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GENERAL BOARD OF HIGHER EDUCATION & MINISTRY

Preparing a New Generation of Christian Leaders

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## Ministry Study Commission Issues Report, Invites Responses

VICKI BROWN



Commission members and GBHEM staff and directors presented the report at the 2010 fall Board meeting. Shown, from left: Bishop Grant Hagiya, the Revs. David Dodge, Ianther Mills, Anita Wood, Sharon Rubey, Meg Lassiat, and Ken Carter.

THE STUDY OF MINISTRY COMMISSION HAS mapped out changes that include a shift away from security of employment for elders, a move to group candidacy mentoring, and separating ordination from full annual conference membership.

“The 2008 General Conference asked us to streamline the ordination process and make changes that would move us to a mission-oriented rather than a clergy-oriented church,” said Bishop Al Gwinn, chair of the commission.

The commission report is now available for review and comments at [www.gbhem.org/ministrystudy](http://www.gbhem.org/ministrystudy). Comments can be e-mailed to: [ministrystudy@gbhem.org](mailto:ministrystudy@gbhem.org).

### Report Materials

“We can’t expect the 2012 General Conference just to trust us, so we want to continue the conversation with the church and its bodies regarding our work as we determine the legislation

that needs to be written to accomplish the things we need to do to have a healthy church,” Gwinn said.

However, Gwinn said action must be taken. “If we do not choose in 2012 to fix the situation to make the church healthier and have a more missional stance, finances are going to fix it for us,” he said.

“For example, if we have five more clergy than we need, we put them in churches that can’t afford it. Furthermore, those churches then get behind in pension and insurance and the

executive or large-church clergy leadership positions.

“Clergy age 35 to 54 now make up only 45 percent of elders. In 1985, 65 percent of active elders were in that age group,” Lassiat said. To address the continuing small percentage of young adult clergy, the commission calls on conference Boards of Ordained Ministry to give strategic leadership to annual conferences, districts, congregations, campus ministries, camps, and other appropriate ministries to create a culture of call among youth and young adults.

## “If we do not choose in 2012 to fix the situation to make the church healthier and have a more missional stance, finances are going to fix it for us.”

annual conference has to take money from resources to make up the pension and insurance those churches couldn’t pay,” Gwinn said.

Eventually, he said, the annual conferences cannot afford to make up the difference.

Several members of the Ministry Study Commission led a discussion on the proposals during the General Board of Higher Education and Ministry’s fall meeting in Nashville.

### **Culture of Call**

Although there are too many clergy in some areas, commission members expressed concern about the still low numbers of young people entering ministry and the decline in the percentage of middle-age clergy poised to assume leadership in the church.

The Rev. Meg Lassiat, GBHEM’s director of Candidacy, Mentoring, and Conference Relations, said that while the percentage of young clergy has increased, the numbers are still alarmingly small—just 946 elders and 89 deacons were under age 35 in 2010.

And she said there are fewer middle-age clergy positioned to assume

The commission has three proposals aimed at improving the candidacy process:

- Having a vocational discernment coordinator on the Board of Ordained Ministry in each annual conference.
- Requiring a ministry prep school for all elder, deacon, or local pastor candidates immediately after certification as a candidate.
- Moving to group candidacy mentoring.

Bishop Grant Hagiya said that lack of access to trained mentors has been “one of the huge bottlenecks.”

In addition, commissioning will be dropped. The practice of commissioning has not been well understood or accepted by the church, causing confusion and diminishing the nature of the gift of ordination, several members said.

“The Boards of Ordained Ministry will oversee candidates earlier, and ordination will replace commissioning in the process,” Hagiya said.

Ordination and provisional membership could occur as early as the completion of educational requirements and would be separated from full conference membership, he said.

### **Security of Employment**

The Rev. David Dodge said that the commission believes security of employment, commonly called guaranteed appointment, has been a barrier to fulfilling the church’s mission.

“It results in caring for the needs of clergy rather than the needs of the church. It restricts flexibility and is not sustainable,” Dodge said.

“Our vision is fruitful congregations that are transforming individuals and communities served by effective clergy undergirded by a system that is itiner-

ant, open, flexible, and responsive,” Dodge said.

The commission affirmed the practice of itinerancy as effective and responsive to the covenantal obedience to call.

In order to accomplish the shift away from security of appointment, Dodge said the commission calls on the general church to determine limited and standard fitness assessments, and if necessary, revise transitional leave policies.

Annual conferences, Boards of Ordained Ministry, cabinets, and bishops will need to determine a clear definition of and method for evaluating clergy, as well as coordinating with the General Board of Pension and Health Benefits on resources, methods, and practices for voluntary separation of employment and employment transitions.

Bishop James Swanson expressed concern that the role of the candidate’s home church and home church pastor is being reduced.

“In the move to expediency, some are moving away from the candidate’s meeting first with his or her own pastor and having the opportunity to preach, do Bible study, and practice what it really means to be a pastor,” he said.

The possibility of discrimination against women and racial-ethnic clergy was also a concern.

Hagiya and Gwinn said the commission had asked for input from the General Commission on the Status and Role of Women and the General Commission on Race and Religion about how to protect women and racial-ethnic clergy from discrimination when the church moves away from guaranteed appointment.

“There also must be a process by which clergy can appeal if they are not appointed,” he said.

### Sacramental Authority

The Rev. Ianther Mills reported on the commission’s recommendations con-



Vicki Brown/GBHEM

Bishop James Swanson says God is calling us “to launch out into deep waters.” Swanson preached at the opening worship of the Oct. 7-9 fall meeting of GBHEM.

## GBHEM Seeks New General Secretary

The General Board of Higher Education and Ministry seeks a passionate, creative, adaptable leader to serve as the chief executive officer of the worldwide agency of educational, institutional, and ministerial leadership of The United Methodist Church. The Board has a budget of \$39 million and employs approximately 65 full-time employees at their offices in Nashville, Tenn.

Minimum requirements include a master’s degree in a field related to the agency’s work and active involvement in The United Methodist Church. The expected hiring range is of \$135,000 to \$145,000. Download the profile at <http://thenovakconsultinggroup.com/services/executive-search/apply-for-open-positions>.

Submit applications, including cover letter, résumé, salary history, and references, to Catherine Tuck Parrish, The Novak Consulting Group at [apply@thenovakconsultinggroup.com](mailto:apply@thenovakconsultinggroup.com).

cerning sacramental authority, expressing concern that ministry is becoming isolated rather than collaborative.

“Sacramental authority extends through the bishop to the Order of Elders and sacraments should be available to the whole church, with authority given to deacons for missional purposes and local pastors when an elder is not available,” she said.

*Brown is associate editor and writer, Office of Interpretation.*

## Board Meets in Nashville, Approves Changes

A plan for distributing \$2 million to support theological education in Africa and a new formula for allocating church dollars to the 13 United Methodist theological schools were approved by elected members of the General Board of Higher Education and Ministry during their fall meeting.

The Board, meeting in Nashville Oct. 7-9, also approved a budget for 2011 and heard of the retirement of General Secretary Jerome King Del Pino, effective October 15.

John Lesesne, treasurer and chief financial officer, was named interim general secretary.

Board President Bishop Marcus Matthews said the search for a new general secretary is already underway, with the goal of presenting a candidate at the March 2011 Board meeting.

## Plan Approved for Theological Education in Africa

The 2008 General Conference passed a petition to support theological education in Africa. GBHEM, the General Board of Global Ministries, and United Methodist Communications agreed to provide \$2 million and coordinate the Africa Educational Initiative.

In consultation with the 12 bishops of Africa, each episcopal area in Africa will receive \$100,000 for financial assistance, scholarships, and logistical support for theological education. The plan also provides for additional funds for infrastructure and sustainability.

“Our implementation plan provides scholarship assistance for clergy coming to the U.S. for theological education

*(continued on page 5)*

## Board Elects New Members, New AU Board Members

During the Oct. 7-9 fall meeting, the GBHEM's elected directors approved two new board members, elected two new members to Africa University's Board of Directors, and heard a report on the partnership with the General Council of the Methodist Institutions of Education (COGEIME).

The two new Board members are the Rev. Reggie Williams of Macon, Ga., and Teresita Matos of Orlando, Fla.

The new members of Africa University's Board of Directors are Kumbirayi Chiimba Katsande and Angella Current-Felder. Katsande is chairman of the Business Council of Zimbabwe and president of the Conference of Zimbabwe Industries. Current-Felder, who retired in June as executive director of GBHEM's Office of Loans and Scholarships, was formerly GBHEM's liaison to the AU Board.

The Board also:

- Received a report on the progress made under the partnership agreement between GBHEM and the General Council of the Methodist Institutions of Education (COGEIME), including leadership training seminars in Brazil, Peru, Costa Rica, Panama, and Bolivia, as well as the completion of an educational needs assessment in Peru.
- Approved a motion to recommend continuance of the apportioned Africa University Fund to the 2012 General Conference, and request plenary time during the General Conference for a report from GBHEM and Africa University.
- Approved in principle a partnership agreement with Yonsei University in Seoul, South Korea, similar to the COGEIME agreement. Under the agreement, the university will serve as the regional office for the Methodist Global Education Fund for Leadership Development in Asia.
- Heard a report from Bishop James Swanson, chair of GBHEM's Global Education and Ministry Committee, that the committee had drafted a continuing resolution for the 2012 General Conference to continue the Methodist Global Education Fund for Leadership Development. The resolu-

tion also includes \$4 million as a World Service Special Gift for the 2013-2016 quadrennium. The resolution will be forwarded to GBHEM's Legislative Committee. Swanson said the committee agreed to ask UMCCom to consider malaria nets made in Africa for their anti-malaria campaign in order to create opportunities for economic development and jobs for Africans, as well as protection from malaria.

- Heard a report from the Church Systems Task Force, a joint project of GBHEM and the General Board of Pension and Health Benefits, with jurisdictional representation from the Council of Bishops. The agencies were directed by General Conference 2008 to examine appointment-making systems and recommend improvements to support clergy health. Barbara Boigegrain, general secretary of the Board of Pension and Health Benefits, said the group plans to present legislation to General Conference 2012 based on the findings.



Leaders of the General Council of the Methodist Institutions of Education reported to the Board about progress made under the 2009 partnership agreement signed with GBHEM. Shown, from left: Ken Yamada, Amos Nascimento, Luis Cardoso, Wilson Zucheratto, Bishop James Swanson, Bishop Stanley Moraes, and Bishop Marcus Matthews.

Among the proposed changes are a move to longer-tenure appointments and establishing a denominational, standardized, voluntary transition package for deacons and elders who choose to withdraw from ministry. That package would include severance benefits and career counseling.

- Heard a report from the Study of Ministry Commission about changes that will be proposed to General Conference 2012. The full report is now available at [www.gbhem.org/ministrystudy](http://www.gbhem.org/ministrystudy).
- Approved a recommendation by the Evaluation and Review Committee that the interim general secretary and president of GBHEM present to the General Secretaries Table a software solution to enhance program and budget accountability, provide links between mission goals and outcomes, and strengthen the quadrennial budgeting processes for use by the Connectional Table.

and for ministerial training within the annual conferences (of Africa); for the creation of theological education centers for all of Africa, and continuing education locally,” Stephanie Deckard said in reporting the plan to the Board on behalf of the Executive Committee.

She said the plan also calls for the development of resources in the three major languages of the continent; and for the development of professional and institutional associations for theological educators on the Africa continent.

“We believe all these to be critical steps in establishment of a community of elders for coming generations of the connection in Africa,” she said.

Additionally, the Board approved earmarking \$40,000 from the budget to allow for awarding of additional scholarships to make up for reductions due to lower earnings on investments and expected decreases in giving to Special Sundays with offerings that support scholarships.

### **New Formula for Distributing MEF Dollars**

Under a new formula for distributing funds from the Ministerial Education Fund, one of seven apportioned funds of the UMC, United Methodist seminaries that educate more students for United Methodist ministry will get more money from the church.

“The overall goal of the change is to target funds to schools that are educating United Methodist students for ordination for ministry. That is what the General Conference was asking us to do,” said the Rev. David Bard, a Board member and member of the University Senate’s Commission on Theological Education.

Changes in the formula for distributing MEF dollars to the 13 United Methodist seminaries were proposed by the University Senate’s Commission on Theological Education in response to a

change made in *The Book of Discipline* by the 2008 General Conference.

For most United Methodist seminaries, the Ministerial Education Fund disbursement accounts for 12 percent to 20 percent of their annual budget under the current formula. In 2009, \$14.3 million was distributed to the 13 UM schools of theology. Twenty-five percent of the money collected for the fund stays with participating annual conferences to support continuing education for pastors and clergy recruitment and to provide financial aid for students in the annual conference.

The change affects the funds that are disbursed to the 13 United Methodist seminaries to assist candidates for ordained ministry through scholarships and faculty salaries. That money will be distributed as follows:

- Under the new formula, basic support to seminaries—a portion divided equally among the 13—will drop from 35 percent to 25 percent.
- Forty percent of the funds will be divided based on the number of United Methodist students attending each seminary who are registered with GBHEM as admitted to candidacy for ordained ministry in the UMC.
- The biggest change is that 25 percent of the money will be divided based on the number of UM graduates from each of the 13 seminaries received into full membership in an annual conference, based on a three-year average. The old formula called for just 5 percent of the money to be divided based on that factor.
- Five percent of the money will be divided based on ethnic, racial, and gender inclusiveness of faculty, senior administrators, and United Methodist students.
- Five percent will be used for ini-

tiative grants to address issues identified by the Division of Ordained Ministry, in consultation with the Association of United Methodist Theological Schools, such as: spiritual formation, continuing education, programs in provisional membership with annual conferences, technology, and/or global partnership with Central Conferences.

### **Bishop Calls for “Fishing the Deep Waters”**

In his sermon during the Board’s opening worship service on Thursday, Bishop James Swanson cautioned against sticking with what is familiar and known.

“Fishing in familiar waters, you can do it without thinking,” Swanson said, referring to Jesus telling his disciples to venture out into the deep waters. “Jesus wanted the fishermen to know that fishing was not an end unto itself, but a means to an end. Jesus expects results.”

“There is abundance in deep waters. I believe God is calling us to launch out into deep waters,” Swanson said. “We can go back to our places and we can have some fun, or we can get busy



Nickie Moreno, chair of the United Methodist Student Movement’s Steering Committee, talks about plans for Student Forum 2011.

trying to figure out how to help this church have the leaders we need for the next generation.”

—Vicki Brown

## Church Structures Carry Beliefs, Values, and Commitments

The structures of The United Methodist Church, including general boards and agencies, carry beliefs, values, and commitments, and cannot be viewed as theologically neutral, Hendrik Pieterse said during the Willson Lecture at GBHEM's fall meeting.

“Church structures are ‘embodied theology,’ visible enactments of the church’s ecclesial self-understanding, concrete expressions of our ecclesiology in practice,” said Dr. Pieterse at the GBHEM’s Willson Lecture and Retirement Recognition Banquet on Oct. 8. That means, he added, that general boards and agencies are an important part of the way United Methodists do church.

Pieterse, associate professor of Global Christianity and World Religions at Garrett-Evangelical Seminary in Evanston, Ill., discussed the findings of the operational assessment done on behalf of the Call to Action Steering Committee. He called the assessment a useful document, but said it highlights the need for a theological account of church structures.



There are theological consequences to changes in church structure, Hendrik Pieterse said in his Oct. 8 Willson Lecture.

“This is not to argue against structural change or organizational innovation,” he said. “It is in fact to argue for more intense and sustained attention to our structure, this time asking about the theological consequences of changes in structure.”

“How might efforts at downsizing, streamlining, and aligning denominational structure, especially at the general church level, advertently or inadvertently damage, eliminate, or abandon values and theological commitments crucial to our shared ministry and mission?” he asked.

Pieterse proposed looking at the connection as a complex constellation of communities, with each community entrusted with forming, cultivating, and carrying out and making explicit a distinct set of denominational values, vision, and theological commitments.

“How would such an approach help us in clarifying the distinct and unique role of the agencies in the total mission of the church? How, for example, might such an understanding infuse new value and meaning into the role of this agency in cradling, cultivating, and shepherding on behalf of the church our shared commitments to the life of the mind, education, and a church leadership that can faithfully interpret the Word of God in a complex, rapidly changing world?” he asked.

## Recognizing Wanda Bigham’s Retirement

The Board also recognized Dr. Wanda Bigham, who retired as assistant general secretary of Schools, Colleges, and Universities in the Division of Higher Education in June, and celebrated the work of the Rev. Sharon Rubey as director of Candidacy and Conference Relations in the Division of Ordained Ministry.



Bishop Marcus Matthews, president of GBHEM, presents Wanda Bigham with roses at the Oct. 8 Willson Lecture and Retirement Recognition banquet. Bigham retired in June from the Division of Higher Education.

### COMING SOON

Books in production for 2011:

- *Grace under Pressure* by Joerg Rieger
- *Ordained Ministry in The United Methodist Church* by William B. Lawrence

Cynthia Bond Hopson, assistant general secretary of the Black College Fund and Ethnic Concerns, called Bigham a trusted mentor and friend who had been instrumental in her own career.

“The thing I love to say about Wanda is that she is a true servant leader. . . . She has travelled the world building bridges to connect people,” Hopson said.

The Rev. Kah-Jin Jeffrey Kuan, chair of the Division of Higher Education, said everything he had learned about the Division he had learned from Bigham.

“She has a particular passion for the preparation of leaders for the schools, colleges, and universities,” he said. That passion resulted in the annual Prospective Presidents’ Workshop, which provides training for those identified as having the potential to lead one of the United Methodist-related institutions.

Kuan said that four of those who attended the workshops have become college presidents.

Bigham said that she had had a wonderful seven years in the Division of Higher Education.

“The thing that has surprised and pleased me the most is the urgency and speed with which this church is working to become a real international church,” Bigham said. Bigham added that while she has left GBHEM, she has not retired. “I’m looking for new ways to serve the church and its institutions of higher education.”

## Celebrating the Work of Sharon Rubey

The Rev. David Dodge, executive director of the Florida Center for Clergy Excellence, said Rubey had shown incredible leadership in spearheading program changes. He cited the online



Vicki Brown/GBHEM

The Rev. Sharon Rubey was honored for her work as director of Candidacy and Conference Relations. Shown, from left: Bishop Marcus Matthews, the Rev. David Dodge, the Rev. Beth Downs, Rubey, and Bishop Jonathan Keaton.

candidacy enrollment for those seeking ordained ministry in the UMC, the Study of Ministry Commission, and the issue of clergy effectiveness.

The Rev. Beth Downs, director of Ministerial Services for the Virginia Conference Board of Ordained Ministry, said members of the Boards of Ordained Ministry staff network view Rubey as the person they rely on to find answers, a dependable source of correct information—“a GBHEM angel” in the words of one.

Bishop Jonathan Keaton said Rubey was always well-prepared, followed through on all requests, and knew “everything you wanted to know about the candidacy process but were afraid to ask.”

Keaton, who has taught with Rubey for six years at the new DS/DCM orientation at the Lake Junaluska Conference Center, said he wanted to find a metaphor or phrase that would express how Rubey has lived out her witness, mission, and call. He said he found that in the roses that line the walkway beside Lake Junaluska.

“You are a rose called Sharon,” he said. “Color it orange because an orange rose celebrates all new beginnings and indicates pride. I am so proud of you.”

Rubey said that GBHEM has afforded her many challenges and opportunities to grow in her ministry. “I have always felt that the work I’ve been doing matters,” she said.

Moreover, a new chapter has unfolded in Rubey’s ministry. She has agreed to serve as the interim associate general secretary in the Division of Ordained Ministry while a search for the new AGS is conducted.

—Vicki Brown

## Lesesne Named Interim General Secretary

Bishop Marcus Matthews, president of GBHEM, announced at the fall meeting Oct. 7–9 that John Lesesne, the Board’s treasurer and chief financial officer, will serve as interim general secretary while the Search Committee completes the search for a new general secretary.



John Lesesne

Matthews said that both he and the Personnel and Policies Committee will work closely with Lesesne to see that the important leadership development work of the agency continues uninterrupted during the search for a new general secretary.

The Board has contracted with the Novak Consulting Group to assist with the search with the goal of presenting a candidate to the Board by March 2011. The Board's Personnel and Policies Committee will serve as the Search Committee.

Lesesne joined GBHEM in August 2007 after 20 years at Oak Ridge Associated Universities, a non-profit educational institution in Oak Ridge, Tenn., where he served 15 years as director of financial operations.

## Intentional Interim Ministers Provide Solace for Churches in Transition

AMY GREEN

Change is inevitable in a church. Sometimes a pastor dies. Sometimes a pastor is removed under undesirable circumstances. Sometimes a congregation just can't connect with a pastor, or even with a succession of pastors.

When churches face transition or turmoil, many find solace in intentional interim ministers. These pastors serve a year or a few years and are trained in guiding church members through their grief and helping them rediscover their mission.

The concept is new for The United Methodist Church, but other mainline Christians such as Lutherans, Episcopalians, and Presbyterians long have employed intentional interim ministers.

In The United Methodist Church, bishops appoint pastors to a church, and short durations were the tradition dating back to when pastors rode among congregations on horseback performing weddings and funerals, says the Rev. Tom Carter, director of endorsement and pastoral care at GBHEM's United Methodist Endorsing Agency.

Church leaders believed short durations were key to stimulating congregational vitality and only in recent years began to believe that longer tenure for a pastor could sustain vitality by engendering loyalty and familiarity. As pastors stayed longer at a church, problems arose when some long-time pastors moved on. "If a congregation has not dealt with their grief of losing their pastor the next person comes in as a lightning rod for everything that is wrong," Carter says.

Today some 400 United Methodist clergy have received training from the independent Intentional Growth Center in Lake Junaluska, N.C., says Dr. Jan Nicholson Hill, who coordinates training at the center for United Methodist clergy.

In April, the United Methodist Endorsing Agency began approving its first few intentional interim ministers for service. Eventually the denomination plans to maintain a list of recommended candidates for intentional interim appointments, Carter said.

The use of intentional interim ministers is "absolutely exploding across

## Calendar

### United Methodist Student Day

Nov. 28, 2010

### Study of Ministry Commission

March 14-16, 2011  
Nashville, Tenn.

### Spring Board Meeting

March 17-19, 2011  
Nashville, Tenn.

### Native American Ministries Sunday

May 8, 2011

### UMSM Student Forum

"God is Calling . . . Will You Answer?"

May 26-29, 2011

University of Evansville

### Institute of Higher Education

"Pedagogy for Planet Earth:  
Educating Moral Leaders for  
Ecological Responsibility"

June 15-17, 2011

Santa Fe, N.M.

### Spiritual Leaders Conference

July 18-21, 2011

"How do we know what is the will of  
God for us as a faith community?"

Miami, Fla.

### Joint Meeting of NASCUMC and IAMSCU

"Methodist Education: Preparing  
Leaders for Global Challenges"

July 24-28, 2011

Washington, D.C.

### Exploration 2011

"Passion and Possibilities:  
Ordained Ministry in the UMC"

Nov. 11-13, 2011

St. Louis, Mo.

**For information on the Special Sundays with offerings and to order resources, visit [www.umcsgiving.org](http://www.umcsgiving.org).**



The Rev. Rinya Frisbie delivers the children's sermon at Asbury United Methodist Church in Hood River, Ore.

our annual conferences," Hill says. She adds that intentional interim ministers give congregations permission to grieve and revise who they are.

"It's just a much healthier approach to these types of transitions," Hill says.

Often intentional interim ministers are retired from active ministry and have more freedom to move among congregations. They are problem solvers who can work productively within a system without becoming enmeshed in the system, Hill says.

Bishop Charles Crutchfield of the Arkansas Annual Conference says intentional interim ministers can help prevent "unintentional interims." Crutchfield said that sometimes when a church has trouble embracing a new pastor, the congregation and new pastor part ways prematurely.

"For a church where there has been a long pastorate and you have a generation of people who have never known anyone but one pastor, I think the interim gives the opportunity for that congregation to learn something new about new pastors without creating an unintentional interim," Crutchfield says.

It is challenging but not a thankless job, says the Rev. Rinya Frisbie of Asbury United Methodist Church in Hood River, Ore. The 80-member church is the fifth she has served as an intentional interim minister. She was appointed to Asbury UMC in 2008 after the congregation had experienced some years of conflict and a succession of pastors. The church is in a scenic, rural area about an hour outside of Portland and has a mix of young families and elderly members.

Usually she arrives in a new church with few plans other than to listen and relieve anxiety, she says. She begins with a sermon series on Jesus' healing ministry.

She said many churches getting a new pastor expect all their problems to be solved by that new pastor. When the new pastor doesn't solve all the problems "they try to get another new pastor rather than work on their problems," says Frisbie, who now is in her final year with Asbury.

"I go in and help people work through difficulties. I see it as a real freedom because I don't go in expecting

everything to be wonderful. I go in with my eyes open."

*Green is a journalist in Orlando, Fla., specializing in faith, the environment, and travel.*



## New Release

### Grace to Lead: Practicing Leadership in the Wesleyan Tradition

*By Kenneth L. Carder and Lacey C. Warner*

Designed specifically for Christian leaders and teachers, this book delves deep into Wesleyan scholarship to guide readers into effective contemporary leadership, from a solidly Wesleyan perspective. Bishop Hope Morgan Ward (Mississippi Annual Conference), said "This is an essential resource for all who lead and teach in the Wesleyan tradition." Calling upon peerless insights from the 1700's Wesleyan revival in England, authors Carder and Warner will help motivate, form, and guide church leaders in the twenty-first century and beyond.

ISBN 978-0-938162-76-6  
Price: \$12.95

Available from Cokesbury at [www.cokesbury.com](http://www.cokesbury.com) or toll free at 1-800-672-1789.

## Layman Knox Says Supporting United Methodist Students Vital

Anna E. Layman Knox says her United Methodist scholarships were crucial to paying for both her undergraduate education and her years in seminary at Duke Divinity School. She believes supporting United Methodist scholarship funds is crucial to the future work of the church.

"In a world with an economic crisis, worthy causes are constantly pounding on our doors, demanding to be heard and supported," she said. "But without a solid education and the opportunity

**"I hope that young people who have been given support will use their newly gained knowledge and creativity to go on pilgrimages of their own, contributing back to the world the opportunity, life, and spirit they have been given."**

to pursue higher education, we are without the ability to fight for the good of anything else. And so, supporting United Methodist student funds is vital, particularly if we are going to continue to encourage young people not only in their studies but also in their faith."

"I hope that our prayer, as a church, is that more young people will develop a passion for this church and this God whom we love and who provides for us. And I hope that young people who have been given support will use their newly gained knowledge and creativity to go on pilgrimages of their own, contributing back to the world the opportunity, life, and spirit they have been given," Layman Knox said.

She received Gift of Hope Scholarships during her undergraduate studies at Carleton College, a small liberal arts college in Minnesota.

At that time, the scholarship had been funded with \$4 million for four years, and her mother was a member of the General Board of Higher Education and Ministry.

"It was obvious that some of her greatest fulfillment and joy in life came from encouraging people to study and then contribute their learning back to the world. . . . And so, after her death in 2005, my family and I were humbled and overjoyed that the scholarship was named for her. She would not have wanted to leave a legacy of more 'stuff' in the world, but a legacy of the pursuit of learning would have been her exact desire, I am sure of it."

Nearly 1,000 United Methodists who qualified for a scholarship this year walked away empty handed, and even more students are expected to be disappointed in 2011 unless giving to scholarship funds increases dramatically.

Skyrocketing applications once students could apply online, coupled with declines in both giving to Special Sundays and lower earnings on investments all contributed to the problem, said James Harding, interim executive director of GBHEM's Office of Loans and Scholarships.

Money for UM scholarships and loans comes from a variety of funding sources—donations to Special Sundays with offerings, earnings on investments of gifts from wills and annuities, and repayments and interest on student loans.

United Methodist Student Day offerings have declined from \$602,309



The Rev. Anna E. Layman Knox at Hluhluwe-Imfolozi Game Reserve in the northern parts of Kwazulu-Natal, the province in South Africa where she lives and works.

in 2007 to \$484,188 last year. In 2010, 2,411 students received scholarships totaling \$3.3 million. Ninety percent of Student Day collections go to the United Methodist scholarship pro-

### Direct Online Giving Supports UM Students

Churches are encouraged to observe Student Day on Nov. 28 or any other day that is convenient for the church. In addition, individuals can now contribute online with a credit card at any time at [www.umcsgiving.org/umstudentday](http://www.umcsgiving.org/umstudentday), where you can also order free promotional resources, video presentations, and worship resources. Or call United Methodist Communications at 888-346-3862 to order resources. Links to give online for all three Special Sundays with offerings in support of scholarships can be found at [www.gbhem.org/loansandscholarships/givenow](http://www.gbhem.org/loansandscholarships/givenow). To learn more about United Methodist loans and scholarships, visit [www.gbhem.org/loansandscholarships](http://www.gbhem.org/loansandscholarships).



### Exploration Scheduled for Nov. 11-13 in St. Louis

Exploration 2011, scheduled for Nov. 11-13 in St. Louis, Mo., offers youth and young adults who feel God's call to ordained ministry as a deacon or elder in The United Methodist Church a chance to explore that call.

The theme of the event, sponsored by the General Board of Higher Education and Ministry, is "Passion and Possibilities: Ordained Ministry in The United Methodist Church."

The event is open to young adults age 18 to 24. It includes speakers, worship, workshops, and small group interaction to help students hear, discern, and respond to their call to ordained ministry.

grams, while 10 percent is for student loans. Each United Methodist-related college gets money from the offering for scholarships, and each participating annual conference gets 10 percent of Student Day receipts to award to their own merit scholars.

Layman Knox says her work in Durban, South Africa, is "a daily pilgrimage—a pilgrimage in which people connect who would not have connected, if not for God and the church."

During apartheid, the church was a deeply segregated institution—but now holds every kind of person found in the city: the richest and poorest, the ill and healthy, some of the oldest and youngest, and every color, she said.

"Every day, this pilgrimage into peoples' lives here requires me to synthesize everything that I learned in college during my International Rela-

tions degree, everything from seminary, and everything that cannot be taught in the classroom but simply gets learned by encountering it in the moment," she said. "No day is the same as the one before. We pray together, struggle together, and dream together, and this calling to work in such a place with such people has truly been the greatest privilege I can imagine."

—Vicki Brown

## Chaplains Have Crucial Role to Play in Hospice Care

As more and more people seek hospice care, chaplains have a crucial role to play in leading discussions about end-of-life spiritual and medical issues, panelists at a chaplains' convocation on hospice and palliative care said this week.

David Johnson, president of the Association of Professional Chaplains, told about 70 chaplains attending a meeting sponsored by the General Board of Higher Education and Min-

istry that the hospice and palliative care movement is the wave of the future. Hospice and palliative care focus on caring and reducing disease symptoms rather than curing an illness. Palliative care is not limited to end-of-life care and can take place at the same time as curative care.

"Hospice care is where chaplaincy is going to grow. Are chaplains going to grow with the business, or are they going to be left behind?" Johnson asked the group meeting Sept. 27-28 in Nashville.

Panelists and workshop leaders addressed best practices for hospice chaplains, self-care, future trends of hospice care, and engaging the community in discussion about end-of-life issues.

"We missed a giant opportunity to have those discussions during the health-care reform debate," Johnson said. Instead of a serious discussion about how palliative and hospice care can improve the lives of the dying, the debate became about "death panels," he said.

Johnson said people need to understand that hospice care is less expensive



Photos by Mike DuBoise/UMMS

Bishop Joe Pennel serves Holy Communion during worship at the Hospice Chaplains' Convocation. Shown, from left, Pennel, Karen Morrow, and Deborah Caron-Galtere.

because people make peace with their own mortality. He noted that the lowest birth rate was the children of the Great Depression, and the second lowest birthrate is the children of the baby boomers. That means that while there were plenty of baby boomers to care for their aging parents, there will be far fewer to care for aging baby boomers.

“There is going to be a crisis in this country about caregiving,” Johnson said.

According to the National Hospice and Palliative Care Organization, an estimated 1.45 million patients received hospice care in 2008, and the median length of that care was 21.3 days. And hospice care may actually prolong the lives of some terminally ill patients. One study found that the mean survival

service as well as meeting the spiritual needs of our patients.”

The Rev. Saul Espino, GBHEM’s director of Retreats and Specialized Ministries, said it was clear from the discussions about best practices the area of self-care is of vital importance for United Methodist chaplains serving in these stressful ministries.

“This is an ongoing process and GBHEM will continue to offer retreats, convocations, and workshops designed to help chaplains develop more effective practices,” Espino said.

Further professional development is also a clear need, Espino said, adding that GBHEM will continue providing Clinical Pastoral Education Scholarships to assist chaplains to meet the standards for certification with professional bodies.

California Hospice Foundation, talked about how to generate conversation about end-of-life issues.

Programs the Alliance has started include Befriending the Unknown, a retreat program based on the national retreat program Circles of Trust, which uses the work of Dr. Parker Palmer. “We picked 28 leaders in the community, and they are taking part in a year long, seasonal retreat program. We selected people we thought would have the capacity to go back and create Circles of Trust themselves,” Plummer said.

She also showed videos that were developed as a way for people to see and share their end-of-life stories as a way to reduce the sense of isolation. The videos are being posted online through YouTube.

## “Hospice care is where chaplaincy is going to grow.”

of terminally ill patients who received hospice care was 29 days longer than for non-hospice patients.

Sally Schwab, president of the Association for Clinical Pastoral Education, said that even though spiritual care is a core service of hospice care, chaplains need to make themselves valuable members of the care teams. They can start by becoming good communicators.

“We in the medical establishment fail miserably in communication. If we can be effective communicators, we can do a better job,” Schwab said. “Chaplains need to be concerned about how to be partners in symptom control, specifically related to pain.”

She also urged chaplains to become knowledgeable about all the resources that are available in their area.

“Develop your tool kit,” she told them. “We need to be well versed in the resources needed by people facing the end of life. That is really our staple of

Susan Plummer, executive director of the Santa Barbara Alliance for Living and Dying, and vice president of the

Bishop Joe Pennel, a retired United Methodist bishop and author of *The Gift of Presence: A Guide to Helping Those*



Hospice work is where chaplaincy will grow, David Johnson, president of the Association of Professional Chaplains said during a discussion of future trends in hospice care. Shown, from left: Johnson; Sally Schwab, president of the Association for Clinical Pastoral Education; and Bishop Joe Pennel.

*Who Suffer*, urged the chaplains not to neglect their own spiritual lives. He said they should practice interiority, sincerity, and compassion.

“Even as God draws close to us through Jesus, so God might choose to grow close to others through us. It is our choice to be a vessel through which God can work,” he said.

*Interiority* means practicing silent meditation, searching the Scriptures, and going about work prayerfully, he said.

“If we neglect this, we will do ministry in a hurried way. We can be tricked into spending time with the appearance of religion,” Pennel said. “Practicing interiority helps us to see the world as God sees it, to see beyond our own agenda, and take the side of the poor, defenseless, and sick.”

—Vicki Brown

## Wesley Foundations Offer Student Housing

ERIN EDGEMON

Cara Coleman’s faith is a fundamental part of her life.

Her closest friends at Arizona State University, where she is attending classes as a sophomore, are Christian students, mostly members of the Wesley Foundation, the campus ministry of The United Methodist Church.

The mutual understanding that they can talk about their faith with each other is what makes Coleman and her friends close.

“To me, [faith] is something that is essential in my life. Other Christians understand that.”

Understandably then, Coleman, 19, is looking forward to the August 2011 opening of Wesley Hall, a residence hall operated by the Wesley Foundation on the ASU campus.

The Rev. Rob Rynders, campus minister for the ASU Wesley Foundation, got the idea for a Christian living community when he first came to ASU four years ago.

He had noticed students who became friends through Wesley would end up living with each other.

“They came together because of the bond they developed in the campus ministry.”

Rynders is making this happen on a large scale with the plan for an 88-bed, faith-based residence hall complete with lounge and Wesley Foundation offices. The facility will be open to all ASU students.

“I think the benefit is being able to add and strengthen that faith-based component to a student’s college life. We see that students will be more connected to their spiritual life. They would be with other students where they can talk about their faith.”

Residence halls, in general, are becoming interest- or major-based because educators have found that these living situations make for better students, Rynders said. Wesley Hall, in

turn, will allow students to strengthen and discuss their faith and focus on their studies.

“This will be a place where students are welcome to have honest discussions and dialogue about faith and ask questions about what that means,” he said.

Coleman is looking forward to making lifelong connections with the residents of the Christian community that she wasn’t able to make while living in a dormitory her freshman year of college.

## Demand for Christian Communities

The Wesley Foundation at the University of California-Berkeley just opened its residence hall this fall. The building was funded through tax-exempt bonds.

The Rev. Tarah Trueblood, campus minister for the group, said her Wesley Foundation couldn’t rely on students coming to them anymore. They had to go to them.

Funding for the Wesley Foundation also has steadily declined over the years, and they were in need of more money for operations.



School officials and United Methodist agency executives cut the ribbon on the new Wesley faith-based residence hall and campus center at the University of California-Berkeley.

Matthew Shimizu/UMMS

## Spiritual Leaders Conference Scheduled for July

The Spiritual Leaders Conference 2011 offers time of spiritual formation for the leaders of The United Methodist Church to reflect on theological, spiritual, and practical perspectives of corporate discernment.

The event, scheduled for July 18-21 in Miami, Fla., is for bishops, cabinets, General and Jurisdictional Conference delegates, and others interested in the spiritual leadership of the church.

The event will ask this question: How do we know what is the will of God for us as a faith community?

It offers a chance to prepare for the 2012 General Conference by bringing church leaders together as a discerning community through soul searching prayers, theological reflections, dialogues, and spiritual practices.

Registration opened November 15, 2010, at [www.gbhem.org/spiritual-leaders](http://www.gbhem.org/spiritual-leaders).

“The university provides intellectual and academic modes of education, and we fill in the rest that makes students whole as individuals,” Trueblood said. “Also, we want to provide leadership opportunities for students.”

Wesley Hall at ASU is being developed in partnership with Tempe First United Methodist Church, on whose property the residence hall will be built, and Newchapter, an organization that arranges funding for campus organization’s residence halls.

Newchapter started in business by working with fraternities and sororities, but now they have focused their attention on campus ministries.

The company sees faith-based residence halls as a growing trend across the country, said Ian Clark, director of business developments for Newchapter.



Casey Brookie Lawson

Florida Conference Bishop Timothy Whitaker (right) and Bishop Robert Fannin (left) help University of Florida President Bernie Machen cut the ribbon during the grand opening celebration of the Gator Wesley Center. The \$5 million campus ministry building was officially dedicated August 28 in Gainesville.

“What we found out is that we grossly underestimated the demand for intentional Christian communities,” he said.

Newchapter currently has partnership agreements with three Wesley Foundations and is in discussions with a dozen other campus ministries.

### This Place Gives the Church Hope

A faith-based community certainly isn’t new at the University of Kentucky. The Wesley Foundation there has operated a 50-bed residence hall since 1986. The Kentucky Conference of The United Methodist Church bought a former sorority house and turned it into a Christian residence hall.

“This place gives the church hope,” said the Rev. Bill Hughes, campus minister of UK’s Wesley Foundation. “Young people who love Jesus are very exciting to be around.”

Hughes is seeing interest in faith-based residence halls increase. He gets a few calls a month from campus ministers wanting to know more about Wesley’s community.

He said students who live in the residence hall are working to be true disciples of Jesus.

“When you live together you cannot fake your Christianity. People know you. It is true disciplining. It is every day.”

Public universities don’t offer classes on how to be a better Christian, how to be a Christian husband or wife, and how to be a Christian father or mother, Hughes said, but by asking questions and having dialogue with fellow Christians and their campus minister, a student’s walk with Christ can become clearer.

Having a faith-based residence hall also helps with student retention,” he said, adding for that reason UK loves the Wesley Foundation residence hall.

“The students who live here tend to stay in college. They love being in a community. It gives them a place to belong.”

Hughes said parents love the residence hall. They feel their children are living in a safe place, and the church is helping the community produce leaders.

Most of the faith-based residence halls have organized Bible studies and worship services, even weekly meals and speakers to keep residents engaged with each other.

UK senior Nathanael Reis said the Wesley Foundation residence hall is a great place to live. He said there is a real camaraderie between residents, who often take time to pray together.

"It is really encouraging to have that type of brotherhood," Reis said.

*Erin Edgemon's UMNS Feature posted October 4th on UMC.org. Edgemon is a freelance writer in Bell Buckle, Tenn.*

## Fact Books Contain Details About UM-related Colleges/Universities

How many students attend United Methodist-related colleges and universities?

The answer—337,221 students in 2008—and other useful information is contained in three fact books now available on GBHEM's Web site.

The three books use data obtained from the Integrated Postsecondary Education Data System (IPEDS) of the National Center for Education Statistics for academic years 2005-2006 through 2008-2009. The three books provide statistical snapshots of UM-related two-year colleges, four-year colleges and universities, and the historically Black colleges and universities.

"We often get questions about the nature, scope, and extent of education at United Methodist-related institutions. These fact books are meant to be a resource for the church to assist in answering these questions," said Michelle Pederson, GBHEM's director of Research and Data Management. The IPEDS data was analyzed and compiled

## Mark Your Calendar

### Student Forum Scheduled for University of Evansville

Student Forum 2011, the national leadership conference of the United Methodist Student Movement, is scheduled for May 26-29 at the University of Evansville in Evansville, Ind.

The theme of the event, sponsored by the General Board of Higher Education and Ministry, is "God is Calling ... Will You Answer?"

Student leaders from all over the U.S. are expected to gather for the annual event, which is planned and organized by college students involved in the United Methodist Student Movement. The conference will include leadership training, spiritual formation, and networking.

Although registration for Student Forum is open to all young adult college and university students, each annual conference must still identify three voting student delegates and six alternate student delegates to the annual Student Forum.

Read about past events and watch for updated information at [www.gbhem.org/studentforum](http://www.gbhem.org/studentforum).

by Sarah Coombs, a research intern at GBHEM, and Dr. Pederson.

The fact books are divided into two sections—student characteristics and institutional characteristics—including descriptive summaries of the data,

charts and tables to visually depict the data, and definitions to explain each variable. Not all the colleges and universities answered each of the questions asked by IPEDS, so the number of institutions included in the



Jason Martin/UMCom

### UM Black College Fund Legacy Summit Enriches HBCUs

Pictured above are attendees at the 2010 Living the Legacy Summit. Communications and development officers from the 11 UMC-supported HBCUs participated in the summit held October 3-5 at Dillard University and the Place St. Charles Hilton Hotel in New Orleans, La. The biennial summit is designed to strengthen and empower HBCUs, with sessions in understanding church resources, the advantageous use of social media, fund raising, communications, marketing, and crisis management.



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data is also provided. Information covers admittance tests, student and faculty demographics, retention and graduation rates, and more.

To download the fact books, visit [www.gbhem.org/research](http://www.gbhem.org/research).

## Staff Changes in the Division of Ordained Ministry

### Sharon Rubey to Serve as Interim AGS

Interim General Secretary John Lesesne is pleased to announce that the Rev. Sharon Rubey has agreed to serve as interim associate general secretary in the Division of Ordained Ministry.

Rubey, previously director of Candidacy and Conference Relations in the Division will not be retiring at the end of December 2010 as was previously



Sharon Rubey

announced. Instead, she will continue in the interim associate general secretary position and will plan to serve in that role until a new associate general secretary in the DOM is hired.

### Meg Lassiatt Assumes New Role

The Rev. Meg Lassiatt will assume a new role at GBHEM as director of Candidacy, Mentoring, and Conference Relations in

the Division of Ordained Ministry. The Rev. Sharon Rubey, who has been named interim associate general secretary of DOM, previously held this position.

For the past five years, Lassiatt has served as director of Student Ministries, Vocation, and Enlistment, which is a cross-divisional appointment. Effective immediately, Lassiatt will assume her new role within Division, reporting to Rubey.



Meg Lassiatt