

The Board for Church Deployment

MEMBERSHIP

The Rt. Rev. Robert H. Johnson (Western North Carolina) 1997, *Chair*
The Rt. Rev. William E. Smalley (Kansas) 2000
The Rt. Rev. Vincent W. Warner, Jr. (Olympia) 2000
The Ven. Richard I. Cluett (Bethlehem) 2000
The Rev. Canon Carlson Gerda (Chicago) 2000
The Very Rev. Joel A. Gibson (Minnesota) 1997
The Rev. Fran Toy (California) 2000
Mr. John R. Harris (Iowa) 1997
Ms. Jean Mulligan (New Hampshire) 2000
Canon Barbara J. Price (Western New York) 1997
The Rt. Rev. Creighton Robertson (South Dakota) 1997 replaced
The Rt. Jane Holmes Dixon (Washington)
Professor Joseph H. Smith (Springfield) 1997

Commission representatives at General Convention

Bishop Robert H. Johnson and Deputy Richard I. Cluett are authorized to receive non-substantive amendments to the report.

SUMMARY OF THE BOARD'S WORK

Once again the Board for Church Deployment has a booth in the in the exhibition hall of this Convention, staffed by Board members and CDO personnel. There will be a modem hook-up with the CDO computer so that registrants can update their Personal Profiles right in the booth. Order forms for CDO materials and copies of the Positions Open Bulletin will also be available.

The Board for Church Deployment meets six times during the triennium. Additional meetings of various Board committees are held as needed. The objectives established for the 1994-97 triennium have been addressed as outlined below.

I. The development of a comprehensive communications strategy and program for the Church Deployment Board and the Church Deployment Office.

Much of the communications strategy for this triennium has revolved around greater use of the rapidly evolving computer and networking technology. The Church Deployment Office was put on the Quest Network in 1995. Two Quest meetings involving Diocesan Deployment Officers have been helpful in maintaining communication with that constituency. As the word gets out, we are receiving more inquiries and orders for CDO goods and services through Quest and the Internet. In late 1996 plans were made to make the CDO Positions Open Bulletin available on the Web. This will enable subscribers to the Positions Open Bulletin to receive updates throughout each month. Plans are also being made for greater use of the national publications of the Episcopal Church.

II. Work with diocesan deployment officers to strengthen their ministries through:

- A. Facilitating a second National Deployment Officers' Conference.
A National Deployment Officers Conference was held in San Antonio in May of 1995, attended by 70 persons from 60 dioceses and two seminaries. Programs and workshops were featured on:
- bishops and deployment
 - diversity in deployment
 - outplacement
 - addiction/recovery and deployment
 - HIV/AIDS in the workplace
 - clergy wellness
 - background checks
 - deployment for "part time" ministries
 - deployment of clergy couples
- B. Addressing the issue of outplacement.
This was the subject of a major workshop at the National Deployment Officers Conference. The Church Deployment Board and the Office have also been in communication with the Church Pension Group regarding this issue with respect to their Clergy Wellness Initiative.
- C. Finding ways to shorten length of the normal vacancy, search period.
This has been addressed primarily in the training of diocesan deployment officers and in sharing of models in regional and provincial gatherings of deployment officers.
- D. Orientation, networking and training of deployment officers.
Training sessions are held semi-annually, with an average attendance of 12-15. The syllabus includes an introduction to CDO and the Church Deployment Board, Bible study, theology, the personal profile, registration, updating, profile workshops, vacancy consultation, parish profiles, CDO computer searches, position profiles, auxiliary systems, other CDO services, and diocesan policy issues, including confidentiality and security, background checks, and roles in the deployment process. Shorter refresher courses and special training programs are offered as requested and needed.

The Church Deployment Office has worked with the Board to develop a comprehensive set of diocesan resources for deployment, entitled *Choosing to Serve*.

The Executive Director of CDO, and on occasion other members of the CDO staff, meet with each provincial and regional gathering of diocesan deployment officers. Each province meets at least once a year, and most meet twice a year. CDO is represented at all of these gatherings for networking, support, training, etc.

The Executive Director of CDO issues a monthly Deployment Letter that is sent to all bishops and diocesan deployment officers. This letter facilitates communication between the office and dioceses, and enables CDO to share news of developments in the field of deployment, new publications, training opportunities, forthcoming meetings, and networking opportunities, etc.

DEPLOYMENT

III. Greater utilization of the CDO system by and for lay professionals in the Church.

CDO is in regular communication with the National Network of Lay Professionals, which continues to encourage its constituents to register with CDO. This provides an opportunity for networking, education, support, and encouragement of lay professionals to make greater use of the CDO system.

CDO helped to facilitate the first Colloquium of Church Workers in May 1996. This provided an opportunity for sharing of lay deployment concerns with such organizations of lay professionals as the NNLP, Bishop's Executive Secretaries Together, the Association of Anglican Musicians, Episcopal Communicators, and others. The Colloquium is making plans to continue meeting, and is planning a coordinated presence in the exhibition area of the General Convention in Philadelphia. The Church Deployment Board and Office will continue to be part of that initiative.

Much work remains to be done in this area, but slow, steady progress is being made. It is important that the church at large recognize the lay professionals in its midst, and that dioceses, parishes, and other organizations make greater use of the Church Deployment Office to list lay professional positions and to conduct searches to fill such positions.

IV. Continue to work for the fair and equitable deployment of women and ethnic minorities.

This is, and has been, an ongoing issue for the Church Deployment Board at the Church Deployment Office since their inception. The Board has been considering the development of printed resources, video tapes, etc. to help the church to address issues of diversity and inclusivity in its deployment practices, particularly at the parish level. This work goes on.

Since the 1970's CDO has been guided by the consistent policy of the Church Deployment Board:

- that the Church Deployment Office make use of every opportunity to lead the church into providing at all levels of opportunity for employment regardless of race, marital status, age, or sex, and
- that to that end the Church Deployment Office establish and make known to the church a policy of not using such categories in searching its files for the purpose of deployment, except to further positive action the deployment of women and minorities.

Until 1992 CDO, in implementing this policy, conducted affirmative action searches for women and/or minorities at the request of the dioceses. Since 1992 CDO has conducted such affirmative action searches at its own initiative, and now ensures that all lists that are sent from CDO will include representative numbers of women and minorities.

One of the above-mentioned success stories provided the subject matter for a case study presentation at the National Deployment Officers Conference in May 1995. This presentation demonstrated the importance of the convergence of Church Deployment Board policy, Church Deployment Office searching procedures, diocesan policy, good consulting procedures, prayerfulness on the part of search communities and vestries, and the openness of potential candidates to the process, so the church may successfully reflect its diversity in its placement of clergy.

In October 1996 the Church Deployment Office met with ethnic network representatives at the Episcopal Church Center to try to find ways that the various groups can work together to improve the Episcopal Church's personnel procedures.

GOALS AND OBJECTIVES FOR THE COMING TRIENNIUM

1. Continue to expand the use of technology to make CDO services and information more readily available to bishops, diocesan deployment officers, clergy, lay professionals, and congregations through both electronic and print media.
2. Continue to work with diocesan deployment officers to strengthen their ministries through:
 - facilitating a triennial National Deployment Officers' Conference;
 - orientations, networking, and training of deployment officers;
 - making computerized deployment data available in a work table format;
 - facilitating the establishment of principles and standards for role and operations of deployment officers.
3. Continue to work toward greater use of the CDO system by and for lay professionals in the church.
4. Continue to work for the fair and equitable deployment of women and ethnic minorities.
5. Work with other professional ministry development bodies (i.e. Board for Theological Education, Council for the Development of Ministry) to identify and address areas of common concern, especially:
 - support and development of intentional ministries that are bi-vocational by choice;
 - specialized ministry needs and the supply of clergy for specialized ministries;
 - innovative methods of training and formation and new ways of doing ministry;
 - education of the church regarding attitudes about specialized and innovative ministries.
6. In the event that the proposed Concordat of Agreement is adopted by both the Episcopal Church and the Evangelical Lutheran Church in America, explore ways to work with the ELCA on deployment issues.

RESOLUTIONS

Resolution A016 Church Deployment Board Budget Appropriation

- 1 *Resolved*, the House of _____ concurring, That there be appropriated from the Assessment
- 2 Budget of the General Convention the sum of \$60,000 during the triennium 1998-2000 for the
- 3 expenses of Board for Church Deployment.

Resolution A017 Amend Canons IV.12.9 and IV.13.5: Church Deployment Office Notification

- 1 *Resolved*, the House of _____ concurring, That Canons IV.12.9 and IV.13.5 be amended as
- 2 follows:
- 3 Sec. 9. When the Sentence is pronounced, the Bishop who pronounces it shall give notice thereof
- 4 without delay in writing to every Member of the Clergy, each Vestry and the Secretary of the
- 5 Convention and the Standing Committee of the Diocese in which the person so sentenced was
- 6 canonically resident and in which the Sentence is pronounced, which shall be added to the official
- 7 records of each Diocese; to the Presiding Bishop, to all other bishops of this Church, and where
- 8 there is no Bishop, to the Ecclesiastical Authority of each Diocese of this Church; to the Recorder;

DEPLOYMENT

9 *to the Church Deployment Office*; and to the Secretary of the House of Bishops, who shall deposit
10 and preserve such notice among the archives of the House. The notice shall specify under what
11 Canon the Priest or Deacon has been suspended or deposed.

12 Sec. 5.

13 A Bishop who shall grant Remission for any Sentence of Removal or Deposition shall, without
14 delay, give due notice thereof under the Bishop's own hand sending the notice in a sealed
15 envelope to every Member of the Clergy, each Vestry, the Secretary of the Convention and the
16 Standing Committee of the Diocese, which shall be added to the official records of the Diocese; to
17 the Presiding Bishop, to all other Bishops of this Church, and where there is no Bishop, to the
18 Ecclesiastical Authority of each Diocese of this Church; to the Recorder; *to the Church*
19 *Deployment Office*; and to the Secretary of the House of Bishops and Secretary of the House of
20 Deputies, who shall deposit and preserve the notice among the archives of those Houses giving,
21 with the full name of the person restored, the date of the Removal or Deposition, and the Order of
22 the Ministry to which that person is restored.

Explanation

This proposal would add the Church Deployment Office to the list of officers and agencies to be notified in case of deposition, etc. The Church Deployment Office is responsible for maintaining a personnel file on clergy and distributing information from that file to dioceses and congregations. Since deposition would automatically render a member of the clergy unqualified for clergy deployment, CDO should be on the canonical notification lists. This will enable CDO to ensure that only profiles of clergy in good standing will be circulated.