

BOARD OF TRANSITION MINISTRY

Members

The Rev. Dr. Stephen H. Applegate	Southern Ohio, V	2027
The Rt. Rev. Lucinda Ashby	El Camino Real, VIII	2027
The Rev. Dr. Gary Butterworth	Western North Carolina, IV	2024
The Rev. Victor H. Conrado	Chicago, V	2024
The Rt. Rev. Elizabeth Bonforte Gardner	Nevada, VIII	2024
The Rt. Rev. Michael C.B. Hunn	Rio Grande, VII	2027
The Rt. Rev. Craig Loya	Minnesota, VI	2024
Ms. Ellen McVey	Eastern Michigan, V	2024
Dr. Sandra Montes	Texas, VII	2027
Mr. Jon Rania	Delaware, III	2027
The Rev. Canon Amy Real Coultas	Kentucky, IV	2027
Mrs. Anne Schmidt	Dallas, VII	2024
Ms. Julia Ayala Harris, Ex Officio	Oklahoma, VII	n/a
The Most Rev. Michael Curry, Ex Officio	North Carolina, IV	n/a

Mandate

Canon III.16.1 - 2

Sec. 1.

- a. There shall be a Board for Transition Ministry of the General Convention consisting of twelve members, four of whom shall be Bishops, four of whom shall be Presbyters or Deacons, and four of whom shall be Lay Persons.
- b. The Bishops shall be appointed by the Presiding Bishop. The Priests or Deacons and Lay Members shall be appointed by the President of the House of Deputies. All appointments to the Board shall be subject to the confirmation of the General Convention.
- c. The Members shall serve terms beginning with the adjournment of the meeting of the General Convention at which their appointments are confirmed, and ending with the adjournment of the second regular meeting thereafter. The members shall not serve successive terms.
- d. At each regular meeting of the General Convention one-half of the membership shall be appointed to serve full terms.

e. Vacancies shall be filled by appointment by the Presiding Bishop or by the President of the House of Deputies, as appropriate. Such appointments shall be for the remaining unexpired portion of the members' terms, and, if a regular meeting of the General Convention intervenes, appointments for terms extending beyond such meetings shall be subject to confirmation of the General Convention. Members appointed to fill the vacancies shall not thereby be disqualified from appointment to full terms thereafter.

Sec. 2. The duties of the Board shall be:

- a. To oversee the Office for Transition Ministry.
- b. To provide support for the training of bishops and diocesan personnel in the transition ministry processes.
- c. To study the transition ministry needs and trends in the Episcopal Church and in other Christian bodies.
- d. To issue and distribute such reports and information concerning transition ministry as it deems helpful to the Church.
- e. To cooperate with the Centers for Mission and the other Boards, Commissions, and Agencies which are concerned with transition ministry, and particularly with the Executive Council.
- f. To report on its work and the work of the Office for Transition Ministry at each regular meeting of the General Convention.
- g. To report to the Executive Council annually as a part of its accountability to the Council for the funding which the Office for Transition Ministry receives.
- h. To work in cooperation with the Church Center Staff.
- i. To fulfill other responsibilities assigned to it by the General Convention.

Summary of Work

As there are many changes throughout The Episcopal Church, the landscape of Transition Ministry also is changing, with clergy availability and congregational structure among major factors.

Diocesan Transition Ministers - Transition Ministers meet twice yearly in 4 self-organized regional groups: Province VIII, Provinces V-VI-VIII, Province IV, and Transition Ministry Conference which comprises Provinces I-II-II and parts of IV and V. Province IX approaches transition ministry in a different way than most US domestic dioceses.

In March 2022 Transition Ministers from Provinces I-VIII gathered for a time of mutual learning and collaboration. A major focus continues to be improving processes that foster equality and inclusion across search and call processes. Another gathering is planned for March 2025.

Changing landscape - Looking at parochial report information for the year 2010, 74% of parishes were full-time clergy positions. Just 12 years later in 2022, 46% of parishes had full-time clergy.

From regional Transition Minister meetings in Spring 2023, a snapshot of information showed there were 288 full-time positions shared, 333 part-time positions, and 87 clergy who had indicated they were actively in search at that time. (Notation on this information: Not all dioceses attended Spring meetings, each diocese/region reports slightly differently, this information gives a general sense of the transition landscape, clergy currently in search numbers are approximate and reported by each Diocesan Transition Minister in attendance at regional meeting.)

The Office for Transition Ministry is staffed by 2 people, a Director and a Technical Specialist. The office daily supports bishops, diocesan staff, clergy and lay leaders, seminaries, church affinity groups, and others across all time zones throughout the Church. The office also trains most new Diocesan Transition Ministers.

During this biennium, the Director collaborated closely with the General Convention Office and the Research Department of Church Pension Group to provide coordinated information and trends to church decision makers from the parochial report, CPG clergy statistics, and transition ministry data. Presentations were shared with the House of Bishops, Executive Council, seminary deans, Episcopal Business Administrators Conference, Stevenson School for Ministry, College for Bishops, International Black Clergy Conference, and Province VIII leaders. Future presentations are planned.

The office continued work on updating the online database user interface which will debut soon after the 81st General Convention. The interface will include new functionality and updated translation for Spanish and French, along with implementation of General Convention applicable resolutions.

The office works closely with the Episcopal News Service Jobs & Calls site. The Board extends appreciation to Episcopal News Service who increased the time of free posting for parish openings to 1 month from 2 weeks.

While the Board did not convene as a whole this biennium, members continued to engage the work of transition ministry and the office's work. Looking ahead, the Board will convene in the next triennium and continue to analyze the transition ministry landscape, promote equity and inclusion, and address emerging issues.