

Synod of Lakes and Prairies
2012 COM/CPM Conference

WORKSHOP DESCRIPTIONS

SESSION 1. Tuesday, 7:00 -8:30 p.m.

Plenary 1 Talk Back, Landon Whitsitt

An opportunity to continue with Landon the discussion from the small group time following his plenary presentation.

COM 101: The Basics, Joyce Lieberman

Whether you are new to COM or an old pro, it never hurts to review what's really at the heart of the Committee on Ministry. This workshop will "return to the basics" and look at the things you can't ignore and the things you can do in your leisure. How can we find time to be pro-active and positive and not just respond to brushfires? Bring your COM manual to see if it includes policies and procedures for the essentials. *(for COM)*

CPM 101: The Basics, Tim Cargal

Whether you are new to CPM or an old pro, it never hurts to review the basic processes, forms and other requirements of the Preparation for Ministry. What can't be ignored and what can you do in your leisure? What adjustments in our procedures and/or policies are necessary to accommodate changes we are experiencing with inquirers and candidates? Bring your CPM manual and all the questions you have. *(for CPM)*

CLP Issues and Practices, Bob Houser

Almost all of our presbyteries train and deploy Ruling Elders to provide pastoral leadership in congregations, usually called Commissioned Lay Pastors. This workshop will provide an opportunity to talk about issues related to training, credentialing and privileges, commissioning, mentoring, recruiting, continuing education and more. *(For COM and CPM)*

Compensation Guidelines, Effective Salary and Pension Benefits, Doug Kelly

The details of terms of call are a mystery to most people who haven't worked much with the church and the Board of Pensions. How do we think about reasonable compensation for clergy and others who provide pastoral leadership? What's "effective salary" and what difference does it make? What other benefits and expectations does the Board of Pensions provide and have that COMs (and even CPMs) should know about? *(mostly for COM)*

SESSION 2. Wednesday, 1:00 – 2:30 p.m.

Plenary 2 Talk Back, Landon Whitsitt

An opportunity to continue with Landon the discussion from the small group time following his second plenary

Alternatives for Clinical Pastoral Education, Field Education, and Supervised Practice of Ministry, Barbara Anne Keely

Seminary classes may prepare one for the content of theological leadership in congregations, but the work of understanding one's gifts and particular call to ministry more often happens in the context of practicing ministry and exploring and confirming one's own pastoral identity. Many CPMs require a unit of CPE and all seminaries require some kind of field education (working in a congregation or other supervised ministry setting) as part of an M.Div. program. What do those programs intend to do, what options might there be for accomplishing those purposes, and how can a CPM partner with a seminary to ensure the best experiences for inquirers and candidates? *(for CPM)*

COM and the New Form of Government, Diana Barber

In July of 2011 the church began operating under a significantly revised Form of Government that removed from constitutional language many of the specific regulations and procedures that have provided purpose for COMs and CPMs. If you're still wondering what this means for your committee and presbytery, Diana will review the changes relevant for COMs, the policies that should be in place, and other options available to presbyteries. *(for COM)*

Separation Ethics, Ken Meunier

When a pastor or CLP leaves a position, many questions can arise regarding their future role in the congregation (or even presbytery) they previously served. How can COM prepare sessions so they understand what's appropriate and what's not. What responsibility and power does COM have to oversee the behavior of minister members of the presbytery? How is this an issues of professional ethics and how do we communicate that to pastoral leaders? *(for COM)*

Effective Use of Ministry Development Center Services and Reports, *Mark Sundby and Ross Peterson*

The Ministry Development Centers are a key resource for COM and CPM in working with pastors as well as inquirers and candidates. How can we make the best use of the services they provide and, just as important, how do we read and understand the reports they write for us and use them most effectively? (*For COM and CPM*)

SESSION 3 Wednesday, 7:00 p.m. – 8:30 p.m.

Plenary 3 Talk Back, *Mark Sundby*

An opportunity to continue with Mark the discussion from the small group time following his plenary presentation.

Tentmaking, *Dave King and Linda Kuhn*

Tentmaking is nothing new (it's even Biblical!) and is becoming a more viable option for congregations and pastors. What does it mean to be a tentmaker? How do you balance church work and secular work effectively while addressing the needs of the church? How can a COM work with a tentmaker pastor and a congregation to determine an effective contract and establish reasonable expectations? How can this model of leadership strengthen churches? What's the "profile" of a bi-vocational pastor and how can a CPM encourage candidates and inquirers along this route? (*for COM and CPM*)

Call Process Review: A Cajun Two-Step, *Kevin Keaton*

The process the church uses to seek pastoral leadership is inclusive and participatory – and frequently a mystery and occasionally a frustration for congregations. Kevin will review the process and the parties involved and share strategies for equipping liaisons to Pastor Nominating Committees to help facilitate and guide the process. He'll begin with what sessions need to do between the time a pastor announces departure and either a Moderator is appointed or an Interim secured and then move on to look at the information communicated to the Congregation and PNC. (*for COM*)

Ordination Exams, *Tim Cargal*

The Constitution still requires Candidates to pass the standard ordination exams prepared and administered by the Presbyteries' Cooperative Committee on Examinations. Tim will share the status of changes to those exams, the procedures for registering for them, how they are administered and CPMs' options for appeal and alternatives, and how committees can prepare students for taking the exams. (*For CPM*)

Conducting Effective Interviews, *Gretchen Graf*

Both COM and CPM have many opportunities to "interview" folks. COMs (and presbyteries) interview pastors for membership in the presbytery and candidates for ordination. They work with PNCs in interviewing persons for pastoral positions. CPMs interview those seeking to become Inquirers, those moving from Inquiry to Candidacy, and those ready to be examined for ordination. While the specific content of questions may vary, there are helpful principles for what constitutes a good question that will produce the kind of answer or conversation you want. How can you be sure that the questions you do ask will work? (*For COM and CPM*)

SESSION 4 Thursday, 8:45 a.m. – 10:00 a.m.

CPM and the New Form of Government, *Diana Barber*

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"Downsizing" Pastoral Leadership, *Dave King and Linda Kuhn*

As operating costs for churches increase, we are often faced with the hard reality that a congregation can no longer afford full time pastoral leadership. How does a COM work with a congregation to reimagine their pastoral needs based on their mission? How can a church and pastor shift gears into a new model of leadership? We will look at tools to more effectively utilize small church dynamics, explore methods for discerning mission, hone skills for shedding encumbrances to ministry, and sustain effective church identity. (*for COM and CPM*)

Options for Responding to Conflict, *Keri Shelton*

A number of presbyteries have trained COM members and others to be available to assist when congregations find themselves in conflictual situations that require intervention. Such training has been provided by the Alban Institute, the Lombard Peace Institution, the University of North Dakota and others. Keri will share her experience of how their approaches vary, what kind of training is available, and how helpful such training is in working with congregations dealing with real life conflict. *(For COM)*

Electronic Meeting Alternatives, *Sarah Moore-Nokes*

There are times when nothing can replace a face to face meeting. But there are also times when we need to consider alternatives. What criteria might be useful in making those decisions? And when we need an alternative, what are our options? What technology works best, when? And how do we get folks on board and learn how to use the technology effectively? *(For COM and CPM)*

How to Know When to Go and When to Stay, *Mark Sundby and Ross Peterson*

It is a rare exception that a pastor will begin and end ministry in the same setting. How does a COM help a pastor decide whether her/his ministry in a particular place is at an end, needs rejuvenation, or still has work to be done? What resources are available to help pastors explore those questions. And if the answer is, it's time to go, how can we help a pastor and a congregation prepare for the transition, especially in an economy that may militate against change? *(For COM)*