

**Report of the Commission on Ministry (COM)
to the 128th Annual Convention of the Diocese of Colorado
October 1-3, 2015**

Mission Statement

The Commission on Ministry advises the bishop on ministry development for the diocese. This responsibility includes overseeing the discernment, formation, and assessment processes for both lay and ordained ministers.

Members

Name	Home Parish
The Rev. Hollis Wright	St. Matthew's, Grand Junction
Mr. Jesse Brown	Holy Comforter, Broomfield
The Rev. Deacon Sally Brown	Retired
Ms. Eleanor Foley	St. Benedict, La Veta
Mr. Michael Gross	St. Barnabas, Glenwood Springs
The Rev. Deacon Cammie Houpt	St. Timothy's, Centennial
The Rev. Nick Myers	Grace & St. Stephen's, Colorado Springs
Mr. Rick Parker	All Saints', Loveland
The Rev. Kim Seidman	Holy Comforter, Broomfield
The Rev. Bonnie Sarah Spencer	St. Paul's, Fort Collins
The Rev. Carl Andrews, Ex-officio	Canon to the Ordinary
The Rev. Deacon Linda Brown	Liaison, Board of Examining Chaplains
Ms. Dianne Draper, Ex-officio	Executive Assistant to the Canon to the Ordinary
The Rev. Deacon Marc Genty, Ex-officio	Chair, Board of Examining Chaplains

Major Initiatives in 2015

- The Commission further revised the half day conference where those who are considering significant lay or ordained ministry can meet with Bishop O'Neill and learn more about various forms of ministry. This event, Journey of Discovery – The Road to Ministry, is designed to reflect the fact that one's call to ministry may be lay or ordained, and each is of great worth.
- 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. In addition, the Commission has proposed a minimum salary for curates in the first 2-3 years of ordained ministry and guidelines for salary for clergy assisting in parishes as assistants, associates, etc. The Commission also began developing data on lay employee salaries within the diocese.
- The Commission's first survey of continuing education of priests in the diocese of Colorado was in 2013; this work is being continued, in accordance with Canon 3.9.1. (Continuing education by deacons is monitored by the Office of the Bishop.) The Commission is in the process of developing a web site containing information on continuing education books and endeavors considered fruitful by clergy, in order that others may consider these for future continuing education.
- The Commission continued the work of reviewing diocesan license requirements for Pastoral Leaders, Worship Leaders, Lay Preachers, Eucharistic Ministers, Eucharistic Visitors, Lay Catechists, and Lay Evangelists in accord with Canon III.4.
- The Commission instigated meetings to consider the direction of the diaconate in the diocese, and to also consider the manner of training and education prior to ordination.

Priorities for 2016

- Compensation—continue work on clergy compensation as indicated above, and develop guidelines for lay compensation.

- Lifelong Learning—continue to develop resources and seek opportunities for the diocese as a whole, and continue survey of continuing education by priests.
- Journey of Discernment: Road to Discovery -- continue to develop an approach that values and encourages discernment of both lay and ordained ministry.
- Review lay license requirements and develop recommendations for improvements as may be useful.
- Continue work on the diaconate, looking toward completion.
- Review all events and processes for congruence with the evolving vision of the Diocese, changing society and future leadership needs of the church.