

## *2.0 CONTINUING EDUCATION OF THE CLERGY*

Continuing Education is important to the practice of any leadership role. Many vocations require a certain amount of it annually as a prerequisite to maintaining one's license; for example, for the practice of law, dentistry or medicine. It is sometimes called "Further" or "Continuing" Education, which may convey a better understanding of the purpose.

Continuing Education is an important priority for the clergy, as suggested by 2 Timothy 2:15: "Do your best to present yourself to God as one approved, a worker who has no need to be ashamed, rightly handling the word of truth." The same principle has been carried into the canons of the ACNA wherein the laity are reminded of their responsibility "to continue their instruction in the Faith so as to remain an effective minister of Jesus Christ." If the laity are so admonished, how much more ought we to encourage and provide for Continuing Education of the clergy!

Member Congregations of this Diocese should provide their Rector, and any full-time clergy employees, up to seven (7) *Continuing Education Days* annually, on the following basis:

1. Continuing Education opportunities may be recommended by the Rector, approved by the Vestry, and paid for by the congregation.
2. Continuing Education may consist of attendance at conferences, seminars or other formal classes, or may (on occasion but not mainly) consist of individual reading and study of a particular subject.
3. Continuing Education Days may be taken all together or separately during the year as best comports with opportunities presented; however, unused
4. Continuing Education Days may not be carried forward from one year to another.
5. At the conclusion of each Continuing Education experience the clergy person should submit to the Vestry, with a copy to the Bishop, a written report of approximately 500 words summarizing the value of the experience.

### **Sabbaticals**

Learning is a part of maturing in leadership, but the ministry of the local church can be all-consuming with little room for meaningful rest. This is especially true for those who are leading congregations through a season of crisis or who are involved in the work of church planting at a significant level.

Therefore, all of our clergy who are working full-time, whether paid or unpaid, shall consider it their responsibility to participate in a 3 month sabbatical every 7 years. The congregations and church plants are to plan for this by setting aside sufficient funds so that the clergy person may be compensated at the normal rate and an additional funding amount should be set aside for basic educational expenses, including lodging at retreat centers, airfare for travel, registration costs for learning experiences, etc. This is essential for ongoing clergy health and vitality in the Kingdom of God. The lay leaders of the congregation will need to assist by preparing the congregation and leading it in the clergy person's absence. If clergy assistance is needed for the ongoing life of the congregation, then funding for this is an additional need, which requires advanced planning.