

Dear Bishop Rickel and the Clergy & Delegates of the 112th Convention of the Diocese of Olympia,

Thank you for this opportunity to report on our work this year. The Commission on Ministry (COM) serves to shepherd people through the process of discerning a call to ordained ministry. We also serve as a council of advice to the bishop at key decision points as individuals walk through the discernment process.

Resolutions 6, 8 and 9 from the 2020 convention gave the COM some very helpful direction which we have continued to implement. We've continued to work hard to expand the diversity of the COM (Resolution 6). Four of our ten current COM members identify as people of color, six identify as white. Two people identify as LGBTQIA and eight people identify as straight. One person identifies as neurodivergent. At this convention, we will have our second election to the COM. In our appointments to COM, we will also continue to ensure a diverse commission.

We continued to refine the Cultural Interpreter model (Resolution 8), including developing a job description. We are now beginning to recruit and train additional Cultural Interpreters.

The COM continues to sincerely embrace the anti-racism covenant (resolution 9). This manifests in two ways:

- Each member of COM has made an individual commitment to working on our own bias and committing to our own journey on addressing racism
- We decided to make some significant changes to embed an anti-racism lens in the discernment process. This resolution called us as COM to make more explicit that, if you are discerning a call to ordination in the Diocese of Olympia, the COM is expecting and hoping that you are on a learning journey to understand race and racism and are actively work on your own bias. We have developed draft language updating the Expectations for Ordained Leaders to include a more anti-racist focus and will be reviewing these with Circles of Color and other groups for feedback. Once they are finalized, they will be embedded in the Phase 2 discernment process which has the Expectations of Ordained Leaders as its foundation.

Also this year we revised the initial phase of the Discernment Process as will be presented during the workshops at convention. We will have a revised Discerning Vocations Manual available by the end of the year reflecting these changes. We worked on the requirements for ordination, seeking to make the process more culturally competent. Because we had an exceptionally large pool of people applying for Postulancy, we tried out holding two separate Aspirants retreats: one for those feeling a call to the diaconate and another for those feeling a call to the priesthood. We learned that it's better to do these retreats together with some separate activities for each within one retreat.

We have decided that the COM needs to engage in a process which will end in an apology to convention for the way the COM has treated especially people of color in the process. We have begun to design the listening process that will inform this apology.

Significant Events and Engagements:

David Bishop was ordained to the Diaconate on October 30, 2021.

James Ayuen, Mary Bol, Daren Chidester, Allen Hicks, Baudelina Paz, and Pam Tinsley were ordained to the Priesthood on June 13, 2022, at Saint Mark's Cathedral, Seattle, WA. Linzi Stahlecker was ordained to the Priesthood on June 29, 2022, at Saint Mark's Cathedral, Seattle, WA.

We have been blessed to walk with the following individuals who are still in the process for ordination:

Postulants (Diaconate): Nathan Clark, Kae Eaton, Lisa Graumlich, Lynette Kamakura, Anna Lynn, Sue Mings, Aaron Scott.

Postulants (Priesthood): Katherine Bryant Ingman, Adam Conley, Tina Francis Mutungu, Karla Koon, Phillip Lienau, Lynne Markova, Kelly Moody, Theresa Newell, Megan Oakes, Martin Pommerenke, Kenzi Roberson, Myra Ryneheart Corcoran, Robert Stevens, Elizabeth Walker, Jana Whitworth.

Candidate (Diaconate): Jeffrey Boyce, Donna Greene, Sheryl Haase.

Candidates (Priesthood): Shane Carlson, Charles Huff, Elizabeth Walker, Jana Whitworth.

Commission members include: Chair, Diana Bender; Associate Chair: The Rev. Polly Shigaki, The Rev. Doyt Conn; The Rev. Pat Grodt, The Rev. Nat Johnson, Carole Loudenback (liaison from the Standing Committee), Patricia McGuire, Roberta Newell, Michael Perera, The Rev. Rachel Taber-Hamilton. Ex Officio members include: April Caballero; The Rev. Canon Arienne Davison; The Ven. Gen Grewell; The Rt. Rev. Gregory H. Rickel.

Faithfully,

*Diana Bender*

Chair, Commission on Ministry

*The Rev. Polly Shigaki*

Associate Chair, Commission on Ministry