

STANDING COMMISSION ON MINISTRY DEVELOPMENT

MEMBERSHIP

The Rt. Rev. C. Wallis Ohl, <i>Chair</i>	Northwest Texas, VII, 2012
Ms. Jane R. Cosby, <i>Vice-Chair</i>	Pennsylvania, III, 2012
Mr. Aldin Barnes, <i>Resigned</i>	Montana, VI, 2009
The Rt. Rev. Larry R. Benfield	Arkansas, VII, 2012
The Rev. Barbara Bender-Breck	California, VIII, 2012
Dr. Luisa Bonillas	San Diego, VIII, 2012
Canon Stephanie T. Cheney	West Tennessee, IV, 2012
Mr. Jack Finlaw	Colorado, VI, 2009
Dr. Rosemary Gooden	Chicago, V, 2009
The Rt. Rev. Stephen T. Lane	Maine, I, 2012
Dr. Donn F. Morgan	California, VIII, 2009
The Rev. Joseph Pae	Long Island, II, 2012
The Rt. Rev. Catherine S. Roskam, <i>Resigned</i>	New York, II, 2012
The Rt. Rev. Charles G. vonRosenberg, <i>Resigned</i>	East Tennessee, IV, 2012
Mr. Bruce T. Swan	Connecticut, II, 2009
The Rev. Deacon Sherry Young	Eastern Michigan, V, 2009

Invited Participants

The Rev. Patricia Coller, *Church Pension Group*
The Rev. Valerie Bailey Fischer, *Standing Commission on Lifelong Christian Education and Formation*
The Rev. Miguelina Espinal, *PLSE Project*
The Rev. Fred Vergara, *Ethnic Congregational Ministries, The Church Center*
The Rev. John Van Siclen, *Province I COM Representative*
Ms. Constance L. White, *Province II COM Representative*
The Rev. David W. Lovelace, *Province III COM Representative*
The Rev. Canon Gayanne Silver, *Province IV COM Representative*
The Rev. Canon John F. Keydel, Jr., *Province V COM Representative*
The Rev. Canon Sandra Holmberg, *Province VI COM Representative*
The Rev. Michael P. Milliken, *Province VII COM Representative*
The Rev. Canon Jenny Vervynck, *Province VIII COM Representative*
The Rev. Jan Wood, *Church Divinity School of the Pacific*
Dr. Leonard Johnson, *General Board of Examining Chaplains*
Dr. Rod Douglas, *School for Deacons*
The Rev. Dr. Linda Clader, *Church Divinity School of the Pacific*
The Rev. Dr. David Gortner, *Center for Anglican Life and Learning*
The Rev. John L. Mitman, *Society for the Increase of the Ministry*
Dr. Matthew Price, *Church Pension Group*
Mr. Timothy Vanover, *Church Pension Group*
Mr. James Morrison, *Church Pension Group*
Mr. R.C. Laird, *Standing Commission on Lifelong Christian Education and Formation*
Ms. Diane Sammons, *Title IV Task Force*

Office for Ministry Development Staff

The Rev. Dr. Melford E. Holland
The Rev. Lynne Grifo
Ms. Adair T. Lummis
Mr. Martin Tsien
Ms. Demi Prentiss

General Convention Office

The Rev. Dr. Gregory Straub

The Rev. Anthony Jewiss

Mr. Sandy Webb

SUMMARY OF WORK

INTRODUCTION

The Standing Commission on Ministry Development (SCMD) was assigned the following 75th General Convention Resolutions:

1. B006: To design strategies for raising awareness and responding to the crisis of educational debt for those preparing for ordained ministry in the church.
2. C029: To support victims of natural disasters.
3. C030: To amend Title III, Canon 1, Section 2 to include gender identity or expression of gender identity in the access clause to the discernment process.
4. C036: To review the purpose of the General Ordination Examination, including how the examination is constructed, administered, evaluated and scored.
5. D009: To submit a report to the 76th General Convention about the progress of continuing education of clergy, lay professionals and licensed ministers with recommendations about ways to foster a culture which supports lifelong continuing education.
6. D034: To amend Title III, Canon 4, Section 1(a) by eliminating Eucharistic Minister and Eucharistic Visitor from the list of licensed ministries.

The SCMD met with provincial Commission on Ministry representatives from across the church to discuss the development and exercise of the ministry of all the baptized, with special emphasis on the recruitment and training of people chosen for ordained ministry. The provincial representatives provided valuable input on the context in which ministry and training occur.

In an effort to study the needs and trends in theological education in the church, two meetings were held on the campuses of Episcopal seminaries. These meetings included discussions with the dean of the institutions where the meetings were held, and on one occasion the SCMD also met with faculty members of the seminary. This meeting also included the participation of the chair of the General Board of Examining Chaplains in an effort better to understand the administration, evaluation and use of the General Ordination Examination.

At the initial CCAB meeting in Chicago, the SCMD recommended to the General Convention Office that Resolution C029, which calls for support of victims of natural disasters, be referred to another body.

The SCMD was requested to appoint members to serve on the Title IV Task Force II on Disciplinary Policies and Procedures. Appointed members were: the Rev. Barbara Bender-Breck, California, VIII; Mrs. Ellen Bruckner, Iowa, VI; Mr. Luis Gonzalez, San Diego, VIII; and the Rt. Rev. C. Wallis Ohl, Jr., Northwest Texas, VII, who also served on Task Force I.

The SCMD wishes to commend Proclaiming Education for All (PEALL) for its work over the last two triennia in laying the groundwork for a productive path for the church's development of a community of learning that values education. The Commission encourages readers to go to the accompanying CD of the Blue Book Report and read more about [PEALL](#).

The SCMD wishes to commend the Standing Commission on Lifelong Christian Education and Formation for its work in developing The Charter for Lifelong Christian Formation. The SCMD recommends its adoption at the 76th General Convention.

The SCMD also endorses the proposed Resolution of the Church Pension Fund to establish a Denominational Health Plan of this church that covers clergy and lay employees who are employed at least 1,500 hours each year.

In its attempt to provide equal access to health care for all lay employees and clergy at a reduced cost, this Resolution affirms the exercise of the ministry of all the baptized who are employed by The Episcopal Church.

The SCMD organized itself into three working groups for the triennium to address the Resolutions referred to it by the 75th General Convention.

WORK GROUP: TITLE III REVISIONS

This Standing Commission on Ministry Development workgroup focused on responses to Resolutions C030, C036, D034 and D009.

IN RESPONSE TO RESOLUTION C030, which calls for amending Canon III.1.2, to provide for equal access to the ordination process based on gender identity or expression of gender identity, the SCMD voted to table the proposed change.

IN RESPONSE TO RESOLUTION C036, calling for the Standing Commission on Ministry Development, in consultation with the Presiding Bishop, to review the purpose of the General Ordination Examination, including how the examination is constructed, administered, evaluated and scored, the SCMD encourages the House of Bishops to direct the General Board of Examining Chaplains to:

1. Work toward developing questions asked on the GOE that take into account the varying ministry and cultural backgrounds of the candidates.
2. Work toward ensuring that the readers of the GOE are highly skilled in evaluating proficiency and reflect the generational, cultural and ethnic diversity of the church.
3. Be conscious of the impediments that preclude potentially qualified people from participating as readers.
4. Continue its work to evaluate the consistency of the readers' work in evaluating the GOE.

The SCMD commends the Board of Examining Chaplains for modifying its scoring system on the 2008 GOE, and commends it for its test project in 2009, whereby readers evaluate in one canonical area only.

The SCMD reminds bishops and diocesan COMs that the GOE is designed to assist all dioceses in assessing proficiency in the subject matter set forth in Canon III.8.5(g) and (h). People taking the examination come from traditional seminary settings, non-traditional seminary settings and outside-of-seminary settings. Many other proficiencies (e.g., potential pastoral and leadership skills) are determined by means other than the GOE.

IN RESPONSE TO RESOLUTION D034, which calls for amending Canon III.4 on licensed ministries by eliminating Eucharistic ministers and Eucharistic visitors from the list of licensed ministers, the SCMD voted to table the resolution.

IN RESPONSE TO RESOLUTION D009, which calls for continuing to encourage dioceses to develop plans and provisions for the continuing education of all clergy, lay professionals and licensed ministers in their jurisdiction; to report such plans and progress annually through the Office for Ministry Development to the SCMD; to urge dioceses that do not have continuing education policies to contact the Office for Ministry Development for assistance in establishing such policies and programs; and that the Office for Ministry Development gather a number of dioceses together for consultation and development of best practices; and that the SCMD submit a report to the 76th General Convention about progress made with recommendations about ways to foster a culture that supports lifelong continuing education; and that PB&F consider a budget allocation of \$25,000 for the implementation of this Resolution; the SCMD offers the following Resolution.

RESOLUTIONS

RESOLUTION A103 DEVELOPMENT OF A WEB SITE ON CONTINUING EDUCATION

- 1 *Resolved*, the House of _____ concurring, That the 76th General Convention, in recognition of Title III.4.2(b),
- 2 III.7.5, III.9.1 and III.12.2, authorize the development of a web site for the purposes of providing examples of
- 3 best practices in continuing education, providing links to suitable continuing education opportunities and

- 4 providing examples of how to record the continuing education of licensed ministers, deacons, priests and bishops;
5 and be it further
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7 *Resolved*, That the administration of the web site reside at The Episcopal Church Center, with suitable staffing
8 provided; and be it further
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10 *Resolved*, That the General Convention requests the Joint Standing Commission on Program, Budget and Finance
11 to consider an annual budget allocation of up to \$20,000 to implement this Resolution.

EXPLANATION

Due to the confusion over whether the Office for Ministry Development still exists, it has been problematic to gather relevant data on the scope of continuing education for clergy, lay professionals and licensed ministers. It is the workgroup’s recommendation that meeting the requirements of the Canons would be enhanced if resources were made available online. Efficient use of the financial and human resources of the church would be enhanced if the online information on continuing education were contained in the same web site that addresses broader issues of theological education and Christian formation.

Additionally, the workgroup proposed, and the SCMD concurred, to send a copy of the recently completed *Commission on Ministry Handbook* to every diocesan bishop with a cover letter to explain its benefits. The Office of Ministry Development developed this handbook, which explains the rationale behind each of the Title III Canons, and it includes examples of the best practices of the various dioceses as they fulfill the responsibilities of these Canons.

WORK GROUP: LEADERSHIP DEVELOPMENT

In September 2007, the resource entitled “Meeting on New Ground: Cultural Diversity in the Ordination Process” became available to challenge congregations, dioceses, bishops and schools of formation and to ask them to provide leadership in making the ordination process more accessible. This new resource is endorsed by SCMD, and the DVD and text are recommended as an essential educational tool for multicultural sensitivity and awareness, as well as a starting point for inspirational and practical application.

In the spring of 2008, a survey entitled “Racial-Ethnic Ministry Survey” was sent through the Office of the Director of Research to each diocese in the domestic United States asking for information on their racially diverse congregations. Forty-five dioceses responded to this survey, which helped the work group to see the importance of the Resolution that is being submitted. For example, a number of dioceses that responded expressed concern about not having enough, or any, funding for ethnic ministry development. Also, this survey found that dioceses that have a large number of ethnic congregations also have funding for them to flourish. After hearing about the experiences and needs of the dioceses in the domestic United States, it made sense to us that the following Resolution be submitted.

RESOLUTION A104 MULTICULTURAL LEADERSHIP DEVELOPMENT

- 1 *Resolved*, the House of _____ concurring, That the 76th General Convention recognize the importance of cultural
2 diversity in the dioceses; and be it further
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4 *Resolved*, That the 76th General Convention affirm the importance of cultural diversity and multicultural leadership
5 development; and be it further
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7 *Resolved*, That the 76th General Convention request that dioceses of The Episcopal Church consider a specific
8 yearly budget allocation for the implementation of multicultural leadership development to support a diocesan
9 strategic plan designed for the creation and sustaining of multicultural ministry, utilizing “Meeting on New
10 Ground”; and be it further
11

- 12 *Resolved*, That the 76th General Convention create a task force on multicultural ministry to study the dioceses
13 involved in such ministry, gather resources for developing and sustaining multicultural ministry and to report on
14 the progress to the 77th General Convention; and be it further
15
16 *Resolved*, That the 76th General Convention request the Joint Standing Committee on Program, Budget and
17 Finance to consider a budget allocation of \$10,000 for the implementation of this Resolution.

EXPLANATION

Demographic changes, migration and the ease of global interaction are accelerating, making us aware of the presence of the diverse ethnic groups and calling for the church's response to the growth in numbers of immigrants and their descendants among us. With this comes the opportunity for rich diversity within the church, which raises a question about our preparedness in welcoming and developing leadership for Anglicans coming into the United States. Fundamentally, this is an issue of hospitality, an inclusion of minor groups and those on the fringes who are often neglected. The SCMD believes that multicultural leaders within the church have many gifts to offer, yet they also have specific needs. A directed study and development of 1) a strategic plan, and 2) a budget line item for each diocese will set the church on a course of identifying and cultivating local multicultural ministry.

A national task force on multicultural ministry (members identified and appointed by the Presiding Bishop and the President of the House of Deputies) will:

1. Survey the current status of churches that are identified as multicultural;
2. Study what types of multicultural ministries are there (i.e. ethnic congregation sharing the building, multi-ethnic groups attending services together, liturgies said in different languages, etc.);
3. Gather stories of successes, struggles and challenges;
4. Seek out a model ministry that would help integrate and develop such ministries or mission strategies; and
5. Make reports and resources accessible to the dioceses and parishes interested in forming multicultural ministries.

The workgroup, along with the entire commission, has seen effective ways in which people have been trained and undergone development prior to their ordination. In particular, Fresh Start has been a commendable program for introducing newly ordained people to parish ministry. Therefore, we offer the following Resolution.

RESOLUTION A105 FRESH START

- 1 *Resolved*, the House of _____ concurring, That the 76th General Convention commend the Fresh Start program as
2 a resource for clergy and congregations in transition in The Episcopal Church; and be it further
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4 *Resolved*, That the General Convention affirm both the office of Ordained Ministry and CDO: the Office for
5 Transitions Ministry within the Mission Leadership Center of The Episcopal Church Center, The Episcopal
6 Church Foundation, CREDO Institute, Inc., and the fifty-nine dioceses currently engaged in Fresh Start programs
7 as an outstanding model of collaborative partnerships within The Episcopal Church; and be it further
8
9 *Resolved*, That the General Convention affirm and commend the national-level Fresh Start staff, coordinators and
10 faculty for their contributions to the dioceses of The Episcopal Church in the form of exceptional facilitator
11 training and curriculum; and be it further
12
13 *Resolved*, That the General Convention continue to fund the national-level Fresh Start program in the next
14 triennium in the amount of \$225,000 (\$75,000 per year); and be it further
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16 *Resolved*, That the Fresh Start partners report back to the 77th General Convention regarding the program's
17 continued positive impact upon clergy, congregations and dioceses.

EXPLANATION

FRESH START:

- Is a diocesan-led program for clergy and congregations in transition, with training and resources provided by a national-level support staff.
- Is a transformational program that is systemic in nature addressing the church system, as well as the clergy and lay individuals involved with the program
- Has completed two extensive evaluations since the program began on a national level in 2000. Both evaluations confirmed the validity of the program, indicating that the trust level among the dioceses, clergy and congregations has improved in dioceses who have implemented the program.
- Continues to expand into more dioceses—there are now 59 dioceses with active programs, six more than in 2007.
- Continues to respond to the needs of the dioceses—revising training and curriculum several times since its inception. The latest versions of the training and curriculum (Version 3.0) have received high praise, averaging 6.425 on a 7.0 scale at training events
- Is a successful collaborative venture in funding, administration and implementation and a model of how collaboration among several agencies can result in outstanding programs that can benefit the entire church.
- Collaborative partners include the General Convention, Episcopal Church Foundation, CREDO Institute, Inc. and the dioceses running programs

Without the necessary support from General Convention, the future of Fresh Start would be in jeopardy.

WORK GROUP: THEOLOGICAL EDUCATION

The SCMD has spent considerable time and energy this triennium focusing on issues related to the financial challenges of our seminaries, the high costs of seminary education and the educational debt of seminarians. These issues have been a major focus of the work of the SCMD's Theological Education Work Group. This work builds on the work done on these issues by the SCMD in the last triennium in response to GC-2003 Resolution A064.

GC-2006 Resolution B006 mandated that the SCMD “design strategies for raising awareness and responding to the crisis of educational debt for those preparing for ordained ministry in the Church.” The Resolution also asked that the SCMD, in consultation with the Church Pension Group, the Executive Council, the Office of Mission and Ministry, the diocesan Commissions on Ministry, the Office for Ministry Development and the Society for the Increase of the Ministry, share its work and recommendations with Proclaiming Education for All (PEALL) following each meeting of the SCMD, with the House of Bishops annually and with the 76th General Convention.

During this triennium, the SCMD held a day-long meeting with the provincial Commission on Ministry representatives, and during that time engaged with them in a discussion of how we can do a better job informing the church about the challenges posed by the educational debt of seminary graduates. The SCMD solicited background information on the problems of seminarian debt, as well as sought advice on potential solutions to the problems from the Rev. Dr. Melford “Bud” Holland of the Office for Ministry Development; the Rev. John Mitman of the Society for the Increase of the Ministry; and Dr. Matthew Price of the Church Pension Fund—each of whom attended one or more meetings of the SCMD. Dr. Donn Morgan, President and Dean of the Church Divinity School of the Pacific, is a member of both the SCMD and PEALL, and, accordingly, he served as the SCMD's liaison to PEALL. The Rt. Rev. C. Wallis Ohl, Jr., Chair of the SCMD, gave annual reports on the SCMD's work on the issue of seminarian debt to the House of Bishops.

As a teaching tool to raise awareness in the church about the crisis of the educational debt of seminarians, the SCMD prepared and distributed, via *Episcopal Life Online*, a bulletin insert for use on Sunday, March 30, 2008. That bulletin insert cited statistics from the Church Pension Fund and explained that seminarian debt is growing by epic proportions and that its effects are hindering deployment and the mission capabilities of our dioceses. The SCMD has prepared three additional bulletin inserts for use on Sundays during Epiphany in 2009 that are intended to continue to raise awareness in the church about the crisis of seminarian debt. These additional

bulletin inserts also will be distributed by *Episcopal Life Online*. All of these bulletin inserts are available at *Episcopal Life Online*, www.episcopalChurch.org/95270_ENG_H.

The SCMD also plans to send a letter to each diocesan bishop in the spring of 2009, requesting that the bishops meet with their deputations to the 76th General Convention to educate themselves on the crisis of seminarian debt, study its effects on their dioceses, brainstorm solutions and pray for God's guidance.

The SCMD commends the following Resolutions as a response to the crisis of educational debt for those preparing for ordained ministry in the church.

RESOLUTION A106 PLAN TO LIMIT HELP ORDINANDS REPAY ACCUMULATED EDUCATIONAL DEBT

- 1 *Resolved*, the House of _____ concurring, That the 76th General Convention recognize the crisis of educational
2 debt for those preparing for ordained ministry in the Church; and be it further
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4 *Resolved*, That The Society for the Increase of the Ministry be commended for developing a three-phase,
5 comprehensive plan to limit, manage and help ordinands successfully repay accumulated educational debt; and be
6 it further
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8 *Resolved*, That the Standing Commission on Ministry Development, in consultation and coordination with The
9 Society for the Increase of the Ministry and the Office for Ministry Development of the Mission Leadership
10 Center, disseminate information about The Society for the Increase of the Ministry's plan to limit, manage and
11 help ordinands successfully repay accumulated educational debt to all diocesan Bishops and diocesan
12 Commissions on Ministry.

EXPLANATION

Seminarian debt is growing to epic proportions within The Episcopal Church. The effects of seminarian debt are hindering deployment and the mission capabilities of our dioceses. The SCMD believes that tools are needed to help persons in the discernment process for ordained ministry and their advisors understand the challenges of limiting, managing and repaying educational debt accumulated both before and during seminary education. The SCMD has concluded that the three-phase plan developed by the Society for the Increase of the Ministry, outlined below, is a useful tool for this purpose.

The Society for the Increase of the Ministry's plan has three phases:

- Phase one begins prior to seminary, at the beginning of the discernment process, when postulants and their advisors should be provided with the necessary resources to identify, confront and manage accumulated debt. For example, each diocesan Commission on Ministry should be trained in the use of the Church Pension Fund's financial planning tools for nominees, postulants and candidates for Holy Orders; each diocese should establish clear and situation-sensitive financial guidelines as to acceptable, realistic and manageable levels of debt prior to entering seminary; and each diocesan Commission on Ministry should establish a financial support team composed of financial planners, lawyers and social workers experienced in financial management counseling.
- Phase two occurs as a seminary is chosen and study begins. Through scholarships and other financial support provided by parishes and dioceses, the candidates for Holy Orders are to be provided with sufficient financial support to ensure that they do not add yet more debt while in seminary.
- Phase three occurs in the final year of theological education and upon arrival at the ordinand's first assignment. Advice and counsel on available strategies for paying down accumulated debt most efficiently and expeditiously should be provided to each ordinand. One solution is to create an expectation that parishes are to be responsible for making payments on clergy educational debts, in addition to the compensation package otherwise provided to the clergy person.

RESOLUTION A107 FINANCIAL SUPPORT FOR THOSE STUDYING FOR ORDAINED MINISTRY

1 *Resolved*, the House of _____ concurring, That the 76th General Convention request the Joint Standing Committee
2 on Program, Budget and Finance consider an initial budget allocation in the amount of \$450,000 from the
3 Canonical Budget of the General Convention to The Society for the Increase of the Ministry (“SIM”) during the
4 next triennium to be used solely for the financial support of persons studying for ordained ministry and as a
5 supplement to the financial support of those persons already provided by SIM; and it is requested that the budget
6 allocation be paid in the amount of \$100,000 in 2010; \$150,000 in 2011; and \$200,000 in 2012; and be it further
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8 *Resolved*, That SIM be requested to report annually to the SCMD and the Executive Council on its work in
9 support of persons studying for ordained ministry and its use of the funds provided from the canonical budget to
10 supplement SIM’s work.

EXPLANATION

The Society for the Increase of the Ministry (“SIM”) has reported that of the 42% of those graduating from Episcopal seminaries in 2007 who had debt, the average indebtedness was \$62,000. By the graduates’ own figures as reported to SIM, their debt service and debt payments will come to approximately \$12,000 per year, while their median total compensation is \$45,500. This means that a significant portion of their income would be devoted to paying and servicing their debts. SIM also reports that enrollment at Episcopal seminaries continues to decline. For example, the number of students in Master of Divinity degree programs at Episcopal seminaries has decreased 25% over the last three academic years. The passage of this Resolution would ameliorate the debt of seminarians by providing scholarships to fund tuition and other educational expenses and perhaps, thereby, enable more persons to enroll in seminary.

The initial financial effort is designed to raise awareness throughout The Episcopal Church of the continuing crisis of seminarian debt and demonstrates a willingness to entertain a pilot program to provide financial support to seminarians. New and substantial sources for funding must be developed in the future for truly meaningful assistance. The SCMD gratefully acknowledges the work done to develop this Resolution by the Very Rev. Kevin Martin and the Rev. Elizabeth Kaeton, who brought the idea and concepts underlying this Resolution to the attention of the SCMD.

Another task for the Theological Education work group centered on making recommendations to the SCMD for the awarding of Conant Funds. The Fund is a dedicated trust fund held by The Episcopal Church. It provides continuing education opportunities to the seminary faculty of the eleven seminaries accredited by the Association for Theological Seminaries (ATS). The SCMD’s granting decisions are based, in part, on the recommendation of a representative screening committee from these seminaries, along with a representative from the SCMD. In 2008, the screening committee members were the Rev. Dr. William F. Brosend II, The University of the South, School of Theology; the Very Rev. Dr. John R. Kevern, Bexley Hall; and the Rev. Dr. Katherine Sonderegger, Virginia Theological Seminary

The SCMD includes in its membership a representative from the Council of Deans, because the Board for Theological Education is one of its predecessors. The eleven Episcopal seminaries are asked to submit a report to the SCMD each triennium. Those who submitted a report as of press time are:

BERKELEY DIVINITY SCHOOL AT YALE understands itself to have “the best of both worlds”: the focused preparation for ministry of a denominational seminary, together with the breadth of resources and ecumenical perspective of a university divinity school. It affirms full-time, residential formation as its normative pattern for theological education.

Berkeley’s affiliation with Yale Divinity School in 1971 was in many ways a harbinger of today’s interest among Episcopal seminaries for more collaborative relationships. For 38 years, its students have benefited from the vast educational resources of Yale University, while pursuing a defined program in Anglican Studies that prepares them for ministry in The Episcopal Church and Anglican Communion. This program includes:

- Required courses in Anglican history, theology, spirituality and worship;
- Daily Prayer Book worship (including Eucharist), as well as ecumenical services and prayer groups;
- Participation in an endowed program for spiritual formation, which provides spiritual directors, annual class retreats and a pilgrimage to Canterbury;
- Internships in Episcopal parishes and other institutions;
- A three-year colloquium series focused on leadership formation; and
- Opportunities for global engagement through the Anglican Communion.

Students at Berkeley are fully matriculated Yale Divinity School students, and receive their degree from the university, as well as a diploma or certificate in Anglican Studies from Berkeley. They are thus fully integrated into the university's rigorous academic standards. The seminary shares faculty with YDS: of the 38 full-time teaching faculty, 10 are Episcopalian (representing each of the core theological disciplines), and there are currently an additional 5 Episcopal lecturers and adjunct faculty.

Most recently, Berkeley inaugurated the "Educational Leadership and Ministry Program" to train students to serve as chaplains, teachers and administrative leaders in the church's college chaplaincies and more than 1,000 independent schools. This program represents a significant expansion of Berkeley's core commitment of training men and women for both lay and ordained ministry in the church.

Addressing the urgent concern about seminarian debt, Berkeley has together with Yale Divinity School set a goal of providing on average 100% of tuition in scholarship aid to students within the next five years. This goal is supported by an average increase in the value of the BDS endowment of 18% over the last five years, and is meant to make Berkeley's program available and accessible to every qualified student.

BEXLEY HALL EPISCOPAL SEMINARY is located in Columbus, Ohio, where since 1999 it has shared a campus with its ecumenical partner, Trinity Lutheran Seminary (TLS). Bexley Hall was founded in 1824 as a "frontier seminary" in Gambier, Ohio, by Bishop Philander Chase. It was located on the campus of Kenyon College until 1968, when it moved to Rochester, New York, to collaborate with Colgate Rochester Crozier Divinity School. After forty years in Rochester, Bexley Hall graduated its last class there in May 2008.

Bexley Hall's presence in Columbus and its collaboration with TLS are rooted in the spirit of the "Call to Common Mission," by which members of The Episcopal Church and the Evangelical Lutheran Church in America share full communion, recognize each other's holy orders and participate in a variety of shared ventures in ministry, chaplaincy, outreach and education. Through the partnership with TLS, Bexley Hall participates in the Theological Consortium of Greater Columbus, which includes the Methodist Theological School in Ohio and the Pontifical College Josephinum. The seminary library has full access to the vast resources of the Ohio Link Library system.

The mission of Bexley Hall is to prepare leaders for The Episcopal Church. Bexley Hall offers a three year M.Div. degree, as well as a Certificate in Anglican Studies, which can be tailored to the needs of dioceses and of students who have undertaken theological education in a non-Anglican setting. Dormitory rooms and apartments are available for full-time residential students, who study alongside many commuters and some part-time students who take longer to complete their programs. During the past triennium, students have been drawn from dioceses as diverse as Ohio, Southern Ohio, South East Florida, Long Island, Michigan, Indianapolis, Chicago and West Virginia. Worship opportunities, including the daily offices and the Eucharist, are offered each week in both the Anglican and Lutheran traditions. The ethos of Bexley Hall could be described as "progressive Anglo-Catholic." Generally, courses related to Anglican and Episcopal theology, history, liturgy, the practice of ministry, and spiritual formation are taken with Bexley Hall Faculty. Most other courses are taught by members of the large and very capable TLS Faculty.

CHURCH DIVINITY SCHOOL OF THE PACIFIC, the Episcopal Seminary of the West, provides the highest quality Christian theological education in an environment of scholarship, reflection and worship, rooted in the Anglican

Tradition. CDSP is a founding member of the Graduate Theological Union (GTU), which through the combined resources of nine seminaries representing a broad range of Protestant denominations and Roman Catholic orders, and through faculty resources in Jewish, Buddhist, Orthodox and Muslim studies, offers more than 750 courses each year by more than 126 scholars. We are committed to finding new ways to collaborate with other Episcopal seminaries and with dioceses across the church in offering theological education in new and dynamic settings. In this vein, we have recently joined Living Stones in partnership with the Diocese of California.

In the past three years, we continued to expand our online education programs. The Center for Anglican Learning and Leadership offers twenty-six distinct online classes, as well as short-term seminars and events such as the Epiphany West conference, bringing together international scholars to address critical issues in the church. CALL has also initiated a joint Summer Session with the Pacific Lutheran Theological Seminary.

CDSP completed a \$21,000,000 Capital Campaign which has funded chairs in Liturgical Leadership, Church Music, Old Testament, and Liturgics, as well as the St. Margaret's Chair for Women and Ministry. In addition, we have received a major endowment gift for the work of CALL, allowing for further growth of this innovative program. On our upper campus, the Easton Conference Center is already being used extensively by CDSP, the GTU, and the whole church as a venue for meetings, retreats, workshops, seminars and classes.

We will continue our faculty development in light of retirements and new visions of theological education, and are committed to remaining a place of dialogue and study for all.

The past triennium has been a time of change and renewal for the EPISCOPAL DIVINITY SCHOOL. Within the last two years the school has developed distributive learning options for our M.Div. and MATS programs, extending the curriculum beyond traditional residential and commuter students to students through the use of educational technologies. The distributive learning option allows students to retain employment and homes while experiencing theological education in an Episcopal Seminary. Students participate in online cohort groups, intensive on-site classes and formation during the course of a school year. To date, we have enrolled two cohort groups; expanding our academic program beyond fall and spring terms has proven attractive to students. We also look forward to further collaboration with other Episcopal seminaries in the areas of ministry development and online education. Since 2003, EDS has provided ministry development resources for underserved congregations and dioceses, many in rural areas, funded by the Pastoral Excellence Program of Lilly Endowment, Inc. Through the Pastoral Excellence Program, EDS has worked in partnership with the dioceses of Maine, Vermont, New Hampshire, Wyoming, Northern Michigan and others, including the Living Stones Partnership to develop educational resources and explore the role of seminary education in these contexts. And we look forward to our re-accreditation visit by the Association of Theological Schools in October 2008, as we further develop the use of educational technologies for ministerial formation through online communities and spiritual and group formation.

Weston Jesuit School of Theology, with whom we have shared a campus for nearly forty years, merged with Boston College in June 2008. At the same time, EDS has been involved in partnership talks with Lesley University, as we have sought ways to develop alliances to secure the financial future of the school. Over the past three years, administration, faculty and trustees were involved in a comprehensive Strategic Planning Process. The resultant partnership with Lesley University announced, in March 2008, includes a sale and purchase agreement signed by both schools, whereby EDS and Lesley University become two members of a condominium association governing much of the current EDS campus while maintaining the individual identities of both schools. Lesley will own several campus buildings and provide EDS with crucial technological support and services that are very expensive for a small independent school to provide on its own. The plan includes the proposal that EDS and Lesley will share ownership of our library and collaborate on services for both schools. Though the partnership is in an early stage, we are confident that our work has resulted in a plausible financial plan and a renewed hope for our future.

The last major change of this past academic year was the resignation of our President and Dean, the Rt. Rev. Steven Charleston, effective July 2008. Known as one of the most evocative preachers in The Episcopal Church, Bishop Charleston served the school for nine years, artfully articulating the progressive mission of the school and

enhancing our reputation within the church. A search committee has been formed to name his successor. Overall, EDS is a dynamic work in progress!

THE GENERAL THEOLOGICAL SEMINARY, the first seminary of The Episcopal Church and the only seminary founded by General Convention, is an Episcopal institution called to educate and form leaders for the church in a changing world. General combines a tradition of academic excellence with a strong emphasis on daily worship and a commitment to life in community.

General's aim is to offer the very best in theological education to all whose faith seeks understanding, both those aspiring to the ordained ministry and those developing their ministries as lay persons. The Seminary offers programs leading to advanced theological degrees including the Doctor of Theology, the Master of Sacred Theology, and the Master of Divinity, which prepares persons for ordained ministry. It also offers a Master of Arts, certificate programs and short-term courses and workshops. Many of these programs may be pursued on a part-time basis.

The Desmond Tutu Center, opened on the Seminary grounds in September of 2007 with 60 guest rooms and high-tech conference capabilities, has greatly enhanced the Seminary's ability to offer the kind of short-term and continuing education programs that are so essential to the needs of today's church. In its first year of operation three important theological conferences were offered at the Center, drawing an international roster of participants. The Center has also been used by a large number of church-related and non-profit groups, attracted by both the facility itself and its New York City location.

Study in New York provides all General's students with access to world-renowned educational institutions, museums and libraries. The Seminary's own St. Mark's Library is one of the finest theological collections in North America. General's Center for Christian Spirituality is now in its thirty-first year, and General's *Programa Hispano/Latino* offers study primarily in Spanish in a weekend-plus-one-weeknight format leading to the M.Div.

In 2005, General commissioned a comprehensive three-year market research study and has now gained invaluable information to assist recruitment efforts and to guide the development of new educational programs. Over the same period the Seminary has completed the first phase of an innovative project to heat and cool all buildings using geothermal energy. This has brought national media attention to General as a model institution for renewable energy. As it has for the last 192 years, General looks forward to serving with commitment, innovation and enthusiasm the educational needs of those who minister in Christ's name.

NASHOTAH HOUSE: Founded in 1842 as a mission to the American frontier, Nashotah House's mission today is the formation of men and women for ministries of congregational leadership, pastoral care, missions and evangelism and church growth. Our distinct emphases are: a disciplined spiritual life centered in the Anglican heritage of daily prayer, corporate worship and the sacraments; academic discipline in the spirit of classical theological study; preparation for practical ministry as congregational leaders; active attention to contemporary social concerns in light of the Gospel; support for every student and family member in the personal challenges of vocational preparation; continuing education for clergy and lay leaders; and cultivation of a community which embraces all members in God's love.

Our magnificent, contemplative setting on a 365-acre wooded lake-front campus, our attractive, modern townhouses for married students and families and our commitment to strong community life provide an excellent environment for preparation for parish ministry.

Our major accomplishments during the last three years include: established and received ATS accreditation for a master's degree through distance education, in order to provide a seminary education for those who cannot relocate for a three-year residential program; established and received ATS accreditation for a Doctor of Ministry program, with emphases in Biblical exposition (preaching), Spirituality, Liturgics and Congregational Development; doubled the seminary's overall enrollment; renovated classroom facilities and married student housing; and expanded and improved our program of field education and cross-cultural and intensive parish internships.

Our major goals for the next three years are: to increase promotion of our distance education and Doctor of Ministry programs; to develop extension education programs to provide seminary training and continuing education for clergy to a greater number of people; to continue to grow our enrollment through outreach to a broader cross-section of dioceses; to increase our enrollment of women and minority students; to build a larger base of individual and parish contributors; and to continue campus renovation and expansion.

SEABURY-WESTERN SEMINARY: A School for Faith and Ministry equipping people to create faith communities of meaning, learning and ministry. As the church explores its ministry in a changing world, Seabury-Western Theological Seminary is committed to “equipping people to create faith communities of meaning, learning and ministry.” We are offering the traditional standards of excellence and depth of accredited theological education in innovative and flexible ways that will provide students and graduates with specific skills to meet the challenges and opportunities of the emerging 21st century church. Our educational offerings always have and will be distinguished by a commitment to the church as an instrument of God’s mission in the world. Our methods of teaching and delivery employ classrooms, the internet, congregational and faith community settings.

Three areas of mission include Building Faith Communities, Equipping People for Ministry and Enriching People in their Faith:

- Building Faith Communities: The emerging church with its emphasis on networks, community and belonging, as well as deep hunger for information and learning, provides faith communities unique opportunities to be centers of meaning and ministry in a rapidly changing world. The Doctor of Ministry in Congregational Development, one of our foundational programs, is expanding to include opportunities for lay leaders and non-degree seeking students.
- Equipping People for Ministry: The primary focus of this mission area is on degree and non-degree education for those seeking ordination as deacons or priests in the church, as well as those interested in total ministry. Building on Seabury’s strengths in nurturing congregational development, in-depth theological education is combined with grounding in practical skills that prepare people to meet the adaptive challenges of today.
- Enriching People in their Faith: Theological education is available for all people seeking enrichment, a deeper engagement with their faith or an opportunity to explore the key questions of our age such as ‘what does it mean to be human’ and ‘what is the relationship between religions’. Courses address racial and ethnic diversity, as well as the social and cultural transformations of our time.

While the mission of each area has its own particular focus, the course offerings are integrative, engaging people in all areas as they pursue education opportunities and skills development that nurture their faith and ministry in the 21st century.

THE SCHOOL OF THEOLOGY OF THE UNIVERSITY OF THE SOUTH: SEWANEE. A residential community of education and formation for ministry serving the broad whole of The Episcopal Church, the School of Theology at Sewanee is intimately related to a first-rate liberal arts college in the setting of an Episcopal university. It is the center of extraordinary programs for the whole church, including Education for Ministry (EfM). The seminary has a strong core curriculum corresponding to the church’s Canons, a committed, humane, highly published faculty, a warm community life, full and rich liturgy based solidly on the *1979 Book of Common Prayer* in a glorious chapel, and commitment to Nicene faith, searching thought, welcome to all, and the mission of The Episcopal Church. Sewanee has unusually generous financial aid, a commitment to live out the Baptismal covenant and a 13,000 acre campus alive with the beauty of creation.

New initiatives at the School of Theology include active participation in the Kaleidoscope Institute’s program to foster the ability of congregations to love and serve God across cultural and social lines; renewed focuses on preaching and Christian spirituality; a new program in social justice ministry, supported by a generous grant from the Jesse Ball duPont Foundation; strategic commitment to environmental sustainability, marked by intellectual dialogue (including theological reflection) and transformed praxis across the University; prize scholarships for students with unusual gifts the church particularly needs; and strengthened support in spiritual direction and counseling.

EDUCATION FOR MINISTRY is the premier program for adult Christian education in The Episcopal Church. It fosters theological reflection based on an informed understanding of the Christian tradition, leading to baptismal ministry in the world. It has more than 8,000 active students in its four-year program, and new online groups are burgeoning. A new strategic plan is in the making, which will prepare EfM for a growing role in the church during the coming decade.

SEMINARY OF THE SOUTHWEST in Austin, Texas, forms men and women for the service of Christ. We provide an educational and spiritual environment hospitable to Christian learning and discernment. Four educational convictions underlie our curriculum: the centrality of worship and prayer, together with the need for immersion in Scripture and the Christian tradition, our response to God's reconciling love in Christ and God's call to embody that love in this divided world, and the church's need for mature leadership, capable of responding wisely and hopefully in a time of rapid change. Our "Conversation Covenant" guides exploration, debate and conversation for the building of community life and common purpose.

Our Master of Divinity program integrates rigorous academic learning with ministerial experience, and the development of a devotional practice able to sustain the demands of ordained ministry. The Center for Christian Ministry and Vocation supports vocational discernment and education for work both within and outside the church. Flexible programs, taught on weekends and evenings, enable busy adults of any denomination to secure Masters Degrees in Counseling and in Chaplaincy and Pastoral Care. The Center also offers continuing education for clergy and laity, certificate programs in youth ministry and Christian education, workshops and lecture series and online courses in spirituality and mission.

Long committed to cross cultural studies featuring our Southwestern context as a lens, Southwest offers a concentration within our Master of Divinity curriculum whereby students gain linguistic and cultural competency and acquire skills and sensibilities for the practice of ministry in Hispanic and Latino/a communities.

The Very Rev. Doug Travis is Seminary of the Southwest's seventh Dean and President, and the Rev. Dr. Alan Gregory is Academic Dean and Associate Professor of Church History. We have a full complement of outstanding faculty, committed to student-centered pedagogies and the pursuit of scholarship within their fields.

TRINITY SCHOOL FOR MINISTRY, Ambridge, PA, takes pride in a number of distinctive features. Coalesced into these distinctive features are a significant extension program, which includes extension sites and online course delivery. Trinity also serves a constituency, which, though classically evangelical in the Anglican meaning of the term, serves not only the evangelical, but the charismatic and Anglo-catholic streams of the church, as well. Trinity is located in the urban center of a small borough near a major metropolitan area, which allows students a plethora of possibilities for ministerial development. Trinity is in the evangelical and is committed to a biblically and missionally based curriculum. We have recently increased the number of international students on campus, appointed a new Dean President (the Rev Dr Justyn Terry) and have passed our every-decade Association of Theological Schools accreditation process with flying colors.

THE VIRGINIA THEOLOGICAL SEMINARY remains committed to full-time, residential theological education for the majority of its M.Div, MTS and Anglican Studies students. Our M.Div. student body has moved increasingly towards younger students, and we continue to make full-time residential study affordable for those preparing for ordained ministry. We strive to guarantee a debt-free theological education for our students; and we celebrate the shared life of worship, study and table fellowship.

Since the arrival of the new Dean, the Very Rev. Ian Markham Ph.D., the Seminary has been in a planning and restructuring phase. Dr. Timothy Sedgwick is now the Associate Dean for Academic Affairs. He is overseeing a complete review of our degree programs. The Rev. Dr. Roger Ferlo has taken over the leadership of the Institute for Christian Formation and Leadership, which has oversight of the Center for the Ministry of Teaching, the D.Min. program, and the Center for Lifetime Theological Education. The Rev. Dr. Barney Hawkins is now the Associate Dean and Executive Director for the Center for Anglican Communion Studies. Our community life is

being richly enhanced by the significant numbers of students coming from around the Communion to study at the Seminary.

The Seminary's strategic plan may include an invitation to each M.Div. graduate of the Seminary to participate in a proposed program entitled *Second Three Years*. This transition into ministry is absolutely vital, and the Seminary will seek to ensure that our graduates are given sufficient mentor and curriculum support to succeed. Under the Director of Ethnic Ministries, the Rev. Joseph Constant, we have re-envisioned the Bishop Payne Scholarships, guarantying full tuition to any black Episcopalian in all master's level programs. A major theme of the next few years is hospitality and welcome. A Welcome Center is being created, which will provide an important formation witness to the significance of hospitality for our community.

The Seminary seeks to serve the broad center of The Episcopal Church: it is resolutely orthodox in theology and, at the same time, open to dialogue. It is open to a variety of conversations in the church and open to receive all students who seek to study here.

COMMISSION'S VISION FOR THE FUTURE

The SCMD's mandate is to recommend policies and strategies for the development, affirmation and exercise of the ministry of all the baptized; to encourage and facilitate networks of individuals, institutions and agencies engaged in education, training, deployment and formation for ministry by all four orders; and to study the needs and trends of theological education for all four orders within this church, 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. The Commission will continue in this next triennium to:

- Strengthen collaborations between all ministry development initiatives in the church;
- Collaborate with the Standing Commission on Lifelong Christian Education and Formation;
- Support the work of the diocesan Commissions on Ministry and provincial representatives;
- Work on cultural diversity efforts in leadership development;
- Support the ongoing focus of theological education for everyone;
- Encourage and support congregations in their support of ministry in daily life;
- Facilitate system-wide collaborations that strengthen the mission and ministry of the church;
- Evaluate the ways that church systems promote ministry development;
- Encourage the gathering of reliable data for the strengthening of ministry development;
- Assist seminaries in their collaborative efforts to respond to the changing environment in which theological education will be offered in the future.
- Find ways to ameliorate the existing high cost of theological education, particularly as it relates to those people attending residential seminaries; and
- Work with the General Board of Examining Chaplains as it assesses the role of the General Ordination Examination.

RESOLUTION A108 BUDGET APPROPRIATION FOR THE STANDING COMMISSION ON MINISTRY DEVELOPMENT

- 1 *Resolved*, the House of _____ concurring, That the 76th General Convention request the Joint Standing Committee
- 2 on Program, Budget and Finance consider a budget allocation from the Canonical budget of the General
- 3 Convention of \$130,200 for the meeting expenses of the Standing Commission on Ministry Development during
- 4 the 2010-2012 triennium.

EXPLANATION

This request allows for six meetings, with 14 people in attendance at \$1,400 per person, per meeting. It also allows the SCMD to invite the nine Commission on Ministry Provincial representatives to one of those meetings.