

BOARD FOR TRANSITION MINISTRY

Membership

The Rt. Rev. Barry Beisner, *Chair*, 2015
Canon Karen Olsen, *Vice Chair*, 2015
The Rt. Rev. Laura Ahrens, 2015 (*resigned*)
Mr. Paul Cooney, 2018
Ms. Susan Czolgosz, 2018 (*resigned*)
The Rt. Rev. Scott Hayashi, 2015
The Rev. Canon José McLoughlin, 2015
The Rev. Canon Ann Normand, 2018 (*resigned*)
The Rev. Canon Anne Reed, 2015
Ms. Lynn Schmissrauter, 2015 (*resigned*)
The Rt. Rev. Kirk Smith, 2018
The Rev. Canon Stuart Wright, 2018
The Rev. Victoria Duncan, *Program Officer/Missioner for Transition Ministry, Office for Transition Ministry (until Dec. 2013)*

Changes in Membership

Appointed to fill vacant board positions:

The Rt. Rev. Anne Hodges-Copple, 2018
The Rev. Canon James Pritchett, 2018
Ms. Judy Stark, 2015

Representation at General Convention

Bishop Barry Beisner and The Rev. Canon James Pritchett are authorized to receive non-substantive amendments to this report at General Convention.

Summary of Work

Mandate: The core purpose of Transition Ministry is the renewal of the Church for more effective mission and ministry through facilitating leadership transitions with the guidance of the Holy Spirit. We all know transition happens whether or not there is a structured, facilitated approach. The Board for Transition Ministry (founded as the Church Deployment Board in the 1970s) is expected to oversee the provision of confidentiality and to present an impartial image in the transition process.

Each diocese's faith communities are the front line of mission and ministry — with clergy being invited to increase that capacity. Bishops and transition ministers serve as resources to them; and likewise, church-wide structures serve as resources to the dioceses — all relying upon the discerning work of the Holy Spirit.

Meetings: During this triennium, the Board for Transition Ministry has met twice in face-to-face gatherings and via teleconference quarterly.

During this triennium we reviewed historical documents and continued conversations with the management team of the DFMS regarding the role and place of the Board in relationship to the staff. In the first 18 months of this triennium, under Victoria Duncan's leadership, technical 'fixes' to the online Transition Ministry Portfolio occurred, and developmental enhancements were explored and scheduled with the Portfolio developer, Rayogram. With Tori's departure from the staff in December of 2013, the enhancements were put on hold.

Following the outline of the strategic plan developed during the last triennium and updated in November 2012 and November 2013, task groups have addressed such topics as leadership development, networks and collaborative relationships, and trend analysis. The task group that focused on relationships with other judicatories learned that the Evangelical Lutheran Church in America (ELCA) is looking to TEC as an example of a church-wide database and clergy mobility system.

Due to the need to clarify roles and responsibilities with the management team of DFMS, an additional task group was formed to create a memorandum of understanding, and BTM members were assigned to the search committee for the position of Acting Missioner for Transitions. We have and are collecting many resources regarding social trends and transition, which will be made available to the transition community.

The BTM collaborated with the EC Committee on the Status of Women and with the Office of Pastoral Development in the fulfillment of Resolution A143 (Develop a Search ToolKit To Assist Women Clergy). The Task Force has secured a permanent online home for its materials at episcopalchurch.org, with cross-referencing from the Office for Transition Ministries web page. The Office for Communications at the Church Center has pledged its support and technical expertise. Additional information will be forthcoming in March 2015.

As part of our work, we reported the following recommendations to the Executive Council and TREC:

1. Retain an Office for Transition Ministry at the church-wide level that maintains a confidential database, equips Bishops and Transition Ministers with creative tools and best practices, and encourages networking within and between dioceses and provinces.
2. Retain some kind of General Convention authorized body that serves in either an oversight or advisory capacity to the Office that determines strategic tools and keeps transition ministry an open process to all who can participate. Whether it is a Board or Standing Commission or Committee — or some other name or function that may yet be determined — we believe that the relationship between Office and Board (as it exists) has been an excellent model for that which HAS been working, as members are practitioners in the field and have both expertise and passion for transition ministry.
3. Eliminate ambiguity of reporting structures: This could happen by clarifying the current interpretation of canons or by creating new canons that codify the desired functioning. Clear structure is critical in order to leave room for the Holy Spirit to interweave flexibility and creativity.
4. We believe that a program officer or missioner's ability to have the resources of some kind of a board or commission (a body of people with expertise and passion) is to be considered for all other ministries within the church-wide system. It allows the system to be broad and trusted, with ongoing and ever-changing resources, networking, and imagination.

Leadership Transitions offer critical opportunities in the life of the Church — whether the transition be church-wide, diocesan, or in local faith communities — for reengagement with the Gospel and Christ's mission.

The Board for Transition Ministry lists the following core principles as necessary for Transition Ministry to be effective: assuring that each context and culture can freely contribute to and access information during the transition process; guaranteeing confidentiality of individual's information; lifting up the Gospel and service with Jesus Christ; focusing on Mission; strengthening role of Bishops in call and placement practices; creating safeguards for justice and fairness in the system; having a church-wide view and not only a diocesan or faith community view; addressing clergy dissatisfactions in placements; dissuading any and all “-isms” (racism, sexism, ageism, etc.).

Historically, the premise behind the inception of the Church Deployment Board (now the Board for Transition Ministry) was that it could be a body “outside the system” (815/management), but “inside the

transition world” (elected bishops, clergy, and lay people from the wider Church) that might better be able to guarantee the sense of confidentiality and independence that all people using the system need to trust.

Success in Transition Ministry is satisfying Christ's mission: Transition Ministry is best accomplished by collaborating with our partners with a focus on the local context, the flexibility of process, and a feasibility based on knowing that God provides all that we need. Transition Ministry is characterized by the four “Cs” identified by TREC:

Catalysts — Responding to the movement of the Holy Spirit utilizing built-in feedback processes *resulting* in characteristics of success and in spiritually centered, healthy, joyful, hopeful, fearless, empowered leaders, faith communities, and dioceses.

Connectors — *Facilitating* collaboration at all levels; integrating with Commissions on Ministry and other ministry and leadership formation groups; and *expecting* full participation of all nine provinces, Episcopal search teams, bishops, clergy, and laity with the church-wide tools of transition ministry.

Capability Builders — *Inviting* all the baptized to full participation in ministry; *developing* leadership capacity; and *forging* a strong commitment to, and passion for, Christ's mission through the Church and wider community.

Conveners — *Supporting* local faith communities by *equipping* their leaders with tools, networks, and resources to identify and satisfy the needs of the wider community.

The Board for Transition Ministries has continued to work with its partners (faith communities through vestries and search committees; clergy; dioceses through bishops, diocesan transition ministers, and commissions on ministry; the Presiding Bishop, DFMS management, other CCABs, and General Convention) to communicate meaningful information and best practices in the transitions in the Church. We anticipate continuing to develop and enhance the resources and tools used in transition ministry, and continuing to serve as a conduit for innovation and best practices throughout the Church.

Budget

The BTM has operated effectively within its budget of \$16,000 this triennium. Most expenditures were related to a November 2013 in-person meeting held in Houston, Texas; and to the use of a consultant for strategic planning. For 2016-2018 the Board hopes to have two in-person meetings, in addition to regular meetings utilizing online meeting technology; this will require \$13,000 for 2016, \$1000 for 2017, and \$13,000 for 2018, for a total of \$27,000 for the triennium.