

Advancing Ministry Effectiveness through Covenant Building: Pilot 2.0



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Introductions

Rev. Myron Wingfield

Assistant General Secretary for Clergy Life

Rev. Meg Lassiat

Director of Candidacy, Mentoring and
Conference Relations

Introductions

Southwest Texas Annual Conference (SCJ)

North Georgia Annual Conference (SEJ)

West Virginia Annual Conference (NEJ)

Illinois – Great Rivers Annual Conference (NCJ)

Rocky Mountain Annual Conference (WJ)

GBHEM Ministry Effectiveness Project Background

1. **development** of the KSAP's assessment tool;
2. **research** and results that undergird the tool;
3. **covenant building** process that surrounds the use of this tool;
4. **plans** for making this process and tool available across the denomination.

GBHEM Ministry Effectiveness Project Background

- Research Personnel
 - Richard P. DeShon, Ph.D. – Michigan State University
 - GBHEM's Advisory Committee on Candidacy and Clergy Assessment
- Initiated 12+ years ago and continues to be confirmed
 - An attempt to understand and improve pastoral effectiveness
 - Many prior “internal” studies
 - Attempt to integrate an external business perspective with strong foundation in the field of psychological measurements
 - Research has been confirmed by random sampling of pastors
- Focus on pastor definitions of effectiveness and drivers of effectiveness
 - Initial studies were based on focus group interviews
 - Bishop and DS nominated highly effective participants

GBHEM Ministry Effectiveness Project Findings

- Task Clusters (13)

Administration	Relationship Building	Preaching & Public Worship
Care-Giving	Evangelism	Self-Development
Rituals & Sacraments	Fellowship	UM Connectional Structure
Facility Construction	Management	
Communication	Other Development	

GBHEM Ministry Effectiveness Project Findings

- KSAP Drivers of Effectiveness (65)
 - Areas that can be taught
 - Knowledge
 - Skills
 - Areas that are more inherent in a person
 - Abilities
 - Personal Characteristics

The Covenant Building Process

- A covenant puts the assessment tool in context
- Fosters an environment of healthy conversation
- Fosters an environment of support for growth
- The covenant process cultivates mutual accountability (conference, clergy, congregation)

What we learned in Pilot 1.0

- An effective process depends on leadership
- The process is highly relational
- The first assessment tools were too complicated
- The covenant process cultivates mutual accountability (conference, clergy, congregation)

Advantages of Using this Process

- Founded on the most comprehensive research
- Rooted in organizational best practices
 - Fortune 500+
- Engenders fairness
- Reduces halo error
- Provides Continuity of Knowledge
- Leads to Good Goal setting
 - The single most effective and robust performance intervention

Advantages of Using this Process

- Multitude of additional uses
 - Matching pastors and congregations
 - Criterion for predictive measures
- Provides a roadmap for ministry effectiveness (clergy & congregational)
- Supports trajectory mapping
 - Pastor's potential, congregation's potential, or combined potential?

Next Steps

- Implementation of Pilot 2.0
- One conference from each jurisdiction
- Continued refinement of tool and process, including refinement of data management system and program to produce reports
- Available to denomination after Pilot 2.0

Timeline for Next Steps

ACTION ITEMS for 2014:

- Wed. – Thurs., January 22-23, 2014: GBHEM hosts representatives of participating ACs to an in-house training event for implementation of Pilot 2.0 at GBHEM offices in Nashville
- Feb. 1 – Nov. 15, 2014: participating ACs implement KSAPs Pilot 2.0

Timeline for Next Steps (cont'd)

ACTION ITEMS for 2014:

- November 15, 2014: Pilot 2.0 complete
- November 15 – December 31, 2014: based on outcomes of Pilot 2.0, GBHEM refines the tool
- January 1, 2015: Roll-out of KSAPs Assessment tool for voluntary use throughout the connection

Questions or More Information

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ACADEMIC APPOINTMENTS:

ASSOCIATE PROFESSOR (WITH TENURE), University of Notre Dame, 2001-Present
ASSISTANT PROFESSOR, University of Notre Dame, 1996-2001

EDUCATION:

Cornell University, ILR School, 1996, Ph. D., ILR School
University of Kansas, 1989, M. A. Organizational & Personnel Psychology
Baker University (Baldwin, KS), 1983, B. S. Psychology

REFEREED RESEARCH PUBLICATIONS:

Hon, A., Bloom, M., & Crant, M. in press. Creative context, intrinsic motivation, and creative performance. Journal of Management.

Bloom, M. & Colbert, A. 2011. An integration and extension of intrinsic motivation theories: The role of core affect. In A. Joshi, H. Liao, & J. J. Martocchio (Eds.) Research in Personnel and Human Resource Management (vol. 30, pp. 73-114), Greenwich, CT: JAI Press.

David, P., Bloom, M., & Hillman, A. 2007. Investor activism, managerial responsiveness, and corporate social performance. Strategic Management Journal, 28: 91-100.

- Bloom, M., Milkovich, G. T., & Mitra, A. 2003. International compensation: learning from how managers respond to variations in local host contexts. International Journal of Human Resource Management, 14: 1350-1367.
- Bloom, M., & Michel, J. 2002. The relationships among organizational context, pay dispersion, and managerial turnover. Academy of Management Journal, 45: 33-42.
- Bloom, M. 1999. The performance effects of pay dispersion on individuals and organizations. Academy of Management Journal, 42: 25-40. (This paper was one of three finalists for the 2000 AMJ Best Paper award.)
- Bloom, M., & Milkovich, G. T. 1999. A strategic human resource management perspective on international compensation and rewards. In G. R. Ferris (Ed.), Research in Personnel and Human Resource Management (Suppl. 4, pp. 283-304), Greenwich, CT: JAI Press.
- Bloom, M., & Milkovich, G. T. 1998. The relationship between risk, performance-based pay, and organizational performance, Academy of Management Journal, 41(3): 283-297.
- Erez, A., Bloom, M. C., & Wells, M. T. 1996. Using random rather than fixed effects models in meta-analysis: Implications for situational specificity and validity generalization, Personnel Psychology, 49(2): 275-306.

INVITED BOOK CHAPTERS:

- Bloom, M., 2008. 100 years of compensation. In C. L. Copper & J. Barling (Eds). Handbook of Organizational Behavior (pp. 300-317), Thousand Oaks, CA: Sage Publications.
- Bloom M. C., & Milkovich, G. T. 1996. Issues in managerial compensation. In C. L. Cooper & D. M. Rousseau (Eds.), Trends in organizational behavior (vol. 3, pp. 23-47), New York: John Wiley & Sons.

OTHER PUBLICATIONS:

- Bloom, M. in press. Are the poor happier? In D. G. Groody & G. Gutiérrez (eds.), The preferential option for the poor beyond theology: An interdisciplinary reader, Notre Dame, IN: University of Notre Dame Press.

- Bloom, M. 2004. The ethics of compensation systems, Journal of Business Ethics, 52: 149–152.
- Mitra, A. Bloom, M. & Milkovich, G. T. 2002. Managing the chaos of global pay systems, World at Work Journal, April, pp. 1-6. Reprinted in (2006), Global rewards, WorldatWork.
- McCreery, J. K. & Bloom, M. C. 2000. Design and implementation of manufacturing work teams. In P. M. Swamidass (Ed.), Innovations in competitive manufacturing (pp. 95-108), Kluwer Academic.
- Bloom, M. 1999. The new deal: Understanding total compensation in the employment relationship. American Compensation Association Journal, 8(4): 58-67.
- Bloom, M. 1999. The art and context of the deal: A balanced view of executive incentives. Compensation and Benefits Review, January/February: 25-31.
- Milkovich, G. T., & Bloom, M. 1998. Rethinking international compensation. Compensation and Benefits Review, 30(1): 15-23.
- Bloom, M. C., Milkovich, G. T., & Zupan, N. 1997. Contrasting Slovenian and US employment relationships: The links between social and psychological contracts. CEMS Business Review, 2: S93-S107.

FUNDED RESEARCH:

- Flourishing in Ministry, 2010-2014, The Lilly Endowment, \$529,316. Principal investigator on a 5-year project to study the well-being of clergy and their families.
- Global Research Consortium, Hong Kong, China. 1998. \$68,500. Co-principal investigator on a project to investigate international compensation systems.
- American Compensation Association, 1997. \$5,000. Research award grant accompanying the ACA Emerging Scholar award.

RESEARCH IN PROGRESS:

Well-being at Work. This is large scale, multi-method program of research that focuses on well-being at work among the helping professions. The major goals of the project are to understand (1) the signature characteristics of well-being at

work; (2) the factors and conditions that foster or impede well-being at work, (3) the interplay of non-work factors, especially family life, and well-being at work; and (4) how well-being unfolds over a lifespan. We are currently studying international humanitarian and relief workers, social and human services professionals, physicians and other health care workers, educators, clergy, and human rights attorneys. Portions of the project are funded by a grant from the Lilly Endowment. The project websites well-being.nd.edu and flourishing.nd.edu provide additional information.

The following projects are currently underway:

- A longitudinal study of well-being at work, with Amy Colbert (University of Iowa) and Mary Bales (University of Notre Dame). We are in the planning and initial data collection stages of a multi-year, multi-method study of well-being among humanitarian workers (Catholic Relief Services [CRS] and Volunteers of American [VoA]) and health-care professionals (Bon Secours Health Systems, Inc. and Beacon Health System. CRS is one of the largest and most active international human services organizations in the world. It has a staff of over 5,000 professionals, most of whom work in an international relief and development roles. VoA is among the largest domestic social service organizations and has a full-time staff of over 16,000 employees working in a variety of social and human service sectors. Both Bon Secours and Beacon Health are large, multi-hospital health systems. Bon Secours has 32 hospitals in the northeast and mid-Atlantic region. Beacon Health has two large hospitals in the Midwest. In 2013 and early 2014 we plan to launch large scale survey studies at all four institutions. In addition, we will conduct qualitative interviews with select professionals from CRS, VOA, and Beacon Health. We are developing long-term plans with all four organizations to continue these longitudinal studies with additional surveys and qualitative studies, as well as experience sampling studies of daily life among professionals.
- Flourishing in ministry. This is a longitudinal study of well-being among clergy and their families. We are currently working with more than ten Protestant denominations including five of the largest denominations in the U.S. The core study is a longitudinal project in which we are following clergy and their spouses/partners over five years, or more, to explore the nature, causes, and consequences of well-being at work. To date, we have conducted four, multi-wave surveys of clergy and their spouses and

in-depth qualitative interviews with more than 200 clergy. In 2013-14, we will complete interviews with an additional 40 clergy and begin interviews with spouses. In addition, we will launch our first experience sampling study of pastors. This ESM study will explore how daily work activities and social interaction affect well-being at work.

We have two studies in progress that utilize our survey data. The first investigates employee engagement and life satisfaction, and focuses on potential crossover effects and mediating mechanisms. Engagement refers to experiences of being absorbed and energized by one's work. In this study, we are examining the possible interplay between positive experiences in work and positive experiences in life. The second study focuses on identity demands and their possible implications for professionals' experiences of authenticity, engagement, and life satisfaction. Identity demands are situational factors that pressure individuals adopt or express certain identity characteristics, for example to be a particular kind of pastor. Identity demands might push professionals away from expressing their true self and therefore be detrimental to professionals' well-being. Both of these studies are in conjunction with Amy Colbert and doctoral studies at the University of Iowa.

- Exploring work as a life calling, with Mary Bales (University of Notre Dame) and Amy Colbert (University of Iowa). For decades the notion of work as a life's calling has been held up as the ideal work experience, one in which individuals not only achieve excellence in their work, but they also love what they do. There is little scholarly research that addresses how individuals find a calling. This grounded-theory building study provides a conceptual model of the process through which people discern, acknowledge, and internalize a sense of work as calling. Data for this study were collected through interviews with clergy, physicians, humanitarian workers, and educators. We are completing our qualitative analysis and are currently preparing both a research manuscript for submission to a journal and a proposal for a book-length manuscript.
- The vital role of relationships in shaping work identity, with Mary Bales (University of Notre Dame). Researchers interested in work identities have, for many years, asserted that social relationships play a crucial role in the construction and formation of work identities, yet there are very few

studies that provide empirical research about the kinds of relationships that matter and how these relationships influence identity formation. In this qualitative study we explore many different kinds of relationships (e.g., significant others, mentors, professional friendships) to uncover the core characteristics of positive and negative relationships, and to gain insights into how these relationships shape professionals' identities.

- Self-regulation and work-family dynamics, with Amy Colbert & Bethany Cockburn (University of Iowa). Current work-family research has identified the characteristics of jobs that lead to poor work-family dynamics. These characteristics—which include high demands, rapidly changing activities, ambiguous and changing work activities, significant work stressors, and irregular schedules—are typical for many jobs in the helping professions. We explore whether self-regulatory capacities might help individuals who hold these kinds of jobs mitigate the potential detrimental effects of their work on their family life.

Religiosity and work attitudes. This study explores the impact of religiosity on work attitudes. The study comprises an analysis of data from three large-scale surveys (the General Social Survey (GSS), the GSS Longitudinal Panel, and the Work Values Survey). The study will also offer a conceptual model to guide future research on the interface between religiosity and work. This project is in the data analysis and manuscript preparation phase.

INTERDISCIPLINARY RESEARCH PROJECTS:

Vocation Across the Lifespan, The Collegeville Institutes, St. John's University – Seminary, St. Cloud, Minnesota. This interdisciplinary group includes theologians, philosophers, and professors of clinical psychology. We are exploring a multi-disciplinary perspective on vocation, meaning at work, and work as a calling. The group plans to publish an edited book that presents multiple perspectives on vocation.

CURRENT BOARD MEMBERSHIPS:

Business Advisory Council (2011-2014), The Fetzer Institute.

TEACHING:

Innovation and Design (2005-2013), MBA
Innovation and Design (2004-2010), Undergraduate
Seminar in Innovation (2003-2006, 2008-2013), MBA
Human Resource Management (2002-2006, 2008-2012), Masters of Non-profit Administration
Leading Innovation (2002-2004), MBA
Innovation Studio (2009-2010), a cross-disciplinary class on innovation & design which included undergraduate & graduate from business, engineering, arts & letters, and the natural sciences.
Senior Seminar in Innovation (2004-2008), Undergraduate
Innovation, (2003-2006), Executive MBA
Change Management (1997, 1999-2003, 2006), Undergraduate
Change Management (1999-2003), MBA
Change Management (1999-2003), Executive MBA
Managing the High Performance Workforce (1998), Undergraduate
Managing the High Performance Workforce (1998), MBA
Management Theory and Practice (1997-1998), MS in Administration
Principles of Management (1996-1999), Undergraduate

AWARDS & HONORS:

2011 Traditional MBA Outstanding Teacher
2011 Master of Non-profit Administration Outstanding Teacher
2010 Rev. Edmund P. Joyce CSC Award for Excellence in Undergraduate Teaching
2009 Traditional MBA Outstanding Teacher
2008 BP Amoco Outstanding Undergraduate Teacher
2008 Master of Non-profit Administration Outstanding Teacher

2007 MBA Outstanding Teacher
2007 Master of Non-profit Administration Outstanding Teacher
2006 Traditional MBA Outstanding Teacher
2006 Executive Education Inspiring Teacher
2005 Kaneb Outstanding Teacher
2004 Kaneb Center Faculty Fellow
2002 Kaneb Outstanding Teacher
2000 BP Outstanding Undergraduate Teacher
1997 Emerging Scholar, American Compensation Association
1997 Visiting Scholar, MBA program, University of Ljubljana, Slovenia

PROFESSIONAL SERVICE:

Editorial board appointments:

Academy of Management Review, 1998-present
Journal of Organizational Behavior, 1998-present
Organization Science, special issue review board, 2001-2002

Ad hoc reviewer:

Academy of Management Journal
Administrative Science Quarterly
Organizational Behavior and Human Performance
Personnel Psychology
Industrial and Labor Relations Review
Journal of Managerial Studies

Advisory Boards

Member, Academic Partnership Advisory Board, 1999-2001. World@Work (formerly American Compensation Association).

RESEARCH CONFERENCE PRESENTATIONS:

Colbert, A., Folmer, E. H., Hosmanek, A., & Bloom, M. 2013. Identity Demands of Professionals: Implications for Authenticity, Engagement, and Life Satisfaction. Academy of Management meetings.

Colbert, A., Walter, S. Goering, D., & Bloom, M. 2012. Employee Engagement and Life Satisfaction: Exploring Crossover Effects and Mediating Mechanisms. Academy of Management meetings.

Colbert, A., & Bloom, M. 2011. Discerning and Enacting a Calling: Learning from the Life Narratives of Pastors. Secular Meets Sacred: Lessons on Leadership and Identity from Religious-Based Research Leadership and Identity. Academy of Management meetings.

Bloom, M. 2010. Teaching Compassion: Helping Students to Recognize and Care for Others. Teaching Compassion: Helping Students to Recognize and Care for Others. Academy of Management meetings.

Colbert, A., & Bloom, M. 2007. Enhancing employee engagement: The role of transformational leadership. Society for Industrial and Organizational Psychology meetings.

Cable, D. M., & Bloom, M. 2006. Managers' Reactions To Organizational Risk And Pay Risk. Academy of Management meetings. (Best Paper Award, Human Resource Management Davison)

Bloom, M. 2003. Conversations on corporate leadership and governance. Invited Business Policy & Strategy panel discussion participant. Academy of Management meetings.

Bloom, M. Toward a theory of the incentive effects of broad-based stock plans. Presented at the 2002 Academy of Management meetings.

- Bloom, M. & David. P. 2002. Toward an enhanced understanding of the relationships between risk and executive compensation. Academy of Management meetings.
- David, P. & Bloom. M. 2002. Investor activism and corporate social responsiveness: Do managers listen to shareholders? Academy of Management meetings.
- Bloom, M. 2001. Current theory and research on international compensation. Invited presentation. Global Research Consortium conference, Beijing, China.
- Bloom, M., & Milkovich, G. T. 2001. International compensation: learning from how managers respond to variations in local host contexts. Global Human Resource Management Conference, Barcelona, Spain.
- Bloom, M. 2001. A review of the executive compensation research. Invited presentation, China Business Forum, Guanghua School of Management, Peking University, Beijing, China.
- Bloom, M., Milkovich, G. T., & Mitra, A. 2000. Toward a more useful conceptualization of international compensation. Academy of Management meetings.
- Bloom, M. & Milkovich, G. T. 2000. International compensation. Invited presentation. Global Research Consortium conference, Shanghai, China.
- Bloom, M., & Barringer, M. A. 1999. A multi-dimensional measure of benefits satisfaction, Society for Industrial and Organizational Psychology meetings.
- Cable, D. M., & Bloom, M. 1998. A resource-based view of organizational selection and hiring. Society for Industrial and Organizational Psychology meetings.
- Bloom, M. 1997. Strategic human resource management and compensation. Conference on Research and Theory in Strategic Human Resource Management: An Agenda for the 21st Century, Cornell University, Ithaca, NY.
- Bloom, M. C. 1996. Incentive compensation and business risk: Lessons from research, Keynote speech, Wall Street Compensation and Benefits Association meetings, New York.

- Bloom, M. C. 1996. Increasing our understanding of international employment relationships: The links between social and psychological contracts, Consortium of European Management Schools Conference, St. Gallen, Switzerland.
- Barringer, M., Milkovich, G. T., & Bloom, M. C. 1996. Benefits and the changing employment contract, International Industrial Relations Association meetings.
- Judge, T. A., Bretz, R. D., Kennedy, D. J., & Bloom, M. C. 1996. People as sculptors vs. sculpture: Test of a dispositional model of career success, Academy of Management meetings.
- Bloom, M. C. 1996. Psychological contracts: Just one more work-related attitude?, Society for Industrial & Organizational Psychology meetings.
- Erez, A. & Bloom, M. C. 1995. On a proper meta-analytic model for correlations. Academy of Management meetings.

RECENT PROFESSIONAL PRESENTATIONS:

- Keynote presentation, 2013. Annual meetings of the American Orthopedic Association, Denver, Colorado.
- Keynote presentation. 2013. Annual meetings of the Association for Clinical Pastoral Education, Indianapolis, Indiana.
- Keynote presentation. 2012. Asia and Southeast Asia Regions Annual Meetings, Catholic Relief Services, Bangkok, Thailand.
- Keynote presentation. 2011. Volunteers of American National Convention, Washington, D. C.
- Keynote presentation. 2011. Asia Region Annual Meeting, Catholic Relief Services, Bangkok, Thailand.
- Keynote presentation. 2011. Transition into Ministry Conference, Indianapolis, Indiana.
- Pastoral well-being: the view from science. 2011. Duke Leadership and Education Conference, Duke University, Durham, North Carolina.
- Keynote presentation. 2010. Pastors of Color Conference, McCormick Theological Seminary, Chicago, Illinois.

Keynote presentation. 2010. Sustaining Pastoral Excellence National Conference, Indianapolis, Indiana.

Keynote presentation, 2010. New England United Church of Christ Annual Assembly, Boston, Massachusetts.

Keynote presentation. 2010. Indiana Area United Methodist Church Annual Conference, Indianapolis, Indiana.

WHITE PAPERS:

Cable, D. M., & Bloom. M. 2006. Managers' Reactions To Organizational Risk And Pay Risk. (This manuscript one the HRM best paper aware at the 2006 Academy of Management meetings)

Bloom, M. & David., P. 2004. Toward an Enhanced Understanding of the Relationships Between Risk and Executive Compensation.

Bloom, M., & David. P. 2002. Exploring the Compensation of Board of Directors.

Bloom, M. 1997. Psychological Contracts as a Mediator of the Effects of Compensation on Employee Attitudes.

Cable, D. M., & Bloom, M. 1997. Pay systems, personality, and person-organization fit.

Bloom, M., & Barringer, M. A. 1996. A Multi-Dimensional Measure of Benefits Satisfaction.

SELECTED SERVICE ACTIVITIES:

Member (2006-2012), College Council, Mendoza College of Business, University of Notre Dame.

Member (2002-2006, 2009-2010), Committee on Appointments and Promotions, Department of Management, Mendoza College of Business, University of Notre Dame.

Chair, 2009, 2010, 2011, 2012. OB/HR search committee, Department of Management, Mendoza College of Business.

Member (2007-2008), Notre Dame Learning Committee, Department of Human Resources, University of Notre Dame.

Faculty Presenter, (2006-2010), MBA Leadership Conference.

Faculty Presenter (2001, 2003, 2005, 2006, 2008, 2010), MBA Retreat Weekend, Mendoza College of Business, University of Notre Dame.

Member (2004-2007), Academic Affirmative Action Committee, University of Notre Dame.

Chair (2001-2004), Department of Management Honor Code Committee, Mendoza College of Business, University of Notre Dame.

Participant (2003), Ethical Dimensions in Business: Reflections from Scholars Conference, Institute for Ethical Business Worldwide, Mendoza College of Business, University of Notre Dame.

Member (2002-2003), Distinctive Academic Achievement Committee, University of Notre Dame.

Faculty Advisor (1998-2003), Management and Consulting Club, Mendoza College of Business, University of Notre Dame.

Member (2001-2002), Provost's Committee to Conduct the Five Year Performance Review of the Dean of the Mendoza College of Business, University of Notre Dame.

Member (2001-2002), MBA Curriculum Review & Redesign Committee, Mendoza College of Business, University of Notre Dame.

Member (2001-2002), Search & Selection Committee, Gallo Chair in Business Ethics, Mendoza College of Business, University of Notre Dame.

Member (2000-2001), Chief Information Officer Selection Committee, University of Notre Dame.

Member (1999-2002), Technology & Computing Committee, Mendoza College of Business, University of Notre Dame.

Faculty Advisor (1997-1999), Notre Dame International Business Development Council, Mendoza College of Business.

Faculty Facilitator (1997-1999), Senior Transitions Program, Notre Dame Center for Social Concerns.

Faculty Facilitator (1997-1999), Urban Plunge Debriefing Program, Notre Dame Center for Social Concerns.

CURRENT PROFESSIONAL MEMBERSHIPS:

Academy of Management

American Psychological Association

OTHER WORK EXPERIENCE:

- Financial Planner, Shearson Lehman Brothers, 1987-1993.
- Senior Consultant, Arthur Young and Company, 1985-1987.
- Psychological Technician, The Kansas Institute, 1982-1985.
- Emergency Medical Technician, Douglas County Ambulance Service, 1980-1982.

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Richmond, Virginia 23226
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PRESENT POSITIONS

- Executive Director – Virginia Institute of Pastoral Care, Inc.
- Consultant and Executive Coach – Bon Secours Health Care System
- Facilitator Bon Secours Ministry Leadership Formation Program
- Adjunct Faculty – Garrett Evangelical Theological Seminary

CLINICAL STANDING

- Licensed Professional Counselor – Virginia
- Licensed Marriage and Family Therapist – Virginia
- Certified Group Psychotherapist – The National Registry of Certified Group Psychotherapists
- Certified Diplomate – American Association of Pastoral Counselors
- Certification, Leadership Circle Profile

MINISTERIAL STANDING

- Ordained Elder – The United Methodist Church
- Endorsement, Chaplains and Related Ministries – The United Methodist Church

EDUCATION

- Vanderbilt University Divinity School – Doctor of Ministry
- Emory University – Master of Divinity
- Florida State University – Bachelor of Arts
- Virginia Institute of Pastoral Care, Inc. - Certificate of Residency Training in Clinical Pastoral Counseling

PROFESSIONAL ACTIVITIES

- Advisory Committee on Candidacy and Clergy Assessment – The United Methodist Church
- Past President – American Association of Pastoral Counselors
- Author – *Reflections on the Journey & Night Musings*
- Author – Variety of Published Articles

Biographical Information for Myron Wingfield

February 2014

Rev. Myron Wingfield is an Elder in the California-Pacific Annual Conference and is currently serving as the Assistant General Secretary for Clergy Life with the United Methodist Church's General Board of Higher Education and Ministry. He is also serving as Interim Associate General Secretary for the Division of Ordained Ministry.

Prior to coming to GBHEM, Myron served seven years as Superintendent of the San Diego District (now the South District) of the California-Pacific Annual Conference. Myron was ordained in 1989 and has served churches in Virginia (Byrd Chapel – Zion UMCs), Los Angeles (Westwood UMC), Atascadero (Atascadero UMC), and San Diego (St. Mark's UMC).

Beyond the local church, Myron has served as the Los Angeles District Youth Ministries Coordinator, as a member of the San Diego District Committee on Ordained Ministry, and as a member-at-large, Secretary, and Probationary Registrar of the Board of Ordained Ministry for the California-Pacific Annual Conference.

He served as a member Board and as President of the Board (1994-1996) for Sierra Service Project, Inc. Myron also holds a credential in mediation and conflict resolution from the National Conflict Resolution Center (NCRC).

Myron's wife, Rev. Martha Wingfield, is currently serving the San Dieguito United Methodist Church in Encinitas, California. Martha has served churches in San Diego, Atascadero, and Santa Monica, CA, and on the Board of Ordained Ministry for the California-Pacific Annual Conference. Myron & Martha have two sons, Jesse (23) and Luke (20).

Born and reared in Virginia, Myron is the youngest of three children born to Rev. Arthur Wingfield and Willie Fariss Wingfield. He is a graduate of Emory & Henry College, a historic United Methodist School in Virginia, and he received his Master of Divinity degree from Candler School of Theology at Emory University in Atlanta, Georgia.

Myron says that, while his father led him to the vocation of ministry, it was his mother who led him to his avocation of cooking. He regularly prepares most dinnertime meals for his family and enjoys cooking with and for friends, as well. He collects cook books and scours rummage sales for cookware and cook books. For recreation and fitness, Myron & Martha both enjoy bicycling.

ASSESSING FOR EFFECTIVENESS IN MINISTRY

W. Victor Maloy, D.Min.

Advisory Committee on Candidacy and Clergy
Assessment – GBHEM

MAS/BOM Quadrennial Training Event

Dallas, Texas

March 7, 2014

A BRIEF HISTORY AND UPDATE OF KSAP RESEARCH

THE QUESTION FROM UNITED METHODIST BOARDS OF MINISTRY

- In 1999 - Is there a way to determine if a candidate for ministry is likely to be effective in ministry and if so is there an instrument that would measure it?

The Problem

- Most boards of ministry had opinions about what constitutes effectiveness – and those opinions varied widely across boards of ministry.
- The advisory committee found no empirical based outcome research in any denomination regarding clergy effectiveness.

INITIATED THE FIRST EMPIRICAL RESEARCH ON CLERGY EFFECTIVENESS

- 1999 – Engaged Richard P. DeShon, Ph.D.
 - Professor of Industrial Organizational Psychology at Michigan State University
 - Three research stages that identified 64 KSAP's & Task Clusters
 - Then ranked the top 13 KSAP's & Task Clusters
 - Statistics available in the research document

TASK CLUSTERS BY RANK

TASK CLUSTERS	RANK
Communication	1
Preaching & Public Worship	2
Self Development	3
Care Giving	4
Management	5
Other Development	6
Evangelism	7
Fellowship	8
Administrative	9
Relationship Building	10
Rituals & Sacrament	11
UMC Connection	12
Facility Construction	13

KSAP'S BY RANK

KSAP	RANK
Trust in God (ability)	1
Integrity (personal characteristic)	2
Authenticity (personal characteristic)	3
Oral Communication (skill)	4
Theology & Scripture (knowledge)	5
Dependability (personal characteristic)	6
Calling (skill)	7
Time Management (skill)	8
Reading Comprehension (ability)	9
Intelligence (ability)	10
Spiritual Disciplines (skill)	11
Administrative (knowledge)	12
Management Principles (knowledge)	13

LINKAGE ANALYSIS

TASK CLUSTERS	RANK
Communication	1
Preaching & Public Worship	2
Self Development	3
Care Giving	4
Management	5
Other Development	6
Evangelism	7
Fellowship	8
Administrative	9
Relationship Building	10
Rituals & Sacrament	11
UMC Connection	12
Facility Construction	13

KSAP	RANK
Trust in God (ability)	1
Integrity (personal characteristic)	2
Authenticity (personal characteristic)	3
Oral Communication (skill)	4
Theology & Scripture (knowledge)	5
Dependability (personal characteristic)	6
Calling (skill)	7
Time Management (skill)	8
Reading Comprehension (ability)	9
Intelligence (ability)	10
Spiritual Disciplines (skill)	11
Administrative (knowledge)	12
Management Principles (knowledge)	13

Critical Follow-Up Research Project

TASK-KSAP Linkage Analysis

- It will provide crucial data to understand how the KSAP's support each task cluster.
- With that information it will become possible to provide focused training and development experiences to remedy identified weaknesses in a clergy person.
- Also if a church has particular needs with respect to certain task clusters, data would be provided to help select a clergy person who has strengths on the KSAP's that support particular task clusters.
- It will extend the usability of the KSAP assessment instrument that Myron Wingfield will present in a moment.

A Model for Assessing KSAP's & Task Clusters at Various Stages of Ministry

- Increasing numbers of boards of ministry assess candidates more than once.
- In 2000 the Virginia Conference developed a three stage model that assesses at the Candidacy Stage, the Provisional Stage, and the Full Member Stage, using different instruments at each stage.
- Dr. Richard Hunt, Dr. Chris Adams, and I have begun a process to attempt to identify which KSAP's and Task Clusters ought to be assessed at each of the three stages & which assessment instruments may be helpful.
- What follows is a first attempt at a three stage model. We welcome your input on the model.
- Not exhaustive, but suggestive, using the 13 ranked KSAP's & Task Clusters.

Stage One – Candidacy (Fitness for Ministry)

KSAP's

- Trust in God (ability)
- Integrity (personal characteristic)
- Authenticity (personal characteristic)
- Intelligence (ability)

Assessment

- Personal Reference Form
- MMPI-2
- MCMI-III
- 16PF Catell
- Shipley
- Gottman Marital Inventory
- BOM Papers
- Interviews

Stage Two – Provisional (Readiness for Ministry)

KSAP's

- Oral Communication (skill)
- Theology & Scripture (knowledge)
- Time Management (skill)
- Reading Comprehension (ability)
- Spiritual Disciplines (skill)

Assessment

- Seminary Courses & Grades
- CPI
- BOM Papers
- Interviews

Stage Two - Continued

Task Clusters

- Communication
 - Fellowship
 - Relationship Building
 - Rituals & Sacrament
 - UMC Connection
- 16PF Basic
 - Bar-On Eqi 360
 - MSCEIT
 - ESCI
 - CPE Report
 - BOM Papers
 - Interviews

Stage Three – Full Membership (Effectiveness)

KSAP's

- Dependability (personal characteristic)
- Calling (skill)
- Administrative (knowledge)
- Management Principles (knowledge)

Assessment

- Strength Finder
- 16PF Human Resource
- Strength Deployment Inventory
- BOM Papers
- Interviews

Stage Three - Continued

Task Clusters

- Preaching & Public Worship
- Self Development
- Care Giving
- Management
- Other Development
- Evangelism
- Administrative
- Facility Construction

Assessment

- AdEMic
- Leadership Circle Profile
- Coaching
- BOM Papers
- Interviews

Next Steps

- Dr. Hunt, Dr. Adams & I will soon begin a process of attempting to map particular KSAP's onto current psychological instruments.
- Welcome your feedback.

CONTACT INFORMATION

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