

## CONTINUING EDUCATION (CEU) FOR PASTORS AND MINISTERS IN THE PACIFIC WESTERN NETWORK MINISTRIES CONFERENCE

OPENING COMMENTS: for years, Pac West has had a CEU program. The program amounted to being award CEU's at a conference event or maybe the completion of reading a book. But to my knowledge, the why, how and what of a CEU program has never been made clear. I brought a plan to our conference council to really define this program. If we are going to do it (we are mandated by the IPHC Manuel to do it) then it should be clear and there should be reasons defined for such a program. I strongly believe that pastors and ministers who serve congregations must be lifelong learners. Besides being lifelong learners, we owe it to our congregations to stay spiritually healthy. Have you heard that an organization will grow no larger than its "lid"? Pastors/Ministers, you are that lid. Our churches must grow. The conference must grow. We are Called to Plant & Destined to Grow! Our Lord wants his kingdom to be expanded where we are and one of the ways to do that is to grow as leaders. As leaders we must continue to improve our spiritual and professional skills and really make sure that we are growing. An active CEU program will cultivate a culture where growth in discipleship is expected. I plan on being a lifelong learner and a good CEU program will assist in this process.

### **WHAT ARE THE GOALS?**

- To make learning a spiritual practice
- To cultivate a climate where growth is expected
- To Foster commitment to lifelong learning and accountability of learning
- To connect spiritual formation to learning
- To nurture leadership
- To establish clear goals that support ministerial effectiveness and spiritual health
- To take advantage of the immense opportunities in technology and training

HOW DO WE DEFINE THE DIFFERENT ROLES OF CONGREGATIONS, PASTORS AND CONFERENCE?

#### 1. THE CHURCH'S ROLE

\* The church can offer to send the pastor at least once a year to a conference outside his denomination such as Willow Creek Leadership Conference, Bayside's Thrive Conference or Tommy Barnett's Dream Conference.

- \* The church should stay informed about the pastor's continuing education goals and plans.
- \* Give appropriate financial support by setting aside some funds in the budget to purchase books and other training materials to support the CEU program for their pastor.

## 2. THE PASTOR/MINISTER'S ROLE

- \* Give Pacific Western Network Ministries events a high priority in attendance and participation.
- \* Invite key leaders in their congregations to attend events with them.
- \* In selecting CEU's, be sensitive to areas where you may be limited and growth is desirable and needed.
- \* Report to the conference using forms of any completed CEU
- \* Find ways to integrate new learnings and experiences into your ministry context.

## 3. THE CONFERENCE'S ROLE

- \* Emphasize the need for CEU (for spiritual health and growth for both pastors and churches) at Conference meetings and at the local church when visited by Conference Bishop.
- \* The Conference will provide events and growth opportunities for CEU'S.
- \* The Conference will set a minimum number of CEU'S per year and will keep records in each pastor/minister's file. The Conference will also award each pastor/minister each year for achieving their CEU for that year at the annual Conference.
- \* The Conference Council can assist pastors/ministers with an annual plan to accomplish CEU'S.
- \* The Conference can assist with financial support where possible to help their ministers achieve growth through CEU'S.

WHAT WILL BE THE MINIMUM NUMBER OF CEU?

1. The minimum number of CEU for a year will be 18 CEU'S.

## WHAT WILL BE THE CEU VALUE GIVEN TO EVENTS, BOOKS, ETC.?

1. A total of 3 CEU's will be given for attending the Annual Conference.
2. There will be one CEU given for each hour of instruction at a conference event or at another venue outside the denomination
3. There will be one CEU for each book that is read as long as the CEU BOOK FORM (see forms on website) is filled out and sent to the office.
4. Any Classes through Advantage College that are taken for audit are given 2 CEU.
5. Any Pastor/Minister who is actively enrolled in a Bible college with at least 3 classes in a year is automatically given 10 CEU for that year.
6. One CEU will be given each year for general enrichment that is not directly related to pastoral ministry. These opportunities are unlimited and can include things like belonging to a gym, involved in the arts, involvement in a sporting interest, or a personal hobby, etc.
7. One CEU will be given for taking at least a week of vacation each year. Should the church give you a true sabbatical of at least a month, you will earn 10 CEU for that year.
8. One CEU will be given for listening to a leadership or ministry podcast on Zoom or some other form of social media. No CEU credit goes to listening to an audio sermon.
9. A minister can get a total of 3 CEU from reading the Old Testament in one year and/or another 3 from reading the New Testament.

## **CONCLUSION**

The goal of this CEU program is not to place another burden on pastors/ministers. We feel we have made it easy for most every minister to easily do 18 CEU a year. Our concern is that our pastors and their churches do not suffer burnout because of a lack of growth. Pastors who grow always bring growth to their congregations. We all know if a pastor becomes unhealthy or stagnant that his congregation/ministry will suffer the same. We want our pastors/ministers to be healthy as only then can we be "CALLED TO **PLANT** & DESTINED TO **GROW**".