



Clergy Continuing Education Policies

The gifts he gave were that some would be apostles, some prophets, some evangelists, some pastors and teachers, to equip the saints for the work of ministry, for building up the body of Christ, until all of us come to the unity of the faith, and the of the knowledge of the Son of God, to maturity, to the measure of the full stature of Christ. Ephesians 4:11-13

Clergy Continuing Education:

In accordance with Canon 9, Sec. 1 and Can 7, Sec. 5 of the Episcopal Church Canons

All clergy are expected to engage in regular continuing education to strengthen their ministries. Churches of our diocese are expected to provide both time and money to make such study possible for their clergy.

Continuing Education should be focused on vocational development, workshops, courses or intentional study in areas that undergird present or future ministry.

These six canonical areas are: (1) The Holy Scripture, (2) History of the Christian Church, (3) Christian Theology, (4) Christian Ethics and Moral Theology, (5) Christian Worship according to the use of the Book of Common Prayer, the Hymnal, and authorized supplemental texts, and (6) The Practice of Ministry in contemporary society, including leadership, evangelism, stewardship, ecumenism, interfaith relations, mission theology, and the historical and contemporary experience of racial and minority groups.

Courses of study outside these canonical areas must be approved by the Bishop (or Bishop's designee) in order to fulfill the Continuing Education requirement.

Clergy are encouraged to explore different modes of learning, including but not limited to classes, conferences and web-based learning platforms. Enrollment in an accredited academic program counts towards Continuing Education.

Continuing Education time is not to be used by clergy as additional vacation or leisure time. Contemplative Retreats and Prayer Groups are important and valuable, but are not counted toward meeting these continuing education requirements. However, Directed Retreats that have an educational component can be counted toward Continuing Education.

The Bishop will approve 10 hours of the continuing education requirement being met by attendance at Presbyters' Conference, and 5 hours will generally be approved for each presbyter/clergy day sponsored by the Bishop's office.

The diocesan continuing education policy will be based upon contact hours. A contact hour is defined as each hour the student and instructor are together in a learning situation. For example: A four-hour (CEU) course might give the participant forty contact hours. Because contact hours vary within different Continuing Education programs, "Contact Hours", not CEUs are the standard that will be used.

Diocesan Expectations for Churches:

Parishes are required to budget towards the expenses of continuing education for each clergy on staff. This is a separate item that is not part of the diocesan minimum for salary and housing.

A full-time, stipendiary priest should have two weeks of education time per year (includes at least one Sunday away from the parish), a minimum of \$1,000 to fund those costs, and are expected to complete 40 Contact Hours.

A part-time priest and deacons should have one week of continuing education, a minimum of \$500 to fund those costs, and are expected to complete 20 Contact Hours.

All other active clergy should complete 10 hours of education by attending the annual presbyters' conference or successfully completing another program.

Limited scholarship funds are available for clergy to attend Presbyters' Conference and fund educational endeavors. For information, contact the Canon for Ministry.

Please note: **Reports for each year should be submitted to the Bishop's Office by the end of December, and no later than Jan. 31 of the following year.**