

The Board for Clergy Deployment

The Board for Clergy Deployment is pleased to report to the Convention that the wide acceptance and use of the Clergy Deployment Office, which was reported to the 1973 Convention has continued to grow during the past triennium. Today over 7500 Clergy records are available at a moment's notice to the entire Church. This number represents well over three-fourths of the clergy most likely to be considered for positions. In fact, more than half of the parishes and other institutions who need clergy make use of this fund of information to identify those who have the qualifications they need. Many dioceses turn to the CDO for help with every open position.

Work with Clergy

From the Board's beginning at the Seattle Convention, the Church's hope has been that the CDO would be of as much assistance to Clergy who need to move as to the Church needing their ministry. The CDO data bank does indeed help the clergy by providing a place at the national level where clergy can make their ministry available to the entire Church. Thus, the Board finds that one of the great responsibilities of the CDO is to help the clergy understand how to list their data so that it be most helpful to them. The Staff therefore spends much of its time counseling with clergy, at the Church Center, on the telephone, or at clergy conferences.

Career Counseling

The Board finds clergy quite naturally turn to the CDO for help in thinking about their future ministry. The Directors maintain a close liaison with the Church Career Development Council; and one of them has attended the two week seminar offered under Career Counselors Richard Bolles and John Crystal in job-hunting skills. Clergy who need extensive counseling are referred to the Career Centers.

The Unemployed

The problem of unemployment among the clergy was not foreseen in the beginning of the Board's life, though those familiar with the growing number of clergy, the stationary number of parishes, and the falling number of communicants might well have predicted its emergence. It is difficult to say exactly how many unemployed clergy there are, but the CDO receives requests almost daily from clergy whose positions have been terminated. These clergy include those coming back from overseas, those graduating from schools, those in experimental programs where funding has dried up, as well as those where the pastoral relations have been dissolved.

Although the Board was not charged with the specific responsibility to help these clergy (we are not an employment board), we have encouraged the CDO to use as much of its resources as possible to meet this grievous need. Accordingly, the CDO now publishes two bulletins:

A) The "Clergy Available Bulletin" where the unemployed may have printed a 50-word resume. This is sent to all dioceses.

B) The "Position Open Bulletin," a coded list of openings with brief descriptions. This is sent to all unemployed and to all dioceses.

In addition, the CDO was able to alert unemployed clergy and the dioceses to the benefits of the Federal Emergency Supplementary Unemployment Assistance Act which provided coverage for clergy for the first time even though no

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contributions were made on behalf of the clergy involved. A number of clergy were able to obtain benefits throughout the U.S. as a result of this information.

In addition, the CDO has entered into a contract with Snelling and Snelling, an employment agency, whereby they have undertaken to give special attention to the Episcopal Clergy seeking secular jobs. This arrangement is in the beginning stage, and the results so far are mixed; but we believe that it will ultimately be useful to the clergy.

A New System: Open Listing of Vacancies

It is the Board's considered opinion that the help now offered is not enough. Clergy who are unemployed, unlike most people, have but one resource to turn to if they want to continue as full-time priests, the Church. At the very least they need to know, and the Board believes they have a right to know, what positions are open in the Church.* Other clergy also have legitimate needs to move, some are underemployed for example, others have stipends that are inadequate. This is why we are proposing that the Convention ask the Church openly to list all vacancies, and to give the CDO authority and funds to collect, computerize, and to distribute this information. On the basis of the experience of thirteen dioceses on the East Coast which already list their vacancies in a common bulletin that is widely distributed, we believe that an open system with clearly established procedures to regularize applications may well bring order into the very disorderly process now in existence. At any rate, we do not see how we can continue to be at one and the same time the Church which "orders" a man or woman to preach the Gospel and then refuses to tell him or her where that Gospel is needed. A description of how such a system might work follows:

Description of a Voluntary System of Openly Listing Vacancies in the Episcopal Church

A. The Collection of Data

Parishes and other institutions will be encouraged to participate in the system and given forms whereby they can describe themselves and the position to be filled. Such data as the following will be included: Name, Address, Position Open, Stipend, Perquisites, Number of Communicants, Budget, Type of Community, Type of Ministry required: Pastoral Specialties and Experience desired, Education required, Contact person for Diocese.

This form could well be adapted from or incorporated into the present Search Request Form so that possibly only one form will be needed.

These forms would always be submitted to CDO through the diocesan office.

B. Storage of Parish Data

The data will then be computerized in such a way as to be able quickly to identify openings on the basis of one or more criteria, such as geography and skills required.

C. Printing and Distribution of Data

The data will then be made available in three forms:

1) A complete list of openings by Provinces

This list would contain a small amount of information in addition to the names and addresses. It would be distributed free to dioceses and the unemployed. Individual copies would be available to other clergy on a fee basis.

2) A Selected List of Openings

This list would contain the names and addresses of parishes selected on the basis of a search for openings that met criteria chosen by individual clergy: parishes in the Northeast requiring skilled preaching, for example. Such searches would probably be made on a limited basis, and would require diocesan approval in

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parishes in the Northeast requiring skilled preaching, for example. Such searches would probably be made on a limited basis, and would require diocesan approval in the same way parochial search requests require diocesan approval. We would hope not to have to charge for this service.

3) Parish Profiles

We would expect to provide sample parish profiles containing all the data known to CDO for those clergy requiring more information than will be given on the lists. Here again diocesan approval of the requests will be required plus a small fee.

D. Clergy Applications

While each diocese will, of course, be free to regulate the flow of applications as it deems best, it is expected that contact persons to receive applications will be named by each diocese and parishes will be encouraged to refer all direct applications to this person. Such a system as this is in operation in several of the dioceses participating in the open listing system of Province III, and it seems to be working.

We now list other responsibilities of the Board which we think will be of interest to the Convention.

Working with Special Groups

Besides the unemployed, the Board has asked the CDO to give special attention to the needs of Blacks and Women who are ordained. The Staff is therefore working closely with the Coordinator for Black Ministries to further mutual cooperation and with the Ministry Council's special project to encourage the deployment of Women in selected dioceses. The Rev. Patricia Park of Alexandria, Va. has been asked to serve on the Board as an ad hoc member also.

Training (Internship)

The CDO is a relatively small office, with only two full-time professionals. Obviously they cannot meet with and train all the local Search Committees and Clergy to help them make the best possible use of the system. The difficulty is being overcome to a large extent by a very successful Internship Program for Diocesan Deployment Officers held at the CDO two or three times each year. Dioceses are invited to send their Deployment Officers for four days of intensive work with the staff. *Thirty-two* dioceses have participated in the program, and the response has been most positive.

Church Pension Fund Computer

The Board is especially pleased to report that in July of 1975 the CDO began exclusively to use the services of the computer owned by the Church Pension Fund. This has resulted in a saving of at least a thousand dollars per month as well as increased efficiency. We are very grateful to the Fund and its Staff for this service, which was made possible by hard and devoted work on their part to adapt the CDO program to their computer.

Lay Professional

A new door that may soon be opened for us to serve the Church in still another way is the possibility of adding lay professionals to the CDO system. The Executive Council has already authorized funds to add up to two hundred of these servants of the Church from the list of Women Church Workers (see pp. 85-89 of the *Episcopal Church Annual 1976*). If this does prove helpful to the workers and the Church, we hope the plan can be continued and expanded.

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Performance Evaluation

The 64th General Convention asked this Board to develop a model for the evaluation of the performance of clergy. To this end we employed Dr. Felix Lopez, an eminent Consultant in the field, and with his help, developed an ambitious proposal that would have provided the Church with a very professional way to go about this important task. Unfortunately we were not able to find the funding to test out the model, but we believe that it should be implemented, were funds to become available. Meanwhile, the Episcopal Church Foundation has sponsored a project which includes Performance Evaluation as developed in several pilot dioceses, and we recommend that those who want help in this field, make use of their findings.

Statistical Studies on Deployment

During the triennium, the Board took responsibility for publishing two reports on the Distribution and Deployment of Clergy in the church based on data in the Diocesan Annual Reports. Funds were also provided by the Executive Council through the Finance Department and the Ministry Council. The reports underline the continuing anomaly, already referred to, of a shrinking church and a growing body of clergy. Copies of the Report were widely distributed to diocesan Councils on the Ministry and to others.

Conclusion

In conclusion the Board would like to thank the Convention for assigning it a task so apparently needed and whose results have been so warmly welcomed. We have met regularly and with faithful attendance. We earnestly hope that the Convention will continue to support our work. To that end we propose the following Resolutions:

Resolution A-97

Resolved, the House of _____ concurring, that the 65th General Convention hereby continue the Board for Clergy Deployment and reaffirm for it the same authority and responsibilities outlined in the action of the 64th General Convention, and be it further

Resolved, that the size of the Board be increased by one Bishop to bring that order to an even number, and that the term of office for all members be reduced from nine years to six.

Resolution A-98

An Open-Listing of Vacancies

Whereas we believe the Holy Spirit moves men and women of the Church to offer themselves for the ordained ministry not only in general but also at particular times and places, and to particular tasks, and

Whereas the Clergy of this Church are prevented from offering themselves for particular ministries by a lack of information about what is needed and where, and

Whereas such information is available to some clergy and not to others often by reason of chance, and

Whereas such an uneven distribution of information can produce unfair discrimination, contrary to the spirit of the Gospel,

Be it therefore

Resolved, the House of _____ concurring, that

(1) All parishes, dioceses, and other church institutions needing the ministry of ordained clergy are hereby urged to make their needs known widely and openly, and to that end, that

(2) The Clergy Deployment Office is hereby appointed to receive from and

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distribute such information to the Church, provided the special item of \$30,000 per year is voted by this Convention, and further, that

(3) The Clergy Deployment Office is also requested to help the Church both locally and regionally to provide such counseling as shall help clergy offer their ministries to the Church in the best and clearest possible way, provided adequate funding is voted by this Convention.

CLERGY DEPLOYMENT OFFICE EXPENDITURES

Jan. 1, 1974 - Dec. 31, 1975
and Budget 1976 (12 months)

Funds Available	1/74-12/75
Cash (1/1/74)	53,956.19
General Conv.	266,666.66
Interest	6,987.10
Others (fees, etc.)	8,685.25
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	336,295.20

Funds Available	1/1/76
Gen. Fund Bal.	61,780.83
Gen. Conv. (7½ months)	83,000.00
Others	2,000.00
Gen. Conv. (4½ months)	17,400.00
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	164,180.83

	1974 Actual	1975 Actual	1976 Budget	1977 Budget (Requested)*
Salaries	66,986.08	72,321.30	82,700.00	89,729.00
Benefits	12,271.94	13,769.13	18,800.00	20,398.00
Rent	5,409.96	6,156.00	6,200.00	-
Supplies	1,580.96	1,816.70	2,500.00	2,712.00
Printing	7,556.47	1,990.31	4,500.00	4,882.00
Mail	2,761.91	2,865.71	3,800.00	4,123.00
Telephone	2,344.50	2,380.83	3,000.00	3,255.00
Staff Travel	3,642.77	2,547.04	4,000.00	4,340.00
Board Travel	5,830.14	6,010.83	5,000.00	-
Computer	23,663.60	28,036.14	24,000.00	26,040.00
Program Dev.	-0-	3,376.03	1,083.00	-
Acctg.	600.00	600.00	800.00	651.00
Contingency	-	-	7,800.00	-
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	132,648.33	141,866.02	164,183.00	156,130.00
1977 Proposed Open Listing of Vacancies Service				30,000.00**
			1977 TOTAL	<hr/> 186,130.00

**1977 Budget for the Proposed Open Listing of Vacancies
Information Service, (A Service to Clergy)**

Systems Development	6,500
Clerk (Salary and Benefits)	11,000
Computer	7,500
Mailing	5,000
Printing	8,000
Telephone	500
Miscellaneous	1,500
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	40,000
Less: Fees (Estimated)	10,000
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TOTAL	30,000

* Note: The 1977 Budget is probably to be funded through the Executive Council Budget.

** For detailed budget see below statement.