

The Episcopal Church's



Connecting Vital Retired Clergy and Vibrant, Small Worshipping Communities for Mission

Moving From Full-Time to Part-Time Clergy Leadership

A complex and often difficult time for a congregation...but
might there be an opportunity?

Moving From Full-Time to Part-Time Clergy Leadership

Let's first look together at what is happening in the whole Episcopal Church in the USA (ECUSA) and how it relates to what is happening to us here.

The very first thing we'll discover is that

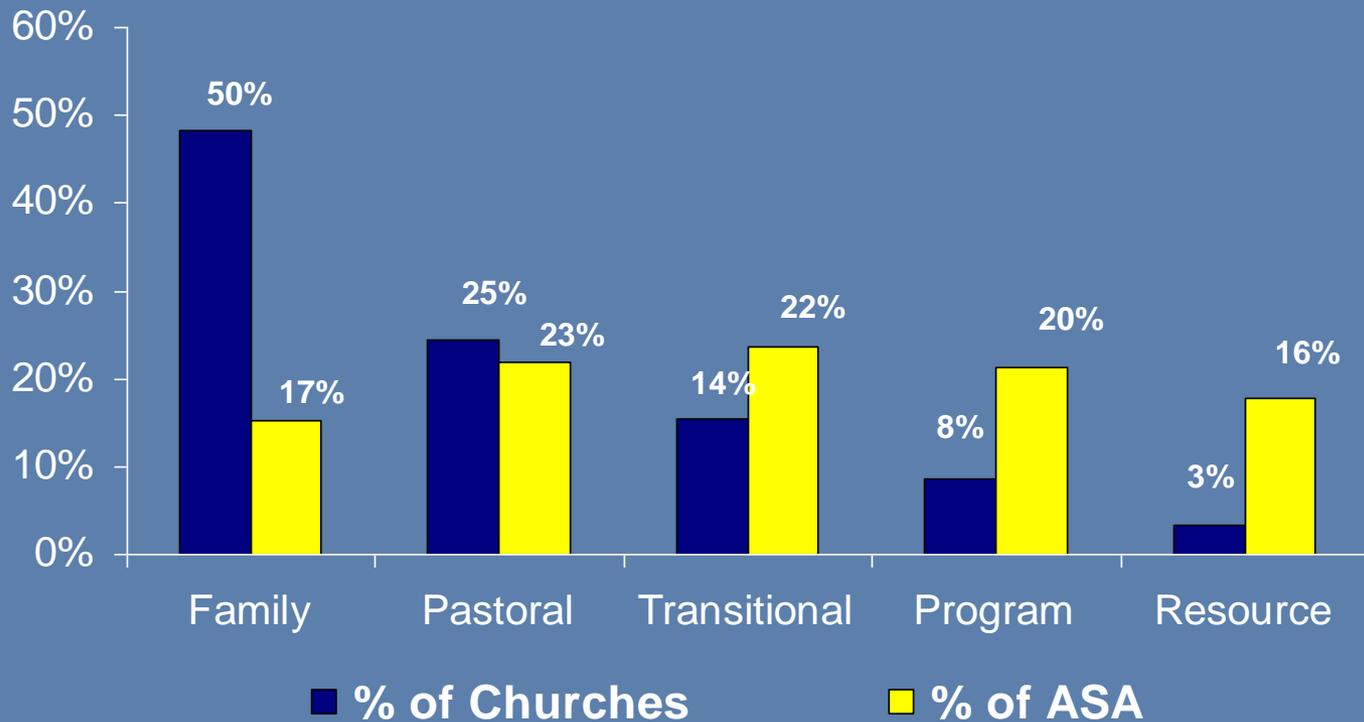
- ❖ **There is a trend**
- ❖ **No one is at fault**
- ❖ **There might be an opportunity here**

We are a denomination of small churches

*ECUSA is a denomination of smaller churches-
but more people attend larger churches than smaller ones*



Percentages of Churches and Attendance by Size Category



Source: 2004 Parochial Reports

Given that 75% (5387 of 7154) of the congregations in ECUSA are **Family (ASA <75) or Pastoral-sized (ASA 76-140)** & given the trends in compensation, costs for benefits, etc...

IT IS FAIR TO SAY that many of these congregations (especially the family-sized) throughout the country **are working to find new ways to do worship and ministry and have something other than paid, full-time clergy.**

- **Actually, most family-sized congregations, if they tried to fund a full-time cleric, would have a compensation burden (\$50,000+) that overwhelms their total budget (\$48,000ish).**
- **This points to a trend that says "We might be looking at over 50% of our congregations needing 'less-than-full time clergy' given that compensation and benefit costs are rising. This is true even though our congregational operating revenues are rising at the same time."**

(CPG State of the Church Report)

The NDNV Vision & Perspective

First: All this says nothing about the **vital and spirit-filled worship and ministry** these congregations play in their communities.

Second: Small does not mean struggling; it can actually and often mean **THRIVING**.

**“Having less than full time clergy”
can mean **THRIVING!****

NDNV Assessment Tools

We have provided three assessment tools for use by the vestry, congregation and/or priest.

They are not perfect, but they will get you some information and data you did not have before and which we think will help you get from here (FT model) to there (PT model).

Then, you will be able to use the exercise and data to launch into a conversation and make better informed decisions.

Getting from Here to There

Let's use a tool to collect some data about what this vestry or congregation thinks a priest ought to do during a week of ministry.

I. **How Much Time Can a Part-time Rector Spend on Various Duties?**

Let's look at a "clergy work week" and find out what our expectations are for the number of hours we are expecting at part-time. Remember: it is an exercise and data meant to help us talk about this!

Getting from Here to There

Let's use a tool to collect some data about how the full-time priest normally spends the week on ministry activities (by percentage) and then “who might do what” when that time is reduced.

2. **Time Activity Chart – from Full-time Priest to Part-time Priest**

The tool looks at how our full-time priest spends the work week using “categories of activities” and asks the vestry members to discern how the lost ministry activity will be made up. Remember: it is an exercise and data meant to help us talk about this!

Getting from Here to There

Let's use a tool to collect some data about the characteristics of a priest that might make the best match for your congregation.

3. An Exercise in Selecting Characteristics of a Parish Priest

The tool looks at 36 characteristics of a priest and asks members of the congregation to rank them in groups of 12 as Very Important; Desirable; and Least Important. Remember: it is an exercise and data meant to help us talk about this!

Moving From Full-Time to Part-Time

**Behold, I am about to a new thing ...
do you not perceive it.**

Isaiah 43:19

The Good News is that when two or three are gathered Christ is with them. No matter how many are gathered at your congregation, may you know that Christ is with you and inviting you to discover what the New Thing is that God is doing with you.

We hope these tools will help you discover some of what will make a good match for you, for a part-time priest and for perceiving what God is up to!