

CORRECTION – ACTION ITEM #404

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2020 IOWA ANNUAL CONFERENCE

Episcopal Funds (Other)

ACTION ITEM # 404

*The Episcopal Funds (Other) budget includes **Ministry Directors** and **Healthy Relationships**. Both ministry plans are included in this manual. The plans together are one Action Item. The Episcopal Funds (Other) budget summary report follows the Healthy Relationships ministry plan.*

[CFA approved for 2021: \\$679,638](#)

Ministry Directors

Directors of Clergy and Leadership Excellence, New Communities of Faith with two 1/4 time Associates for Multi-Cultural Ministry, Congregational Excellence, two Associates for Congregational Excellence, and Director of Camps and Retreats

Outline your 2021 Ministry Plan.

The Director of Clergy/Leadership Excellence will:

1. In partnership with the Appointive Cabinet and Board of Ordained Ministry launch the Iowa Flourishing Clergy Venture (Iowa's response to the eight year assessment). This venture will resource those under appointment in the Conference in continued leadership development and collegial connection for the goal of clergy care, health and pastoral effectiveness in ministry. Alongside this will be the adoption of the EM360 assessment of pastoral leaders. It is likely Covid-19 will impact the full roll-out of this ministry.
2. Develop a strategy of faith and leadership formation and strategic alignment of leadership resources for the Conference in collaboration with the Cabinet, the Directors of Congregational Excellence and New Communities of Faith, and the Boards of Laity, Discipleship, and Ordained Ministry to be deployed. (This includes ministries such as the Preaching and Worship Institute and WeAreCurio/Innova8 project.)
3. In collaboration with GBHEM and the Appointive Cabinet implement the Reflective Supervision process for the IAC.
4. In collaboration with local ministry settings and the Appointive Cabinet, create an on-boarding process for clergy in transition.
5. Create and Develop the Transformational Leadership Team (Child Team of the Bishop's Operational Team) and network with the Conference Connectional Ministries Committee (Boards, Agencies, Commissions, Standing Committees), Board of Laity and Board of Ordained Ministry to identify best

1 practices and partnerships for leadership development that engages our Wesleyan identity
2 upholding both personal and social holiness.

- 3 6. For such a time as this, this office will develop transformational leadership child teams that will:
4 a. Facilitate The Bishop’s Anti-Racism Initiative
5 b. Work with local communities/leadership in leadership development and alignment of supports
6 and resources that will include addressing social services which meet immediate symptoms of
7 need and injustice and underlying root systemic causes of social injustice. While it is recognized
8 that many communities of faith are engaged in ministries of outreach, mercy and justice; it is
9 critical for a deeper understanding of the “why” behind the “what.” The “why” is more often
10 than not related to systemic issues, including but not limited to: Racism; Sexism; Homophobia;
11 Ageism, Ableism, Xenophobia, Food Insecurity; Living Wage; Homelessness; Safe, Healthy
12 Working Conditions; Redlining (implicit as well as explicit); Civilian Oversight of Policing Services;
13 Adequate Mental Health and Child Welfare Services; Abuse (physical, sexual, mental, child,
14 elder); Water, Land and Air Pollution; Economic Justice for working people and for local small
15 farmers/businesses. The Book of Discipline, Resolutions and Social Principles, and Annual
16 Conference Resolutions are all resources around this work.

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18 The Director of Congregational Excellence will:

- 19 a. Work with the Cabinet, Directors of New Communities of Faith & Clergy/Leadership Excellence and
20 others will develop ministry plans to prepare churches to multiply – reach new people for Christ.
21 b. Work with directors, transitional superintendents, and cabinet to develop and launch the circuits in
22 the IAC by July 2121.
23 c. In 2020 we focused on developing our coaching and consulting teams. In 2021 we will focus on
24 reaching out further and multiplying our impact as we deploy our coaches and consultants.
25 d. We will reimagine the connection between the conflict transformation process and TIIMS and our
26 office and staff.
27 e. Continue working our Vision Template and creating our 90 day goals.
28 f. Continue to partner with Parish Development to shape our work.

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30 The Director of New Communities of Faith will:

- 31 a. Work with the Cabinet, Directors of Clergy/Leadership Excellence and Congregational Excellence,
32 local churches, pastors, and others to develop a ministry plan to increase the number of new
33 communities of faith in the Iowa Conference.
34 b. Work with Superintendents, the Directors of Clergy/Leadership Excellence and Congregational
35 Excellence, Parish Development, District Operational Teams, and others to increase the capacity of
36 local congregations, campus ministries, and the Conference to begin new communities of faith. This
37 includes
38 c. Refine the developed strategies and assessments to perfect ministry plan and assess congregations,
39 clergy, and laity for readiness to begin new communities of faith.

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41 **Apportionment Request**

42 **a. What was your apportionment request for 2020?**

43 \$943,071

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45 **b. How much did you spend in 2019?**

46 \$991,079.20 Through November 30th

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48 **c. What is your apportionment request for 2021?**

49 \$781,373

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Healthy Relationships

Outline your 2021 Ministry Plan.

The Healthy Relationships Team collaborates to:

- a. provide orientation to new clergy persons who are appointed and new lay persons who are assigned to ministry in the Iowa Conference,
- b. provide the mandatory 4-year Ethics and Boundary Training to all appointed clergy persons, all assigned lay persons, and a representative from their ministry setting (usually the Staff-Parish Relations Committee Chairperson or Member),
- c. provide a Conflict Transformation Response Team for conflict intervention at the recommendation of the Appointive Cabinet,
- d. train and equip pastoral leadership for appointments for local churches who would benefit from Intentional Interim Ministry leadership,
- e. arrange for the Bishop to meet retired pastors and spouses, pastors of local churches, and in other settings, and
- f. foster the gathering of clergy spouses.
- g. The Healthy Relationships ministry plan will be under review this next year as other ways of supporting healthy relationships throughout the church are emerging and adapting.

Apportionment Request

a. What was your apportionment request for 2020?

\$26,320

This includes: Conflict Transformation, New Professionals in Ministry Seminars, Ministerial Ethics, Retired Clergy Fellowship, True Vine/Partners in Ministry (clergy spouse ministry), and Large Church Pastors' Gathering.

b. How much did you spend in 2019?

\$17,954

c. What is your apportionment request for 2021?

\$23,550

This includes: Conflict Transformation, New Professionals in Ministry Seminars, Ministerial Ethics, Retired Clergy Fellowship, Partners in Ministry (clergy spouse ministry), and Large Church Pastors' Gathering.