

LEGISLATIVE SECTION 4

LEADERSHIP DEVELOPMENT THROUGH THE BISHOP'S PARTNERS IN MISSION

Robert G. Miller, Leadership Development, Chairman

101. The "Bishop's Partners in Mission" that was established in 2005 under the Episcopal leadership of Bishop Jeremiah Park continues to further the work of Christ's ministry through worldwide and community mission and leadership development for the clergy and laity of the New York Annual Conference. "Bishop's Partners in Mission" through support of its mission partners is committed to the vision of a beloved community of hope and the presence of heart-warmed Methodists in mission for the transformation of the world.

102. It has and continues to make a substantial difference in the lives of hurricane victims ministered to by our 22-plus Volunteer in Mission teams who have traveled and/or plan to travel to Biloxi bringing essential resources for relief and recovery work.

103. We have recently purchased another trailer equipped with a generator to help flood response in the devastated region around Walton, New York that is a part of the NYAC. This trailer will be available for other uses both within and beyond the boundaries of our conference.

104. It has supported conference Volunteer in Mission teams to Ghana, Bolivia, Haiti, Mozambique, Cambodia, and Costa Rica.

105. "Bishop's Partners in Mission" has indicated that it is ready to help respond to the local needs such as that of the Seymour UMC which was severely damaged by a recent fire.

106. One of the most promising resources for building up a healthy Body of Christ that is now being offered to our churches and their leaders is called "Natural Church Development" (NCD). By the time of annual conference in 2007 it is expected that over 500 people will have been introduced to and/or trained as coaches for NCD. "Bishop's Partners in Mission" fully supports this leadership development program.

107. An ongoing leadership development program that is supported by the "Bishop's Partners in Mission" is the laity participation in the two-year spiritual formation program of the NYAC, the Wellspring Program.

108. Funding support was given (along with the MEF) for the "Call in the Night" program held in November, 2005; it is expected that the 2007 program will be supported as well. This program is for young persons (15 to 25 years old) who feel that they may have a call to a Christian vocation. Over 20 young persons attended this biennial event in 2005.

109. To date, more than \$200,000 has been received to further the work of Christ's ministry through the "Bishop's Partners in Mission". This ministry has and continues to touch the lives of many people thanks to the gifts received from its partners in mission – individuals and churches of the NYAC. To date, it has spent or committed to send more than \$112,000 into our communities and the world.

More is planned for mission and leadership development because we continue to be supported by the many faithful individuals and churches that are committed to do as much as we can to advance Christ's mission within our conference and around the world.

110. Funds are managed wholly through the administrative offices of the Conference and through Frontier Foundation of the United Methodist Church. This was done to assure continuity of good funds management and consistency with other specially designated funds within the Conference. The Bishop's Partners in Mission for Leadership Development is subject to audit as a part of the NYAC.

BOUNDARIES AND SEXUAL ETHICS COMMITTEE

Rev. Betsy Ott

100. The Boundaries and Sexual Ethics Committee has worked actively in the past year to meet our mandated purpose per the Annual Conference Sexual Ethics Policy, which is to provide training to clergy and laity regarding boundaries and sexual ethics. At the request of the Bishop and Cabinet, the committee increased the clergy training from once a year to twice, offering training in February and September at the Conference Center. Clergy training is to continue to be offered twice a year so that all conference clergy, including those who are entering ministry, are trained. In addition, the Committee again offered training to lay persons in each of the six districts. These trainings are to be offered at the request of the Cabinet and as the Committee is able.

101. In January, Traci West presented a one-day discussion and training session on cross-cultural matters relating to boundaries and sexual ethics to the committee members. The Committee has also met regularly during the year to work on a new clergy training that focuses on the importance of self-care in maintaining boundaries. The Committee hopes to offer this training in 2007 and 2008.

102. Finally, the Committee plans to schedule a training event with the FaithTrust Institute in the coming year. This event will make it possible for more trainers to be trained to lead these workshops and events. As the Committee is fully committed to gender, racial and cultural diversity on the training team, it is important to have a good representation of trainers available so that the needs of the Conference can be met.

103. In my fourth year as the Chairperson of The Boundaries and Sexual Ethics Committee (formerly the Sexual Ethics Task Force) I commend those on this committee for their dedication and commitment to this important effort. Their willingness to do this work as a ministry rather than merely another task to get done have made my work much easier! These Committee members are: Rev. Adrienne Brewington, Rev. Dr. John G. Brown, Rev. Dr. Gordon Edwards, Rev. Marjorie Nunes, and Rev. Scott Summerville. I wish to express my thanks to the Bishop and Cabinet, who with their consistent support have helped the Committee to bring these important matters to the forefront in the Conference for both clergy and laity.

ORDER OF ELDERS

Constance Y. Pak, Chairperson

101. The Leadership Team of the Order of Elders met four times during 2006; twice at the Conference Center and twice through teleconferences. We have continued to communicate by e-mail and phone calls throughout the year. As the Chairperson, I deeply appreciate the consistent attendance of the team members and their willingness to serve the Order.

102. We try to balance the numbers of the team by selecting two representatives from each district. However, we have had to adjust the composition each year as members move from one district to the other after appointments. We still have two vacancies to fill. Barbara Mungin and Dale Azevedo finished their term in June, 2006. Thomas Theilmann came on board and took over the position of the treasurer and registrar from Dale. The present members are: Constance Pak (Chair), Eldon Simpson (Recording Secretary), Thomas Theilmann (Treasurer), Joseph Piccirillo, Enrique Lebron, Joyce Wilkerson, Carmen M. Ortiz, Janet Hodge, T. Anne Daniel, Evelyn McDonald, Allen Pinckney, Jr. (Cabinet Representative) and Ann Pearson (Director of Connectional Ministries).

103. The Order of Elders held its fifth five-day Spiritual Retreat from April 24-28, 2006, at Mount St. Alphonsus, Esopus, New York. This event was sponsored by the Order of Elders, but was open to all Clergy members of the NYAC. Under the theme of "Spiritual Leadership for Such a Time as This," the Leadership Team worked diligently, and invited two gifted speakers in the fields of preaching, worship and spiritual development: Rev. Dr. Abena Safiyah Fosua and Rev. Dr. Kwasi Kena. They are a wife and husband team, with interesting missionary backgrounds. Presently Rev. Dr. Fosua is the Director of Invitational Preaching Ministries of the General Board of Discipleship. She helped participants to learn how to create services from encountering the Scripture to moving to preaching and worship. Rev. Dr. Kena is the Director of Evangelism Ministries of the General Board of Discipleship. He shared his knowledge and experience in the area of Men's Spiritual Development/Foundation in the church. About 55 clergy members attended, and surely it was a spiritual feast, which enriched our minds, souls and bodies. In addition to spiritual renewal, the participants also earned 1.6 points of continuing education credit.

104. On October 24, 2006, the Order of Elders held its annual Fall Day Apart at the Asbury-Crestwood United Methodist Church, Tuckahoe, New York. The topic for the day was "Appreciating Culture within the Culture." The featured guest speaker was Rev. Eric H. F. Law, Founder and Director of the Kaleidoscope Institute. Rev. Law is an Episcopal priest, author, philosopher, composer of church music, photographer, playwright and an internationally recognized consultant on issues related to diversity. From 9:30 a.m. to 2:30 p.m., Rev. Law guided the participants in strategies of genuine inclusiveness in multi-cultural settings inside and outside the church. He introduced a system of theories, models, theology and skill sets. About 90 Elders attended.

105. Presently the Leadership Team is actively organizing another four-day Spiritual Retreat for 2007, which will take place from April 17-20 at Mount St. Alphonsus. It will last one less day this year due to the speakers' schedule. With

the theme of “Building a Beloved Community for Such a Time as This,” we are inviting two speakers: Rev. Dr. Leonard Sweet, renowned futurist and church historian, and Rev. Dr. Catherine Kapikian, Director of the Henry Luce III Center for the Arts and Religion at Wesley Theological Seminary in Washington D. C. This retreat will also be open to all Clergy in the NYAC. The Bishop’s Partners in Ministry, Ministerial Education Fund, and the Board of Ordained Ministry have given financial supports for this event to encourage training for pastors in effective spiritual leadership. With another successful year behind us, it has been our Leadership Team’s honor to serve the community of the Elders and Clergy of the New York Annual Conference.

COMMITTEE ON THE EPISCOPACY

Rev. Robert D. Sorozan, Chairperson

101. The Committee on the Episcopacy acts as a sort of “Pastor Parish Relations Committee” for our Bishop and the New York Annual Conference. In this capacity, it works to support the Bishop in his ongoing ministry to our Conference, provide feedback regarding his ministry, be available to provide counsel, and to interpret to the people of the Conference the nature and the function of the Episcopal office (see ¶635.3 of the Book of Discipline for a full description of the function of the committee).

102. We have met together twice during the past year. Our meetings have been very cordial with a free flow of give-and-take between the committee members and the Bishop. We have found Bishop Park to be very open and receptive in these discussions. Bishop Park has always followed up, when needed, with the issues raised.

103. We have talked, at great length about the vision statement of the Conference. It was the hope of the Bishop that this vision statement would provide a clear direction for the ministry of our Conference. The feedback the committee members have received has been very positive.

104. The Bishop has raised the issue of the future turnover of the Cabinet. During the next year our committee will be in a supportive role as new District Superintendents come on board and seasoned veterans move on to new ministries. Our prayers will be with them.

105. Our committee is also tasked with the care of the “Episcopal Residence.” At this time there are no major concerns, which need to be addressed. We are pleased that only normal maintenance issues need to be addressed at this time. I would like to take the opportunity to thank Mr. Lum Lee for his work in managing the care and upkeep of the Episcopal Residence.

106. Finally, the next year will be a challenging one for our committee. We will begin the process of evaluating the ministry of our Bishop for the Northeastern Jurisdiction. This is part of a normal process, which is undertaken by every Annual Conference every four years. This process provides input to the Jurisdiction, and to our Bishop, about the needs and future direction of our Annual Conference. It is our hope that this will be a positive experience for all involved.

BOARD OF LAITY**Robert G. Hunsinger, Conference Lay Leader**

101. The Board of Laity of the New York Annual Conference is composed of the District Lay Leaders, the Conference Director of Lay Speaking, the District Directors of Lay Speaking Ministries, as well as representatives of the United Methodist Women, United Methodist Men, the Youth and the various ethnic councils. If an organization that you participate in is not listed here, please talk to the Conference Lay Leader to have them included.

102. At the Laity Session of the 2006 Annual Conference we had Ms. Barbara Wendland, a lay woman from Texas, as our guest speaker for the Laity Session. Ms. Wendland is a seminary graduate, but has chosen not to be ordained. She is the editor of the Connections newsletter, which comments monthly on the happenings within the United Methodist Church. The Connections newsletter is available online at http://www.connectionsonline.org/Connections_issues.htm or can be obtained in hard copy by contacting Ms. Wendland at the same address. Ms. Wendland's address was followed by a question-and-answer period with the lay members of The Annual Conference.

103. During the 2006 calendar year, your Board of Laity planned a pre-conference briefing for first-timers. The 2006 Annual Conference had a significant increase in the number of Lay Members, as that number had been adjusted so that the number of Lay Members would be equal to the number of Clergy Members as required by The Book of Discipline. The Board of Laity, because of the large number of first timers expected, thought that it would be beneficial to hold an Orientation Session to acquaint them with the operation of Annual Conference. Reports from those who attended stated that they found them helpful. Some who were not first-timers also attended and stated that they found them helpful.

104. The Board of Laity has been concerned for sometime that the methods that we have used to place Lay Names in nomination for General and Jurisdictional Conferences did not allow enough time for the Lay Members to review the biographies of the candidates. Working with the Conference Secretary, a plan was proposed to the Annual Conference to allow for self-nomination, which would allow the biographies to be available to the Lay Members prior to arriving at Annual Conference. The Annual Conference took the necessary action to change the Conference Rules so that this can happen.

105. Since the adjournment of the 2006 Annual Conference, much time has been spent with the Conference Secretary developing the forms to be used for self-nomination of Lay Delegates to General and Jurisdictional Conferences.

CONFERENCE LAY LEADER**Robert G. Hunsinger, Conference Lay Leader**

101. Early in 2006, I attended the annual meeting of the Association of Annual Conference Lay Leaders (AACLL), which was held in Oklahoma City, OK. The association is comprised of the conference lay leaders from all conferences, both within the boundaries of the United States and those from other countries. This organization works with the General Board of Discipleship in finding ways to implement any changes made by the most recent General Conference that affect

the laity. The association also reviews any proposed legislation that is expected to be presented to the upcoming General Conference. The association also may develop its own proposed legislation to be introduced to the General Conference. The Association develops the quadrennial themes for Laity Sunday. The General Board of Discipleship then works to develop the associated materials for Laity Sunday based on those themes.

102. I also participate in The Northeastern Jurisdiction Board of Laity, which is an organization of the Lay Leaders of the 13 Annual Conferences in the Northeastern Jurisdiction. Our fall meeting was moved from September to October at the site of The Great Event in order to reduce travel time and expenses for the Annual Conference Lay Leaders.

103. While I was serving a term as president of the Northeastern Jurisdiction Board of Laity, I served on the Jurisdictional Connectional Table and was appointed to serve on the planning committee for the Northeastern Jurisdictional Great Event, which was held in October, 2006, in Valley Forge, PA. This was the first jurisdiction event of this type in many, many years. The New York Annual Conference, thanks to the efforts of Ann Pearson, had more attendees than any other conference in the Northeast.

THE WORK OF THE BOARD OF ORDAINED MINISTRY

Judy Stevens, Chair

101. The Board of Ordained Ministry (BOOM) is made up of a diverse group of clergy and laity, all of whom are extraordinarily gifted and committed to the ministry we share. The work BOOM accomplished during 2006-2007 is a result of their commitment to the ministry.

102. Leadership / Membership Changes

BOOM welcomed five new members this year: Dr. Richard Lau (Layperson); Dorothea Crites (Deacon); and John Simmons, Brian Schofield-Bodt, and Bill Wolf (Elders). New team captains are: Ray Lange, Delroy Murdock, and St. Clair Samuel. We were all saddened by the passing of Judi Mills, who served as Registrar for Local Pastors & Associate Members this quadrennium. Bill Hawes has now assumed this position. Our prayers for continued healing are with Birchfield Aymer, who was not able to serve this year due to illness. Retirees Bob MacDonald and Bruce Younkin resigned, effective July 1, 2006.

103. Fall Plenary, Mentor Training, Compass Orientation

Executive Committee, Conference Relations Committee, and Plenary met October 16 at Memorial/Central Korean Church in White Plains. The significant business before plenary was the endorsement of MEF guidelines and the compilation of Core Competencies for Readiness/Commissioning. (Appendix A)

104. MEF (Methodist Education Fund)

Bob Miller, MEF Administrator, presented MEF Guidelines and Operational Procedures effective September 1, 2006, for endorsement. BOOM endorsed these guidelines and procedures:

OVERALL MEF BUDGETARY CONSIDERATIONS AND LIMITATIONS:

- It is expected that MEF funds retained within the NYAC and available for scholarships will be approximately \$90,000 per year.

- The disbursement of these funds, in terms of priorities is: first, to seminarians in support of their M. Div. degrees; second, to ordained elders & deacons/ associate members/probationers/ diaconal ministers/ local pastors for continuing education for their growth in ministry gifts and skills and, third, to all other applications, including group events.
- It is expected that the available funds will be disbursed about 75% to seminarians in support of their M. Div. work; about 15-20% to individuals for continuing education endeavors; and 5-10% to other activities.

GUIDELINES REGARDING MEF SEMINARY SCHOLARSHIPS:

- MEF supports persons attending seminary in pursuit of M. Div. degree. Both full time and part time students are supported.
- A "Financial Information Form" must be provided (to demonstrate financial need) upon initial application.
- The "student" must be a certified candidate by the appropriate District Committee on Ordained Ministry before scholarship funds can be paid. However, funds are made retroactive to beginning of seminary studies.
- Seminary scholarship funds are currently provided at a rate of \$1,250 per semester; this rate is subject to adjustment depending upon funds availability. There is a "lifetime limit" on seminary scholarship funds of \$7,500.
- Seminary scholarships are technically granted as a "loan"; this "loan" is automatically forgiven following three years full time appointed service, after graduation within the NYAC.
- Seminary scholarships may be granted for pursuit of advanced degrees, such as D. Min. if: 1) no undergraduate scholarships had been received by the person; 2) there is demonstrated broad applicability and plans therefore shown in the request. The "lifetime limit" on these scholarships is \$3,000.

GUIDELINES REGARDING INDIVIDUAL MEF CONTINUING EDUCATION SCHOLARSHIPS:

- These funds are provided to support -- ordained clergy, associate member probationer, diaconal member, local pastor -- pursuit of skills and spiritual growth through continuing education activities.
- A collaborative planning approach in determining the best courses to pursue is strongly encouraged involving clergy person, the local parish, and the District Superintendent. Continuing education steps/courses should be part of a longer-range plan for that clergy person.
- Continuing education funding sources should include – 1) the clergy person's own funds, 2) local parish funds, 3) MEF sources, and 4) others, as appropriate. The expected sources of funding should be shown in the request for MEF support. MEF funds are to be considered primarily in partnership with local-funding and other sources.
- MEF requests, assuming that they are cost effective, may include costs associated with room & board and travel expense. MEF requests will be granted, assuming the proposal meets the continuing education skills needs of the participants, regardless of how many NYAC participants are expected.

- MEF scholarship awards will not be made to an individual more than once a year. Award amounts will typically be at a level of 30% of “expenses”; this rate may be adjusted depending upon funds availability.

MEF PROCEDURES:

- MEF applications will be considered throughout the course of the year on a contemporaneous basis.
- A written “Financial Information Form” is required for seminary student applications before any funds can be authorized. Initial funds awards will depend upon the certification date of the candidate by his/her district committee. Retroactive seminary scholarship awards will be made where appropriate. Seminary students, who are continuing their studies, must notify the MEF of their continuing studies prior to the beginning of each school year in order for further scholarship awards to be made.
- Continuing Education scholarship requests should be in writing and should specify – 1) the name of the applicant, 2) the church/address, 3) the nature of the continuing education experience, 4) costs incurred/expected for which funds are being requested, 5) all sources of funding expected to help pay for the costs, 6) the payee for the award, 7) other relevant information.
- Actual payment timing and in some cases amount of authorized MEF awards will be determined by funds availability within the NYAC.

105. COMPASS

Orientation Compass Orientation was held at the Conference Center September 21. Fourteen new Residents in Ministry joined the class of 2005 to receive instructions and information about the Compass program and about their administrative and connectional responsibilities as probationary members of NYAC. John Collins, Director of the Compass Program, introduced the Conference Staff; Lynda Bates-Steppe, Mentor Coordinator, led a training session for Compass Mentors; Dennis Winkleblack presented a mini-workshop about “Beginning a New Ministry.”

Mentors Compass Mentors commit to a three-year process that is geared toward preparing Residents for effectiveness in ministry as ordained Elders and Deacons. NYAC is fortunate to have Rev. Lynda Bates-Steppe as mentor coordinator and these clergy as mentors: Joe Agne, Carol Cox, Douglas Cunningham, Eric Fjeldal, Vicky Fleming, John Gerlach, Caroly Gibson, Jeff Glassey, Kevan Hitch, Dave Jolly, Joon Urn Kim, Lydia Lebron-Rivera, Doug MacArthur, Evy MacDonald, Juanita Middlebrook, Lori Miller, Karen Monk, Joe Morrison, Liz Mortlock, Doug Osgood, Robert Osgood, Richard Parker, Patrick Perrin, Tim Riss, Bryon Schofield-Bodt, Bill Shillady, Denise Smartt, Cecile Stone, Robert Walker, Pauline Wardell-Sankoh, Joel Warner, and Bill Wolf.

Winter Immersion & Spring Retreat The Winter Immersion Event is meant to provide experiences for cross-cultural dialogue and intercultural formation. This year, the goal was achieved by spending three days with consultants from The People’s Institute.

The Spring Retreat is meant to provide opportunities for personal growth and spiritual formation. Rev. Tilda Norberg will lead the retreat this Spring.

106. Evaluation Events

BOOM held three evaluation events during 2005-2006. Geri Ann Hoerness, Evaluation Event Registrar & Coordinator, planned the two events held at Mt. St. Alphonsus. We gathered at Mt. St. Alphonsus November 7-9 to evaluate 12 commissioned candidates for ordination as elders, one Deacon for ordination as an elder, and one candidate for full membership in NYAC. January 8 – 10 we interviewed and evaluated 12 certified candidates for commissioning as probationary members and three candidates for commissioning as associate members.

1. Plenary approved 10 candidates for ordination as elder and full membership in NYAC: Kristina Hansen, Lucille Hill, Cedric Johnson, Joon Woo Lee, Churl Kim, Steve Peiffer, Steve Phillips, Heather Sinclair, and Rhonda Taylor. Jennifer Morrow was approved for full membership in NYAC.

2. Nine candidates were approved for commissioning as probationary membership in NYAC: Gabriel Akinbode, Lawrence Charles, David Czeisel, Erika Hirsch, Mandy Iahn, Tisha Jermin, Mary Miller, Dottie Morris, and Alpher Sylvester. Tony Beck and Bridgette LeConey were approved for commissioning as Associate Members.

3. The evaluation for Professional Certification in Specialized Ministry is scheduled to meet in White Plains May 14.

107. Web Site

Gary Williams, Stamford UMC, Stamford, NY ,built and is managing BOOM's web site. Many thanks to Gary and to Kun Sam Cho who began planning the web site last year.

108. Policies & Procedures

BOOM extends care to candidates, in part, by writing policies that insure the candidacy journey is characterized by clear expectations, collegial support, and orderly process. Each policy was researched by Executive Committee and presented to plenary using a fourfold plan:

1. Present history of each needed policy
2. Share Executive Committee's proposal
3. Discuss and vote on each proposal
4. Clarify implications for future implementation

These policies will come before plenary April 23 and May 14:

1. Associate Membership requirements, procedure, and evaluation
2. Certified Lay Minister procedure and requirements
3. Procedure to report Continuing Education Units
4. Deacon-Track commissioned candidates & Compass
5. Interview team procedure re: DS evaluation letter for ordination candidate
6. Record-keeping for Conference
7. Policy and Procedure for elders to become deacons & deacons, elders

8. CPE equivalency re-visited

109. Executive Committee

The Executive Committee of BOOM met five times during the year.

110. Conference Relations Committee

Under the capable leadership of Joe Agne (Chair) and Koonae Lee (Vice Chair), the Conference Relations Committee has met four times during the 2006-2007 period. Sub-committee chairs are: Bill Shillady (Retirements); Dick Parker (Leaves); Len Buxton (requests for AIEM), Javier Viera (transfers).

111. Registrars

It is the responsibility of each BOOM Registrar to keep full personnel records for all those under the care of the Board of Ordained Ministry. These Registrars continue to surpass the standard of excellence: Jacob Dharmaraj (Candidacy Registrar); Taka Ishii (Commissioning Registrar); Vera Annum (Diaconal & Deacon's Ordination Registrar); Billy Crowder (Elder's Ordination Registrar); Jo Golden (Professional Certification Registrar); Len Buxton (AIEM Registrar); Bill Hawes (Local Pastor & Associate Member Registrar).

112. Orders & Fellowships

BOOM is responsible to provide financial support to the Order of Elders (Constance Pak, chair), and the Order of Deacons, Diaconals, & Deaconesses (Sonya Jermin, chair). BOOM is also responsible to offer financial support and coordination of continuing formation for local pastors through the Fellowship of Associate Members and Local Pastors (Robert Johnson, Chair). BOOM supports each order and fellowship through our annual budget.

113. Overall Participation

By the time Annual Conference convenes, plenary will have met twice for multi-day evaluations, and three times in White Plains. 95% of BOOM's members attended evaluation events; attendance for White Plains plenaries averaged 80%.

114. *Looking Ahead*

BOOM anticipates work in these areas for 2006-2007:

Interview Process

Compilation and publication of policy and procedure manual

115. Conclusion

The work of ministry BOOM accomplished during 2006-2007 signifies the willingness of exceptionally-gifted clergy and laity to serve our NYAC.

Appendix A

Clergy Competencies

Board Of Ordained Ministry 2004-2008

Introduction To The Work

One responsibility before NYAC's BOOM (2004-2008) is to discern means to ensure that candidates who demonstrate evidence of God's gifts and grace necessary to fulfill the office of ordained ministry or associate membership, are

validated to do so. For this purpose, BOOM evaluated and refined commissioning and ordination competencies that constitute readiness and effective ministry for deacons, elders, and associate members in the culture of NYAC. As a second step, BOOM organized and initiated a clergy mentoring program through Compass, NYAC's residency program for probationary members. Clergy mentors guide commissioned candidates as they grow in grace and in the competencies that constitute effective ministry, during the three-year residency period.

The Interview Evaluation

Interviews with the Board of Ordained Ministry are pivotal events for prospective ordained clergy and associate members of NYAC. The evaluation component of interviews for commissioning and ordination is the most professionally significant means to ascertain the evidence of God's gifts and graces in the lives of persons genuinely called to ministry. The interview and consequent positive evaluation by clergy and lay colleagues are necessary to validate this call on the life of each candidate from a professional perspective. Positive evaluations of cognitive and practical abilities are also necessary to validate God's call upon a candidate for a life of ordained ministry or associate membership in NYAC. BOOM thoroughly evaluates each candidate's cognitive and practical competencies for ministry during commissioning and ordination interviews. District Superintendents and Compass Mentors are also invited to contribute evaluations for cognitive and practical competencies during final evaluation plenaries.

Core Competencies Required for Commissioning

(Evaluated during a 2-½ Day Interview)

In NYAC culture, competencies in these areas indicate readiness for United Methodist ministry

Personal Awareness, Faith & Spiritual Formation, Cross Cultural Skills

Possess an awareness and appreciation of all cultural and racial backgrounds and gender differences

Build a practice/program of spiritual formation for self and congregation

Articulation her/his faith in Jesus Christ

Articulate his/her faith & point of view.

Adequate people skills and self-awareness:

Empathy and personal integrity.

Personal Awareness and Call to Ordained Ministry

Assume pastoral leadership

Understand the role / mission of the church in the world

Articulate the Wesleyan call to social holiness

Christian Praxis

(case study)

Identify key pastoral, theological and social issues

Articulate issues and response clearly

Assume pastoral leadership

Appreciate diversity

Adequate people skills

Ministerial Authority

Organize her/his day and follow through

Adequate administrative skills and understanding of UM polity

Articulate his/her faith in a pastoral setting

Offer basic pastoral care skills

Actively working toward an appropriate understanding of boundaries in the ministerial relationship

Theology and Doctrine

Basic understanding of general Christian teaching and theology, and of United Methodist theology and doctrine.

Articulate theological insights that are biblically sound, consistent with tradition, congruent with his/her life experience and coherent.

Ability to think theologically and interpret contemporary human experience (personal and societal) from a biblical and inclusive perspective.

Consistent with historic Christian doctrine and with the doctrinal standards of the United Methodist Church as outlined in *The Book of Discipline (2004)*, ¶ 101 – 104 (p. 41ff)].

Homiletics and Worship

Basic Preaching Skill (preparation & delivery)

Articulate sermon clearly

Pastoral leadership in preparation and service of worship

Work with a worship committee

Identify and understand the distinctive marks of worship in the United Methodist tradition, as well as its common ground with other Christian traditions.

Creativity

Bible Study

Prepare an adequate Bible study for small group study

Understand the role of Bible study in Christian education

Identify sufficient resources and materials for a study

Identify her/his style of leadership for small group study

Biblical Knowledge

(assigned biblical passage)

Articulate understanding of scripture clearly

Basic exegetical skills

Identify hermeneutic used

Identify homiletical, educational, and spiritual formation themes and applications in scripture.

COMPASS: Residency Program
for Probationary Members of NYACGoals

Identify residents' entry-level gifts and skills

Equip residents' with elder/deacon competencies

Team Building among residents in the probationary process

Progress is not evaluative; only participation is evaluated

COMPASS Time Requirement for Residents:

- 1 day Orientation first 2 years; 3rd year optional
- 2 winter immersions (theology of cross-cultural ministry)
- 1 SPRC/Church Council meeting w/mentor
- 2 spring retreats (Gestalt spirituality & personal awareness)
- 1st yr: Introduction to administration & programming within NYAC
- 2nd yr: three day retreat re: Church Administration, Clergy taxes, personal finances, and retirement planning.

Mentors are Expected To:

- Touch base with candidate 1 time/month
- Have a face-to-face meeting 6 times/year
- Pray regularly for candidate
- Attend worship, led by candidate, 1 time
- Attend 1 winter immersion
- Review candidate's written work for BOOM
- Attend 1 meeting of candidate's Church Council or SPRC meeting
- Attend training events
- Complete Mentor Bi-Annual Reports

Candidate & Mentor Should:

- Establish a 3 yr. study cycle to foster cognitive competencies:
 - Theology/doctrine
 - Biblical knowledge/Bible study
 - Preaching/worship
- Core Competencies Required for Ordination as Elder / Deacon
(Evaluated during a 2 1/2 Day Event)
- In NYAC culture, competencies in these areas indicate effectiveness in United Methodist ministry.

Call

- Articulate change/evolution in call to ministry during the residency period
- Awareness of ministerial authority as it relates to ministry in the local church

Biblical knowledge & Bible Study

- Adequate knowledge of the Bible & issues surrounding biblical interpretation & application
- Plan and lead a formal Bible Study

Spirituality

- Knowledge of spiritual discipline
- Practice a discipline and integrate that practice into ministry

Administration

- Leadership and finance
 - Narrative summary of church budget
 - Articulate the impact administrative decisions have on congregations
- Fundamental principles of connectionalism
 - Know apportionments in significant depth
- Program development
 - Assess program needs, introduce and launch a program that is culturally and

racially appropriate

Theology

Competencies in Wesleyan theology, systematic theology, and liberation-based theologies.

Elders' orders: sacramental theology

Deacons' orders: their area of service.

Homiletics

Elders' orders: sermon preparation, sermon delivery

Integrate the sermon with liturgical elements of the worship service.

Deacons' orders: prepare and deliver a public presentation that integrates their area of service into a worship experience.

Worship

Theology & appreciation of worship

Recognize and claim the pastor's authority, role and responsibility concerning worship

Function of the worship committee, and administrative & interpersonal skills necessary to work with a worship committee

Core elements of worship and at the same time appreciate a diversity of worship styles

Nurture

Adequate understanding of personal and professional boundaries

Explain conference sexual ethic policy.

Adequate pastoral care and self care strategies

Understand the impact of cultural diversity on the ministry of nurture and the practice of pastoral care.

Evangelism / Social Action

Explain the terms "evangelism" and "social action"

Describe current ministries of evangelism and social action

Interrelations between evangelism and social action ministries

Explain cross-cultural & cross-racial factors that impact evangelism and social action

PARISH CONSULTANT NETWORK

Diane S. Hornaday, Coordinator

101. The Network is made up of trained clergy and laity. All members participate in continuing education workshops and week-long events to be refreshed and able to provide the best possible help in the three types of consultation services we offer congregations: Conflict Management, Transition, and Mediation.

102. Conflict Management teams are sent to congregations that have been hindered or distracted in their ministries by tensions and conflicts. The consultation process involves gathering information through small-group discussions and conversations with key individuals. The team then prepares a report offering an observer's perspective on the situation, together with

suggestions for moving forward. The consultants covenant with the congregation to assist with carrying out those suggestions and checking back on progress.

103. Transition or “bridge consultations” assist churches experiencing a pastoral change. This program helps the congregation to appreciate the unique gifts and graces of the departing and arriving pastor, and helps the incoming pastor to appreciate the history of the new parish. Mediation services involve conflict dealing with a specific issue and small numbers within the congregation. Several members have participated in “JustPeace” training events in this area.

104. Costs for a consultation are a contribution of \$100 to the Network’s fund, plus the out-of-pocket expenses of the consultants. Members of the Network are not paid for their service, but offer their time and talents as a gift to the church.

105. Requests for a consultation may be made by contacting the coordinator, Diane S. Hornaday, at 860-673-9634.

SEXUAL ETHICS RESPONSE TEAM

The Rev. Mel Kawakami, Convener; the Rev. Lorraine DeArmitt, Co-Convener

101. Grace and peace in the name of Jesus Christ!

102. “The purpose of the Sexual Ethics Response Team is: To be a first response to persons having concerns regarding clergy sexual misconduct; to provide a trained resource for the Bishop and Cabinet; to provide a support person for a person bringing a concern; and to provide a support person for clergy who are accused of misconduct, as well as for the accused person’s family and for congregations as needed.”

103. In the calendar year 2006, the SERT was used in two cases, consulted on three potential cases, and conducted one church consultation. As the record sadly illustrates, the need for a response team continues. In those critical moments, however, the presence of your trained and ready team promotes clarity, understanding and the potential for justice and healing in some of the most difficult times in congregational life. We thank the Bishop, Cabinet and you for your support.

104. Two of our stated goals for last year have slipped into this year. We now have a recruitment list for new team members and we have set a training date in early May. After the training, we will debrief critical incidents as a further training scenario. Last summer, Co-Convener Lorraine DeArmitt attended a training event on Clergy Misconduct in Nashville, sponsored by COSROW and GBHEM, entitled “Do No Harm...Do All the Good You Can.” The Team also published an article in the Vision outlining the nature of its work. This year, following the training, you can anticipate a follow-up article naming the new team members.

105. As we trust is evident, we are doing our best to remain up-to-date and vital. As always, you can contact Lorraine, me, or any member of the Team for more information regarding our work. Please continue to keep the Team and its important task in your prayers.