

# The Board for Church Deployment

## MEMBERSHIP

The Rt. Rev. C. Charles Vaché, *Chairman*, Diocese of Southern Virginia  
The Rt. Rev. Joseph T. Heistand, *Vice Chairman*, Diocese of Arizona  
The Rev. James A. Hanisian, *Executive Committee*, Diocese of Southern Ohio  
Mr. Matthew K. Chew, *Executive Committee*, Diocese of Arizona  
Mrs. Mary Lou Lavalley, *Executive Committee*, Diocese of Western  
Massachusetts  
The Rt. Rev. Donald M. Hultstrand, Diocese of Springfield  
The Rev. Henry Mitchell, Diocese of Michigan  
The Rev. Barbara Schlachter, Diocese of Southern Ohio  
Mr. Lawrence C. Otto, Diocese of Kentucky  
Dr. Edward V. Voldseth, Diocese of Iowa  
Mrs. Dixie Hutchinson, Diocese of Dallas  
Dr. Larry McNeil, Diocese of Tennessee  
Mr. William A. Thompson, *Executive Director*, Church Deployment Office  
The Rev. James G. Wilson, *Associate Director*, Church Deployment Office

## SUMMARY OF BOARD'S WORK

The Church Deployment Board (CDB) meets six times during the triennium. Additional meetings of various Board committees are held as needed. The objectives established in the 1985 Blue Book report have been accomplished as outlined below:

*Objective #1.* To continue to oversee the Church Deployment Office and to hold it to the same high standard of performance.

The use of the services of the Church Deployment Office (CDO) have increased during the past triennium. As of the end of December 1987, 11,800 persons were registered as compared with the 10,766 shown in the last Blue Book report. The CDO was used in searches to fill almost 1800 vacancies and the monthly *Positions Open Bulletin* (POB) has listed over 400 vacancies each issue. Organizations such as the World Council of Churches, the National Council of Churches, American Bible Society, American Guild of Organists, National Association of Episcopal Schools, the Association of Episcopal Colleges, seminaries of the Church and the Executive Council are using the office on a regular basis as well, listing their openings for Episcopal clergy and laity.

*Caring for Clergy through Compensation*, which was added to the list of booklets published by the CDO, has proved very popular, and over 6,000 copies have been distributed.

Since the 1985 General Convention, more than 2,000 copies of *Caring for Clergy in the Calling Process*, 6,000 copies of *Clergy Side of Interviewing*, and 6,000 copies of *Interviewing in the Calling Process* have been distributed throughout the Church. The publication of the booklet *Prayer in the Calling Process* has been taken on by Forward Movement Publications.

Annual training programs for diocesan deployment officers have been held in New York. Over 60 clergy and lay persons have been trained during the triennium. Additionally, the Executive Director and Assistant Director have visited several dioceses to assist with particular training needs, and training updates have been given at provincial meetings as well. The Black Ministries Office at the Church Center has also been active in assisting the CDO in registering clergy and training.

Provincial meetings of diocesan deployment officers are held once or twice a year in all provinces. These are attended by a representative of the CDO. The meetings serve as a forum for the exchange of ideas and common concerns relating to deployment.

The Rev. David Seger completed his three-year service with the Church Deployment Office as Assistant Director and resigned to become Director of Admissions and Alumni Relations for the Nashotah House Seminary. The Executive Committee of the Board was constituted as a Search Committee and recommended the appointment of the Rev. James G. Wilson as Associate Director, CDO. Father Wilson assumed his new duties in January of 1988. He brings to the office an abiding interest in deployment matters, evidenced by his former presidency of the National Network of Episcopal Clergy Associations, his co-authorship of the manual *More Than Fine Gold*, and his consultancy in numerous parish vacancies and with clergy conferences on the best way to update individual personal profiles.

Dr. Nelle Bellamy, Director of the Episcopal Church Archives in Austin, Texas, with the consent of the Church Deployment Board, has undertaken a project to preserve the Church Deployment Office records of all those who have registered since its opening in 1971. The records will be completely microfilmed and preserved for posterity, inasmuch as no other comprehensive, centralized history of clergy during this time period exists. The project will be completed during this coming triennium, and a possible plan for microfilming future registrations and updates will be considered for the next triennium.

The Rev. Robert Davis, a former Board member and recently retired rector from Cazenovia, New York, was engaged to contact some of the principal architects of the CDO from its inception. An oral history has been obtained and is now stored in the Archives for posterity.

*Objective #2.* To utilize resources to develop an overall human resources model so as to be more responsive to planning needs, ordination policy, and recruitment practices.

The human resources planning project was initiated through the Council for the Development of Ministry (CDM). An ad hoc committee was created consisting of the Church Pension Fund, CDO, and Board for Theological Education. A major actuarial study was undertaken by the Pension Fund and projections were made based on mortality, retirement, resignations, etc., to determine the needs for clergy over the next few years. As a result, and based on the present number of paid parochial pensionable positions, there appears to be a projected shortfall in the number of seminarians in the next three to seven years to replace the normal number of retirements from full-time work. It should be noted that this is a preliminary projection and needs to be refined and continued as a planning model. The committee has also co-opted the Ven. Frank Cohoon of the Diocese of Kansas to continue work on this project. It is hoped that a diocesan model can be created and CDO can assist in the preparation of pertinent statistics so that dioceses can address the replacement concerns with greater knowledge.

During the triennium, the Board authorized acquisition of an in-house mini-computer. Coincidentally, a new McDonnell Douglas Microdata mini-computer became available from the Executive Council. The Board agreed to acquire the Microdata

computer in view of promised technical assistance and backup from the Executive Council. This is a historic occasion inasmuch as the office has been leasing off-premises service bureau equipment and technical support, namely from Information Sciences Inc. and the Church Pension Fund, since its inception in 1971. The Pension Fund has been an excellent support group, but updating modifications to the now antiquated programs proved impossible. It is anticipated that the new system will allow for greater flexibility, increased capabilities for research, and potential for expanded services to the clergy and parishes.

*Objective #3.* To continue to identify and study issues related to deployment and publish booklets on the findings to strengthen the various practices and policies of the dioceses in this vital area of the Church's mission.

The manual *Clergy Side of Interviewing* was prepared and distributed in response to the need for a companion piece to *Interviewing in the Calling Process*.

An extensive housing survey, spearheaded by the Church Deployment Board, was undertaken to ascertain the present policies of dioceses with respect to clergy housing and results were sent to each diocese and a summary was published in *The Episcopalian*. In addition, a pamphlet entitled *Caring for Clergy through Housing*, summarizing the results, was prepared and made available to the Church at large through the Church Deployment Office.

Liaison with ad hoc lay professionals organizations has been established and efforts to register and maintain data for them are being continued. The General Convention will be asked to support this endeavor through a resolution from the CDM to encourage lay professionals, employed by the Church, to register with CDO.

The ongoing concern on the subject of mutual ministry review and evaluation has been the subject of much of the Board's time and deliberation. A manual entitled *Mutual Ministry Review: for Clergy and Parishes* has been prepared and is now available to the Church for trial use and testing.

A television (VCR) training film entitled *So Your Pastor is Leaving*, was prepared by the Alban Institute with some funding from the Church Deployment Board. It is hoped that it will provide an additional resource to the film strip *Prime Time for Renewal*.

The CDO, along with the "815" Women's Desk, provided the startup for the publication *Open*. It is directed toward women's ministries and job openings for women clergy and church-employed lay professionals. In addition, a conference for clergy couples, based on an Alban Institute study, was held at Stony Point, New York, and funded by the Church Deployment Board.

In November of 1986 the Church Deployment Board endorsed a survey of the state of interim ministry practices throughout the Church and appointed an ad hoc committee of people currently involved with such ministries to carry out the survey and propose "next steps" to the Board.

Current information regarding interim ministry was gathered by using two questionnaires — one for bishops and one for diocesan deployment officers — which were circulated to all dioceses in early 1987.

The response was extremely gratifying. Fifty-eight bishops and 49 diocesan deployment officers representing 71 dioceses responded. Indications were that these specialized ministries have been successful in many dioceses and parishes. However, there is a lack of understanding of these ministries in many areas of the country and there is a significant need for trained interim pastors and consultants. In addition, the responses

reflected a lack of common consensus on definitions of interim ministry, Interim Pastor, etc.

Recognizing the importance of these findings, we propose the following:

**Resolution #A031**

*Resolved*, the House of \_\_\_\_\_ concurring, **That this 69th General Convention recommend the use of trained professional Interim Pastors and Consultants in the dioceses and parishes of the Episcopal Church; and be it further**

*Resolved*, **That the Church Deployment Board encourage and initiate regional or provincial opportunities for those concerned with interim ministry to further understand and explore the use of these specialized ministries; and be it further**

*Resolved*, **That dioceses and provinces be encouraged to recruit able persons for these specialized ministries and provide training and support for them.**

**EXPLANATION**

It has been increasingly recognized that the time of transition between rectors is one in which congregations may discover new opportunities for growth, development, and renewal. Specialized interim ministers (pastors and consultants) have been successful in many dioceses and parishes. Training for these specialized ministries has proven to be essential.

**Resolution #A032**

*Resolved*, the House of \_\_\_\_\_ concurring, **That this 69th General Convention adopt the following definitions:**

*The Interim Period*

The Interim Period is the time between rectors when educational developmental opportunities abound. Transition activities may include:

- Reviewing history
- Evaluation and planning for the future
- Encouraging lay ministry
- Dealing with grief, loss and anger
- Leadership development

It is a time of challenge. The energy present can be directed in very positive ways during this period.

*Interim Ministry*

The Interim Ministry is the collective ministry of the diocese with the parish through the bishop, staff, interim pastor, interim consultant, and parish lay leaders which intentionally seeks to respond to the opportunities, issues and energies present when a parish is between rectors.

*Interim Pastor (Interim Ministry Specialist . . . a professional)*

An Interim Pastor is a priest with parish experience and interim ministry skills and training, who can give guidance to parishes which are between rectors, and who understands and is trained to respond to dynamics and issues which come into operation during the interim period. In addition, the Interim Pastor maintains sacramental and pastoral norms. To be effective, an Interim Pastor should be available for a minimum of two or more days per week, including Sundays. Anything less is more typically described as supply. The Interim Pastor is not a candidate for the permanent position.

**FINANCIAL REPORT**

**Income**

|                                | 1986     | 1987     | 1988     |
|--------------------------------|----------|----------|----------|
| Appropriated by the convention | \$17,830 | \$20,285 | \$21,885 |

**Expenses**

|  |        |         |  |
|--|--------|---------|--|
|  | 18,568 | 20,231* |  |
|--|--------|---------|--|

\*Estimated

**GOALS AND OBJECTIVES FOR THE TRIENNIUM 1989-1991**

**OVERALL OBJECTIVE.** To help the clergy understand and best use their leadership skills and abilities; to assist parishes to develop their own sense of mission and calling within a sound theological framework of deployment in its broadest context.

*Objective #1.* To continue to oversee the Church Deployment Office and to hold it to the same high standard of performance; identify and study issues related to deployment and publish information to strengthen the practices and policies of the dioceses in this vital area of the Church's mission.

*Objective #2.* To learn and utilize the capabilities of the in-house computer and to become more familiar with the ways in which newer technology can assist the Church to be responsive to human resources planning and its impact on recruitment and ordination projections.

*Objective #3.* To study and participate with other related groups in recommending organization structural changes which will increase the helpfulness of all these groups to clergy, parishes, and the bishops of the Church in the most efficient way.

**REQUEST FOR APPROPRIATIONS**

**Resolution #A033**

**Resolved,** the House of \_\_\_\_\_ concurring, **That there be appropriated from the Assessment Budget of the General Convention the sum of \$60,000 during the triennium of 1989-91 for the expenses of the Church Deployment Board.**