



## The Episcopal Diocese of Vermont

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### Ministry Developers

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# The Episcopal Diocese of Vermont

## *The Role of the Ministry Developer*

***Formation***

***Liberation***

***Communication***

***Connection***

***Celebration***

# Ministry Development

Ministry development in the Diocese of Vermont is based on the theological principles found in the Baptismal Covenant. Ministry development encourages and supports a shared ministry for mission that calls all baptized Christians to be ministers of God's reconciling love in the world.

## The Ministry Developer Position

Ministry Developers in the Diocese of Vermont are members of the diocesan Ministry Support Team, professional diocesan personnel, who function in the field as extensions of the bishop's ministry in congregations ("shared episcopacy").

The portfolios of the Ministry Developers encompass three major areas:

- Congregational Development
- Congregations in Transition of Clergy Leadership
- General Support of the Mission and Ministry of the Diocese

### ***Congregational Development***

The work in this area includes leading mutual ministry and leadership reviews; facilitating conflict resolution, short and long-term planning, and gifts discernment; assisting with the development of parish-based Christian formation and community outreach; and offering retreats for parishes and their leaders.

### ***Congregations in Transition***

The work in this area includes creating transition plans; assisting in parish discernment and the development of parish profiles; coordinating with Companions and interim pastors; representing the diocese at provincial, regional, and national conferences and events; and leading discussions through the medium of FreshStart and FreshStart 2.0.

### ***General Mission Support***

The work in this area includes collaborating with other diocesan groups such as Congre-

gational Support and Resources Committee and the Commission on Ministry in order to expand and strengthen consensus in ministry development strategies; reshaping worshiping and ministering communities by providing support, fostering vitality, and facilitating transformation as they live out their ministries; and serving as a conduit for news and information within the diocese and the church.

## Skills of Ministry Developers

Ministry Developers in Vermont...

- See themselves as teachers, guides, encouragers, and resources
- Draw upon a set of skills which stress consulting, linking, learning, working with change (rather than directing it), and sharing leadership roles
- Have a working and growing theology of church and ministry which enables them to see the big picture while working with the details within the local culture
- Demonstrate a non-anxious presence in situations of conflict and uncertainty
- Show a kind of positive opportunism, an ability to see opportunities in all kinds of situations
- Display the energy of self-starters and have the heart of team players

Individual Ministry Developers may have particular skills in...

- Clergy deployment
- Organizational management
- Youth and children's ministry
- Conflict transformation
- Baptismal ministry development
- Systems transformation

## Organizational Relationships

Ministry Developers each bring their unique skills to this diocesan ministry and work in a collegial way with the bishop and other Ministry Support Team members. The position of a Ministry Developer is half-time.