

APPENDIX

CHAIRS OF COMMISSIONS ON MINISTRY

STRUCTURE OF YOUR COMMISSION ON MINISTRY

1. PROVINCE representation in COM chairs responding in 2008

P1	9% (5)
P2	8% (4)
P3	15% (8)
P4	21% (11)
P5	13% (7)
P6	9% (5)
P7	8% (4)
P8	17% (9)
	100% (53) ¹

2. Currently, about what is the total membership of your COM?

	<u>2008</u>	<u>1978²</u>
<input type="checkbox"/> 6 – 10	26%	34%
<input type="checkbox"/> 11 – 15	45%	50%
<input type="checkbox"/> 16 plus	<u>29%</u>	<u>16%</u>
<input type="checkbox"/>	100% (53)	100% (45)

3. About how many meetings does your COM have as a total group in a year?

	<u>2008</u>	<u>1978</u>
<input type="checkbox"/> 0 none	2%	2%
<input type="checkbox"/> 1 – 2	6%	5%
<input type="checkbox"/> 3 – 4	23%	33%
<input type="checkbox"/> 5 – 6	26%	31%
<input type="checkbox"/> 7 – 8	9%	7%
<input type="checkbox"/> 9 +	<u>34%</u>	<u>22%</u>
<input type="checkbox"/>	100% (53)	100% (45)

One specified: “About 6: 1-2 meetings face to face, 5-7 teleconferences as needed.”³

¹ Surveys received by November 15, 2008. Surveys received later do not significantly alter the percentages above, but have been entered into the data base.

² 1978 figures are from a survey of COM chairs conducted in that year.

³ This quote and other comments made by chairs are from the 2008 survey.

4. About what proportion of the actual members of the COM attend each full meeting?

	<u>2008</u>	<u>1978</u>
No full COM meeting	2%	---
60% or less	8%	6%
61% to 80%	19%	25%
81% to 90%	47%	51%
91% to 100%	<u>24%</u>	<u>18%</u>
	100% (53)	100% (45)

5 Does the COM in this diocese have formal subcommittees?

	<u>2008</u>	<u>1978</u>
Yes	55%	83%

6. IF YES, how many subcommittees?

	<u>2008</u>	<u>1978</u>
Two	38%	18%
Three	24%	26%
Four	7%	12%
Five	10%	21%
Six +	<u>21%</u>	<u>23%</u>
	100% (29)	100% (34)

7. If formal subcommittees, please list them by name or focus:

Examples from dioceses given in 2008:

- 0: no we form work groups as needed.
- 2: College Recruitment, and Lay Parish Discernment.
- 2: Scholarship Committee; Committee on Canons
- 2: Board of Examining Chaplains; Clergy Compensation Committee
- 3: Discernment Subcommittee; Ordination and Clergy Formation Subcommittee, and Lay Subcommittee
- 3: Total Ministry Development Group, Lay Ministry Subcommittee, Academic Committee
- 4: Discernment weekend, Steering Committee, Formation Committee. Candidacy Interview Team
- 4: COM-O (ordained), COM-B (baptized), Subcommittee on Diaconal Formation, Joint Committee of Congregational Discernment Committee
- 4: Committee on Priesthood, Committee on Diaconate, Congregational Life Long Christian Formation, Diocesan Ministry Institute.
- 5: Committees: Continuing Education, Ministry of the Baptized, Lay Continuing Ed Grants, Clergy Cont Ed Grants, Congregational Discernment
- 6: Structure Process, Parish Discernment, Licensed Lay Ministry, Diaconate, Strategic Decision, and Examining Chaplains.

- 6: Discernment, Postulancy, Candidacy, Examinations and Readiness, Total Ministry, Lay Ministry
- 9: Committees on: Discernment, Priesthood, Diaconate, Young Priest Initiative, Diocesan Board of Examining Chaplains, Leadership Formation, Continuing Clergy Formation, Ministry in Daily Life, Committee on Religious Life.

8. IF subcommittees, are all members of COM subcommittees voting members of the COM?

	<u>2008</u>	<u>1978</u>
yes, all	25%	31%
most are, but not all	43%	37%
few, e.g just chairs of subs	29%	24%
Other, explain:	<u>3%</u>	<u>8%</u>
	100% (28)	100% (34)

Some comments, explanations: in 2008

- The COM consists of the chairs on each of the constituent committees (7). If all members of these committees were to have a vote and have to attend meetings, the group would be 70+ people, way too large and unwieldy.
- Those who are officially members of the COM are voting members; others that we bring into the subcommittees to help with the work are not voting members.
- We have seven subcommittees; just the chairs are voting members.
- We have over eight subcommittees now and two soon to be formed. Each committee is represented by 2-3 members on the COM, but most members of working committees are not on the COM.
- As needed, non-voting specialists are recruited to assist sub-committees in conversations about their assigned tasks – e.g. recruitment and formation of missional catechists for rural and special communities; diaconal formation in other dioceses, local resources for diaconal formation, congregational discernment experiences.

Use by COM of Recent Publications or Materials

9. In this diocese do you use the GOE results in making decisions on ordination?

	<u>2008 (only)</u>
yes	75%
no	<u>25%</u>
	100% (53)

Comments:

- Yes: “as a diagnostic tool”; “yes – though not many of our people take GOE’s in this diocese”

- No – sometimes, but mainly no. We now have diocesan canonical exams..
- No. The Bishop has always viewed the GOE as diagnostic, not determinative regarding actual ordination. The exams are re-read in the diocese by pairs of readers (a DBEC reader and the person’s Committee on the Priesthood contact person). In collaboration with the Chair of the DBEC, they may require additional work in deficient areas to be completed prior to ordination to the transitional diaconate or priesthood. But in the last 25 years, no one’s ordination has been delayed due solely to the result of the GOE. The concern is that the result of the GOE arrive too late in the formation process to be at all useful in addressing academic or other formation shortfalls.

10. Have you seen, used or plan to use the DVD “Meeting on New Ground”? 2008 only

- yes, I/we have seen, used or plan to use this DVD 15%
- yes, have seen it, but no plans to use it yet 9%
- have not seen it 72%
- other. What? “not me, but other COM members have”; 4%
“not yet, but scheduled to be seen” 100% (53)

If you have seen and/or used this DVD, please make any comments you wish about it below:

- I just saw it two weeks ago, have located a copy, and plan to use it at the next COM meeting.
- The whole COM has seen the DVD: Two members plus our staff person went to the provincial introduction to the materials, and we plan to devote part of our face-to-face meeting in November to study some of the pages. We think parts of the materials will fit well with continued anti-racism training that all of it is relevant to our situation in this diocese.

11. Have you looked over the 2008 Commission on Ministry Handbook?

- Yes 25%
 - Not yet 75%
- 100% (53)

Comments:

- It is a very nice product. We are deciding how to use it.
- Will be used by our COM and Standing Committee
- Generally I found it repetitive of what I already know about the canons, Title III. While it helped explain some rationale, it did not make my job easier.
- I did not even know it existed prior to the survey

Procedure and Criteria used for selection of COM members

Are COM members in your diocese appointed, elected or both?

	<u>2008</u>	<u>1978</u>
Appointed	87%	83%
Elected	4%	
half are appointed, half are elected	<u>9%</u>	
	100% (53)	

If any COM members are appointed, please indicate whether each of the following attributes are used formally (on a written list of criteria), informally, or not at all in the selection of new members recently?

12. Expertise in an area needed in COM work (e.g. interviewing skills)

	<u>2008</u>	<u>1978</u>
formal criterion	2%	2%
informal criterion	80%	55%
not a criterion	<u>18%</u>	<u>43%</u>
	100% (51)	100% (111) ⁴

13. Balance of men and women

	<u>2008</u>	<u>1978</u>
formal criterion	14%	1%
informal criterion	70%	42%
not a criterion	<u>16%</u>	<u>57%</u>
	100% (51)	100% (110)

14. Representatives from different racial/ethnic of groups served by diocese, e.g. Asian, Black, Hispanic

	<u>2008</u>	<u>1978</u>
formal criterion	18%	1%
informal criterion	49%	24%
not a criterion	<u>33%</u>	<u>75%</u>
	100% (51)	100% (98)

15. Representatives of different kinds of ordained ministry in the diocese, e.g. senior rector, associate, interim, chaplains

	<u>2008</u>	<u>1978</u>
formal criterion	14%	1%
informal criterion	59%	26%
not a criterion	<u>27%</u>	<u>73%</u>
	100% (51)	100% (106)

⁴ The 1978 percentages for this series #12-#16 are based on COM chairs and bishops combined.

16. Deacon (vocational)

	<u>2008</u>	<u>1978</u>
formal criterion	39%	1%
informal criterion	50%	11%
not a criterion	<u>11%</u>	<u>88%</u>
	100% (52)	100% (98)

17. Young adults in seminary or active lay ministry 2008 only

formal criterion	10%
informal criterion	41%
not a criterion	<u>49%</u>
	100% (51)

18. Other criteria used for selecting new COM members? Please list.

- Balance of clergy/deacons and lay; “We also seek to have members that represent a broad range of large vs small churches, urban vs suburban/rural churches.”
- Geographical balance across the dioceses—urban, rural, suburbs/exburbs; parish size and type (plant, mission, ethnic etc.); differing theological perspectives
- Deaneries represented
- Differing formation or other seminary backgrounds; “cross over clergy” previously ordained in other traditions.
- Clergy who are active in ministry. Lay members that have served in elected positions in their parishes. Able to be off work to attend meetings and retreats.
- Local ordination representatives
- Clergy spouse (4 dioceses)
- Someone recently ordained, one of which is a clergy spouse, and someone with psychological background
- Evidence of successful past service on other diocesan body
- We intentionally appoint a newly ordained person who gives his/her perspective on the process.
- Ability to travel to and attend overnight meetings.

Actual Influence of COM: How much *actual influence* does the COM in this diocese have on decisions made in each of the following areas?

In this decision, our COM's influence in this diocese is:

19. Policy regarding ordinations to all orders (quota to orders, moratorium, etc.)

	<u>2008</u>	<u>1978</u>
a great deal	31%	49%
quite a bit	31%	39%
some	16%	9%
little or none	<u>22%</u>	<u>3%</u>
	100% (51)	100% (45)

COM chairs only responding

20. Ordination of individuals

	<u>2008</u>	<u>1978</u>
a great deal	62%	76%
quite a bit	32%	18%
some	4%	6%
little or none	<u>2%</u>	<u>0%</u>
	100% (53)	100% (45)

21. Educational requirements for ordination to the diaconate or priesthood

	<u>2008</u>	<u>1978</u>
a great deal	47%	78%
quite a bit	36%	20%
some	9%	2%
little or none	<u>7%</u>	<u>0%</u>
	100% (53)	100% (45)

22. Funds/personnel lay & clergy training programs or continuing education

	<u>2008</u>	<u>1978</u>
a great deal	15%	39%
quite a bit	6%	14%
some	38%	27%
little	<u>41%</u>	<u>20%</u>
	100% (53)	100% (45)

23. Mission priorities and strategies

	<u>2008</u>	<u>1978</u>
a great deal	2%	2%
quite a bit	9%	7%
some	34%	28%
little or none	<u>55%</u>	<u>63%</u>
	100% (53)	100% (45)

24. Continuing education requirements for clergy 2008 only

a great deal	11%
quite a bit	17%
some	19%
little	25%
no influence	<u>28%</u>
	100% (53)

25. Monitoring clergy's continuing educational activity 2008 only

a great deal	4%
quite a bit	15%
some	15%
little	23%
no influence	<u>43%</u>
	100% (53)

Conflict and Consensus in the COM

26. During the last year, how much conflict have you perceived among the members of the COM concerning proposed programs, policies, procedures, recommendations for ordination, etc.?

	<u>2008</u>	<u>1978</u>
a great deal of conflict	0%	0%
quite a bit of conflict	2%	7%
some conflict	15%	29%
a little conflict	42%	46%
no conflict	<u>41%</u>	<u>18%</u>
	100% (53)	100% (45)

27. If you wish, please feel free to explain your answer on conflict above:

Quite a bit:

- At issue was (is) among other matters, our bishop's strong emphasis on mission, discipleship and evangelism ... which marked his ideas about missional ministry,

especially the office of Catechist and the strategic mobility of deacons. Significant opposition stemmed from two primary fronts; the community of deacons and those who oppose any kind of evangelism as being “patriarchal, colonial and presumptuous.” This broader conflict has been a constant presence in the policy deliberations of the COM, the conversation about Catechists, the interview questions, and the interviews of postulants, candidates and those about to be ordained.

Some:

- We have had ongoing conversations about the importance/consequences the GOE’s may have on recommendations for ordination.
- On several occasions the COM recommended that the aspirant either pursue lay ministry or engage in additional discernment or have additional educational requirements, and these recommendations were overruled by the bishop. Communication between the bishop and chair and the members of the COM and Standing Committee is the key to a well functioning COM. Mutual respect is compromised when all members are not informed of paths for aspirants, the bishop’s decisions, etc. And when the bishop makes decisions that are contrary to the recommendations of the COM it undermines the effectiveness of the work of the COM.

A little:

- Basically has to do with requirements and our new bishop’s understanding of COM role.
- There has been little conflict for two reasons. All of us realized we had inherited a format defined for us after three years of multi pronged process that brought together all of the groups involved in the recruitment, training, and evaluation of both ordained and lay ministries in the diocese. So have no reason to try to undermine it. Secondly the Bishop appointed a good team and we are trying to work together to make the new structures work.
- We sometimes disagree about certain Diocesan requirements and sometimes about certain aspirants/postulants, but we usually are able to reach consensus.
- Minor temporary disagreements/variance on opinion re individuals’ call to ministry. These disagreements are resolved prior to final decisions.
- There are always disagreements among intelligent, committed people when discussing issues of such importance.
- We have normal and healthy discussion regarding the application of canons in the area of education.
- We utilize Total Ministry in our diocese, which has resulted in several “local” priests ordained over the past few years. There are divergent views related to the educational and formational needs for these priests. A number of priests have a view that Total Ministry priests are much less qualified due to not attending seminary and have concern that these priests would be able to represent our diocese at General Convention and vote on our behalf representing clergy. The Total Ministry program has mixed support on the COM, although our bishop is wholeheartedly supportive.

- This was a year of tremendous change to our formal procedure, but there was very little conflict because most people were delighted to have a more clearly spelled out process. Any conflict which arose was usually due to misunderstandings. There was a very slight “turf battle” over the education part of things.
- We are an extraordinary group that works well together and respects each other. We may take significant time to solve a problem or acme to consensus but we can always do so. It ends always with a strong feeling of “this is where we are meant to be.”

None

- We are fairly united regarding our direction and most decisions are unanimous.
- There is an occasional disagreement, but we work well together and I’ve never seen anything rise to the level of conflict. We work pretty well using a consensus mode.
- As the result of the recommendations of the Bishop-appointed long-term task group; the Commission on Ministry was restructured in 2007, with the COM having broad oversight to ensure efforts o various working committees are integrated, but the COM as a body engaged macro, strategic and long-term issues. The various committees do the ‘on-the-ground’ work.
- We do most everything by consensus. Very in sync group. We do have great discussions.

Continuing Education Requirements in Your Diocese 2008 only

28. Is there an established diocesan plan for Continuing Education?

1. yes - for clergy and lay professionals	13%
2. yes, for clergy only	42%
3. no, for neither clergy nor lay professionals	36%
4. do not know	<u>9%</u>
	100% (53)

29. Is there a standard number of CEU units or days of continuing education recommended?

1. yes - for clergy and lay professionals	6%
2. yes, for clergy only	32%
3. no, for neither clergy nor lay professionals	49%
4. do not know	<u>13%</u>
	100% (53)

30. Is the continuing education taken by those in active ministry monitored and recorded yearly?

1. yes - for clergy and lay professionals	6%
2. yes, for clergy only	34%

3. no, for neither clergy nor lay professionals	51%
4. do not know	<u>9%</u>
	100% (53)

31. Is there a diocesan fund or agency that provides some funds for individual's continuing education?

1. yes - for clergy and lay professionals	32%
2. yes, for clergy only	38%
3. no, for neither clergy nor lay professionals	13%
4. do not know	<u>17%</u>
	100% (53)

32. Are there yearly diocese sponsored programs, seminars, and workshops for those active in ministry?

1. yes - for clergy and lay professionals	68%
2. yes, for clergy only	13%
3. no, for neither clergy nor lay professionals	19%
4. do not know	<u>0%</u>
	100% (53)

Recommendations for the COM in this diocese. Please indicate whether you would agree or disagree more with each of the follow statements.

33. More communication and coordination is needed in this diocese between the Bishop, Standing Committee and COM.

	<u>2008</u>	<u>1978</u>
Strongly agree	17%	7%
Moderately agree	40%	45%
Moderately disagree	19%	32%
Strongly disagree	<u>24%</u>	<u>16%</u>
	100% (53)	100% (44)

34. Better screening procedures for Holy Orders are needed to upgrade the ordained ministry by seeing that only well-qualified persons are clergy.

	<u>2008</u>	<u>1978</u>
Strongly agree	13%	55%
Moderately agree	36%	40%
Moderately disagree	28%	5%
Strongly disagree	<u>23%</u>	<u>0%</u>
	100% (53)	100% (40)

35. The COM should have legal veto power on all candidates for ordination.

	<u>2008</u>	<u>1978</u>
Strongly agree	13%	16%
Moderately agree	19%	28%
Moderately disagree	36%	23%
Strongly disagree	<u>32%</u>	<u>33%</u>
	100% (53)	100% (44)

36. There should be a special orientation program for the Chair of the COM.

	<u>2008</u>	<u>1978</u>
Strongly agree	46%	12%
Moderately agree	40%	62%
Moderately disagree	12%	19%
Strongly disagree	<u>2%</u>	<u>7%</u>
	100% (52)	100% (42)

Comment: “agree – provincial or national”

37. There should be a special orientation session for new members for the COM.

	<u>2008</u>	<u>1978</u>
Strongly agree	54%	37%
Moderately agree	44%	51%
Moderately disagree	0%	12%
Strongly disagree	<u>2%</u>	<u>0%</u>
	100% (52)	100% (43)

Comment: “agree – local”

38. The COM alone should be the group screening and testing candidates for Holy Orders (e.g. the Standing Committee should not be engaged in this at all).

	<u>2008</u>	<u>1978</u>
Strongly agree	21%	9%
Moderately agree	25%	23%
Moderately disagree	17%	32%
Strongly disagree	<u>37%</u>	<u>36%</u>
	100% (52)	100% (44)

39. The COM should not have the task of monitoring clergy's involvement in continuing education. *2008 only*

Strongly agree	21%
Moderately agree	29%
Moderately disagree	36%
Strongly disagree	<u>14%</u>
	100% (52)

40. There should be more Provincial meetings of the Chairs of Commissions on Ministry.

	<u>2008</u>	<u>1978</u>
Strongly agree	18%	17%
Moderately agree	42%	35%
Moderately disagree	30%	43%
Strongly disagree	<u>10%</u>	<u>5%</u>
	100% (50)	100% (42)

Your Background

41. How many years have you been on the COM in this diocese?

42. Chair of the COM?

	<u>On COM</u>		<u>CHAIR of COM?</u>	
	<u>2008</u>	<u>1978</u>	<u>2008</u>	<u>1978</u>
one year or less	2%	2%	22%	36%
two years	9%	13%	32%	18%
three years	24%	18%	17%	7%
four years	19%	16%	11%	9%
five years	15%	7%	6%	4%
six years	8%	18%	4%	14%
seven years or more	<u>23%</u>	<u>26%</u>	<u>8%</u>	<u>12%</u>
	100% (53)	100% (45)	100% (53)	100% (45)

43. Are you ordained?

	<u>2008</u>	<u>1978</u>
yes to the diaconate	4%	0%
yes, to the priesthood	66%	91%
no, but certified as lay professional	0%	0%
no, I am an active lay person	<u>30%</u>	<u>9%</u>
	100% (53)	100% (45)

44. If ordained, how many years have you been ordained? 2008 only

under 2 yrs	0%
2 - 5 yrs	6%
5 - 10 yrs	18%
11 - 15 yrs	18%
16 - 20 yrs	16%
21 yrs or more	<u>42%</u>
	100% (38)

45. What is your gender?

	<u>2008</u>	<u>1978</u>
Male	62%	95%
Female	<u>38%</u>	<u>5%</u>
	100% (53)	100% (43)

46. How old are you? 2008 only

under 35	4%
36 – 45	13%
46 – 55	27%
56 – 65	43%
66 and older	<u>13%</u>
	100% (53)

47. Which of the following educational degrees or certificates do you have? 2008 only

-Some college or technical school	4%
Two-year college degree	4%
Four year college degree	<u>92%</u>
	100% (53)

% = % of total (53)

Masters degree (M.A.)	21%
Teacher certification	4%
Professional Masters degree	12%
M.Div., STM.	60%
Counseling certification	10%
Doctorate	35%

48. In the last couple of years, have you had any continuing education that has helped you in for the COM work or leadership? 2008 only

no continuing education in last 2 yrs 23%

have had continuing ed, but not pertinent to my COM work. 61%

yes, I have. 16%

If yes, what? 100% (51)

- Listening Hearts Discernment Program
- Graduate of the Clergy Leadership project
- Doctoral studies in mission
- Gifts discovery; silence and spiritual retreats
- Conference on spirituality and counseling.
- Provincial COM meeting using “Meeting on Common ground”
- Education through the Province
- Provincial meeting of COM and other meeting with presentations
- Took the racism course and the sexual misconduct courses for our dioceses as well as safe church training.

Any suggestions for Commissions on Ministry in this diocese and others? If so, please write these below. 2008 only

- Need to gain the Bishop’s public support to monitor Clergy Cont Ed. Have more in continuing educational opportunities with little or no cost.
- I sadly observe that none of these questions pertain to the ministry of the laity. In our diocese we are working at COM to support and enhance parish efforts in this area.
- Need to serve both lay and clergy; continuing education money needed to assist all in this endeavor
- I would like to see the COM committees (Ordained and Baptized) organized around standing sub-committees and task groups, wherein the COM member is chair of a task group and invites several people with special skills to be advisors and task workers. This would have a double salutary effect of: (1) broadening and informing the COM, and (2) broadening the base and community of understanding of the issues and problems confronting the COM and the bishop who we advise. Special areas we need sub-committees for include: recruitment and formation of under-represented lay and ordained leadership; preparation and planning for changing conditions and demographics; continuing education at all levels; facilitating compliance with national and local canons: funding for compliance with national and local canons.

- We have created a “Memorandum of Understanding” between the Standing Committee and us which has proven very helpful in our communications and relationship as we work with people in the process toward ordination. We also have co-chairs of the COM each one chairing a committee, one on discernment, the other on Christian formation). It proves quite helpful in getting our entire work done, rather than just work with people discerning ordination.
- It would be helpful to have a clearing house of ideas and information on local (diocesan) training efforts
- I feel relatively alone in my role as Chair of the COM over the past few years. We need to develop much more structure in order to be more effective in this work, and we are making some progress. I have begun to see the ability for networking among dioceses to see what others have done. It feels to me that each diocese has the need to do very similar work in administering their Commission on Ministry – yet we each create it independently – or at least it seems that way. I thought the National Church could provide substantial resources to assist the dioceses in this work. I looked on the National Church website for information and assistance some time ago and couldn’t really find much of value.