

# ARCHDEACON

## I. Congregational Development

I serve as chair of the Congregational Development/Urban Suburban Context Committee. One of the key strategies for the committee this year has been to commit resources to the training of persons within the diocese to provide on-site consultation and support for growth to congregations of the diocese at no charge.

The Revds. Cindy Howard, Fred Mann, Jason Lewis and I completed thirty hours of training in Appreciative Inquiry and Appreciative Transitional Ministry and Congregational Development as led by the Rev. Rob Voyle. Appreciative Inquiry is described as a congregational development process:

**Where the Church and its Leaders are a Mystery to be Embraced Rather than a Problem to be Solved.**

Our Purpose is to transform the church from being:

**a place of fear to a place of love,**

where duty and obligation become

**passion and delight,**

threat and intimidation are replaced by

**freedom and joy,**

and mediocrity is redeemed to,

**competent excellence.**

In addition, The Revds. Bill Fasel and Bill McVey took the training on their own. These six persons are now available to assist and support congregations striving to respond to the challenges of building the church of 2050 (not the church of 1950). Vestry workshops and retreats, clergy coaching, parish-wide events are just some of the ways the team can serve. In 2010 the Committee plans to train additional team members and to engage in consultations with a number of congregations in the diocese.

- I participate in the “affinity” group meetings of clergy who serve those differently styled congregations. The five types are:

Resource Congregation

Program Congregations

Pastoral Congregations

Family Congregations

Chaplains who serve in non-parochial settings

- St. Mary Magdalene. Construction has begun at St. Mary Magdalene and the hope is that the congregation will be worshipping in its new space during the Easter Season. It has been my pleasure to work with and support the excellent work of The Rev. Jason Lewis, Vicar, on various opportunities and challenges at St. Mary Magdalene. The offices and several of the ministries of the congregation are held in Church House, the home which was on the property when purchased by the diocese. Worship continues at the “temporary” location in a shopping center at 135<sup>th</sup> and State Line Road.

- Percept -- Percept, a major church demographic and strategic planning organization, continues to provide demographic and growth tools for congregations. Access to many of these tools are available to clergy and lay leaders, through the site: [Link2Lead.com](http://Link2Lead.com). Just log-in and follow the prompts. MemeberView is one of those tools and provides a program whereby

congregations may develop an virtual version of the old "stick pin in map" means of plotting where their communicants live. To date 36 congregations have registered with Link2Lead.com.

## **II. Communication**

I have worked directly the Bishop in developing two new communication vehicles for the diocese. The publication of the past some years, the *West Missouri Spirit* has been discontinued. In its place will be two new publications. First, *eSpirit*, a bi-weekly electronic newsletter which will be sent to clergy for distribution within congregations. *eSpirit* will provide timely information about news and events, with links to various activities and other helpful resource. Second, *Spirit*, a quarterly print publication which will be mailed to every household in the diocese. *Spirit* will have in-depth feature stories, and will include a F.A.Q. section, Letters to and from the Editor, and a youth section.

I was directly involved in the search and hiring of the new Publications Director of the diocese, Mr. Hugh Welsh, who, with the Editorial Board, has oversight over these two new publications. I am the supervisory link between the diocese and the Publications Director. i

## **III. Commission on Ministry**

I have had the opportunity to work with the Commission on Ministry in various aspects of its work. I participate actively in meetings of the Commission on Ministry, of which I am an ex officio member.

Board of Examining Chaplains. I work with the Board as it carries out its task of certifying that persons to be ordained have successfully completed the required course of study. This year the Board examined one candidate upon the completion of her three-year course of study in the West Missouri School for Ministry and is at work with one candidate for priesthood who took GOEs in January of 2009. .

Vocations Process. I coordinate the annual Vocations Conference for our diocese. In addition, I manage the aspirancy process and keep track of all the various material and data for the persons who are aspirants for Holy Orders this year. Six persons attended the 2009 Vocations Conference.

Postulants and Candidates. At present our diocese has eleven persons in the ordination process, three for the diaconate and eight for priesthood. On an administrative level I oversee postulant and candidate files, insuring that all the various canonical requirements are met. On the pastoral level I seek to assist and support all postulants and candidates as they work through various concerns and challenges "on the way."

Ordinations. I coordinate the various elements of our diocesan ordinations, including the preparation and production of the service booklets for ordinations. There were no ordinations in 2009. The next scheduled ordination will be in February, 2010.

West Missouri School for Ministry – I work directly with the Dean and with the Chair of the Advisory Board in supporting the work of the school and in the on-going implementation of the four-year curriculum of the School. In addition, I assist with various matters regarding the operation of the School as requested by the Dean and the Chair of the Board.

## **IV. Deployment**

I serve as the Diocesan Deployment Officer.

I continue to support the work of the Rev. Gary Gilbertson in his ministry as Interim rector of St. Matthew's, Raytown. Through the good efforts of the Interim Rector and Vestry the congregation is well-positioned to begin the formal search process the first of the year.

The congregations of St. Mark's, Kimberling City and Shepherd of the Hills, Branson, joined together to call The Rev. Virginia Brown to serve as Priest-in-Charge of both congregations.

Sacred Hills engaged in an active search process earlier this year but determined that, for the time being, the congregations in this regional ministry would seek to continue to work with the Rev. Sid Breese for part-time Sunday supply balanced with Morning Prayer led by Worship Leaders from the various congregations.

At present we have the following active searches: Grace Church, Chillicothe; and St. James', Springfield. The search at Chillicothe has been recently re-started – a call was issued, but the priest involved did not accept the call. St. James' is in the process of working with their final candidates and, God Willing, that search will be successfully concluded by the end of the year.

I met with and have assisted the vestry of Church of the Redeemer following the announcement by the rector of her plans to retire. The vestry elected to seek an interim rector, and I worked to identify candidates for this ministry. Those candidates are being considered and I am hopefully that an interim will be in place shortly after Convention.

Conversations will begin soon with the Bishop's Committee of St. Stephen's, Monett, where The Rev. Kathy Calore has been serving. Mtr. Calore has announced that she will conclude her ministry there the end of this year.

Together with the Bishop I have been involved in several conversations with members of St. Augustine's, Kansas City, as to the future of that congregation.

I assist clergy in developing and updating their Church Deployment Office personal ministry profiles, handle deployment contacts from other dioceses, and attend national and provincial deployment conferences.

I am an active member of the Province VII Deployment Officers organization.

## **V. Sexual Misconduct Prevention**

I continue to serve as the Diocesan Sexual Misconduct Prevention Trainers and lead seminars on the prevention of child abuse and the prevention of harassment and exploitation. During this past year I conducted misconduct prevention seminars throughout the diocese. The most recent session were held this October in Springfield and in the Kansas City area.

I am happy to report that three persons, The Rev. Chris Gilson, and Carole Pryor of St. Philip's, Joplin; and Anne Kyle of All Saints, West Plains, have been trained to lead child abuse prevention seminars. That team led their first seminar this summer at Christ Church, Springfield.

The Diocese continues to be a judicatory member of the Nathan Network. I also keep up-to-date with the *Clergy Tax and Law Report* which provides clear and concise review of all legal cases throughout the country as those cases relate to churches and judicatories. My office also handles all background checks through the Oxford Document.

The Diocese continues to use ChoicePoint as well as Oxford Document Co. for our background checks. I process all the ChoicePoint checks and handle the management of that information.

In addition, I continue to review and update our *Handbook for Misconduct Prevention*.

Much of this material is on-line through our diocesan website. From our homepage place your cursor on "The Diocese" and from the drop-down list select and click on "Misconduct Prevention" Our hope is that by having this material on-line it will much more accessible to individuals and congregations throughout the diocese.

## **VI. Specialized Ministry/Other Work**

A. I work closely with the Listening Process Committee and was directly involved in the planning of the College of Presbyters Listen Process session. The Committee and I are ready and able to take the Listening Process to any congregation in the diocese -- congregations only need contact me in the diocesan office for more information.

B. I am a member of the Conference of Diocesan Executives (CODE). CODE is an international (U.S. and Canada) organization of lay and clergy who serve the Church on the diocesan level. My work with CODE provides me with an opportunity to share ideas and concerns, and to become ever more knowledgeable about how others are dealing with challenges facing most dioceses. It also allows me to develop excellent working relationships with key persons at Church Insurance, the Church Pension Fund, and 815, all of which pay benefits in solving various problems and issues for clergy, lay employees, and congregations here in West Missouri.

C. I am a member of Diocesan Council and serve as Registrar of the Diocese.

D. I serve on the Finance Department and oversee the development of the various editions of our diocesan financial plan. I serve on the Assessment Review Committee.

E. I serve on the Clergy Compensation Committee which develops compensation guidelines and makes recommendations to Council and Convention as to clergy compensation for the coming year.

F. I serve on the new eSpirit and Spirit Editorial Boards

G. I serve on the Editorial Board of the Diocesan Website. An extensive review of the website is currently in process with anticipated upgrades and changes anticipated shortly after the first of the year.

G. Sunday Supply - I have been able to supply in from time-to-time in various congregations in the past year.

H. I provide substantial pastoral support to clergy, laity, and congregations on a variety of concerns and issues.

I. I serve as the primary planner for matters related to the Diocesan Convention. In addition, I have the responsibility for the planning and arrangements for the spring College of Presbyters meeting, the Fall Clergy Conference and other clergy gatherings.

K. I consult on a regular basis with the Chancellor on many varied matters.

**N.B.** I have said it before, but it bears repeating - I wish to take this opportunity to express my thanks to Angela Crawford, my Administrative Assistant. Angela has done a superb job in providing excellent work on behalf of the diocese. We are very fortunate to have such a gifted person in our Diocesan Office.