

BOARD FOR TRANSITION MINISTRY

Membership

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| The Rev. Canon Elizabeth Easton, <i>Chair</i> | Nebraska, VI | 2021 |
| The Rev. Canon Victor H. Conrado, <i>Vice-Chair</i> | Chicago, V | 2024 |
| Ms. Denise Obando, <i>Secretary</i> | California, VIII | 2021 |
| The Rev. Dr. Gary Butterworth | Western North Carolina, IV | 2024 |
| The Rev. Canon Paula Clark | Washington, III | 2021 |
| The Rt. Rev. Douglas Fisher | Western Massachusetts, I | 2021 |
| The Rt. Rev. Daniel Gutiérrez | Pennsylvania, III | 2024 |
| Ms. Ellen McVey | Eastern Michigan, V | 2024 |
| Mrs. Anne Schmidt | Dallas, VII | 2024 |
| The Rt. Rev. Allen Shin | New York, II | 2021 |
| The Most Rev. Michael Curry, <i>Ex Officio</i> | North Carolina, IV | |
| The Rev. Gay Clark Jennings, <i>Ex Officio</i> | Ohio, V | |

Mandate

Canon III.16.1 - 2

Sec. 1

- a. There shall be a Board for Transition Ministry of the General Convention consisting of twelve members, four of whom shall be Bishops, four of whom shall be Presbyters or Deacons, and four of whom shall be Lay Persons.
- b. The Bishops shall be appointed by the Presiding Bishop. The Priests or Deacons and Lay Members shall be appointed by the President of the House of Deputies. All appointments to the Board shall be subject to the confirmation of the General Convention.
- c. The Members shall serve terms beginning with the adjournment of the meeting of the General Convention at which their appointments are confirmed, and ending with the adjournment of the second regular meeting thereafter. The members shall not serve successive terms.
- d. At each regular meeting of the General Convention one-half of the membership shall be appointed to serve full terms.

e. Vacancies shall be filled by appointment by the Presiding Bishop or by the President of the House of Deputies, as appropriate. Such appointments shall be for the remaining unexpired portion of the members' terms, and, if a regular meeting of the General Convention intervenes, appointments for terms extending beyond such meetings shall be subject to confirmation of the General Convention. Members appointed to fill the vacancies shall not thereby be disqualified from appointment to full terms thereafter.

Sec. 2. The duties of the Board shall be:

- a. To oversee the Office for Transition Ministry.
- b. To provide support for the training of bishops and diocesan personnel in the transition ministry processes.
- c. To study the transition ministry needs and trends in the Episcopal Church and in other Christian bodies.
- d. To issue and distribute such reports and information concerning transition ministry as it deems helpful to the Church.
- d. To cooperate with the Centers for Mission and the other Boards, Commissions, and Agencies which are concerned with transition ministry, and particularly with the Executive Council.
- f. To report on its work and the work of the Office for Transition Ministry at each regular meeting of the General Convention.
- g. To report to the Executive Council annually as a part of its accountability to the Council for the funding which the Office for Transition Ministry receives.
- h. To work in cooperation with the Church Center Staff.
- i. To fulfill other responsibilities assigned to it by the General Convention.

Summary of Work

A Zoom meeting to elect officers for the Board occurred on January 23, 2019. The Rev. Elizabeth Easton and the Rev. Victor Conrado agreed to co-chair the Board. Ms. Denise Obando agreed to be the Secretary.

The Board gathered in person October 23-25, 2019 in Atlanta, Georgia. This was the only opportunity for an in-person meeting with the onset of the COVID-19 pandemic.

The Board met in its entirety one more time via Zoom on September 16, 2020, with various working groups convening throughout the year.

Participation by members of The Board for Transition Ministry was very low this triennium: a quorum was not reached for the October 2019 meeting, and the September 2020 meeting had the minimum number of members participate, raising questions about the mission of the Board and whether it is time to reconsider the group's mandate.

The Board for Transition Ministry is recommending that a member of the Church Pension Group (CPG) be invited to join future Board meetings as an *ex officio* member or guest. The Board recognizes an opportunity to optimize statistics and reports with Diocesan Transition Ministers if there is direct access to CPG.

The Board hoped to review data from CPG regarding their collection of voluntary reporting of clergy race, ethnicity, gender identity and sexual orientation. It is the Board's understanding that that data is still being gathered and will hopefully be available to the larger Church in the year to come.

Board members heard from Diocesan Transition Ministers from across TEC that trends from the past triennium still continue. Some of those trends include: the aging church, part-time clergy, diversifying clergy, dual-call couples, equity issues, and the call process.

Many new challenges this triennium focused on approaches to transitions during a pandemic. Some searches were completely paused while others moved forward using virtual tools for their discernment conversations. Priests left calls without the usual festive coffee hour celebration. New priests began calls without ever stepping foot on the grounds they found themselves now responsible for. Ordinations and consecrations continued but with very limited in-person participation while whole dioceses watched online. How to produce, edit, and lead online church offerings was never taught in an Episcopal seminary. In order to stay connected, clergy quickly learned how to use Facebook Live, Zoom and YouTube to provide worship, offer an opportunity for parishioners to stay in touch with each other, and find a way to maintain the business of the church.

An extremely successful gathering of nearly 100 Diocesan Transition Ministers occurred March 26-29, 2019 in Salt Lake City, Utah. Professional development, beautiful liturgy, and shared camaraderie abounded. The next gathering is being planned for March 2022.

General Convention 2018 referred resolution 2018-Do21 to the Board. While the mandate was not met, the Office for Transition Ministry (OTM) reported in January 2021 that it is implementing resolutions 2018-Do21 and 2018-Do64. 2018-Do21 requires that sex and current annual compensation no longer appear on an Individual OTM Portfolio, and that a specific range of compensation be required for Community OTM Portfolios posted by dioceses. 2018-Do64 requires that a copy of an Accord or Order for deacons, priests, and bishops be attached to an Individual OTM Portfolio. This resolution also requires that each diocese notify the Office for Transition Ministry of such Accords or Orders.

The OTM database and portfolio forms were not updated or altered during this triennium, despite urging from the Board.

Specific Mandate from GC79

Resolution 2018 – Do21 – Revise Ministry Portfolio Form for the Transition Ministry Office

Resolved, That on the Basic Information portion of the Ministry Portfolio maintained by the Officer of Transition Ministry for a member of the clergy, the section titled Sex be deleted; and be it further

Resolved, That on the Compensation & Housing portion of the Ministry Portfolio maintained by the Officer of Transition Ministry for a member of the clergy, the Current Annual Compensation section be deleted; and be it further

Resolved, That a specific amount or range of compensation be required on each Community Ministry Portfolio published by the Office of Transition Ministry; and be it further

Resolved, That these changes be made and take effect no later than December 31, 2018 and that they apply to all postings and information maintained by the Officer of Transition Ministry as of that date.