

THE BOARD FOR CHURCH DEPLOYMENT

<http://www.episcopalChurch.org/cdo/>

MEMBERSHIP

The Rt. Rev. Wendell N. Gibbs, Jr., <i>Chair</i>	Michigan, V, 2009
The Rev. Canon Jenny Vervynck, <i>Vice Chair</i>	San Diego, VIII, 2012
The Rt. Rev. Barry Beisner	Northern California, VIII, 2009
The Rt. Rev. Bruce Caldwell, <i>Resigned</i>	Wyoming, VI, 2012
The Rev. Canon Andrew Doyle	Texas, VI, 2009
Canon R. Carter Echols	Virginia, III, 2012
The Rev. Canon Gregory A. Jacobs	Newark, II, 2012
Canon Jill Mathis	Pennsylvania, III, 2009
Ms. Emily Peach	Missouri, V, 2009
Ms. Pamela Ramsden, <i>Associate Program Officer,</i> <i>Church Deployment Office</i>	
Ms. Lindsay Ryland	Virginia, III, 2012
The Rt. Rev. Michael Smith, <i>Resigned</i>	North Dakota, VI, 2012
The Rev. Canon Matthew Stockard	East Carolina, IV, 2009

SUMMARY OF WORK

The mission of the Board for Church Deployment and the Church Deployment Office is to boldly lead The Episcopal Church to a new and notable level of excellence in the prayerful, effective and collaborative vocational transitions of its lay and ordained leaders.

Since Rebecca McClain's resignation in the summer of 2007, the Board has been discussing the role and purpose of the CDO and the Board for Church Deployment. Building upon the strategic plan that we introduced during the spring 2007 conference in Seattle, we have re-configured the Program Officer and Associate Program Officer positions at the Church Center to increase capacity for building up the network of people engaged in clergy transitions and for the sharing of best practices in this ministry. In the summer of 2007, the Leadership Development sub group of the board met in the Diocese of North Dakota and further developed the elements of the strategic plan. The perspective of the board regarding congregational ministry and mission was broadened by this experience. We want to thank publicly Pam Ramsden, Mavis Meade-Alexander and Sabrina Nealy for their faithful service during this time of transition.

As a result of the reorganization of the Church Center, the Church Deployment Office is now located in the Mission Leadership Center.

While the new Program Officer will exercise oversight of, and have overall responsibility for, the Church Deployment Office, he or she will primarily devote time to implementing and refining aspects of the CDO strategic plan in partnership with diocesan personnel and the Mission Leadership Center. This will include facilitating training for and networking among ministries related to clergy transition, promoting best practices and developing and implementing communication strategies for this ministry.

The new Program Officer will also participate actively in and build collegial relationships with the new Mission Leadership Center staff and advocate for the work of transition ministry within and outside the Church Center.

Moving forward, we expect the Associate Program Officer for CDO to continue responsibility for the management, supervision and day to day operations of the Church Deployment Office. We are grateful for the leadership of Pam Ramsden during this period of transition.

In the summer of 2008, the Board initiated a search for a Program Officer; however, this initial search process did

not result in a call to this ministry. At its November 2008 meeting, the Board determined to continue its search in collaboration with the Mission Leadership Center Director, the Rev. Margaret Rose, and in conjunction with support of the Human Resources Department at the Church Center.

Recent actions of the Board include:

- Adoption of a strategic plan for the Board for Church Deployment and the Church Deployment Office.
- Conversation with Linda Watt, Chief Operating Officer of TEC, regarding the reorganization in process at The Episcopal Church Center in New York and its impact on the CDO.
- Planning for the process of calling a Program Officer CDO.
- Building a budget and initial planning for the next triennium.
- Creation of a new Latino/Hispanic clergy and lay leader database.
- Approval of a Resolution to be presented to the 76th General Convention for canonical changes related to transition ministry.
- Expression of extreme concern regarding the viability of the system and capacity of the present personnel and positions database of TEC.
- Call for an audit/evaluation of the current technology and request for status of same.

BUDGET

The Board for Church Deployment will meet approximately six times during the next triennium. This will require \$38,000 for 2010; \$38,000 for 2011; and \$38,000 for 2012; for a total of \$114,000 for the triennium.

CDO Strategic Plan

<p>COLLECT FOR TRANSFORMATION</p>	<p>O God of unchangeable power and eternal light: Look favorably on your whole Church, that wonderful and sacred mystery; by the effectual working of your providence, carry out in tranquility the plan of salvation; let the whole world see and know that things which were cast down are being raised up, and things which had grown old are being made new, and that all things are being brought to their perfection by him through whom all things were made, your Son Jesus Christ our Lord; who lives and reigns with you, in the unity of the Holy Spirit, one God, forever and ever. Amen.</p>
<p>CORE VALUES</p> <ul style="list-style-type: none"> ▪ guiding principles by which we navigate 	<p><i>We believe:</i></p> <p><i>**God calls, gifts and empowers every baptized person for ministry.</i></p> <p><i>**Effective vocational ministry transitions are marked by integrity and honesty, respecting those we serve, engaging this work with humor and hospitality in the midst of change.</i></p> <p><i>**The mission of the church is promoted and enhanced through intentional excellence in the ministry of vocational transitions.</i></p> <p><i>Ministry of vocational transitions</i></p> <p><i>Vocational ministry transitions</i></p> <p><i>**The locus of vocational transitions in our polity is the diocese, and our primary ministry facilitating that work through the Office of the Bishop Diocesan.</i></p> <p><i>**The work of vocational ministry transitions is equipped, encouraged and strengthened through relationships in collaboration regionally and nationally.</i></p> <p><i>**The wisdom for this ministry is present in the community of those engaged in this ministry, and that the sharing of this wisdom is essential.</i></p>

<p>VISION/PURPOSE</p> <ul style="list-style-type: none"> ▪ Fundamental reason for being 	<p>The core purpose/vision is the renewal of the church for more effective mission and ministry through the work of vocational transitions.</p>			
<p>MISSION</p> <ul style="list-style-type: none"> ▪ The action which leads to the fulfillment of the vision/purpose 	<p>The mission of the Board for Church Deployment and the Church Deployment Office (the Ministry of Vocational Transitions) is to boldly lead The Episcopal Church to a new and notable level of excellence in the prayerful, effective and collaborative vocational transitions of its lay and ordained leaders.</p>			
<p>TARGETS/ZONES</p> <ul style="list-style-type: none"> ▪ movement toward Vision ▪ top 3-4 functions ▪ interdependent ▪ aspiration ▪ not fully achievable ▪ not measurable ▪ full participation required 	<p>A. Communication We will relentlessly communicate the opportunities for renewal of ministries through the work of vocational transitions.</p>	<p>B. Collaborative Relationships We will enthusiastically engage and support new and existing networks, relationships and alliances to strengthen the ministry of vocational transition and transformation.</p>	<p>C. Leadership Development We will vigorously train and nurture vocational transition ministers and bishops to facilitate the connecting and equipping of clergy, lay leadership and congregations as they discern the roles, relationships and ministry to which they are called.</p>	<p>D. Research & Development We will systematically collect and utilize the best available information and new research to develop and disseminate the best practices in vocational transition ministry in order to encourage innovative models to address the changing needs of our diverse context.</p>
<p>ZONE GROUPS</p>	<p>Emily Peach (lead), Gregory Jacobs (canonical changes), Wendell Gibbs, Bruce Caldwell, Rebecca McClain (staff)</p>	<p>Pam Ramsden (lead & staff), Barry Beisner, Carter Echols, Jill Mathis</p>	<p>Lindsay Ryland (lead), Gregory Jacobs (vice-lead), Michael Smith, (Andy Doyle and Matt Stockard will meet with this zone group during their first meeting only as collaborators from R&D.)</p>	<p>Matt Stockard (lead), Jenny Vervynck, Pam Ramsden (staff), Rebecca McClain (staff)</p>

	A. Communication	B. Collaborative Relationships	C. Leadership Development	D. Research & Development
<p>GOALS</p> <ul style="list-style-type: none"> ▪ movement toward Target ▪ 6-month/annual timeframe ▪ achievable ▪ not measurable ▪ level-of-organization-specific 	<p>A.1* Report the work of the Office and Board to Executive Council at their regular meetings as required by our canonical responsibility.</p> <p>A.2 Begin to initiate and advocate the canonical changes which reflect the current work.</p> <p>A.3 Develop a more comprehensive strategy for ongoing communication.</p> <p>A.4 Continue to evaluate, produce and refine information management systems related vocational transitions.</p>	<p>B.1 Develop a comprehensive strategy for collaboration across vocational transition ministries.</p> <p>B.2* Cooperate and engage with other boards, commissions and agencies which are concerned with the ministry.</p>	<p>C.1 Identify competencies, strengths and tools necessary for leadership in vocational transition ministry.</p> <p>C.2 Provide for training of bishops as part of vocational transition ministry leadership.</p> <p>C.3 Assist clergy in identifying competencies and strengths for their ministry.</p> <p>C.4 Establish the core competencies of calling committees and vocational transition consultants (i.e. search/discernment).</p> <p>C.5 Revise <i>Choosing to Serve</i> and/or re-image a new comprehensive guideline and tool of vocational transition ministry.</p>	<p>D.1* Study the deployment needs and trends in The Episcopal Church and in other Christian and interfaith bodies.</p>
<p>OBJECTIVES</p> <ul style="list-style-type: none"> ▪ movement toward Goal ▪ fully achievable ▪ measurable ▪ logistics defined - when, who, and what 	<p>A.1(a) Report to the June and October Executive Council meeting vision, mission and strategic plan and proposed possible future canonical changes.</p> <p>A.2(a) Establish a subcommittee to prepare new canonical language and understand the process for making this change.</p>	<p>B.1(a) Identify the constituent groups engaged in vocational transition ministry such as bishops, interims, seminaries, etc.</p> <p>B.1(b) Design recommended actions of collaboration with identified constituent groups engaged in the ministry of vocational</p>	<p>C.1(a) Create a comprehensive program of training for vocational transition ministers.</p> <p>C.1(b) Identify and promote the use of a variety of tools which will be of benefit to vocational transition ministers.</p> <p>C.2(a) Meet with the Office of Pastoral Development and the Planning Committee of the House of Bishops</p>	<p>D.1(a) Semi-annually collect and review reports of deployment needs and trends from the Church Pension Group, the Director of Research in The Episcopal Church Center and the Church Deployment Office.</p> <p>D.1(b) Analyze data received in the</p>

	A. Communication	B. Collaborative Relationships	C. Leadership Development	D. Research & Development
	<p>A.3(a) Create a regular e-newsletter using available tools.</p> <p>A.3(b)* Issue and distribute to bishops reports and information concerning deployment needs and trends in The Episcopal Church and in other Christian bodies.</p> <p>A.4(a) Collaborate with the subcommittee working on Goals and Objectives of C.3 and C.4 and C.5.</p>	<p>transitions.</p> <p>B.2(a) Identify boards, commissions and agencies concerned with transition and transformational ministries.</p> <p>B.2(b) Design recommended actions of collaboration with identified boards, commissions and agencies concerned with transition ministries.</p>	<p>to identify and create opportunities for training.</p> <p>C.3(a) Create a comprehensive strategy for promoting the use of a variety of tools for clergy vocational development.</p> <p>C.3(b) Develop the framework for a clergy portfolio system.</p> <p>C.4(a) Evaluate current information in <i>Choosing to Serve</i> and create a document identifying characteristics and competencies of quality calling committee leadership.</p> <p>C.5(a) Investigate various diocesan processes and publish best practices.</p> <p>C.5(b) Collaborate with the subcommittee that is revising and re-imagining <i>Choosing to Serve</i> considering it as a foundation of vocational transition minister training.</p>	<p>reports and propose action based on that data.</p> <p>D.1(c) Identify, promote and disseminate new best practice information via the internet.</p> <p>D.1(d) Provide opportunities at each meeting of the board for exploration and creative inquiry</p> <p>D.1(e) Monitor others involved in researching these areas, engage with them in their processes and incorporate learning.</p>

Numbering does not indicate hierarchy or priority. It is intended for easy reference. The asterisk (*) denotes canonical duties of the Board.

RESOLUTIONS

RESOLUTION A175 AMENDING CANON III.16, SECTION 1

- 1 *Resolved*, the House of _____ concurring, That the first sentence of Canon III.16 be amended as follows:
- 2 **CANON 16: Of the Board for Church Deployment**
- 3 **Sec. 1 (a)** There shall be a Board for ~~Church Deployment~~ *Transition Ministry* of the General Convention,
- 4 consisting of twelve members, four of whom shall be Bishops, four of whom shall be Presbyters or
- 5 Deacons and four of whom shall be Lay Persons.

- 6 (b) The Bishops shall be appointed by the Presiding Bishop. The Priests or Deacons and Lay Members
- 7 shall be appointed by the President of the House of Deputies. All appointments to the Board
- 8 shall be subject to the confirmation of the General Convention.
- 9 (c) The Members shall serve terms, beginning with the adjournment of the meeting of the General
- 10 Convention at which their appointments are confirmed and ending with the adjournment of the second
- 11 regular meeting thereafter. The members shall not serve successive terms.
- 12 (d) At each regular meeting of the General Convention one-half of the membership shall be appointed to
- 13 serve full terms.
- 14 (e) Vacancies shall be filled by appointment by the Presiding Bishop or by the President of the House of
- 15 Deputies, as appropriate. Such appointments shall be for the remaining unexpired portion of the
- 16 members' terms, and, if a regular meeting of the General Convention intervenes, appointments for terms
- 17 extending beyond such meetings shall be subject to confirmation of the General Convention. Members
- 18 appointed to fill the vacancies shall not thereby be disqualified from appointment to full terms thereafter.

RESOLUTION A176 AMENDING CANON III.16, SECTION 2

- 1 *Resolved*, the House of _____ concurring, That Canon III.16.2 be amended to read as follows:
- 2 Sec. 2. The duties of the Board shall be:
- 3 (a). To oversee the ~~Church Deployment Office~~ *Office for Transition Ministry*.
- 4 (b). *To provide support for the training of bishops and diocesan personnel in the transition ministry processes.*
- 5 (c). To study the ~~deployment~~ *transition ministry* needs and trends in The Episcopal Church and in other
- 6 Christian bodies.
- 7 (d). To issue and distribute such reports and information concerning ~~deployment~~ *transition ministry* as it
- 8 deems helpful to the Church.
- 9 (e). To cooperate with *the Centers for Mission and the other Boards, Commissions and Agencies* which are
- 10 concerned with *transition ministry*, and particularly with the Executive Council.
- 11 (f). To report on its work and the work of the ~~Church Deployment Office~~ *Office for Transition Ministry* at
- 12 each regular meeting of the General Convention.
- 13 (g). To report to the Executive Council ~~at regular intervals~~ *annually* as part of its accountability to the
- 14 Council for the funding which the ~~Church Deployment Office~~ *Office for Transition Ministry* receives.
- 15 (h). To work in cooperation with the Church Center Staff.
- 16 (i). To fulfill other responsibilities assigned to it by the General Convention.

EXPLANATION

The proposed revisions provide a more accurate description of the duties of the Board. Those duties have expanded over the past 20 years, reflecting a change in the traditional paradigm of “deployment,” which now acknowledges the discernment of new clergy leadership as a time of significant transition in the lives of both the congregation and the clergy.

Faithfully,

The Board for Church Deployment

- The Rt. Rev. Wendell N. Gibbs, Jr., *Chair*
- The Rev. Canon Jenny Vervynck, *Vice Chair*
- The Rev. Margaret Rose, *Mission Leadership Center Director*
- Ms. Pamela Ramsden, *Associate Program Director*