



Professional Development Policy

Issued by: The Most Reverend Matthew H. Clark
Revised by:

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KEY POLICY STATEMENTS:

- Over a period of two calendar years, active priests, deacons, pastoral administrators, and other lay ecclesial ministers of the Diocese will complete 20 units of Continuing Education (CEU) as part of their commitment to ongoing professional development.
- The Professional Development program for the Diocese is coordinated through the Director of Professional Development at St. Bernard's School of Theology and Ministry.

APPLIES TO: All Ecclesial Minister in the Diocese

DETAILS:

The Professional Development program for the Diocese is coordinated through St. Bernard's School of Theology and Ministry. The Director of Professional Development works with Diocesan departments to plan and implement programs to continue the formation of those serving in Diocesan ministry positions.

Professional Development: Over a period of two calendar years, active priests, deacons, pastoral administrators, and other lay ecclesial ministers of the Diocese will complete 20 units of Continuing Education (CEU) as part of their commitment to ongoing professional development. A "unit" of Continuing Education is defined as follows:

- Participation in any ½ day program of an educational nature = 1 unit
- Participation in a full day program of educational nature = 2 units

Events that are part of the Professional Development Program run in the Diocese and can be applied to the requirement include:

- The 3 day annual Priest Convocation. A committee works with the Director to plan this annual event. The speaker is selected, support materials prepared, meals and liturgies coordinated, evaluation conducted, and future sites for coming years arranged.
- The annual Ministerium, which draws together all those serving in pastoral ministry throughout the Diocese. This event features a speaker of national renown, is attended by about 500 people, includes a morning and afternoon talk with lunch. This gathering includes important networking and spirit-building dimensions along with instruction.
- ESOL and Accent Reduction Program for International Priests and Other Ministers. This program is run by the Office of Parish and Clergy Support Services through collaboration with the BOCES2 school district. Participants present include international priests who complete an initial placement test followed by 12 four hour weekly sessions with a trained instructor focused on spoken English. Skills include word stress and vowels and vowel lengths, continuants and stops, voicing, emphasis, word focus and structure, and thought groups.
- Leadership Development Program. Those assigned to new parishes in the role of pastor or pastoral administrator participate in a program of in-person classes, webinars and other web based skills development sessions to assist in the formation of skills in leadership, management, financial practices and volunteer recruitment and administration.
- Preaching Institute. Approved preachers are invited to three events in Fall, Spring and Summer each year. The summer opportunity engages a national speaker and lasts a full day, the others consist of a panel or individual presentation in an afternoon presentation. The Preaching Institute also sponsors an assessment program in which individual preachers volunteer to be assessed, a team of trained individuals spend the weekend at the parish and provide a written and oral report pointing out strengths and areas of improvement. A follow up to the initial visit and report is available as well.
- Deacon Convocation. A one day event is held each Spring for all ordained Deacons and those in formation. This day engages a national speaker on a matter of importance to diaconal ministry and is planned and implemented by a committee working with the Director of Deacon Personnel.

In anticipation of a larger number of priesthood ordinations in the future, a reimplementaion of the Intern Priests Program is now underway, to begin in 2013. A three-fold structure of supervisor, mentor, and spiritual director will be put in place for the support and skills development of those beginning priestly ministry.