



Congregational Curacy Application

The Episcopal Diocese of Michigan curacy program is designed to support newly ordained persons (curates) in their formation. Congregations that hire newly ordained people will be asked to create healthy, faithful, and effective learning sites where a newly ordained person can try new things and work with colleagues, parishioners, and staff to not only develop their own competencies, but also contribute to congregational health and vitality of the church.

Congregation _____ City _____

Contact Person _____

Email _____

Phone _____

My congregation is applying for (check the box that applies)

- \$5000 For Summer Internship (Seminararian)
- Funding for hiring a newly ordained person as vicar, rector, priest-in-charge
- Funding for hiring a newly ordained person to be curate/associate/assistant in order to grow the ministry of the church to support 2 priests
- Funding for "Teaching Congregations" who feel called and are chosen to hire and form curates.

We believe the congregations best suited to form and shape newly ordained people have the following relational hallmarks (adapted from Kennon Callahan's 12 keys for an effective church):

- 1) A concrete mission that heals a hurt in the world or creates concrete hope in the world
 - 2) Systematized pastoral visiting by lay and Clergy
 - 3) Dynamic worship that is corporately planned
 - 4) Significant relationship groups where people can make connections
 - 5) Strong leadership resources that help all leaders to be relational and caring with individuals and groups in the regional community
 - 6) Streamlined structure and solid participatory decision making
- (for more explanation of these please see page 3 of the application)*

Please answer the questions on a separate sheet of paper.

- A. Which of the relational aspects are your congregation's strengths? And why?
- B. Which of the relational aspects does your congregation wish to develop or strengthen in the coming year, and how might you do that?
- C. What tasks do you imagine the newly ordained person will be responsible for? What are your expectations of this newly ordained person? For example, will the newly ordained person lead meetings? Be responsible for certain ministries etc.?
- D. Identify specific ways the ordained, lay leaders and the congregation will support the ministry of this newly ordained person.
- E. How much diocesan support are you asking for? What is your proposed plan for funding this position? (*You may ask for up to 50% of the total salary and benefits.*)

Please submit this form and responses with the following financial information to cramirez@edomi.org:

- Most recent annual report
- This year's operating budget
- Most recent treasurer's report
- Current balance sheet (if not already included in the treasurer's report)

Teaching Congregations Have:

**Explanation of Twelve Keys to an Effective Church By Kennon Callaban*

The 6 Relational Characteristics

1) A concrete mission that heals a hurt in the world or creates concrete hope in the world

The missional church has two or three such objectives that involve strong groupings of the congregation in mission with persons who have specific human hurts and hopes.

2) Systematized pastoral visiting by lay and Clergy

Though a lost art in many churches, the missional church does consequential visitation with the unchurched, newcomers, constituents, and members on a weekly basis.

3) Dynamic worship that is corporately planned

The weekly services are holistic in music and message, corporately planned, and led by a compassionate competent team of laity and pastor.

4) Significant relationship groups where people can make connections

Most people come to a local church looking for community. Instead, we put them on a committee. Missional churches are constantly and intentionally starting new caring groups in which people may discover roots, place and belonging.

5) Strong leadership resources that help all leaders to be relational and caring with individuals and groups in the regional community

Many churches train leaders to fill functional slots inside the church's program. Missional churches nurture their leaders to be relational and caring with individuals and groups in the regional community.

6) Streamlined structure and solid participatory decision making

Missional Churches plan on the basis of their strengths, hopes and objectives. They are less preoccupied with their own needs and problems than many churches. They have a streamlined organizational structure.