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# The Board and Office for Transition Ministry

## Membership

The Rt. Rev. Barry L. Beisner, *Chair*  
Canon R. Carter Echols, *Vice Chair*  
Ms. Lindsay Ryland, *Secretary*  
The Rt. Rev. Laura Ahrens  
The Rev. Canon Scott Hayashi, *resigned*  
The Rev. Canon Gregory A. Jacobs  
The Rev. Canon Jose McLoughlin  
Canon Karen Olson  
Ms. Lynn Schmissrauter  
The Rt. Rev. Prince Singh, *resigned*  
The Rt. Rev. Kirk Smith  
The Rev. Canon Jenny Vervynck, *resigned*  
Ms. Pamela Ramsden, *Staff, retired 2010*

Northern California, VIII, 2015  
Newark, II, 2012  
Virginia, III, 2012  
Connecticut, I, 2012  
Chicago, V, 2015  
Newark, II, 2012  
Oklahoma, VII, 2015  
Minnesota, VI, 2015  
East Tennessee, IV, 2015  
Rochester, III, 2015  
Arizona, VIII, 2012  
San Diego, VIII, 2012

## Changes in Membership

Appointed to fill vacant Board positions:

The Rt. Rev. Scott Hayashi  
The Rev. Canon Ann Normand  
The Rev. Canon Anne Reed  
The Rev. Victoria Duncan, *Staff*

Utah, VIII, 2015  
Texas, VI, 2012  
Southern Ohio, V, 2015

## Summary of Work

In 2009, General Convention acted to change the name of both the Board and the Office from *Church Deployment to Transition Ministry*. This change reflected a profound shift in understanding of this ministry both operationally and theologically. Canonically, the duties of the Board for Transition Ministry (BTM) include: to oversee the Office for Transition Ministry (OTM); to provide support for the training of bishops and diocesan support personnel in the transition ministry processes; to study the transition ministry needs and trends in the Episcopal Church and in other Christian bodies; to inform the Church regarding transition ministry; and, to cooperate with other bodies concerned with transition ministry. (Canon III.16.2.)

Early in the current triennium the BTM revised its Strategic Plan, and together with the OTM has since been working to implement it. As outlined in that Plan, our work in this triennium fell into the four major categories discussed below. Further extensive revision of the Plan took place in November, 2011, and that new version of our Strategic Plan will be made available on the Church website.

## Research & Development

The Board and Office rolled out a new web application and database, "OTM Portfolio," in August of 2010, replacing the previous CDO Profile application and database. The new OTM Portfolio provides both individuals and worshipping communities an enhanced tool to present our gifts and calls to the wider church for ministry partnerships. We have already updated our new system with enhanced security, PDF, and search function upgrades. The OTM Portfolio is an example of how the Board and Office are seeking to minister to both the current church as well as the church of the future, moving our systems into mission-focus from maintenance of the familiar.

## Communication

We have engaged both current and emerging technologies, including

- a listserv for all (and, separately, for two regional groups of) Diocesan Transition Ministers;
- Basecamp as a platform to assist sharing best practices;
- Dropbox as a mechanism to share information among regional Diocesan Transition Ministers on a short-term basis;
- WebEx as a tool for remote training and support as well as a meeting platform; and
- a new portfolio, developed on Drupal, an international, open source technology. This Ministry Portfolio may be read/written in the three primary languages of the Episcopal Church (English, Spanish, and French).

The Ministry Portfolio in general, and especially in its Narrative and Connections sections, provides a common ministry platform for initial conversations between individual leaders and congregations. This creates significant new possibilities both to increase the initial depth and quality of discernment conversations, as well as to reduce the usual time spent in the discernment process.

Attention to issues of security and confidentiality in the management of personal information has been a top priority. Major layers of protection were built into the system from the start, and an outside consultant was utilized to audit the system's security once it became operational. It is understood to be vital to this ministry that those who use the Individual Portfolio have complete confidence that there can be no unauthorized access to personal data.

### **Collaborative Relationships**

Relationships among Diocesan Transition Ministers have been encouraged on a church-wide and regional basis, as well as directly with OTM. In addition to the church-wide gathering described below, regional gatherings of Transition Ministers have been held twice each year.

The Episcopal Church Center re-organized its Mission Department into teams, with OTM as a member of the Diocesan and Congregational Ministries Team. The Program Officer for OTM became Team Leader in January, 2011. Creative collaboration among the Team's members has been a priority, as have inter-office efforts such as participation in the "Seminarians of Color" Conference with the four Ethnic Missioners at Virginia Theological Seminary in 2011.

The "New Dreams-New Visions" Pilot Project has been a collaborative effort with OTM serving as regular host to colleagues from the Episcopal Church Foundation, the Church Pension Group, Fresh Start and CREDO, and representative dioceses. The Pilot Project was designed to determine if there was a potential affinity between identified newly-retired clergy who desired to continue stipendiary ministry, and congregations who could afford professional clergy leadership on a part-time basis. A Roanridge grant was received as a result of the joint application of OTM and the Diocese of Eastern Michigan. Together the principal designers of this Pilot Project will be discerning how to share the resources developed with all dioceses in an ongoing way.

The OTM is the conduit for funds designated by General Convention for Fresh Start. In this capacity, we collaborate with CREDO and the Episcopal Church Foundation to oversee and support that program. Seeking to reduce dependence upon TEC, CREDO and ECF for funding, the partners met throughout 2011 to envision a new way forward: Fresh Start as an open source and consultant-based resource network for dioceses. A strategic plan for the next phase of this development is currently being developed with plans for implementation in 2012.

A few of the many other collaborative efforts involving OTM include the revised Episcopal Election Manual, reconfiguration of the Mission Department of the Church Center, evaluation of Constable Fund grants, and connections with Episcopal Seminaries.

### **Leadership Development**

In partnership with the Conference of Diocesan Executives (CODE), we offered "Leadership in a Changing Church" May 3-5, 2011, in Minneapolis, MN. This church-wide conference was attended by 96 people whose ministries directly involve diocesan leadership and congregational support. The program included plenary presentations by the Presiding Bishop and Capt. Mike Abrashoff (retired naval officer, entrepreneur, author, and motivational speaker) as well as updates from the Church Pension Group, the Episcopal Church Foundation, the Episcopal Church Medical Trust, and the OTM. Nineteen workshops on a variety of topics as well as application sessions in which participants discussed transformational leadership and their roles as change agents offered further learning and networking opportunities. Worship opportunities included an opening Eucharist with a sermon by the Bishop of Minnesota and worship at each session led by conference chaplain, the Rev. Cn. Lisa Gray. Provinces 5, 6, 7, and 8 held regional Diocesan Transition Minister gatherings in conjunction with the conference.

Training and support is done on an ongoing basis as defined by need, primarily using WebEx as a visual and audio connection platform. This has been highly successful in helping the OTM address needs varying from orienting and supporting new Diocesan Transition Ministers, to assisting local management and support of the OTM Portfolio.

### **Mutual Ministry Review**

On November 2, 2011, the BTM conducted a Mutual Ministry Review (MMR) with the Rev. Victoria Duncan, Missioner for Transition Ministry. The period reviewed extended from mid-2009 to the date of the MMR. Led by MMR facilitator the Rev. Canon Timothy Hodapp, Board members and the Missioner participated in a focused process that explored strengths/successes and challenges/opportunities. In addition, the group explored its missional focus and applied this lens both to capabilities and challenges that the parties share. An atmosphere of mutual trust and open sharing prevailed, revealing several insights and potential goals for 2012.

The Rev. Victoria Duncan also received a ministry review at the Church Center by the Mission Department's Co-Directors dated 27 May 2011. This review covered the time period from the date hired through 2010. Content included the Missioner's responses and supervisors' feedback to the following questions: "What really went well for you in 2010?", "If you had the opportunity, what in your performance would you have changed for the better in 2010?", and "What are your goals and needs for 2011?"

### **General Convention Resolutions**

In 2009, General Convention referred Resolution A169 to the BTM/OTM. We coordinated with the Office of Congregational Research and the Church Pension Group to post a summary of relevant statistics on the Transition Ministry page of TEC's website. Noteworthy aspects of this report were discussed during regional meetings of Diocesan Transition Ministers. We look forward to further collaborative efforts in this regard.

### **Budget**

The BTM has operated well within its budget. It expects to meet in person three times during the next triennium, with additional meetings via WebEx or online; the total amount required will be \$34,200 (a proposed reduction of 5% from the current 2010-12 triennium).

The OTM has been under-budget each year in the triennium, returning over \$12,000 unspent dollars in 2010 alone. The new database design and production were under-budget.

### **Resolution A149 Fund the Board for Transition Ministry**

*Resolved*, the Joint Standing Committee on Program, Budget, and Finance consider an allocation of \$34,200 for the Board for Transition Ministry for the Triennium Budget 2012-2015.

Respectfully submitted,

The Rt. Rev. Barry L. Beisner, Chair  
Canon R. Carter Echols, Vice Chair  
The Rev. Victoria Duncan, Missioner for Transition Ministry