



# the College

for Congregational Development

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The Rev. Cn. Victor H. Conrado

# Office for Congregational Vitality and Formation

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- Wardens and Vestry Members Support
- Vestry Retreats
- Vestry Trainings for new and current vestry members
- Congregational Vitality and Viability Consultation and Assessment
- Support on managing change and transitions
- Vestry Conflict Resolution

# What is the College for Congregational Development?

- A comprehensive program of congregational development for **teams of lay and clergy leaders**
- For congregations of **all sizes, locations and conditions**







# What does the College focus on?

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- Equipping lay and clergy teams to **lead development** in their parishes
- Emphasis on **learning frameworks** and **practicing the skills** that can be used in the parish

# Congregational Development

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Assisting congregations in becoming

**Healthier**

**More faithful**

**More effective**

Communities of Faith

# Congregational Development

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- That focus on and are faithful to **their unique purpose as congregations** which are local expressions of the body of Christ and which, with God's help, **gather people, deepen people's engagement with their baptismal identity and purpose and send them into the world** as witnesses to and **agents of transformation.**







# Congregational Development

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- That are connected and expressive of the **best of their ecclesial tradition, ethos, and character.**
- That are **self-renewing and responsive to the challenges and opportunities** around and before them.

# Congregational Development

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- That are sustainable or working toward greater sustainability, in terms of “fit” between the elements of their organizational life (identity, vision and goals, leadership, resources, culture, size, property, relationship to context, partnerships).





# Congregational Development

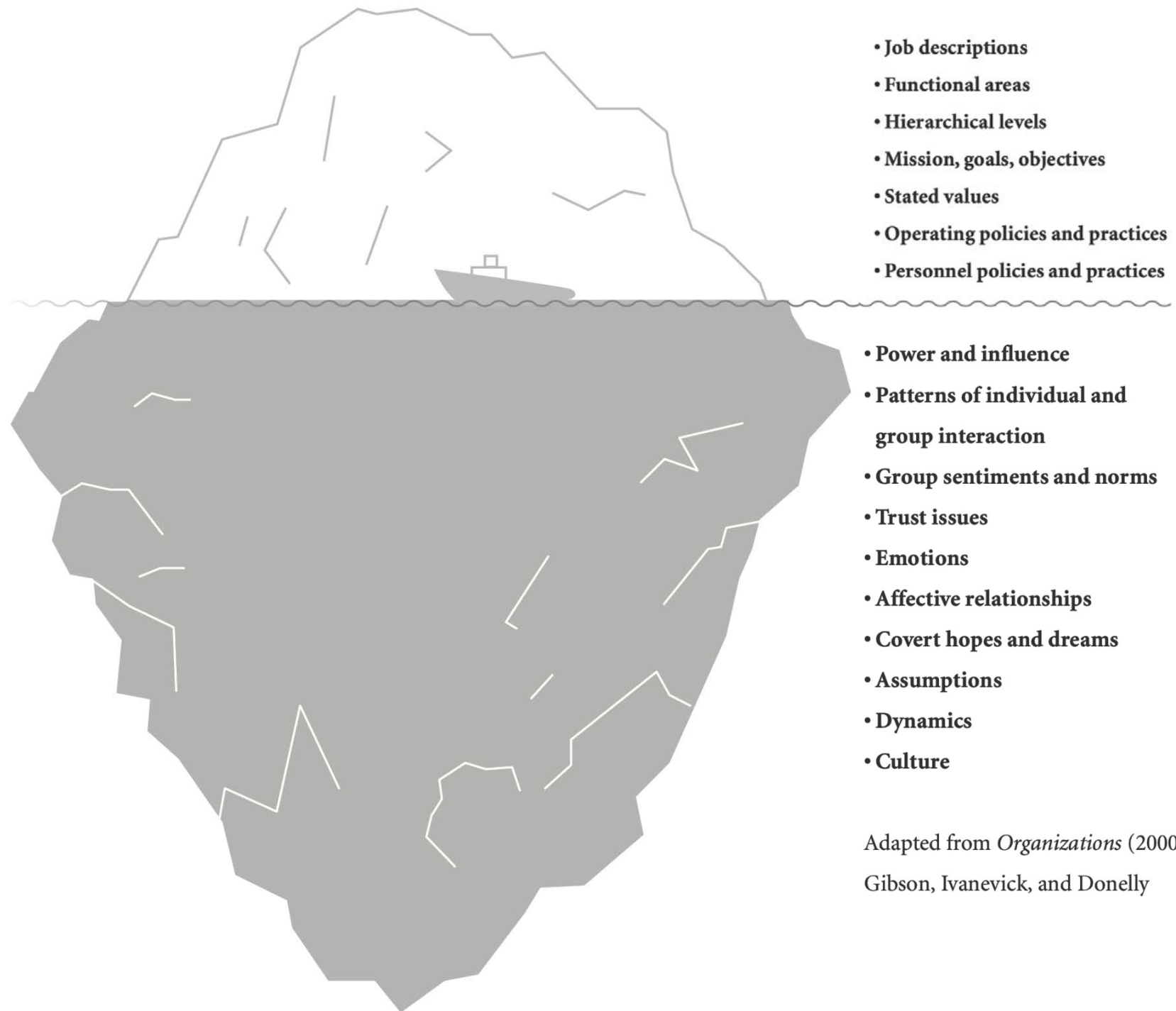
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- That **foster a culture** of transparency, collaboration, listening, trust, courage, openness, and flexibility and in which the congregation and its **leaders have a greater sense of choice.**



Another  
way of  
thinking  
about it...

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Adapted from *Organizations* (2000)  
Gibson, Ivanevick, and Donelly

# A brief exercise

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Discuss with others:

What one area (that I mentioned) do **you believe your congregation/parish needs to work on or develop?**





# What makes up the College

- Participation in **virtual and in-person training** (plenary learning, work in teams and individual work)
- **Two in-person weeks** over two summers
- **Readings** before and after each session
- **Back-home Interventions**
- **Support from the Diocese** in an ongoing way



# What is (some of) the content in the College?

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- **Change and transition** processes
- **Listening** processes and **facilitation tools**
- **Anglican identity**, ethos, and spirituality
- **Power, voice and influence** in the parish
- **Congregational identity and personality**
- **Trust development and conflict**
- **Intercultural** communication
- Learning about oneself as a **leader**
- **Faith development** in the parish
- Ways to engage with the **context/neighborhood**
- How to **experiment and learn** as you go

# Who are the trainers in the College?

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- **Practitioners** (from parishes of all sizes, locations and conditions and from diocesan staffs) who have **learned the material and have put it into practice in their congregations and dioceses.**
- **Not “outside experts”** or idea people who have interesting ideas but **little or no practical experience at the parish level.**
- **Parish Priests**
- **Lay people**
- **Canons to the Ordinary**
- **Canons for Congregational Vitality**
- **From all over the US and Canada**



# Participants in the College

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- **US Participants** from Olympia, Spokane, Rochester, Chicago, Indianapolis, Bethlehem, Atlanta, Maryland, Alaska, Northern California, California, Upper South Carolina, Tennessee, Alabama, Mississippi, Arkansas, Central New York, Michigan, New York, Central Pennsylvania
- **Participants from The Anglican Church of Canada:** New Westminster, Ottawa, Territory of the People, British Columbia, Kootenay
- **International Participants** from The Anglican Diocese of Jamaica and the Cayman Islands, The Episcopal Diocese of Northern Philippines
- College participants have included **Latinx, African American, Filipino, Indo-Canadian, Sri Lankan-Canadian, Caribbean Canadian, Caribbean, and Indigenous-Alaskan participants.**

# Current Sponsoring Dioceses

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- Diocese of Olympia
- Diocese of Atlanta
- Diocese of Indianapolis
- Diocese of Michigan
- Diocese of Chicago
- Diocese of Maryland
- Diocese of Rochester
- Diocese of Spokane
- Diocese of New York

# What does a parish need to do?

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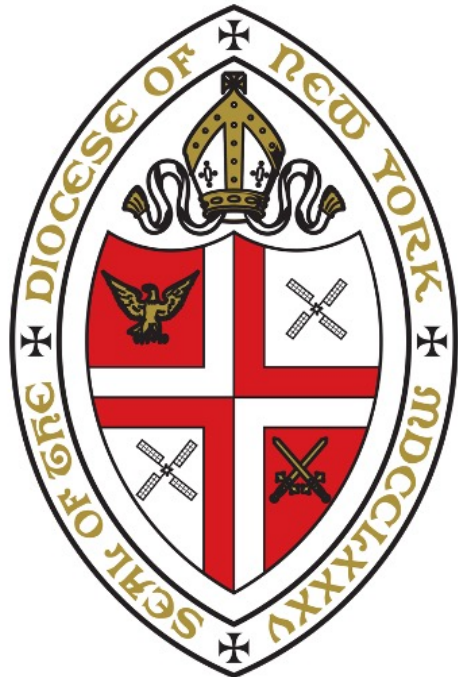


- **Identify a team** (will consist of a clergy person and 2-4 others who want to work on the parish's development)
- **Be sure the entire team can commit to the dates, times and effort required**



# the College

for Congregational Development



The  
Episcopal Diocese  
of New York

# Congregations Attending the June Year A training?

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- ✓ St. Luke's, Bronx, NY
- ✓ St. Augustine's, New York, NY
- ✓ St. Andrew's, Walden
- ✓ St. Francis of Assisi, Montgomery
- ✓ St. James, Hyde Park
- ✓ St. Phillip's, Garrison
- ✓ Grace/La Gracia, White Plains
- ✓ Christ the King, Stone Ridge
- ✓ St. Martin's, New York
- ✓ St. Andrew's, New Paltz
- ✓ Christ & Saint Stephen's, New York
- ✓ Christ Church/San Marcos, Terrytown
- ✓ Diocesan Staff

- ✓ St. Mary's-in-Tuxedo, Tuxedo Park
- ✓ St. Thomas', Armenia
- ✓ St. Luke's, Katonah
- ✓ Trinity Wall Street, New York
- ✓ Good Shepherd, Granite Springs
- ✓ St. Michael's, New York
- ✓ MJM / Manhattan Korean Episcopal Church
- ✓ Good Shepherd's, Roosevelt Island
- ✓ Christ Church, Poughkeepsie
- ✓ Grace's, Middletown
- ✓ St. John's, Kingston
- ✓ Christ Church, Staten Island
- ✓ St. Mary's, Cold Spring

# Congregations Attending the July Year A training?

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- ✓ Grace, Millbrook
- ✓ Grace, Nyack
- ✓ St. John's, Staten Island
- ✓ St. Alban's, Staten Island
- ✓ St. John's, Tuckahoe
- ✓ Holyrood/Santa Cruz, New York
- ✓ St. Phillip's, Garrison
- ✓ St. Andres, Yonkers
- ✓ St. Thomas, Mamaroneck
- ✓ St. Bart's/San Bartolomeo, White Plains
- ✓ St. John's, Yonkers
- ✓ Trinity-St. Paul, New Rochelle
- ✓ St. John's, New Rochelle
- ✓ St. Simeon's, New Rochelle
- ✓ Stephens', Pearl River
- ✓ St. Paul's, Poughkeepsie
- ✓ All Saint's, New York
- ✓ St. Margaret's, Bronx
- ✓ St. Mary's Manhattanville, New York
- ✓ Grace, Middletown
- ✓ St. Peter's, Peekskill
- ✓ Diocesan Staff



# Who is attending the training?

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## June Session 2023

- Lay Leaders 22
- Clergy 18
- One Bishop

## July Session 2023

- Lay Leaders 25
- Clergy 15
- One Bishop

# CCD 2024 Sessions Dates

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Cohort One

- July 7 to 12

Cohort Two

- July 28 to August 2

**Registration will open in February 2024**

# Resources







Congregational  
Vitality  
Assessment



**THE EPISCOPAL NETWORK FOR STEWARDSHIP**

*Inspiring Generosity*



*Pathways for  
Baptismal Living*  
at Bexley Seabury Seminary



# Community of Hope International

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*"A School for God's Service"*

*Rule of St. Benedict, Prologue, Verse 45*

[www.cohinternational.org](http://www.cohinternational.org)



ACADEMIA  
ECUMÉNICA  
DE LIDERAZGO

# Office for Congregational Vitality and Formation Contact Information

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The Rev. Cn. Victor H. Conrado

You can click [here](#) to schedule a Zoom or telephone conversation with me.

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