

Pacific Northwest Annual Conference Plan for Eight-Year  
*Ananeo*: Renewed by Inward Transformation  
DRAFT  
November 2018

PNW Eight-Year Assessment (8YA) Plan is overseen by a Task Force of the BOM Formation Committee, Joanne Coleman Campbell, Kay Barckley, Kathy Morse, Jenny Partch, Carolyn Peterson.

Purpose of the Plan:

- Assist clergy in the recovery of joy and fulfillment in their lives and calling
- Provide resources and action that will support clergy's well being (physical, emotional, spiritual) and pastoral potential
- Respond to denominational requirement outlined by the 2016 GC
- Provide a plan that is reflective and exploratory in conjunction with the Cabinet
- Provide continued formation for and investment in Ordained Clergy
- Celebrate clergy completion of the process

Basis for purpose:

"We are not only invited to respond to God's call, but continually to equip ourselves for it and be accountable to one another for the responsible exercise of that ministry." Rev Dr Jane Leach, principal, Wesley House Cambridge

Thoughts on who will begin and move through the process:

- Select a trial group the first year (PNW 8YA Task Force, DSs, BOM clergy members) to participate in process
- Trial group, invited in summer of 2019 and begin process in October 2019
- Invite 35 clergy each year who have been in ministry for at least 8 years to participate in the process; followed by the rest in additional sessions; with 5 districts, DS (in conjunction with Chairs of Orders) could invite 7 (Deacons/Elders) each year, includes extension/beyond local church clergy
- After all clergy have completed process, return every 8 years until no longer in active appointment
- Initially, invitation goes out, clergy have a choice to postpone to the next year Clergy may apply to DS to be invited

Parameters of *Ananeo*:

- 6-month period to occur between Jan and June. Invitation and preparation occur in the prior 6 months (July – December)
- Theme: *Ananeo*, Greek for "renewal by inward transformation"
- "Passport" – for recording stops on the way. Hard copy, maybe also be a digital version; UMCARES to monitor
- *Ananeo* Guidebook – providing resources and details of process. Online, downloadable

Required pieces of process:

- Participating in a 6-month continued formation process
- Acknowledgement at Clergy Orders Retreat of who is in the next *Ananeo* cohort, and celebrate at AC those who have completed it
- October - using Effective Ministry 360 or alternative assessment;
- Taking the Clergy Well-Being Survey (on ND website, need to sign up)
- Follow up with DSs during one-on-ones, before, during and after the 6 months (cabinet decision)

- Encourage local churches to have a “Clergy Day” to affirm those who have participated
- 4 weeks of intentional rest and spiritual rejuvenation (not more vacation!) for those in local churches; perhaps Conference Office can help churches with fill in. Help local churches to plan ahead for every eight years having a pastor go.
- Divided into Body, Mind, Spirit, Fun; both online and actual resources will be listed in the Guidebook
- Working with a guide which could include: a coach, spiritual director, therapist, and/or mentor
- Small group options (support, book study, in-person and/or online), i.e., reading required books, such as *Saying Yes to Say No: Everyday Boundaries and Pastoral Excellence*, by David C Olsen and Nancy G Devor, and *Resilient Ministry: What Pastors Told Us about Surviving and Thriving*, by Bob Burns, Tasha D Chapman and Donald C Guthrie. Meet with 2-3 other clergy to read and discuss Reflection Questions.

#### Details of 6 months of *Ananeo*:

- Recognition:
  - Honoring clergy at AC and Orders Retreat gatherings
  - Personal invitation to participate in process; from Bishop or DS
- 8YA Task Force creates and asks each participant to complete a survey
  - # of years in appointed ministry
  - Top 3 issues you are struggling with that keep you from flourishing in ministry
  - Top 3 things you wish you’d known when you first started in ministry
- Reviewing past 8 year as cohort:
  - Taking the Clergy Well Being Survey and processing it
  - Week long (5-day) spiritual retreat that sets the process
  - Reflection of self (spiritual, physical, financial, social, ministry) using 360 or equivalent evaluation for each
  - Clergy person develops a proposal/plan for renewal and retooling (retraining) (goes over it with DS later)
- Other Trainings, i.e., Cultural Competency, Asset Based Community Development
- Ending process, 2-day retreat of cohort

Funding: for 6 mos process; scholarships for individuals; TBD by BOM

#### Remaining Questions:

- Who will meet with Cabinet to include them in the process; what will be their role?
- Who will carry out the plan?
- Details of what the 6 months will look like, including various resources
- How to help congregations understand and use this time well, especially if it includes their pastor being gone for 4 weeks off, in addition to vacation? Lay-led worship, congregation-wide book study, e.g.
- How to track participation and progress? UMCARES Plus?
- How to include all clergy/appointed (Deacons, Extension Ministers, etc.)?
- How to vet resources, especially online resources?