

Standing Commission on Ministry Development

MEMBERS

Appointed members

The Rt. Rev. F. Clayton Matthews, 2000, *chair*
 Dr. Diana Bass, 2003
 Mrs. Barbara E. Brown, 2000
 Mr. Harry L. Denman, 2000
 Dr. R. William Franklin, 2003
 Dr. Linda Gaither, 2000
 The Very Rev. Dr. Guy Lytle III, 2003
 Dr. Susanne C. Monahan, 2000
 Mrs. Judy R. Mayo, 2003
 The Rt. Rev. C. Wallis Ohl, 2003
 Archdeacon Ormonde Plater, 2003
 Deacon Bonnie L. Polley, 2003
 Dr. Warren Ramshaw, *Executive Council liaison*
 The Rt. Rev. Robert D. Rowley, Jr., 2000
 Dr. Betty Wanamaker, 2003
 The Rev. Canon Nancy Wittig, 2000

Provincial representatives

Province I—The Rev. Canon Roy Green, 2003
 Province II—The Rev. Jorge M. Gutierrez, 2000
 Province III—The Rt. Rev. John H. Smith, 2000
 Province IV—Ms. Karen Keele, *served until 1999*
 Province IV—The Rev. Howard Maltby, 2003
 Province I—Ms. Mary Ann Miya, 2000
 Province VI—Ellen Bruckner, 2000, *vice chair*
 Province VII—The Rev. Canon David A. Galloway, 2000
 Province VIII—The Rt. Rev. Stewart C. Zabriskie (*deceased*)
 Province IX—Sr. Boanerges Rosas, 2003

Invited participants for the triennium

The Rev. James G. Wilson, Executive Director, Church Deployment Office
 Ms. Linda Curtiss, The Church Pension Group
 The Rev. Robert L. Tate, The National Network of Episcopal Clergy Associations
 The Rev. Suzanne Watson, North American Association for the Diaconate
 Ms. Stephanie T. Cheney, Cornerstone (a part of Episcopal Church Foundation)
 Mr. Frank “Stan” Virden, National Network of Lay Professionals

Staff—Office for Ministry Development

The Rev. Dr. Melford E. “Bud” Holland, *coordinator*
 The Rev. Lynne A. Grifo, *associate coordinator*

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Ms. Antoinette Gilstrap, *administrative assistant*

Ms. Molly A. Shaw, *assistant for data management*

Commission representatives present at General Convention who can receive amendments to this report:

The Rt. Rev. Robert Rowley

Ms. Ellen Bruckner

Additional members of SCMD who plan to be present at General Convention:

The Rt. Rev. F. Clayton Matthews, *chair*

Dr. Diana Bass

Mr. Harry L. Denman

Dr. R. William Franklin

Dr. Linda Gaither

The Very Rev. Dr. Guy F. Lytle III

Dr. Susanne C. Monahan

Mrs. Judy R. Mayo

The Rt. Rev. C. Wallis Ohl

Archdeacon Ormonde Plater

Deacon Bonnie L. Polley

Dr. Warren Ramshaw, *Executive Council liaison*

Dr. Betty Wanamaker

The Rev. Canon Nancy Wittig

STRUCTURE

At the 72nd General Convention the Council for the Development of Ministry (CDM) and the Board for Theological Education (BTE) were dissolved and the Standing Commission for Ministry Development (SCMD) was created. The work and area of interest of the previous CDM and BTE were reassigned to the SCMD. There are fifteen members appointed by the presiding officers of General Convention. The provincial presidents appoint nine provincial representatives (one from each province). The SCMD invites other participants to attend the meetings during the triennium. These invited participants represent a variety of groups associated with ministry development. Invited participants are responsible for their transportation expenses and SCMD covers the cost of overnight accommodations and meals for meetings. Participants are invited depending on the issues for the SCMD during the triennium.

The SCMD met twice per year, including at the Interim Bodies Meeting in Minneapolis in 1998. The Commission is divided into five task groups (see list below).

SUMMARY OF WORK

Mission statement

The Standing Commission for Ministry Development acts to invigorate and equip all the baptized in living the Baptismal Covenant.

Goals and objectives for triennium

The General Convention assigned four goals to SCMD:

- 1) Recommend policies and strategies to the General Convention for the develop-

ment, affirmation, and exercise of the ministry of all the baptized;

2) Encourage and facilitate networks of individuals, institutions, and agencies engaged in education, training, deployment, and formation for ministry by all the baptized;

3) Study the needs and trends of theological education for all the baptized, lay and ordained, including issues of recruitment, training, deployment, evaluation, and continuing education; to make recommendation to the several seminaries, the Executive Council, and the General Convention; and to aid the General Board of Examining Chaplains in the exercise of its function;

4) Discharge such other duties as may be assigned by the General Convention.

There were several challenges for this triennium that the former Council for the Development of Ministry (CDM) listed in its Blue book report for the 72nd General Convention. These challenges included:

- To follow up on the results and implications of the Title III survey completed in 1996 and work toward a comprehensive revision of the Title III Canons;
- To continue work on the theology of the ministry of the baptized and the ordained by working collaboratively with the Cornerstone Project, the School of Theology of the University of the South, and other interested parties;
- In cooperation with the Church Deployment Office (CDO) address issues surrounding the outplacement of clergy and lay professionals;
- In cooperation with the Church Pension Group (CPG), National Network of Episcopal Clergy Associations (NNECA), National Network of Lay Professional (NNLP), and the CDO, address issues facing marginal and minority clergy and lay professionals;
- To work with the Council of Seminary Deans (CSD) on issues of the scope and breadth of educational needs of the present and future church;
- To continue to have annual contact with Commissions on Ministry (COM) (provincial level), Standing Committees, and bishops for better education, support, and exchange of ideas;
- To utilize the network of CDM's provincial meetings
- The reports that follow from the five task groups include their response to these goals and challenges as well as the resolutions that the task force has been addressing:

Ministry in Daily Life: includes resolution A134s

- Theology of Baptismal and Ordained Ministry: includes resolutions A086, A126, B011, C014, D025, D035
- Commissions on Ministry: includes resolutions A033a, B006s
- Data Gathering Task Group Report: includes resolutions D034a, A134s
- Theological Education: includes resolutions D034a, A134s

TASK GROUP REPORTS

Ministry in Daily Life Task Group Report

The Ministry in Daily Life Task Group outlined the following as its goals and objectives for the triennium:

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- Promote the resource Ministry in Daily Life;
- Encourage provincial representatives to utilize Ministry in Daily Life as a theme in provincial meetings;
- Find a way to make available to every congregation a copy of Ministry in Daily Life;
- Obtain staff and budget support from the Episcopal Church Center;
- Survey the church regarding programs for training of the laity as required by General Convention Resolution A134s;
- Coordinate with Christian education bodies.

The resource, *Ministry in Daily Life*, has been promoted by increased dissemination of information about it, by dissemination of hard copies upon request, and, most importantly, by making available the text for all through the Office for Ministry Development's website on the Internet at www.ecusa.anglican.org/ministry. It is retrievable in its entirety, as well as in part, at no charge. Provincial representatives have utilized it in provincial meetings and in other training opportunities.

As required by General Convention Resolution A134s, a survey of the church regarding training programs for the laity was undertaken as part of a larger survey dated February 1, 1999, and sent to all Bishops and Chairs of Commissions on Ministry. Questions 11 and 12 of the survey asked: "If you have a diocesan school or program for training lay persons and/or persons in the ordination track, please send a brochure or prospectus about the program," and, "Are there other programs and budgets employed in your diocese for the preparation and training of the laity in your diocese?" A copy of the resolution was enclosed with the survey. A consolidated report of the responses has been prepared. *See end of report.*

Coordination with Ministry in Daily Life groups within the Episcopal Church has been difficult, as the search for such bodies on the national level located no central organization. However, we have become active participants in the Center for Baptismal Ministry, an Episcopal group with representation from the ELCA. Some contacts were made with such bodies at the provincial level. Discussions and meetings are being held with the Ministry in Daily Life Office of the Evangelical Lutheran Church of America (ELCA).

Theology of Baptismal Ministry and Ordained Ministry Task Group Report

In 1997, a resolution of General Convention created the Standing Commission on Ministry Development and assigned it the task of organizing and facilitating a discussion in the Episcopal Church on the theology of baptismal and ordained ministry. This action was conceived as an important aspect of the mandate of Convention to the SCMD: to generate concrete proposals, in conjunction with the Standing Commission on Constitution and Canons, for revisions to or replacement of Title III Canons ("Ministry") in the next triennium. For the 1997-2000 triennium, a task group on the Theology of Baptismal and Ordained Ministry was appointed from the membership of the commission at large. Its task was to organize a consultative process of theological reflection on baptismal and ordained ministry, which would result in a theological statement providing criteria for the canonical revision process.

Out of the task group's preliminary discussions and research, including consultations with the Presiding Bishop and President of the House of Deputies, theologians, church

leaders, other SCMD task groups and representatives of the Standing Commission on Constitutions and Canons, a discussion-provoking instrument (principally written by Diana B. Bass, Guy F. Lytle, and Ormonde Plater) entitled “Thoughts toward a Theology of Ministry in the Episcopal Church” was crafted. This instrument, with a cover letter, was sent to the program planners for the 1999 Provincial Commission on Ministry meetings, with the formal request for program time. Task group members and SCMD support staff functioned as discussion leaders at the various Commission on Ministry meetings, with responsibility for documenting discussion and feedback on behalf of the full task group. The instrument was offered as a focus for discussion in a variety of other meetings, as well.

The final paper was substantially delayed by the amount of material generated by these discussions, by the death of a central participant (Bp. Zabriskie), and the extended illness of one of the principal writers (Dean Lytle).

After collating the responses from this church-wide discussion process, including criticisms of points in the original instrument and suggestions for further reflection, the task group has prepared a revised document, “Toward a Theology of Baptismal and Ordained Ministry.” A draft of this paper is designed to promote further discussion as we move together as a community toward a common theological understanding of ministry. It was discussed extensively at our Baltimore meeting (Jan. 4-6, 2000); and it was decided that one more draft was necessary before we circulated it to the wider church through the Episcopal Church website and other formats. The document will be formally presented to the General Convention 2000 for discussion, and, it is hoped, will reflect widely held Episcopal theological ideals that will guide the revision of Title III.

The Task Group on the Theology of Baptismal and Ordained Ministry deliberated on an appropriate method to use in carrying out its mandate to develop theological criteria to guide canon revision. The practical nature of the task suggested that a “classical” approach, moving from abstract concepts or “first principles” to the concrete situation of discipleship in today’s Episcopal Church, might not serve us well. In the end, a more inductive approach “from below” recommended itself as a means of holding up a theological mirror to the actual practices and understandings of ministry in our church today. Inspired in part by the Zacchaeus Project: Discerning Episcopal Identity at the Dawn of the New Millennium, 50th anniversary research project of the Episcopal Church Foundation (report issued June 1999) and its attempt to provide a “snapshot” of the contemporary congregation-based experience of discipleship, the task group initiated the consultative process described above. This experiential approach was supplemented by, and interpreted through, scholarly and pastoral expertise offered by theologians, historians, bishops, and clergy.

Thus, this paper is not intended to advocate or exclude particular views or practices of ministry. The task group, whose members brought to the discussion a wide variety of views and experiences, developed a self-conscious desire to stand in the historic line of Anglican comprehensiveness. Recognizing that God’s Spirit has often manifested itself in our diversity, we affirm the creative vitality of contemporary ministry in its many guises. From that vitality, we have attempted to discern the theological contours of a broadly Episcopal approach to ministry—one that both faithfully honors the past and energetically embraces the future. We focused our thinking around the proposition that “mission should drive ministry,” not the reverse.

Commissions on Ministry Task Group Report

The goals for the Commissions on Ministry Task Group this triennium were:

- To review and revise, if necessary, the role of the provincial representatives to the Standing Commission on Ministry Development (SCMD)
- To study and report to the SCMD the work of the Fund for Theological Education
- To stimulate dialogue around the issue of recruitment in each of the provinces and dioceses.
- Review the ordination process and identify areas with potential for causing problems for any minority group (A033a)
- Participate with the General Board of Examining Chaplains in the review of the General Ordination Exams. (B006s)

There is a current position description for the Provincial Representatives, which has been revised and now describes the responsibilities of this role. At each of the SCMD meetings, the Provincial Representatives report on the provincial meetings. The position description follows:

Qualifications

A Provincial Representative shall be a person who has demonstrated interest, concern, and experience in ministry development; who has experience with a Commission on Ministry (COM); and who is an able communicator with access to COMs and bishops. A Provincial Representative should have the skills and credibility in a province to be able to organize and convene an annual meeting of Bishops and COM representatives in that province. The Representative should be able to listen at the diocesan and provincial levels and convey those soundings to the Standing Commission. The Representative should be the main channel of communication from the Standing Commission to bishops and COMs in the province and should be willing to serve as a consultant to COMs.

Terms and Method of Appointment

The Provincial Representatives serve for six years. They are appointed to the position by the presidents of the two houses of Convention. Nominations for appointment are made by the president of the province. Each province may determine how to select nominations submitted to the Provincial Presidents. Appointments should alternate between lay and ordained.

Roles and Responsibilities

Serve as a liaison between SCMD and dioceses, via:

- Provincial COM meetings;
- Reporting to SCMD meetings

As members of SCMD, Provincial Representatives will:

- Organize and convene provincial COM meetings
- Serve on task groups of SCMD
- Participate in all SCMD meetings
- Be available as a “consultant” for the COMs in the province
- Act as an extension of the Staff Officer when necessary

- Share/communicate information from SCMD to all COMs in the province
- Report to the Provincial Synod.

Time Commitment

All SCMD meetings (3-4 days including some Sundays), plus days for task group work; one provincial meeting (24 days), and days for planning and preparation for this provincial meeting.

Provincial Meetings

Each provincial representative gathers the chairpersons of the COMs, bishops, Standing Committee members, deployment officers, and members of the Board of Examining Chaplains in their provinces for an annual meeting to discuss ministry development issues. These gatherings also include representatives from seminaries, the Office for Ministry Development, and any others interested in ministry development. These meetings are held at various times throughout the year. The provincial representatives' report at SCMD meetings. In this way, that information is shared between the dioceses in the province, between other provinces, and between the dioceses and the wider church.

In 1997, SCMD agreed upon goals and direction for the triennium. The themes for the provincial meetings were outlined based partially on the information needed for the work of the SCMD as well as the desires of the dioceses involved in that province. Since SCMD is intensely involved in articulating a theology of baptismal and ordained ministry leading to a total revision of the Title III Canons, it was decided that the provincial meetings would be useful conduits of information from the dioceses to this project. The yearly meetings focused on issues around recruitment for Holy Orders (particularly young adults and persons of color), broader issues of racial and ethnic concerns related to the ordination process, and on responses to the working drafts of the theology of ministry paper being developed by SCMD. Some of the provincial meetings spent time with the formation/education process and what is appropriate and helpful, including looking at the alternative theological education programs. Almost all of the meetings have engaged in dialogue about the development of the ministry of all the baptized.

These yearly meetings are a time to strengthen the relationships between the dioceses, to learn from each other, to give voice to concerns and direction for the church, and to support each other in the work of ministry development

Each of the provincial COM meetings spent some time with the issues of recruitment at one or more of their meetings during this triennium. In addition, during the fall 1998 meeting of the SCMD in New Orleans, the entire SCMD listened to and then engaged in dialogue with three members of the design team who assisted in gathering clergy under the age of 35 for a meeting held in the late spring of 1998. Issues were identified and discussed which helped inform the Provincial Representatives in their planning for their provincial meetings on these issues.

The review and revision of the Title III canons is a task SCMD has been given. Part of that review and subsequent revision will be looking at the ordination process and the potential problematic areas, especially for any minority group. To facilitate this work, the Provincial Representatives have used time at a provincial meeting to dialogue about the issues. Members of minority groups who are ordained or in the process toward ordination

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have been invited to these meetings to participate in the dialogues. This information has been collected and will inform the revision of the canons.

In addition to working on the goals for the triennium, the COM Task Group began the discussion and dialogue on the role of the COMs in the dioceses. Questions as to their effectiveness and their purpose in the entire process toward ordination have been raised and are still in process with SCMD. The task group has encouraged the COMs to explore the broadest perspectives of the baptized in consideration for baptismal ministry and leadership. COMs have been encouraged to help the local congregations learn to discern and recruit persons for ministry in all aspect of the life of the community and its work in the world. Provincial COM meetings will continue to dialogue with seminaries and other formation/education programs in order to identify ways of preparing leaders in the church.

The Data Collection Task Group Report

The Data Collection Task Group outlined the following as its goals and objectives for the triennium:

- Survey the church regarding continuing education of clergy and lay people as required by General Convention resolution D034
- Survey the church regarding training for all the baptized as required by General Convention resolution A134s
- Provide support for the collection of data regarding formation for ordination and Episcopal seminaries (for Theological Education task group)
- Begin conversations about coordinating data collection efforts by diverse offices in reports, especially data regarding the deployment of the ordained
- Collaborate on the development of SCMD website to make information on SCMD activities available to the wider church

In the fall of 1999, the Office for Ministry Development (OMD) surveyed dioceses regarding (1) whether continuing education was available and/or required of clergy and lay professionals; and (2) how much continuing education was recommended or required of clergy and lay professionals.

In the spring of 1999, the OMD surveyed dioceses regarding training available to lay people to prepare them for their ministries. The findings of this survey were e-mailed to dioceses. They were invited to review and update their information.

The spring 1999 OMD survey also gathered information about training for ministry for priests and deacons under Canons VI, VII, IX, X, XI and XII.

In the fall of 1998, the Episcopal Church Center hosted a meeting for those interested in data collection and coordination of data efforts in the church. Attendees included: the Executive Committee of the SCMD, members of the Data Collection Task Force, the Episcopal Church Center staff including representatives of ethnic desks, information systems, parochial and diocesan reports, and church deployment, and other interested people. The meeting provided an opportunity for data collectors to meet with each other, discuss common concerns, and begin to build connections to improve the efficiency and effectiveness of data collection efforts. Conversations continue on this topic.

The Data Collection Task Force advised the OMD as it developed and maintained a state-of-the-art interaction website that focuses on issues and information related to minis-

try development. The most striking feature of this developing website will be its balanced treatment of the development of clergy and lay ministry.

Theological Education Task Group Report

This task group is continuing the work of the former Board for Theological Education and as such oversees the management and distributions of the Conant Fund; the work of the Council of Seminary Deans; the creation of alternate forms of theological education; and the development of norms for continuing education of clergy and lay professionals.

The Conant Fund, which was established in 1952 under the will of the late William Shubael Conant, provides grants for faculty of Episcopal Seminaries to enable them to undertake writing, research, and innovative course development to further their professional expertise. As of the writing of this report, 24 grants totaling \$171,644 have been made with additional grants anticipated in early 2000. Of this total, \$26,250 was allocated to the Council for Seminary Deans for a joint meeting of seminary faculties, presently scheduled for 2001.

The Council of Seminary Deans has taken on the following projects: a theological education video education project; an alternate theological education project; a conference for seminary faculty and heads of diocesan schools; a task group to study seminary life and education; and a plan to provide consultants from seminaries and diocesan schools. A grant proposal has been submitted to the Lilly Endowment for a three-segment video on the expanding concepts of theological education. In addition a grant from the Lilly Endowment allowed Union Theological Seminary of the Twin Cities to conduct a study, in which the Council participated, which examined theological education programs that serve as alternative avenues of preparation for diverse forms of authorized or ordained ministry. In September of 1999, a meeting was held in Chicago to seek ways for faculty members to assist diocesan schools for formation and to learn how diocesan schools can be instrumental and helpful to seminaries.

The Fund for Theological Education

The Fund for Theological Education is an ecumenical group, and it was decided that at this time, SCMD would continue to attend the meetings and keep informed about the activities.

General Board of Examining Chaplains

Several members of SCMD were invited to a meeting of the General Board of Examining Chaplains. There was much dialogue concerning the GOEs and the process involved in reading and evaluating them. There is a complete report on this dialogue and subsequent actions in the report from the GBEC.

During this triennium the task group conducted a survey in compliance with Resolution D034a to ascertain what dioceses are doing towards developing programs of continuing education for clergy and lay professionals, but the initial returns were low. A new survey instrument was then sent to the bishops. Based on the 32 dioceses that responded, the following trends were observed:

- Fifteen of the 32 dioceses have established minimum standards for the continuing education of clergy, and six have established minimum standards for the continuing education of lay professionals.

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- Responding dioceses recommend between 15 hours and 14 days of continuing education for clergy, and between 15 hours and 7 days of continuing education for lay professionals.
- The majority of responding dioceses have a standard procedure (e.g., programs in place, grants available to fund attendance at programs) for providing continuing education to clergy and almost half the responding dioceses have a standard procedure for providing continuing education to lay professionals.
- All but one of the 32 dioceses recommended that congregations allocate funds for the continuing education of clergy. Amounts ranged from \$200-\$600. Seven of the 32 dioceses recommended the allocation of funds for lay professionals.
- Thirty-one of the 32 dioceses recommended that congregations allocate leave days (ranging from 5-14 days) for the continuing education of clergy. Eleven of the 32 dioceses recommended that congregations allocate leave days (ranging from 7-14 days) for the continuing education of lay professionals.
- Twelve of the 32 dioceses monitored compliance with continuing education requirements for lay professionals.
- Nineteen dioceses provided written documents about continuing education provisions to clergy. Eight provided written documents about continuing provisions to lay professionals.

A detailed copy of the survey results can be obtained from the Office for Ministry Development. The task group in cooperation with the Office of Pastoral Development of the House of Bishops, has committed to a three year pilot project involving 19 dioceses to develop a model for continuing education for clergy and lay professionals. The results of this project will be distributed to the 74th General Convention.

A date for Theological Education Sunday, the first Sunday of February, has been set and the purpose will be to encourage all members of the church to seek opportunities to pursue deeper knowledge of God and to celebrate current educational efforts. Materials for this observance will be created to assist dioceses and congregations.

The seminaries in response to the questions listed below supplied the narratives that follow. The text appears as submitted by seminary officials.

- I. What are some of the distinct features of your seminary?
- II. What were your major accomplishments these past three years?
- III. What are your major needs these next three years?

The General Theological Seminary

I. The hallmarks of General Seminary have been its historic Episcopal identity and commitment to serving the church's needs as well as its strong emphasis on the integration of worship, study, and life in community. The new GTS Mission Statement reflects these ideals: *The General Theological Seminary is an Episcopal institution called to educate and form leaders for the church in a changing world.* The new statement emphasizes the nature of the seminary's mission as a call from God to form as well educate the church's leaders, a group which is seen to include scholars and practitioners, both lay and ordained. The statement's conclusion stresses that the seminary must both respond to and anticipate the church's evolving needs, an imperative the seminary takes most seriously.

- II. The triennium since our last convention has been a period of significant change

for The General Theological Seminary. A new Dean and President, the Very Rev. Ward B. Ewing, together with a comprehensive *Plan to Thrive* initiated by the trustees, new program initiatives, and the addition of an unprecedented number of new faculty members have together made this an exciting and productive time for the church's oldest seminary. The former rector of Trinity Church, Buffalo, and a 1967 graduate of GTS, Dean Ewing arrived in April 1998, and was officially installed during a wonderful celebration in October of that year.

Since then, a strongly publicized program of part-time and evening courses has drawn a record number of participants. Under the direction of the seminary's first Associate Dean for Planning, discussions are moving forward in establishing a center for Hispanic ministry at the seminary. Reduction goals for the endowment take down are on target and our Vice President for Development has recently outlined his agenda for the beginning of a capital campaign. In keeping with the concern to become a more inclusive community, the board of trustees has retained the Rev. Eric Law to provide resources and training for all levels of the seminary to assist in building a community that is more open to diversity of race, background, sexual orientation, and culture. During the triennium the seminary has also added five new members to its faculty as well as a Vice President for Development, a chaplain, and the seminary's first Associate Dean for Planning.

III. Growing interest in the role of technology in theological education has resulted in the seminary's being selected for a grant from the Lilly Foundation that will modernize our classrooms and enable the installation of a computer lab at GTS. In addition, the seminary will be undertaking significant campus-wide technology upgrades. Our ecumenical partnership is expected to result in a new center for Hispanic ministry in cooperation with the Lutheran Theological Seminary in Philadelphia, and we also expect a continuation of the growing emphasis on part-time and evening courses. Finally, in the important area of capital improvements, the seminary has made a significant financial commitment to the preservation and stabilization of our physical plant. Chelsea Square, that amazing patch of green in the middle of Manhattan, is a cherished legacy for our whole church. As the Episcopal Church's official seminary, (whose name it shares with our *General Convention*) GTS looks forward with commitment and enthusiasm to serving the evolving needs of today's church and the church that is being born in our midst.

Berkeley Divinity School At Yale

I. Berkeley Divinity School at Yale combines the strengths of a denominational seminary with those of a University-based, inter-denominational divinity school. When Episcopal students come to Yale to prepare for vocations in the lay and ordained ministries, they come to one of the premier centers of theological learning. At the same time, through Berkeley they participate in a focused community of worship and formation steeped in the Anglican tradition.

Berkeley's model of formation holds a unique promise for the future of the Episcopal Church. In classrooms, worship and social life, Episcopal students at Yale interact with students and faculty from many denominational backgrounds. Anglican identity is honed through this type of engagement, as Episcopal students at Yale are regularly called upon to articulate their tradition in the face of diverse viewpoints. Such an environment fosters tolerance, mutual respect, and the skills needed to negotiate the varied religious context of

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twenty-first century America.

While Berkeley retains an independent board of trustees and administration, its students are fully enrolled in Yale University Divinity School, earning their degrees from Yale University. In addition, they receive a diploma in Anglican Studies from Berkeley, which oversees their Anglican formation. Currently, Episcopal students, account for approximately one-third of the Yale University Divinity School student body.

II. In the summer of 2000, construction will begin on a comprehensive renovation of Yale's Sterling Divinity Quadrangle. As part of that renovation, the worship, formation and administrative spaces of Berkeley Divinity School will relocate to new quarters on a modernized and restored Quadrangle. During the past year all but the final \$1 million of this \$38 million cost for the project was secured, a resolution was reached regarding the construction plans for the Quadrangle, and the start of construction was announced. Reflecting the roots of Anglican theological study at the Universities of Oxford and Cambridge, this move represents at the same time an extraordinary opportunity for the future of theological education in the Episcopal Church. Berkeley Divinity School at Yale will begin the new century with a world-class facility in which to raise up a new generation of leaders.

III. The dean, administration, and trustees of Berkeley have identified three goals that will guide their planning during the next several years:

- By the summer of 2000, complete the final fund raising for Berkeley's portion of the Sterling Quadrangle construction. Then focus on raising an additional \$7 million for identified endowment needs, the major portion of which will be for student financial aid.
- Make Berkeley widely known as an institution that serves the national church as a center for lay and ordained formation, spiritual life, and leadership training.
- Continue to strengthen Berkeley's visible role in the life of Yale University, supporting Yale Divinity School, the Institute of Sacred Music, the Episcopal Church at Yale and other institutions within the University.

Bexley Hall

I. The distinctiveness of Bexley Hall resides in its emphasis on integration of formation with academic preparation for ministry and in its ecumenical setting at the Colgate-Rochester Divinity School. Bexley Hall students and faculty engage in an intensive formation program of retreats, daily prayer, Eucharist, and about six hours per week of formation programs focusing on spirituality, formation for ministry, and theological reflection. Students and faculty study and worship each day alongside a mix of students from traditional liberal Protestant churches, from African-American churches, and from the Roman Catholic Church. Bexley Hall's curriculum emphasizes correlation between classical theology, spirituality, and contemporary theologies emphasizing justice and liberation.

II. Anglican identity is strong in this setting through our formation program (above), our general emphasis on spiritual direction, and attention throughout the curriculum on Anglican contributions to all areas of Christian theological reflection and inquiry.

III. Bexley Hall is in a three-year transition to administrative and financial autonomy that will enhance our partnership with Colgate-Rochester Divinity School. Our focus is on continuing our strong and effective M.Div. program and further developing the forma-

tion program which is a central aspect of this; on continuing development of education for lay ministry at the seminary; and on continuing development and expansion of training for ministry in local, generally rural settings. We also continue to develop our “second site” in partnership with Trinity Lutheran Seminary in Columbus, Ohio.

Church Divinity School of the Pacific

- I. Distinct features:
 - focus on multi-cultural education in the Bay area and western United States
 - diversity of student body, from all over the world and United States
 - membership in the GTU, a consortium of nine seminaries and many other
 - study centers and programs
- II. Major accomplishments:
 - strengthening of the CALL program
 - strengthening of liturgy and worship programs and instructional resources
 - increased networking with dioceses for common educational programs
 - closer relationship with the GTU (facilities Master Plan: educational technology; governance structures)
- III. Major needs:
 - renovation of facilities for CALL (program and residential)
 - strengthening communication (networking, publicity, etc.)
 - new or strengthened programs through educational technology both on and off site
 - stabilizing the academic offerings through increased financial (annual and capital) support

Episcopal Divinity School

I. Episcopal Divinity School is a unique combination of outstanding theological education with a deep commitment to spiritual community. Its distinctive location in one of the major academic and cosmopolitan areas of the nation offers a wide variety of opportunities for intellectual and spiritual formation. EDS is committed to being a true Christian community, open and respectful of men and women of all walks of life. In its curriculum, it maintains an interactive balance between global concerns and grassroots ministry. EDS is one of only a handful of theological schools in the United States to offer a feminist perspective in depth.

II. One of the major accomplishments at EDS over the last three years has been the engagement of the whole community (faculty, administration, staff, and students) in an intentional program of anti-racism training and dialogue. Seen as a natural response to the gospel, this effort has expanded into the development of a spiritually based community, which practices justice, compassion, and reconciliation. In addition, the enrichment and growth of the faculty at EDS has brought the seminary one of the finest collegial teaching ministries in the Anglican Communion.

III. Already in process, EDS is opening a new focus in the area of lifelong learning and distance education. Technological innovations are part of this project. The seminary is active in exploring more strategic relationships with global partners as its international

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network continues to grow. As the practice of the gospel becomes more centered in the community, EDS is moving steadily toward becoming a “green” seminary, a model of Christian stewardship of the environment. A new approach to assisting dioceses with alternative training for both lay and ordained leadership is emerging and promises to locate the seminary as one of the major centers for innovative theological education in the church.

With the installation of the Rt. Rev. Steven Charleston, one of the leading advocates for alternative models of theological education in the Episcopal Church, EDS will expand its already significant involvement in education opportunities for both lay and ordained vocations. In process are strategic conversations with provinces, dioceses, and other seminaries to design creative solutions for local needs. EDS is active in national arenas, promoting a more cohesive approach throughout the church to this growing development in religious education. While currently EDS offers a variety of opportunities for lay education (e.g., through its special focus area on Congregational Studies), it is moving forward to test methods of making these offerings more relevant and accessible to local communities.

Episcopal Theological Seminary of the Southwest

I. The mission of the Seminary of the Southwest is to educate leaders for the church who can make disciples among all nations, that is, to invite and enable others to live into the baptismal covenant, to proclaim the good news of Jesus Christ in word and example, to persevere in resisting evil, to seek justice and peace, and to honor the dignity of every person.

This mission statement was adopted by the board of trustees in May 1996 and represents a shift from maintenance to mission. Building on our strength in ministry to the gathered community, our focus is now on the baptismal covenant and mission to the disaffiliated and the unchurched. We continue our dual emphasis on Hispanic ministry and the incorporation of a cross-cultural dimension throughout the required curriculum.

II. We have initiated a new program in lay theological education, the Master of Arts in Pastoral Ministry. There are three tracks in this program: lay ministry, spiritual formation, and pastoral counseling. Classes are held on Tuesday evenings and alternate weekends to meet the needs of people who are working.

III. In the summer of 2000 we will initiate certificate programs for lay persons in several areas, including Christian education and lay ministry. In the next three years we will continue to expand our ecumenical degree program in lay ministry, the M.A.P.M. We will hard-wire our campus for educational technologies and initiate off-campus programs in theological education. We will also initiate a major capital campaign to support these initiatives and to increase our scholarship funds.

Nashotah House

I. The Nashotah House campus is situated in the middle of 400 acres of forests, lake shore, and farm land and yet has easy access by interstate highway to the urban environments of Milwaukee just thirty miles away and the city of Chicago (less than two hours by car). The rural campus provides a quiet, retreat-like atmosphere, conducive to focused prayer and intense study and is also an ideal location for families with children. Nashotah’s married student housing is modern and attractive, and the local schools are excellent.

The primary mission of the house is the formation of priests for parish ministry, but

we are also actively developing programs of formation for lay ministries. Believing that the focus of formation must be a continually deepening relationship with God, we continue to require our students to attend chapel daily for Morning and Evening Prayer and the Holy Eucharist. Similarly, the course of study of every ordination-track student begins and ends with formal courses in ascetical theology. On this foundation, a comprehensive and rigorous core curriculum, the most extensive to be found in any of the church's seminaries, provides a rounded preparation in all of the disciplines of theology. Integrated into the curriculum are practical and experiential courses, completing spiritual formation and theological education with the development of particular ministry skills.

The men and women who prepare for ministry at Nashotah do so in the context not only of a unique setting, but also of a unique residential community. Students pray together, study together, and also work together in daily chores in the refectory and in weekly work crew assignments, sharing responsibility for aspects of common life, including the maintenance of buildings and grounds.

II A. Self-study and accreditation review. Nashotah House is accredited by the Association of Theological Schools in the United States and Canada. Accreditation is normally for a period of ten years. Two to three years before A.T.S. reviews a school's accreditation, the school undertakes a comprehensive self-study. Seven committees, with representation from all of the seminary's constituencies, gathered data, evaluated programs, personnel, and resources, and formulated recommendations for the ongoing development of the mission of Nashotah House. A 180-page report was the primary source document used by a team of evaluators from A.T.S. schools who visited the house in October 1999. Their report recommends reaccreditation for a period of ten years and makes specific recommendations regarding areas where continuing attention and development are needed. The A.T.S. Commission on Accrediting will act on this report in January 2000.

B. Non-degree programs of training and formation for ministry. The summer School of Evangelization, initiated in 1995, now offers two intensive one-week courses (an introductory level and an advanced level course). The School is open to clergy and laity and explores the history and theology of evangelization and considers practical methods of church planting and church growth and also includes field experience in church planting and congregational development. The summer program will be enlarged in the summer of 2000 with the newly established Boone Porter Institute. Named for the Reverend Canon H. Boone Porter, who began his teaching career at Nashotah House, the Institute will continue the work to which he devoted much of his later life: the development and support of alternate models of training and formation for lay and ordained ministries. Under the direction of Nashotah House faculty member, the Reverend Michael Tessman, it is expected that the Institute will gradually expand its work through partnerships with other training programs throughout the church.

C. Academic programs. The program leading to the Master of Sacred Theology degree with an emphasis on Anglican Studies has grown significantly over the last several years. Visiting faculty are recruited to offer specialized course work in the summer term to supplement courses offered by the resident faculty. Student enrollment has steadily increased, with the majority using this degree program as an opportunity for continuing education at an advanced level.

The trustees of Nashotah House have called upon the faculty to continue the process of curriculum review begun in the previous triennium. A special meeting of the trustees in January 1999 reviewed the mission and vision of Nashotah House and resulted in agreement that the revised curriculum should be mission-oriented and should provide study in a contextual mode.

An annual fall academic convocation, inaugurated in 1994, brings well-known scholars to the campus for a special lecture program. Speakers in the past several years have included such Roman Catholic scholars as Avery Dulles and Luke Timothy Johnson and Orthodox scholar Nicholas Lossky. Anglican speakers have included Owen Chadwick, Henry Chadwick, Arthur Vogel, and J. Robert Wright.

D. Appointments. The appointment in 1997 of the Reverend Michael Tessman as professor of parish ministry brings the resident full-time faculty, including the dean and the librarian who have some teaching duties, to ten. Of these, six hold the Ph.D. or Th.D., and the remainder hold the professional degrees appropriate to their fields.

A reorganization of the Admissions and Development offices has brought them together under one Director, Mr. Clarence (Chip) Swearngan who began work in January 1998. The Office of Seminary Relations is responsible for many of the external relations of the seminary, including publicity, recruitment, and fund-raising. An annual fall recruitment weekend and other efforts of this office have resulted in increased enrollments. As noted below, future efforts will focus on the financial needs of the seminary.

III. Development of the seminary's financial and physical resources is a high priority. The recent receipt of a \$500,000 challenge gift will anchor the first phase of new financial development. New endowment funds and new construction will be the goals of these efforts. The challenge gift will become an endowment to fund maintenance of the physical plant of Nashotah House, which includes several historic buildings. With the library nearing capacity, plans will proceed for funding and construction of additional stack space, together with other academic facilities, including a lecture hall and space for automated learning technologies. More married student housing and renovation of single student housing and older classrooms are also being studied.

With the cost of education continuing to escalate, the financial pressures on seminary students are a major concern. The next academic year (2000-2001) will be the sixth year in which tuition has remained unchanged. Our ultimate goal is to eliminate tuition entirely, and charge students only the cost of services such as housing and meals. New sources of funding will be needed to meet this goal, as well as to fund cooperative work with other seminaries and the development of new programs in lay education and continuing education for clergy. Careful management of our small endowment together with a bull market have produced both growth in the principal and adequate funding for existing programs. Serious consideration is also being given to the possible development of some of our land in ways which will preserve the unique atmosphere of the house but also turn a non-productive resource into a source of income to enhance the program of the seminary.

The Trustees have begun planning for a transition in the leadership of the seminary. The present dean, the Very Reverend Gary W. Kriss, has announced that he will not seek renewal of his contract when it expires in June 2002. A search committee is being formed to begin studying the future leadership needs of Nashotah House.

The Protestant Episcopal Theological Seminary in Virginia

I. Virginia Theological Seminary is located, in Alexandria, Virginia, just a few miles from our nation’s capital. We are active participants in the Washington Theological Consortium, an association of seven different denominational seminaries in the metropolitan Washington area. The seminary chapel stands at the center of our common life, and all students and faculty gather each weekday for worship. We believe that formation for ministry requires commitment to the life of the community, so students and faculty are also asked to participate in the daily round of study, worship, and a shared lunch in our campus refectory.

II. During the past triennium, VTS completed a strategic planning process and identified the following strategic initiatives to guide our work over the next 3-5 years:

- Strengthening of our traditional commitment to residential theological education for the formation of clergy;
- Development and expansion of our international programs and cross-cultural opportunities for students and faculty;
- Creation of new partnerships with congregations, dioceses, other seminaries, and church-related institutions for more effective collaboration and service to the church;
- Development of programs to provide leadership training for clergy and laity;
- Implementation of appropriate new technological resources to support existing and new programs.

In 1998 our Board authorized the creation of an International Center for Anglican Communion Studies. Its purpose is to coordinate and nurture scholarly engagement among Anglicans worldwide, to house Anglican Communion materials and host Anglican scholars, and to assist individuals and groups from around the world to reflect creatively upon the historic nature and contemporary possibilities of the Anglican Christian tradition.

In the summer of 1999, VTS began offering a specialized training program for youth workers. Offered in conjunction with Kanuga Camps and Conference Center, this program features “hands-on” learning and teaching opportunities at Kanuga and academic classes held on the VTS campus during the summer. Students may earn the Master of Arts in Christian Education, with a specialty in youth ministry.

In 1999, VTS also completed the renovation of our student dormitories and our guest-houses, creating more convenient and hospitable living accommodations on campus.

III. As we move into the next triennium, VTS will continue the implementation of the strategic initiatives identified earlier. A significant revision of the academic curriculum for the M.Div. and MTS degrees is currently underway. With the assistance of two new faculty members, who will join our faculty in 2000, we plan an extensive review of our D.Min. and continuing education programs, and the creation of new lifelong learning opportunities for clergy.

School of Theology of the University of the South

I. An Episcopal seminary founded in the mid-19th century as part of a distinctly Episcopal university, Sewanee espouses a commitment to a comprehensive Anglican Christianity, not tied to a single “school” of Anglicanism, but welcoming a wide variety of theological viewpoints and liturgical practices. The School of Theology consists of” the seminary

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and the Programs Center, the home base of Education for Ministry (EFM), Disciples of Christ in Community (DOCC) and other new programs (listed below).

II. The School of Theology has had a budget surplus every year, a successful capital campaign, and significantly increased 1% revenue. This financial strength has helped keep student indebtedness to a minimum. We have continued a virtually 100% rate of deployment for graduates. We have sustained our growth, both in the seminary (now at full enrollment) and in our extension programs (EFM: 14,190 4-year graduates and 7,539 current students; DOCC: 224 current students). We have added a new professor of Spiritual Theology and began a program of spirituality. We created a new Field Education program and began the Church Development Institute and the Center for Ministry in Small Churches. We organized for the first time an effective team for church communications and development. *The Sewanee Theological Review* continues to grow in influence.

III. We are building the new Chapel of the Apostles for the School of Theology, designed by E. Fay Jones (“Thornycrown,” etc.). We are planning for a new Seminary/Programs Center building: a refectory; larger student study center; larger facilities for EFM, DOCC, and Continuing Education programs. We are planning new housing for seminarians and refurbishing current housing. We have opened a child care facility. We are continuing to enhance our spiritual programs (both for seminarians and as continuing education) and to develop the Center for Spiritual Formation. We have begun the “Galilee Moments,” programs of spiritual nurture for clergy. We are working on much stronger relations with School of Theology alumni/ae and have launched a new quarterly newsletter. We have begun publishing a series of Anglican Studies and Texts; the first being a book by John Booty on Richard Hooker.

Seabury-Western Theological Seminary

I. Seabury-Western is committed to the development of empowered and empowering church leaders through transformative practices of learning, worship, and community life. Students learn through a distinctive integration of theory and practice, with particular emphases on congregational vitality and lifelong leadership education. Seabury is a diverse family of faithful people immersed in a life of student-led worship, academic rigor, and attention to spiritual formation. The seminary’s location on the Northwestern University campus provides enrichment through cooperation with nearby institutions, cross-registration at 10 Chicago-area seminaries, opportunities for a multiplicity of cross-cultural experiences, and parish “laboratories” of every kind.

II. Recent accomplishments can be summed up in one word: growth! The Very Rev. James B. Lemler became Seabury’s dean and president in the fall of 1998. Under his leadership, enrollment has increased substantially in both core master’s programs and in the Seabury Institute’s Advanced Congregational Studies program. More than 100 students are currently enrolled in this program, which now has extension campuses in Texas and Maryland. A \$2.4 million building addition will provide new faculty offices and library space on the home campus. Four new scholars in scripture, pastoral theology, and practical theology have joined the faculty. A \$1.5 million grant from the Lilly Endowment will fund several initiatives, including a research study on the characteristics of successful parish priests. Seabury is at the forefront of efforts to welcome younger people into the church through both a new concentration in Young Adult Ministry and the Chicago Col-

legiate Seminarians Program, designed to provide undergraduates with an on-campus taste of seminary life. Strategic alliances and collaborative work in leadership education are also being undertaken with a number of sister institutions.

III. Seabury needs to continue this pattern of growth and vitality by recruiting excellent students, sustaining new programs, cultivating creative relationships, and ensuring the administrative and financial support necessary to undergird these efforts.

Trinity Episcopal School for Ministry

I. Trinity was established in 1976 within the Anglican evangelical tradition and firmly rooted in the mainstream of the Anglican Communion. Its stated purpose is forming Christian leaders, both lay and ordained, for mission and ministry. Trinity offers an orthodox theological education, with an emphasis on practical training for ministry and equipping its students to share the gospel as set forth in God's written word. Faculty and students work closely together in the pursuit of academic excellence and spiritual formation. Through the leading of the Holy Spirit, we seek to know Christ and make him known.

Trinity is located in the heart of the Ohio River valley and occupies a city block in downtown Ambridge, Pennsylvania. The campus is known for its simplicity and functionality. Our institutional life reflects an emphasis on community, worship, and dependence upon God's provision for the financial needs of the seminary's operating budget. Trinity continues to serve the needs of the church by functioning as a center for evangelical scholarship, fellowship, and cooperation.

II. Trinity has continued to offer new opportunities for educational enrichment. The latest addition to the academic curriculum is the Doctor of Ministry degree program. The first class of this program, consisting of 18 seasoned ministers, met in June 1998.

As full-time residential study is not practical for all students, Trinity has further expanded the number of extension courses that are offered, in addition to an increased number of off-campus sites. Currently, 125 clergy and lay students are enrolled in credit courses at Trinity extension programs sponsored by churches within the dioceses of Colorado, Dallas, Florida, Pittsburgh, South Carolina, Virginia, and West Missouri. Trinity's extension program is also providing the theological foundation for candidates in the diaconate program in the diocese of Rio Grande.

Trinity has formed co-operative relationships with other institutions. With Young Life, a ministry to high-school students, youth ministers completing the seven basic Young Life staff training courses can earn a Certificate in Youth Ministry from Trinity. At the Reformed Theological Seminary in Orlando, students desiring courses in Anglican studies are taught by Trinity faculty members through the extension program.

The Episcopal/Anglican edition of David C. Cook's *Bible-in-Life Sunday School Curriculum* was developed in 1997 by several editors from Trinity in conjunction with Cook Communications. Three hundred churches in the United States and Canada now use this curriculum to educate their children. Episcopal/Anglican materials appropriate for middle and high school-age students will be completed in the fall of 1999.

III. One of the top priorities for Trinity during the next three years will be the initiation of a large capital campaign. The funds generated through this effort will be directed toward scholarships for students from both the U.S. and Africa, a renovation of the library and academic center, support for the Stanway Institute, and interactive multimedia technology

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to enhance our extension program. Trinity will continue to be responsive to the concerns of bishops and COMs regarding the need for local training of lay and ordained ministers. The recruitment of talented, transformational leaders also remains a high priority for Trinity.

Seminary information on alternate modes of education and training for the ministry of the baptized and the ordained, specifically, training of lay persons for ministry and training for ordination outside the M.Div. degree program, is on the Office for Ministry Development webpage (www.ecusa.anglican.org/ministry).

FINANCIAL REPORT FOR THIS TRIENNIUM

	1998	1999	2000
SCMD Meetings	12,589	26,994	31,000
Program Expenditures from the Office for Ministry Development in Support of the Work of Ministry Development			
Dues, Subscriptions & Res. Material	2,000	1,432	1,500
Strategic Planning	21,052	22,442	14,000
NCC/Prof. Church Leadership	3,000	3,000	3,000
Support for Ministry Development	8,509	12,126	15,000
Provincial Meetings	1,582	1,259	4,500
Fund for Theological Education	5,000	5,000	5,000
Transition Project: Fresh Start	0	8,000	4,000
	<hr/>	<hr/>	<hr/>
	53,732	80,253	78,000*

*Budgeted

FUTURE CHALLENGES FOR SCMD

The revision of the Title III Canons

- Continue work on the theology of ministry
- Create a task group to work with Constitutions and Canons for revision of Title III. Meet with the Standing Liturgical Commission to discuss possible changes to the ordinal and Book of Occasional Services
- Request appointments to SCMD for the next triennium to be made as soon as possible after General Convention
- Reshape ministry (including ordination) process from discernment through theological education to ordination so it is both effective in insuring racial and ethnic ministry development and also responsive to local needs
- Ensure that the canons provide a process toward ordination that clearly differentiates the order of deacons from the order of priests

Theological Education

- Pursue Theological Education Video Project of the Council of Seminary Deans
- Participate in gathering of all seminaries' faculties
- Continue to spur dialogue between seminaries and diocesan schools
- Work toward a website for continuing education for the Episcopal Church

- Collaborate on a pilot project for 19 dioceses for developing a format for continuing education for clergy and laity

Data Gathering

- Establish an executive officer for statistical research and information
- On-going enhancement of data offered on website
- Continue to work toward coordinated collection and sharing of data related to ministry development around the church

Ministry in Daily Life

- Coordination with Christian education bodies
- Continue ecumenical conversations (ELCA)
- Encourage further development of resources and resource organizations, such as the Center for Baptismal Ministry

Commissions on Ministry

- Review functions vis-à-vis current needs of the church
- Update existing manual entitled *Commissions on Ministry After One Decade* based on current need of the church

Title IV

- In consultation with the Standing Commission with Constitutions and Canons, to study and make recommendations on Title IV revision

PROPOSED BUDGET FOR THE 2001-2003 TRIENNIUM

	2001	2002	2003
SCMD Meetings	32,000	45,000	50,000
Program Expenditures from the Office for Ministry Development in Support of the Work of Ministry Development			
Dues, Subscriptions & Res. Material	1,500	1,500	1,500
Strategic Planning	16,000	18,000	20,000
NCC/Professional Church Leadership	3,100	3,200	3,300
Support for Ministry Development	24,000	24,000	24,000
Provincial Meetings	4,500	4,500	4,500
Fund for Theological Education	5,100	5,350	5,500
Transition Project: Fresh Start	4,000	4,000	4,000
	90,200	105,550	112,800

RESOLUTIONS

Resolutions A071 Endorsement and Support of CREDO

- 1 *Resolved*, the House of _____ concurring, That the 73rd General Con-
- 2 vention of the Episcopal Church, first, affirms the Church Pension Group's initia-
- 3 tive in developing the CREDO Project and encourages the Church Pension Group
- 4 to proceed with this initiative; second, urges the General Convention to commit

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- 5 \$100,000 annually for each of the next three years to enhance this project; and
- 6 third, urges all church groups committed to clergy development and wellness to
- 7 respond positively to the Church Pension Group's invitation to assist in the devel-
- 8 opment of an approach to the governance and administration of this initiative.

Explanation

In response to a perceived need to develop a national and normative resource to contribute to the well-being of the clergy and bishops of the Episcopal Church, the Church Pension Group formed a Wellness Initiatives Advisory Committee in June of 1994 to explore a variety of possibilities. Fifty percent of the Episcopal clergy responded to a Church Pension Group survey mailed in April 1996. Sixty-six percent of those responding rated as excellent or very good a proposed program providing an opportunity for clergy to address key components of clergy life: vocational renewal, spiritual discernment, health assessment, and financial planning. In response, the Church Pension Group designed and has extensively tested an eight-day conference retreat designed for ordained clergy currently serving the church in active ministry. Four pilot conferences have been completed, including one for bishops.

An independent researcher has confirmed, through rigorous and intensive evaluation processes, that there is significant evidence that CREDO conferences have contributed to the well-being of participants. The research suggests that the impact of the conferences extend beyond individual participants to the potential for change in the institutions of the Episcopal Church.

Since the initial pilot conference in 1997, almost 180 clergy and bishops have participated in this eight-day intensive vocational renewal process. In the next triennium, over 900 additional clergy and bishops will participate in the CREDO experience. By the end of 2003, it is expected that the CREDO Project will become a quality, normative resource for the church's clergy and bishops to participate in every ten years or so of their ministry.

After careful review and evaluation, the Church Pension Group provisionally has decided to continue to provide sufficient multi-year funding for this program to be made systemically available as a regular part of its preventive wellness offerings for clergy and bishops. The mental, physical, and spiritual well-being of our clergy is of utmost importance in the life and health of the Episcopal Church and its congregations, and this program directly addresses this major concern.

The purpose of this resolution is to affirm this initiative, to encourage the continuation of this project over the next triennium, and to foster participation and collaboration throughout the church with this vital program designed to enhance the ministry of our clergy and congregations.

Resolution A072 Reception of Theology of Ministry Paper

- 1 *Resolved*, the House of _____ concurring, That the 73rd General Con-
- 2 vention receive the report from the Standing Commission on Ministry Develop-
- 3 ment (SCMD), entitled, "Toward a Theology of Baptismal and Ordained Minis-
- 4 try," with the understanding that this report will be used by SCMD as one of the
- 5 sources of information in their proposed revision of Title III canons in the next
- 6 triennium.

Explanation:

The 72nd General Convention requested that SCMD develop a clear theology of ministry. In addition, that Convention requested SCMD to undertake a complete review of the Title III canons in order to propose a complete revision to the 73rd General Convention in consultation with the Standing Commission on Constitution and Canons (SCCC).

In their work toward fulfillment of these resolutions SCMD in consultation with SCCC decided to focus efforts in this triennium to develop a clear theology of ministry.

It was further decided in developing this theology to engage in conversations at provincial gatherings of commissions on ministry with representation from bishops, standing committees, deployment officers, and ministry development staff. Such conversations were held in Provinces I through VIII in the triennium (Province IX was scheduled to meet in July 1999 but was unable to do so. In addition, a variety of groups throughout the church contributed information.

SCMD is grateful for the input from all these groups and has used the information gathered to shape the resulting theological paper in foundational ways. The knowledge gained about the needs of the church through this process will inform the revisions to Title III in the next triennium.

SCMD believes that the time and attention given to the development of this paper provides a firm grounding for the work of canonical revision.

Resolution A028 Establish Task Force on Disciplinary Policy and Procedure.

(For text of resolution, see p.49 in report of Standing Commission on Constitution and Canons.)

Resolution A073 Authorize SCMD to Proceed to Title III Revision

- 1 *Resolved*, the House of _____ concurring, That the Standing Commission
- 2 on Ministry Development be requested, in consultation with the Standing
- 3 Commission on Constitution and Canons, to undertake a full review of the
- 4 Title III Canons, and prepare and present to the 74th General Convention any
- 5 necessary revision of the same.

Explanation

The 72nd General Convention, in Resolution A086, requested the Standing Commission on Ministry Development to “develop a clear theology of ministry,” to undertake a review of Title III Canons, and to prepare and present a revision of the same to the 73rd General Convention. The Standing Commission has prepared a paper “Toward a Theology of Baptismal and Ordained Ministry,” which will be the basis for the review and possible revision of the Title III Canons. Because of time restraints, the review and possible revision was not accomplished during the current triennium.

Resolution A074 Continuing Education for Clergy and Lay Professionals

- 1 *Resolved*, the House of _____ concurring, That the 73rd General Con-
- 2 vention calls for the continuation of the work of resolution D034a passed by the
- 3 72nd General Convention, which reads as follows: That each diocese, through
- 4 the cooperative efforts of the bishop and the commission on ministry, or other
- 5 designated body, shall be responsible for:

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- 6 1. Establishing minimum standards for continuing education, includ-
7 ing what constitutes an acceptable program and the number of days
8 or hours required per year;
9 2. Providing the ways and /or means, in collaboration with the leader-
10 ship in the diocese, parish, and/or other institution, for continuing
11 education to be made available to all clergy and lay professionals;
12 3. Developing standards and methods of accountability for assurance
13 of compliance with their plan.
14 The plan devised by each diocese shall be submitted to the Standing Com-
15 mission on Ministry Development and the Commission shall present reports on
16 continuing education provisions in the diocese to the 74th General Convention.

Explanation

In 1999 the Standing Commission on Ministry Development conducted a survey of all dioceses in order to prepare a report for the 73rd General Convention but only received 5 responses. An additional survey has been distributed, and the 32 responses been tabulated. Knowing that the results on the initial survey were insufficient, the Standing Commission on Ministry Development in cooperation with the Office of Pastoral Development decided to offer a “pilot project” for bishops and dioceses to explore a model for setting standards for continuing education for clergy and lay professionals. In the fall of 1999, 19 bishops responded enthusiastically to this invitation and plans for proceeding with this project in the next triennium were presented at the March 2000 meeting of the House of Bishops. Plans are in place for this “pilot project” to begin in the fall of 2000 so that a full report can be made to the 74th General Convention

Resolutions A075 Request Executive Council Create a Position for the Church entitled “Officer for Institutional Research and Information Management”

- 1 *Resolved*, the House of _____ concurring, That the Standing Commis-
2 sion on Ministry Development requests that the Executive Council allocate fund-
3 ing to create a position for an executive officer for Institutional Research and
4 Information Management who would report to the Presiding Bishop.

Explanation

Within and outside the church, there exist vast quantities of data on issues of importance to the church. There is not, however, a single and identifiable resource for information retrieval and reporting in the Episcopal Church.

In its work, the Standing Commission on Ministry Development has had difficulty accessing important data on clergy, congregations, those in the ordination process, and the ordination process itself. The Commission has had to collect its own data because this information is not easily retrievable in any form. The Office for Ministry Development reports that it receives questions from the wider church that the office cannot easily answer. For example, a staff member could not answer a question about how many Canon 9 priests are women. As a result, the OMD has spent substantial time and resources developing and implementing survey and other research instruments to gather data.

Other offices in the church also collect their own data. As a result, diocesan offices

receive many requests for information, requests often duplicate each other. This is an inefficient and ineffective way to gather information.

The executive officer for institutional research and information management will respond to information needs of many offices and program clusters of the Episcopal Church.

The executive officer for institutional research and information management is a professional information manager who will establish a center that will, first, locate, organize, and index existing resources; second, coordinate with other bodies and offices to make information available; third, inform the church about available internal and external sources of information; fourth, assess gaps in existing resources and develop strategies for filling those gaps; fifth, serve as a resource person for offices undertaking data collection efforts; sixth, develop and maintain ties with institutional research officers in other organizations.

Resolutions A076 Proposed Changes to the Ordinal of the Book of Common Prayer

- 1 *Resolved*, the House of _____ concurring, That this 73rd General Con-
- 2 vention directs the Standing Commission on Liturgy and Music to work closely
- 3 with the Standing Commission on Ministry Development in preparing any pro-
- 4 posed changes to the Ordinal of the Book of Common Prayer and the Book of
- 5 Occasional Services (BOS).

Explanation:

The Standing Commission on Ministry Development in preparation for the revision of Title III Canons has developed a paper entitled, “Towards a Theology of Baptismal and Ordained Ministry” which has been discussed in the eight domestic provinces and distributed to all deputies of General Convention with the request that it be received and used in the revision of Title III Canons. The contents of this paper will be an extremely important resource for any revision of the Ordinal and the BOS.

Courtesy Resolution Celebrating the Life and Ministry of the Rt. Rev. Stewart Zabriskie

- 1 *Resolved*, That this 73rd General Convention joins with the Standing Com-
- 2 mission on Ministry Development in giving thanks for the faithful life and min-
- 3 istry of the Rt. Rev. Stewart C. Zabriskie, second bishop of the Diocese of
- 4 Nevada.

Explanation:

Bishop Zabriskie was a force in the development of what has become known as Total Ministry in our church and was an active member of the Standing Commission on the Development of Ministry. During his tenure on the Commission, Bishop Zabriskie was an influential voice in the theological paper, “Towards a Theology of Baptismal and Ordained Ministry,” which will be widely discussed during this General Convention and will be the foundation document used in the anticipated Title III canonical revisions being called for during the next triennium. The Commission is indebted to Bishop Zabriskie for his clarity of vision.

Appendix A Resolution A134s - Lay Training

Diocese	No Response ¹	Program	Description Of Program	Budget	Comments
Alabama	X				
Alaska		No. In Process	COM, bishop in process of developing training requirements	Developing budget line item	COM, Bishop in process of developing training requirements and developing needed budget line item
Albany		Yes	EFM is offered in 5 locations	Funds come from tuition	
			ALPHA is used in many parishes	Funds come from parish budget	
			The Cathedral offers a three year "Cathedral Institute for Lay Studies"	Funds come from tuition	
Arizona	X				
Arkansas		Yes	School for Ministry Total Ministry Initiatives	\$25,000 from diocesan budget	
Atlanta		No	Discernment for Priesthood in the Diocese of Atlanta		
Bethlehem	X				
California			Commission on Ministry	\$13,000	
			Clergy in Training program	\$12,000	

¹ No response to lay training questions.

Diocese	No Response ¹	Program	Description Of Program	Budget	Comments
			School for Deacons	\$28,000 plus funds raised by the school, plus funds from tuition	
			Lay Eucharistic Ministry training	Funds come from tuition	
			Leadership Day (50+ workshops for lay and clergy leadership	\$5,000 plus funds from tuition	
			"To Equip the Saints" twice-yearly adult education day	\$1,000	
			Annual Theological Reflection day	\$3,000	
			Education Department adult education events and curriculum		
			events and curriculum development	\$5,000	
			Education for Ministry	\$1,500	
Central Florida		Yes	The Institute for Christian Studies, School of Cont. Ed		
			The Institute for Christian Studies, School of Diaconal Training and Continuing Education for Clergy		
Central Gulf Coast		Yes	Support and encourage "Education for Ministry," Sewanee		
			Support training received through Cursillo		

MINISTRY DEVELOPMENT

Diocese	No Response ¹	Program	Description Of Program	Budget	Comments
Central New York	X		Annual Odyssey Program for Adults		
Central PA		Yes	Diocesan School of Christian Studies		
Chicago		No	The Deacons' School for Ministry and Formation		
Colorado		Yes	Diaconal Formation Process		
			M.Div. In Anglican Studies, Iliff School of Theology and Diocese of Colorado for ministries including lay ministry		
			Canon 9 formation		
Connecticut		No			
Dallas		Yes	Anglican School of Theology for lay ministry or ordination to the vocational Diaconate		
Delaware		No	Will develop these programs in the coming years.		
East Carolina		No	Just beginning process of developing an Anglican Institute		
East Tennessee		Beg. Process			
Eastern Michigan		Yes	Mutual Ministry Support; Parish Discernment Process for Ordained Ministry Aspirants, Christian Formation Process	No	Spoke to someone in the diocese

Diocese	No Response ¹	Program	Description Of Program	Budget	Comments
Eastern Oregon		Yes	3 Year Christian Formation through the Baptismal Covenant		
Easton	X				
Eau Claire		No			
El Camino Real		No			
Florida		Yes	Diocesan School of Ministry: Vocational Diaconate, Canon IX Priests and Lay Ministry		
			Tallahassee Bible Institute: Seminary Courses, Trainin for Lay Ministry, Cont'd Ed for Clergy and Other Prof.g		
Fond du Lac		No	Deacon Training School for permanent deacon program	Stipend of \$500 to Instructor	
Forth Worth		Yes	Early stages of being developed	Not a budget item	
			The Anglican School of Theology and The Institute of Contemplative Studies provide comprehensive instruction in an academic setting. Includes training in spirituality and spiritual direction for clergy and lay especially through the Institute of Contemplative Studies. Courses may be audited.		
Georgia		Yes	Two Lay Ministers' conference per year	\$2,000	

MINISTRY DEVELOPMENT

Diocese	No Response ¹	Program	Description Of Program	Budget	Comments
Hawaii		Yes	School for Deacons; Discipleship Program		
Idaho		Yes	An annual convocation on various topics related to evangelism and ministry development	No budgeted amount	
Indianapolis	X				
Iowa	X				
Kansas		Yes	To be done in local congregations in an approach to "total ministry."		
			Kansas School of Ministry: In depth lay education, training of candidates for ordination as deacons and local priests	25,000	Inf. Given by Mr. Stancovitch. Some amts from restricted funds.
Kentucky			At this time we do use EFM and are considering the development of a Diocesan School for Lay Ministry	2,700	
Lexington		No	Discernment seminar (10 - 1/2 day sessions) for lay and/or ordained ministry tracks		

Diocese	No Response ¹	Program	Description Of Program	Budget	Comments
Long Island		Yes	George Mercer, Jr., Memorial School of Theology provides programs "to prepare women and men for the church's lay ministries, both those lay ministries provided for in Title III of the Canons of the Episcopal Church and specialized ministry to the elderly and educational ministries." It also has a program of education in preparation for the vocational diaconate"		
Los Angeles		Yes	EFM; Episcopal Theological School at Claremont		
Louisiana		Yes	Annual Ministry Fair and all-day educational event of workshops and classes for all ages, lay and clergy; various deanery schools and education events, ranging from on-going classes to one-day events; Casa Rusack-education within the Hispanic community	Tuition, endowment income.	

MINISTRY DEVELOPMENT

Diocese	No Response¹	Program	Description Of Program	Budget	Comments
			Nine weekend sessions held once a month for two years. In depth didactic and group experience. January 2000 start up.	Budget, \$16,000 for part time staff, honoria for lead presenters, operating expense	
Maine	X				
Maryland		Yes	Diocesan Discernment Program for all persons		
Massachusetts	X				
Michigan		No	Year 2000 "Discernment and Ministries Studies Program Retreat (Whitaker School of Theology)	\$1,800 honorarium for planning of retreat for 2000	
Milwaukee			Education and training standards for persons preparing for ordination and for lay leadership		
			COM and Bishop continue to work on the development of guidelines and standards for lay leadership education and clergy continuing education		
Minnesota	X				
Mississippi			School for the Diaconate, EFM, ALPHA	Funds from Tuition	

Diocese	No Response ¹	Program	Description Of Program	Budget	Comments
Missouri		Yes	Episcopal School for Ministry	\$21,000 + \$3,000 for cont'd ed. Grants to attend and an additional \$4,000 for other lay continuing ed grants	
Montana	X				
Navajoland A.M.	X				
Nebraska		Yes	Program: The Nebraska Plan for Ministry Development - "education approach to the formation and training of lay and locally ordained ministry in the Diocese of Nebraska."		
			Diocesan School of Theology; Preachers in Training;		
Nevada		No	Diocesan Training Program Practice of Presbyterate; Diakonia in Practice; several pastoral classes.		
New Hampshire		No	Opportunities for Adult Christian Education and Spirituality		
New Jersey		Yes	Hispanic Lay Leadership Program being developed		
			One lay leaders' conference a year, in relation to clergy conference.		

MINISTRY DEVELOPMENT

Diocese	No Response ¹	Program	Description Of Program	Budget	Comments
New York		No			
Newark		No	Task Force on Total Ministry doing a study. Will report to Convention in Jan 2000		
North Carolina		No			
North Dakota		Yes	Guidelines for Local Ministries Licensed and Ordained		
Northern California		No			
Northern Indiana		Yes	Montreal Diocesan Theological College, Montreal, Quebec		
Northern Michigan		Yes	Mutual Ministry Covenant Group		
Northwest Texas		Yes	Training for Diaconate & Canon IX ministries		
Northwestern PA		No	Diocesan School for Ministry for lay ministers, deacons, and presbyters		
Ohio		No			
Oklahoma	X				
Olympia		Yes	Diocesan School of Theology	\$238,392	
Oregon		Yes			
Pennsylvania		Yes	EFM/DOCC/Cursillo		
			"Under One Roof" - annual diocesan training day for lay ministry		

Diocese	No Response ¹	Program	Description Of Program	Budget	Comments
Pittsburgh	X		"Philadelphia Theological Institute" series of seminars, lectures		
Quincy		No	School for Ministry and Diaconal Discernment and Formation Program		
Rhode Island	X				
Rio Grande		Yes			
Rochester			Diocesan School for Total Common Ministry		
San Diego		Yes	Center for Urban Ministry for Lay and Ordained	Stipend of \$10,000 to	
			Diaconal Training and Formation Program	Director of School	
			School for Christian Ministry		
San Joaquin	X				
South Carolina		No			
South Dakota		Yes	Niobrara School for Ministry (including Niobrara Summer Seminary, Ministry Weekends and Lay Reader/LEM training)	\$10,000	
			EFM and DOCC	\$3,000	
			COM Christian Formation Cmte (Sponsoring Conferences, and Workshops for all the Baptized throughout the diocese)	\$10,500	

MINISTRY DEVELOPMENT

Diocese	No Response¹	Program	Description Of Program	Budget	Comments
Southeast Florida		Yes	The Diocesan School for Christian Studies		
Southern Ohio		Yes	The Anglican Academy - Southern Ohio Lay Leadership Initiative	\$12,000	
Southern Virginia		Yes	DOCC, EFM, Servant Leader Formation Program		
Southwest Florida		Yes	Diocesan "School for Ministry"		
Southwestern VA		No	Setting up Deacons Training Program		
Spokane		No	School for Ministry		
Springfield		Yes	School for Ministry	\$6,000	
Tennessee	X				
Texas		No			
Upper South			Annual Lenten Retreat for laity of the diocese	\$4,000	
Carolina			Annual Bishop's Conference on Ministry (Total Ministry)	\$6,000	
			Implementation Tools and Communication	\$2,000	
Utah		Yes	Guidelines for Parishes and Individuals involved in the setting forth of Persons for Ordained Ministry under Title III, Canon 9.		
Vermont	X				
Virgin Islands	X				

Diocese	No Response ¹	Program	Description Of Program	Budget	Comments
Virginia		Yes	Parish Leadership Training Events	\$2,640	
			Gifts and Talents for Ministry Workshop		
			Ministry in Daily Life		
			Methods of Lay Catechesis Training Program		
Washington		Yes	Equipping the Baptized	\$5,000	
			Task Force on Lay Ministry for Persons of Color	\$1,500-\$3,000	
			COM in process of creating resource manual for training of lay persons	\$3,000	
West Missouri		No			
West Tennessee		No			
West Texas	X				
West Virginia		Yes			
Western Kansas					
Western Louisiana			The Bishop's School for Ministry in Western Louisiana		
Western MA			In process School for Ministry - start up Fall 1999		
Western Michigan		Yes	EFM	COM provides limited grants	
			Diocesan ECW		

MINISTRY DEVELOPMENT

Diocese	No Response ¹	Program	Description Of Program	Budget	Comments
Western New York			Bishop Brent School for Ministry - Training required for Licensing in Canonical Lay Ministries, specific ministries, vocational diaconate, and ministry as baptized person		
Western N.C.		No	Parish Leadership Conference		
			Diaconate Training Program		
Wyoming		Yes	Diocesan School or Program for training lay persons and/or persons in the ordination track - in development		
			Individual, group event & EFM	\$27,000 per year	