



## Teaching Congregation 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 the vitality of the church.*

Congregation \_\_\_\_\_ City \_\_\_\_\_

Rector/Priest In Charge \_\_\_\_\_

Email \_\_\_\_\_

Phone \_\_\_\_\_

Contact Person (if not Rector/PIC) \_\_\_\_\_

Email \_\_\_\_\_

Phone \_\_\_\_\_

- ☐ We are applying to be a **Teaching Congregation** and will call a curate for a period of 3 years, at which point the curate will seek their next call in ministry

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 each these, please see page 3 of the application

*Please answer the following questions on a separate page*

- 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. How will you create opportunities for the curate to be exposed to all aspects of congregational leadership? What tasks do you imagine the newly ordained person will be responsible for? What are your expectations of this newly ordained person?
- D. Identify specific ways the rector, deacons, lay leaders and the congregation as a whole will support the ministry of this newly ordained person.
- E. What is your proposed plan for funding this position? How much diocesan financial support are you asking for? *(You may ask for up to 50% of the total salary and benefits.)*

Please submit this form and responses with the following financial information:

- 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)

Application should be sent to  
the Rev. Canon Ellen Ekevag at [eekevag@edomi.org](mailto:eekevag@edomi.org)  
by December 15th.

# Teaching Congregations Have: The 6 Relational Characteristics of Effective Churches, adapted from *The 12 Keys To An Effective Church* by Kennon Callahan

## **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.*