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# The Council for Development of Ministry

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**GOAL:** To create a structure and provide services in order that the Episcopal Church, at all levels of its organization, will better recognize current ministry development needs, and opportunities, and better utilize resources for meeting them.

**The Rt. Rev. Robert R. Spears, *Chairperson***  
**The Rt. Rev. Richard B. Martin, *Executive for Ministries***

*Precis* of Report of the Council for the Development of Ministry.

The work of the Ministry Council began in 1970.

General Convention of 1973 formally established the Council and called for recommendations for the future.

The Council has assessed the needs, resources and methods for a support system for ministry and is submitting to the General Convention for its consideration, recommendations for the future focus, structure, and operations of the Ministry Council, in line with the following objectives.

Objective #1 – To organize and activate a Council for the development of professional Ministry, to serve in an advisory and supportive capacity, in relationship to the office of Executive for Ministries.

Constitution of Council  
Criteria for Membership  
Meetings

Objective #2 – Provide a national instrumentality for serving the Church as a whole, in the regular delivery of services, information, and knowledge of resources, to various organizational levels, and to local/regional agencies which function in the field of ministry development.

Regional forums  
National conferences in special areas of concern

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Objective #3 – Establish a method for linking ministry-serving agencies in an operative network for the giving and receiving of assistance, encouragement and support.

Objective #4 – Establish criteria for judging whether or not the above objectives are being realized.

This work will require additional staff support from the office of the Executive for Ministries.

The Budget request for 1977 is based on operations as indicated above and include the participation in The Career Development Council and staff requirements which are included in the program budget of the Executive Council Staff.

Since the Ministry Council functions at the behest of General Convention a suggested resolution authorizing its continued operation is submitted.

### I – Background

An ad hoc Council on Ministry was created by action of the General Convention of 1970 for the initial purpose of improving the coordination of work among the officially created agencies of the Episcopal Church which dealt with ministry issues (i.e., Church Pension Fund, Board for Theological Education, Clergy Deployment Office, etc.) During its first three years, focus was on seeking structural solutions to the issue of coordination, and on identifying the current issues about ministry which were before the newly created Diocesan Commissions on Ministry.

The conclusions of that initial experience were presented to the 1973 General Convention, and the Ministry Council was directed to continue the work of study and coordination, and to “propose to the next General Convention, (1976), a national instrumentality by which a comprehensive support system (for ministry) may be established.” National, diocesan and local instrumentalities were to be integrated and supported by this instrumentality.

In the triennium 1973-76 many of the existing issues involving ministry have come into sharp focus and some into critical and urgent need for resolution. Issues involving selection, training and deployment of ordained persons, evaluation and compensation, and the identification and support of lay ministry, to mention only a few critical areas, now intersect with each other to present the Church with an immense challenge to provide creative and supportive solutions.

### II – Recommendations summarized

The Church, however, is not without resources to face this challenge and find constructive solutions. Not only are there skilled and dedicated persons at work in the agencies which were created to support persons in ministry, but throughout the Church there are literally thousands of persons, lay and ordained, working in diocesan, parochial and educational settings, whose skills and concerns are a primary resource.

Bishops, members of Diocesan Commissions on Ministry, teachers, seminary trustees, managers of business systems, personnel specialists and many others are at work developing and applying creative response. The Ministry Council has concluded that the mechanism most needed, and most helpful, is one which permits and facilitates a wide selection of persons to be in touch, in order to share ideas and concerns, criticize performance, identify emerging needs and design appropriate response. An ongoing series of semi-annual regional forums and workshops, carefully designed and evaluated, can bring these persons together and assure that the right persons are talking regularly to each other, about the right issues, at the right time.

The essence of the recommendation of the Ministry Council is that its own arena for discussion among regional representatives, agency representatives and persons with needed special skills, be put to the service of devising agenda and resources, for these regular semi-annual conferences. With the help of a staff person working under the Executive for Ministries, this mechanism can be energized for effective response.

### III – Proposed Council for the Development of Ministry

This document signals a radical change in the way in which the Ministry Council perceives its function. The movement described here is *away from* the attempt to coordinate ministry-serving agencies and *toward* an effort to assist and support those who need and make use of services for the continuing development of the professional ministry—both lay and ordained. This emphasis more successfully expresses the General Convention mandate as stated in 1973.

The need for services to Bishops, Diocesan Commissions on Ministry, Standing Committees, Clergy Associations, other clergy groups, and lay professionals who serve the Church on a full-time basis, becomes clearer as time goes by. In the past the Executive Council had an office of Professional Services that functioned in this area. It is important to recover and enlarge upon these services which at one time contributed a great deal to the development and enrichment of creative ministry.

Within the office of the Executive for Ministries there is a Program Group on Lay Ministries with its own advisory committee. What is being proposed here is a way by which concerns involving professional ministries and those involving other ministries, two approaches to the total ministry of the Church, would keep in close touch through the Council and help one another in the fulfillment of their respective tasks. The climate should be one of mutual enrichment and collaboration. Both are needed, and with the acceptance of this proposal, a mechanism will be set up for on-going dialogue and cooperation in carrying forward the total ministry and mission of the Church.

#### OBJECTIVE #1

Organize and activate a Council for the development of professional Ministry to serve in an advisory and supportive capacity in relationship to the Office of Executive for Ministries.

#### CARRYING OUT OBJECTIVE #1

**A. Constitution:** Membership will be representative of agencies, geographical areas, and interests in the Church.

1. **Regional Representation of Provinces.** Each Province will nominate 3 persons to the Executive for Ministries: 1 of these persons will be selected by the Council to serve for a 3-year term. (9 persons)
2. **Agencies which serve ministry:** The Board of each agency will be asked to name one person for a 3-year term. (6 or 7 persons)
3. **At-large members:** Those in categories 1 and 2 will elect 4 members-at-large, chosen on the basis of special competence in the area of Ministry Development to serve for 3-year terms. (19 or 20 persons)

**B. Criteria for Membership:** Persons appointed and selected must qualify by satisfying these requirements:

1. Each member must have a readily-perceived contribution to make to the Council, deriving from training, position, experience, and/or expressed commitment to the continuing cause of development of the professional ministry, lay and ordained; each member must be ready to attend all meetings of the Council and participate in regional meetings and sub-committee work.
2. Each member must have recognizable regional or local involvement with

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ministry concerns, thus making possible credibility and influence in this area.

**Note:** The goal is to have membership that participates in the Council on the basis of experience, and at the same time, is accountable for actively participating in ministry development concerns at the regional level. Membership brings resources and wisdom to the Council, and at the same time has some kind of job to do—some way of applying insights and knowledge gained through participating in the Council.

### **C. Formation of Agenda for Action by the Council:**

1. Issues will be submitted by members who contribute on the basis of their awareness to needs and resources in their regions, agencies, and areas of special expertise (i.e., being responsive to actual needs experienced in the field).
2. Issues that will arise out of the Council's continuing review of ministry development, changes in this field, and new needs/opportunities as they arise (i.e., being responsible for keeping current with what is happening, and thinking futuristically).
3. Issues which arise from on-going evaluation of programs and activities initiated by the Council (being accountable for decisions made and actions taken by accepting performance evaluation as normative).
4. Issues arising from sharing the experience of other communions and churches as they address identical or similar ministry issues and evolve solutions, some of which have much to teach us.

**D. Meetings:** Two per year: 3 days each . . . for purpose of planning, guiding, and evaluating ministry development programs, activities, and resources for which the Council and Executive for Ministries are responsible.

### **OBJECTIVE #2**

Provide a national instrumentality for serving the Church as a whole in the regular delivery of services, information, and knowledge of resources to various levels of organization, and to local/regional agencies which function in the field of ministry development.

### **CARRYING OUT OBJECTIVE #2**

#### **A. Plan and carry out regional forums for identifying evident and emerging needs and for responding pragmatically to these needs.**

1. Fall forums for communicating theory, cognitive learnings, and skills (seminars): Spring forums for assessment, case studies, and clinical learning (workshops).
2. Forums may differ from region to region, but all will be designed to offer highly professional training and education to bishops, diocesan staff, Commissions on Ministry, Clergy Associations, Standing Committees, seminary faculty, and all others who are involved in ministry development.  
**Note:** The concept offered here builds on past experiences such as the recent conferences sponsored by the Episcopal Church Foundation, the Conference on Performance Evaluation held in Louisville in 1972 featuring Dr. Felix Lopez, and various consultations at the provincial level for Commissions on Ministry. The goal is to set up a mechanism for listening to and serving local agents and agencies of ministry development and creating a forum, for the regular sharing, mutual learning, and the fruitful exchange of ideas, experiences, skills, and resources. What happens now is spotty. There is a need for planning and integration and the formation of a mechanism for continuous and regular servicing.

#### **B. Convene pertinent national conferences to include particular leaders and experts for study, learning, and planning in regard to special areas of concern.**

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**Note:** Once again the goal is to set up a mechanism for delivering services, ideas, and information to those persons who may have special responsibilities in a particular area. This could mean highly specialized conferences for persons responsible for clergy continuing education, psychologists who do testing of aspirants and candidates, seminary deans, field training personnel, *etc.*

### OBJECTIVE #3

Establish a method for linking ministry-serving agencies in an operative network for the giving and receiving of assistance, encouragement and support.

### CARRYING OUT OBJECTIVE #3

- A. This objective will be served by the accomplishments of objectives #1 and #2. In carrying out these objectives, meetings will occur and relationships will be formed. Familiarity with sharable resources will be fostered and linking and network formation will result. Commissions on Ministry will be key components in such a network.
- B. However, in order to be operative a network needs a coordinator or catalyst, a person who can facilitate the exchange of information and services . . . someone who knows who can do what. The staff person serving the goals and objectives of the Council will be such a person.

### OBJECTIVE #4

Establish criteria for judging whether or not the above objectives are being realized.

**Note:** This means that under each of the three objectives stated above, this question will be raised: "What will we have to see happening in the Church in order to have the specific and concrete evidence that this objective is being realized?" The goal here is to take a systems approach and to view ministry development pragmatically and holistically. By stating in advance the criteria for successfully impacting the system we will have prepared the way for program and performance evaluation.

### STAFFING REQUIREMENTS

**Goal:** A qualified person to be added to the staff of the Executive for Ministries.

**Accountability:** To the Executive for Ministries through the Council for Ministry Development.

### Job Description:

1. To assist in the formation and on-going life of the Council.
  - a. Work with the Executive for Ministries and the chairperson in planning meetings.
  - b. Provide staff services in executing decisions and plans of the Council.
2. To plan and carry out, with the help of Council members, regional forums and national conferences.
3. To energize the network of Commissions on Ministry and other ministry-serving agencies and facilitate the flow of information through the network and foster giving and receiving.

**Note:** This means developing familiarity with resources, and specialists: and knowing how to match needs with skills and services required. This does not imply that this staff person will take on the task of serving all the Commissions on Ministry himself. It does suggest that he will be available for

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consultation to help in the diagnosis of needs to suggest steps the Commissions may take on their own behalf.

4. To work with the Executive for Ministries and the Council in developing criteria for measuring the success of programs and activities initiated both by the Council and by the staff person.

### APPENDIX 'A'

#### Ministry Council Budget Request 1977

	Request	Executive Council Recommendation
Staff 1 + 1		
Salaries	\$40,000	*\$23,000
Conferences, meetings	10,000	10,000
Membership fee Career		
Development Council (Appendix 'B')	4,000	4,000
Materials for DCOM's	4,000	4,000
Travel, support costs	<u>12,000</u>	<u>12,000</u>
	<u>\$70,000</u>	<u>\$53,000</u>

\* Elimination of Secretary

### APPENDIX 'B'

The Career Development Council is a consortium of most major denominations influencing, directing, and communicating amongst career centers and denominations. The centers were established to provide for counseling/assessment of clergy throughout the United States.

The Career Development Council accredits centers on standards over and above accreditation by IACS (APGA). Counseling practices, ethical standards, ecumenicity, and theological background and context of the counseling process are all reviewed at least annually.

Three of the 14 accredited centers are directed by Episcopal clergy. Most, if not all, centers have Episcopal board representation and diocesan support. Bishop David Richards, and William Thompson of the Clergy Deployment Office are the current Career Development Council Board Directors from the Episcopal Church.

### APPENDIX 'C'

#### Ministry Council Agencies and Affiliates

1. The Board for Theological Education
2. Clergy Deployment Office
3. The Church Pension Fund
4. Lay Ministries Program Committee
5. Conference of Seminary Deans
6. Diocesan Commissions on Ministry -- (Provincial Representatives)
7. Office of Pastoral Development
8. General Board of Examining Chaplains
9. National Institute for Lay Training
10. National Network of Episcopal Clergy Association

## MINISTRY DEVELOPMENT

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### Resolution A-30

*Resolved*, the House of \_\_\_\_\_ concurring, That the 65th Convention continue The Ministry Council consonant with the goal and objectives as reported to this Convention and that it report to the next General Convention.