

Title: Clarify Aspects of the Grandfathering of Staff Associates

Originating Body:	Halifax Presbytery
Maritime Conference Action:	Transmit with concurrence
Financial Implications:	N/A
Staffing Implications:	N/A

Proposal:

Halifax Presbytery proposes, through Maritime Conference, that The 40th General Council (2009):

Direct that former Staff Associates be grandfathered into either Congregationally Designated Ministry or Designated Lay Ministry dependent on their individual education, skills and experience.

Background:

The personnel responsible for the Designated Lay Ministry and Congregationally Designated Ministry implementation have mandated that all Staff Associate personnel will be grandfathered as Designated Lay Ministers (not yet recognized by Conference). Some are qualified to do so and some are not. Halifax Presbytery, therefore, believes that the categorization of Staff Associates should grandfather them into either Designated Lay Ministry or Congregationally Designated Ministry depending on their present position, individual education, skills and experience.

Not all present Staff Associates have the education and skills to meet the qualifications of a Designated Lay Minister.

- a) The Handbook for Designated Lay Ministry and Congregational Designated Ministry (January 2009), pg 20. Level 4, prepared by the same group, lists the Qualifications as “Has the ability and experience to fulfill a ministry leadership position where the level of responsibility and accountability relates fully and directly to the overall well-being of the congregation and might typically be filled by a member of the order of ministry.”
- b) The mandating of all Staff Associates as Designated Lay Ministers represents an upgrading to positions which they may not be qualified to fill. An examination of the Staff Associate program leads one to believe that it was more often equated to what is now referred to as Congregationally Designated Ministry.
 - i. The staff associate positions were accountable to the Charge rather than to Presbytery.
 - ii. Staff Associates could only serve under the guidance of an Order of Ministry personnel or a Designated Lay Minister.
 - iii. The Staff Associate positions reflected primarily internal representation, often limited to specific programming and rarely involved representing the congregation to the larger church or the larger church to the greater community.

- iv. The same level of theological training was not always required of staff associates as is now required of Designated Lay Ministers.