

**Report of the Commission on Ministry (COM) to the 130th Annual Convention of the  
Diocese of Colorado October 12-14, 2017**

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| The Rev. Kim Seidman, Chair                      | Holy Comforter, Broomfield          |
| Mr. Darren Armstrong                             | Holy Redeemer, Denver               |
| The Rev. Deacon Sally Brown                      | St. John's Cathedral, Denver        |
| Ms. Luz Escalera                                 | St. George, Leadville               |
| Ms. Socorro Escalera                             | St. George, Leadville               |
| Mr. Michael Gross                                | St. John, New Castle                |
| The Rev. Lucas Grubbs                            | Ascension, Denver                   |
| The Rev. Deacon Cammie Houpt                     | St. Gabriel, Cherry Hills           |
| Ms. Betsy Leonard                                | All Saints, Battlement Mesa         |
| The Rev. Ali Lufkin                              | St. George, Leadville               |
| The Rev. Rich Munsell                            | Retired                             |
| Mr. Jim Rosa                                     | St. Mathias, Monument               |
| The Rev. Bruce Swinehart                         | St. Mary Magdalene, Boulder         |
| The Rev. Jeremiah Williamson                     | Grace and St. Stephens, Co Springs  |
| The Rev. Canon Ruth Woodliff-Stanley, Ex-officio | Office of the Bishop                |
| Ms. Dianne Draper, Assisting Staff               | Office of the Bishop                |
| The Rev. Mary Kate Rejouis, Ex-officio           | Chair, Board of Examining Chaplains |

Mission Statement:

Our mission is to equip the body of Christ for faithful ministry, and to advise the Bishop in the implementation of Title III of the Canons.

Executive Summary:

The Commission on Ministry has three areas of responsibility outlined in bold:

**Equipping for discernment to lay or ordained ministries:**

- We organize an annual discernment day connecting seekers exploring ministry
- We provide the *Called To Lead* discernment manual to guide seekers and congregations
- We equip for the training of congregational discernment teams
- We assist the Bishop's Office in staffing the annual BACOM weekend
- We support the Bishop's office however needed regarding licensing for lay ministries

In 2017 the Commission continued to develop the annual Day of Discernment to equip seekers, sponsoring clergy and congregational discernment teams with tools for identifying faithful leadership. After soliciting input from recent ordinands and postulants, COM revised and updated the *Called to Lead* discernment guide for clarity and brevity. Posted on the diocesan website, the guide provides direction for Episcopalians in Colorado as well as a reference for other dioceses seeking to improve their processes for leadership discernment..

In response to the Episcopal Church's "Becoming Beloved Community," we are listening to sacred stories from our more racially diverse congregations, discerning how the Spirit is leading the church to grow in reconciling ministries. We are identifying manifestations of institutionalized white privilege and exploring concrete ways to increase diversity among churchwide leadership.

**Overseeing ordination processes:**

- We partner with the Board of Examining Chaplains to ensure faithful formation
- We assist the Bishop's office in facilitating the Holy Orders retreat
- We advise the Bishop on creative and effective strategies to meet canonical requirements

In 2017 the Commission celebrated nine new priests and deacons, and welcomes four new postulants to the priesthood. The BOEC mentors provide pastoral support and meticulous attention to detail ensuring personalized formation attentive to individual needs. Quarterly, the chairs of BOEC and COM, Bishop and Canon to the Ordinary meet to review the progress of each postulant.

Acting on BOEC recommendation, we have revised the diaconal formation process to increase the time allotted to complete the academic modules.

**Supporting church professionals:**

- We provide annual priest compensation guidelines
- We pursue affordable and accessible continuing education opportunities
- We encourage annual reporting of continuing education requirements for clergy

In 2017, the Commission proposed an increase of the Colorado clergy compensation standard to correlate with the latest national median data available. The standard also includes benefits so congregations are aware of the full cost. We developed a compensation booklet to assist vestries with accurate information for priest compensation. We continue gathering data on lay employees to provide comparative tools.

In support of small (defined as less than 50 ASA) and rural congregations, the COM is working to identify systemic issues and draft recommendations to address financial sustainability and congregational vitality.