

Revised Guidelines for CEU Implementation
Southern Association Church & Ministry Committee

Approved Unanimously on October 11, 2018

CEU Implementation approved by Church & Ministry on July 13, 2017, is replaced with the following Revised Guidelines for CEU Implementation:

Church & Ministry will endeavor at all times to take a pastoral approach that will empower authorized ministers and invite them to grow into the best they can be, and to be in communion with their faith community by attaining certain Ministerial Growth Benchmarks (MGBs). Accordingly, Church & Ministry enacts the following guidelines in its implementation of the March 2017 resolution entitled: Concerning Setting a Minimum Standard of Continuing Education for Ministers with Standing in the Southern Association of the United Church of Christ, Southern California Nevada Conference:

Continuing Education falls into 3 broad categories:

1. Wider Church Participation
 - A. Association Meetings (1.5 units each)
 - B. Annual Gathering (2.5 units per day)
 - C. Church and Ministry Committee (1 unit per meeting)
 - D. Cohort Groups (1 unit per meeting)
 - E. Association sponsored clergy groups (1 unit per meeting)
2. Independent Study
 - A. Webinars (1 unit per hour)
 - B. Books relevant to ministry (1 unit per book regardless of length)
 - C. Movies related to the practice of ministry
(e.g. Won't You be My Neighbor, Selma, etc.) (1 unit per movie regardless of movie length)
(Books and movies to be self reported to Church & Ministry, Association Administrator, using the form on the website and with a short explanation of how what they read or watched relates to their practice of ministry)
3. Workshops & Classes
 - A. Educational Retreats (1 unit/contact hour)
 - B. Preaching Festivals (1 unit/contact hour)
 - C. Outside Workshops/Classes (1 unit/contact hour) *(including Boundary Training other than Sexual Ethics)*

Church and Ministry sets an annual Ministerial Growth Benchmark for each authorized minister per calendar year, as follows:

That active/full-time Ordained authorized ministers achieve a total MGB of 15 CEU's each year from all 3 categories, with not more than 5 units' credit given in each category.

That active/retired authorized ministers achieve a total MGB of 5 CEU's each year, at least 3 of which must come from Wider Church Participation.

That bi-vocational/less-than-3/4-time authorized ministers (*e.g. 30 hours or less per week, or as defined in the covenant agreement*) achieve a total MGB of 5 CEU's each year

- 3 units from Wider Church Participation; and
- 2 units from Independent Study and/or Conferences & Workshops

That Commissioned and/or Licensed authorized ministers achieve a total MGB of 5 CEU's each year

- 3 units from Wider Church Participation; and
- 2 units from Independent Study and/or Conferences & Workshops

That authorized ministers in specialized ministries achieve a total MGB of 15 CEU's each year from all 3 categories, with not more than 5 units' credit given in each category; and that those units required for continuing certification may be applied to the 15 unit annual MGB. Military chaplains deployed overseas are exempt.

That authorized ministers on Leave of Absence achieve an annual MGB corresponding to the requirement listed above for the type of ministry in which they last served (*e.g., active/full time, - Commissioned/Licensed etc.*), not to exceed a total MGB of 15 CEU's each year).

That carry over of excess CEU's may occur but ONLY in the category of "Workshops and Conferences." This approach will allow an authorized minister to get two years of credit in this category for attendance at a multi-day or weekend long conference. Carry over will be allowable for the subsequent year only.

Any concerns about ability to complete any MGB may be brought directly to Church & Ministry.

In the event of non-compliance:

- The authorized minister be invited by Section B of the Church and Ministry Committee for a check in conversation.
- The approach be pastoral and non-punitive to the greatest extent possible. If an authorized minister is unable to complete their annual MGB requirements, Church & Ministry needs to be in conversation with them to talk about the issues and offer support to them and to their ministries.

