the*
26 *Candidate should be ordained.*

EXPLANATION

The purpose of the proposed amendments to Canons III.5 and 7 is to make canonical the recommendations of the Presiding Bishop's Select Committee of Bishops and Seminary Deans respecting seminary evaluations of students preparing for the Priesthood. The changes would make canonical: (1) that there be one major seminary evaluation after eighteen months in seminary as a prerequisite for Candidacy; (2) that the standard time for the period of Candidacy be shortened to twelve months with the current exception, which allows Candidacy to be shortened to six months with the permission of the Standing Committee; (3) that the form for the evaluation be that developed by the Committee and available from the Board for Theological Education; and (4) that the final report of the seminaries be a recommendation for or against ordination at the conclusion of the final year.

Resolution #A086

Amend Canon III.15.2.

1 *Resolved*, the House of _____ concurring, **That Canon III.15.2 be amended as to read**
2 **follows:**

3 Sec. 2. Any Deacon or Priest who has entered or plans to enter non-ecclesiastical
4 employment without continuing to exercise the office to which ordained must comply
5 with the requirements of Canon IV.8 for renunciation, *except as the Bishop and*
6 *Standing Committee shall find it acceptable for the Member of the Clergy to delay*
7 *such proceedings.*

EXPLANATION

Section 1 of Canon III.15 states that a member of the clergy must "have and use opportunities for the exercise of the office to which ordained." If a member of the clergy should move to another diocese due, for example, to a spouse's job change, and the bishop of the new diocese will not permit the cleric to exercise ecclesiastical ministry, the member of the clergy would have to comply with the requirements of Canon IV.8 for renunciation called for in section 2. If the member of the clergy cannot exercise a ministry in the new diocese, the member of the clergy could remain canonically resident in the former diocese. This proposal builds an exception into the Canon for the protection of a member of the clergy in such a situation.

Resolution #A087

Amend Canon III.31.1.

1 *Resolved*, the House of _____ concurring, **That Canon III.31.1 be amended to read as**
2 **follows:**

3 Sec. 1. There shall be a General Board of Examining Chaplains, consisting of four
4 Bishops, six Priests with pastoral cures, six members of accredited Seminary faculties

MINISTRY DEVELOPMENT

1 or of other educational institutions, and six Lay Persons. The members of the Board
2 shall be elected by the House of Bishops and confirmed by the House of Deputies,
3 one-half of the members in each of the foregoing categories being elected and
4 confirmed at each regular meeting of the General Convention for a term of two
5 Convention periods. They shall take office at the adjournment of the meeting of the
6 General Convention at which their appointments are confirmed, and shall serve until
7 the adjournment of the second regular meeting thereafter. ~~The members shall not~~
8 ~~serve successive terms.~~ *No member shall serve more than 12 years consecutively.*
9 *Additionally, the Presiding Bishop, in consultation with the Chair of the Board, may*
10 *appoint up to four other members for a term.* The House of Bishops, at any special
11 meeting that may be held prior to the next meeting of the General Convention, shall
12 fill for the unexpired portion of the term any vacancy that may have arisen in the
13 interim. The Board shall elect its own Chair and Secretary, and shall have the power
14 to constitute committees necessary for the carrying on of its work.;

15 and be if further

16 *Resolved, That this amendment shall take effect immediately so as to govern the*
17 *election at this Convention of persons to the General Board of Examining Chaplains.*

EXPLANATION

The General Board of Examining Chaplains requests that the current provision prohibiting Board members from succeeding themselves be modified and that the Presiding Bishop be empowered to appoint other members in order to ensure continuity and a balance on the board.

FUTURE CHALLENGES FOR THE COUNCIL

CDM grew out of a need for "a comprehensive support system" for the newly created diocesan Commissions on Ministry called for by the General Convention of 1970. As COMs have served the Church for a quarter of a century, it is perhaps an appropriate time to look back on what COMs have accomplished. The Council proposes to undertake a review of diocesan COMs and the part they play in the formation of candidates for ordination.

During the last triennium the Council looked at its own goals, structure, and achievements, and revised its Mission Statement and Objectives to more clearly describe its present work. That statement now reads:

Mission, Goal and Objectives

Mission:

The Council for the Development of Ministry acts as leaven among the leadership of a changing Episcopal Church to invigorate all the baptized as they fulfill their ministries.

THE BLUE BOOK

Goal:

To provide a forum for representatives from the nine provinces and organizations concerned with ministry development to identify pertinent issues; to respond and initiate actions which address significant challenges and opportunities before the Church.

Primary Objectives:

(1). To gather information and ideas from the Church through its constituent bodies, identifying current local, provincial and national ministry development issues and activities;

(2). To act on General Convention resolutions and provincial or agency initiatives that focus on ministry needs;

(3). To provide resources and training on ministry development to bishops and Commissions on Ministry.

In addition to undertaking a review of COMs, the Council will respond to any legislation sent to it by General Convention. It anticipates working with the Women in Mission and Ministry Office of the Church Center, the Committee on the Status of Women, and with the Church Pension Fund to examine the standing of women clergy some twenty years after the canonical action allowing for women's ordination to the priesthood and episcopate.

Clearly not all ministry development issues are related to clergy. Ninety-nine percent of the members of our Church are empowered for ministry in the world by their baptism and nurtured and strengthened for that work by the gathered community. The Council will continue to work closely with the Total Ministry Network as it expands its efforts to support ministry in daily life.

The Council will continue the work begun in the last triennium to help bishops, COMs, and Standing Committees to have more understanding of candidates from the various cultures that make up our Church by expanding training on cultural sensitivity in the ordination process. The CDM will begin an intentional dialogue with the Racial/Ethnic Ministries Staff Officers regarding the needs of their constituencies for recruitment training and deployment of ordained and lay ministry leaders. The Council will work with appropriate groups to eliminate stereotyping and promote fairness in the discernment process, theological education, and deployment of all the leadership of the Church.

Other suggestions for future agenda include:

- Continued cooperation with the Board for Theological Education in the area of recruitment for lay and ordained leadership for the Church.
- Assistance to the Office of Pastoral Development on issues of sexual exploitation.
- Response to any requests for clarification of, or amendment to, the Title III Canons on Ministry.
- Assistance with ministry development issues in Province IX as it works toward autonomy.
- Work with the Cornerstone Project and the National Network of Episcopal Clergy Associations on a follow-up to the current Alban Institute study on clergy terminations.

MINISTRY DEVELOPMENT

- Examination of the relationship between the theology of baptismal ministry and the theology of ordained ministry.
- Study of the role of deacons and local priests, and formation needed as a result.
- Inquiry into alternatives to Clinical Pastoral Education.
- Work on the relationship between COMs and Deployment Officers.
- Review of Seminary Evaluations and Psychological/Psychiatric Evaluations of Postulants.
- Development of a better process for honorable exit from the ordained ministry (outplacement).
- Improvement of the support system for non-stipendiary and non-parochial clergy.
- Consideration of the role of bishops.
- Improvement of the conditions of employment of lay professionals.
- Review Canon III.3 on the training and licensing of Lay Ministers.
- Consideration of alternatives to theological education beyond the 11 accredited Episcopal seminaries, especially for ethnic minority postulants.
- Provide leadership for wellness of clergy.

Above all else, CDM will continue to serve the Church by providing a forum for organizations of the Episcopal Church concerned with ministry development to gather biannually "to identify pertinent issues, to respond and initiate actions which address significant challenges and opportunities before the Church."

Resolution #A088

Continue the Council for the Development of Ministry.

1 *Resolved*, the House of ____ concurring, **That the 71st General Convention continue the**
2 **Council for the Development of Ministry consonant with the mission and objectives as**
3 **reported to this General Convention, that it continue to be funded through the**
4 **General Church Program Budget of the Executive Council, and that it report to the**
5 **next General Convention.**

Respectfully submitted,
The Rev. Randolph K. Dales, *Chair*
The Rev. John T. Docker, D.Min., *Staff Officer*