

The Board for Church Deployment

MEMBERSHIP

The Rt. Rev. Don A. Wimberly, Chair, Diocese of Lexington (1994)
The Rt. Rev. Jane Holmes Dixon, Diocese of Washington (1997)*
The Rt. Rev. Robert H. Johnson, Diocese of Western North Carolina (1997)
The Rev. Margaret A. Babcock, Diocese of Arizona (1994)
The Ven. Richard I. Cluett, Diocese of Bethlehem (1994)*
The Rev. Canon Joel A. Gibson, Diocese of New York (1997)
Mr. John R. Harris, Diocese of Iowa (1997)
Mr. David A. Kalvelage, Diocese of Milwaukee (1994)
Mrs. Mary Lou Lavalley, Diocese of Western Massachusetts (1994)*
Dr. Dalton S. Oliver, Diocese of Louisiana (1994)
Canon Barbara J. Price, Diocese of Western New York (1997)
Professor Joseph H. Smith, Diocese of Springfield (1997)

The following members resigned and were replaced during the triennium:

The Rt. Rev. Herbert A. Donovan (Arkansas)
The Rev. Victor T. Wei (California)
Ms. Penny George (Minnesota)

*Appointed during the triennium to fill unexpired terms.

SUMMARY OF THE 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 1991 Blue Book report have been accomplished as outlined below:

Objective #1. To oversee the Church Deployment Office and assist it in developing a communication strategy to publicize the many services it offers and its place in the life of the Church.

The canonical oversight of the Church Deployment Office continues to hold a high priority in the work of the Board, and ongoing activities of the Church Deployment Office continue apace. The current registration of clergy and laity is approaching 14,000 and will have reached that figure by the time of the General Convention. Personal Profiles continue to be updated at the rate of at least 400 per month, including those that are updated on a priority basis (a service that has been added in the past five years). Searches and listings for new

positions totaled about 1600 for the triennium. CDO is now able to respond to search requests from parishes and dioceses within a few days, and by special request within 24 hours, as opposed to the two-week time frame that was the standard until several years ago. The operation of CDO's in-house mini-computer, as opposed to leasing computer time from the Church Pension Fund, has made more timely and more flexible responses to the Church's needs possible. The learning curve on the use of this computer system continued into this triennium.

The Church Deployment Office has managed to maintain a high level of performance in the provision of deployment services in the Church, despite substantial reductions in staff and budget. The CDO staff has been reduced, from three appointed staff positions and five support staff to two appointed staff and four support staff, partly because of imposed downsizing and partly because of increased efficiency. This maintenance of services has been accomplished by the introduction of greater staff flexibility (fewer people doing more things well) and by the introduction of off-site operation of the CDO systems by a part-time consultant. However, this has taken its toll on the health of the CDO staff, and CDO has been unable to expand its program. Diocesan visits to clergy groups, diocesan consulting groups and the like have been curtailed.

The Church Deployment Board has provided assistance, leadership, and support to the CDO in developing appropriate policies for dealing with issues relating to affirmative action, non-discrimination in deployment, background checks, and clergy under discipline.

There is still much to be done in the area of communication. Some progress has been made in the acceptance by the new Professional Ministry Development Cluster (of which CDO is a part) of responsibility for producing the Presiding Bishop's clergy newsletter. There have also been major revisions of some of the Church Deployment Board and CDO materials, particularly the booklets "Caring for Clergy in the Calling Process" and "The Clergy Side of Interviewing in the Calling Process."

Objective #2. To disseminate the learnings from the Deployment Review, to determine ways to accomplish the objectives which the Deployment Board endorses, and to develop a financial plan to accomplish the goals of the Deployment Board.

A primary response to the issues raised by the 1990 Deployment Review has been the development of diocesan deployment resources. In particular, a major resource manual in looseleaf format entitled "Choosing to Serve" has been produced with the consulting assistance of the Rev. Richard Ullman. This publication provides many useful resources in response to a host of concerns. There are approximately 120 separate documents and resources that address issues, including the role of bishops, suggested position descriptions for diocesan deployment officers, affirmative action in the calling process, an Interim Pastor Letter of Agreement, sample calling committee letters, workshops for developing a position profile, and training models for calling committees. This set of resources has been distributed widely in the dioceses and has been extremely well received. In addition, deployment officers and other diocesan officials have responded in large numbers to deployment training opportunities offered by the Church Deployment Office. CDO is now training 40-50 diocesan officials per year in professional deployment techniques.

In March 1992 the Church Deployment Board facilitated a National Deployment Officers Conference in Kansas City. This was attended by more than 75 diocesan deployment officers

and bishops representing 65 dioceses in all eight domestic provinces. It was a new opportunity for dialogue between the Church Deployment Board and diocesan officials. There were workshops on the variety of diocesan procedures used, effects of new models for ministry on clergy deployment, support services for outplaced clergy, ethical/legal issues facing bishops and DDO's in screening, and reference and background checking. Participants shared a variety of resources and joined in biblical reflection groups and worship. A similar meeting is tentatively planned for the next triennium.

CDO materials, including the Personal Profile, have been revised in an attempt to increase the "user-friendliness" of these materials. Responses from the field have been positive in this area, and the work of revision continues with this overriding concern in mind.

The Deployment Review concern for non-discrimination in deployment and appropriate affirmative action policies has coincided with an ongoing concern of the Church Deployment Board. The Church Deployment Board policy, first established in 1977, continues to require that CDO files be searched without regard to race, marital status, age or sex, except to further by positive action the deployment of women and minorities. To aid implementation of this policy, the Church Deployment Office now ensures that lists of names sent in response to search requests include representative numbers of women and minorities. CDO has also cooperated with the Hispanic ministries office in beginning the process of translation of CDO materials into Spanish. A new Spanish translation of the CDO Update Instructions was published in late 1993. Representatives of the Church Deployment Board and CDO continue to work with the women's desk, ethnic desks, and other interested parties in trying to develop educational materials to facilitate greater diversity in the deployment procedures.

While most recommendations have been addressed in some fashion, much work remains to be done, and the Deployment Review report continues to inform the work of the board.

Objective #3. To work with the Presiding Bishop and Executive Council and others, as appropriate, to establish a national Executive Office, reporting directly to the Presiding Bishop, for the purpose of administering and directing all functions relating to the development of clergy.

The 1991 General Convention passed a resolution (A036s) mandating the substance of this objective. It was the intent of that resolution, of the Deployment Review Committee, of this Board, and of the ad hoc committee convened to implement the resolution, that a new Presiding Bishop's staff position of Executive Officer for Clergy be created. Despite the positive recommendations of all of these bodies, the position was not created, funded, or staffed.

Instead, a new staff configuration, the Professional Ministry Development Cluster, was established, which brings the national offices that deal with clergy and lay professional issues together in a closer collegial relationship. Included are the Church Deployment Office, the Board for Theological Education, the Office for Ministry Development, and the Office of Pastoral Development, as well as (to a lesser extent) the Cornerstone Project and the Church Pension Fund. A new reporting relationship through the OPD to the Presiding Bishop has been created. The intent is that the members of this ministry cluster will work together on a number of professional ministry issues and concerns. This should also facilitate a cooperative approach to budget formation and personnel policies. One concrete result has been the

restoration of the Presiding Bishop's clergy newsletter, which had not been published for several years.

While cooperating in the formation of the Professional Ministry Development Cluster, this Board expresses its disappointment that the original goal of an Executive Staff person for ordained ministry has not been realized.

OBJECTIVES FOR TRIENNIUM 1995-1997

1. The Development of a comprehensive communications strategy and program for the Church Deployment Board and the Church Deployment Office.
2. Work with Diocesan Deployment Officers to strengthen their ministries through:
 - (a). Facilitating a second National Deployment Officers' Conference;
 - (b). Addressing the issue of outplacement;
 - (c). Finding ways to shorten the length of the normal vacancy/search period;
 - (d). Orientation, networking, and training of deployment officers;
3. Greater utilization of the CDO system by and for lay professionals in the Church.

PROPOSED RESOLUTION FOR BUDGET APPROPRIATION

Resolution #A026

- 1 *Resolved*, the House of _____ concurring, **That there be appropriated from the Assessment**
- 2 **Budget of the General Convention the sum of \$60,000 during the triennium 1995-1997**
- 3 **for expenses of the Board for Church Deployment.**