

HIGHER CALLING: A Program for Clergy Assessment and Growth

Presentation for Metropolis Clergy Laity
St Louis Missouri, October 6 - 9, 2021

Higher Calling...

¹³ Brethren, I do not count myself to have apprehended; but one thing I do, forgetting those things which are behind and reaching forward to those things which are ahead, ¹⁴ I press toward the goal for the prize of the upward call [ἄνω κλήσεως; higher calling] of God in Christ Jesus.

(Philippians 3:13-14 NKJV)

Your Presenters:

Rev. Fr. Richard Demetrius Andrews

- ▶ Pastor/priest of Saints Peter & Paul Greek Orthodox Church in Glenview, IL (since 2019).
- ▶ Metropolis of Chicago: Vicar for Clergy Care, Spiritual Court.
- ▶ Graduate of Argosy University (Doctor of Marriage & Family Therapy, 2019), Holy Cross Greek Orthodox School of Theology (Master of Divinity 1994) in Boston, MA and the University of Minnesota (Bachelor of Science in Business Administration & Marketing 1988).
- ▶ Previously served St. George GOC in St Paul, MN (1999-2019), St. Paul Police Department volunteer chaplain (2006-2019), Kimissis tis Theotokou Church, Racine WI (1997-1999); Holy Apostles Church, Westchester IL (1995-1997).
- ▶ Married to Presvytera Jane and has one adult son, Teddy who now lives in Chicago.

Your presenters:

Rev. Fr. Timothy Aurel Sas

- ▶ Pastor of Twelve Holy Apostles Greek Orthodox Church in Duluth MN since 2004. Previously served St. Mary Church in Minneapolis MN 2002-2004 and St Stefan Romanian Church in South St Paul MN 1999-2001.
- ▶ Metropolis of Chicago: Vicar of Minnesota Clergy; Metropolis Council.
- ▶ Graduate of University of Manitoba (Bachelor Degree 1995) and St. Andrew Seminary (Masters of Divinity 1998) in Winnipeg Canada; St Mary University in Winona MN (Masters 1999); Doctoral work in Education at University of Nevada Las Vegas.
- ▶ Does independent consulting and lecture work.
- ▶ Married to Presvytera Gabriela. Four daughters: Andrea, Cassiana, Theodora and Sofia.

CHRONOLOGY: Of Higher Calling program

Nov.2018 to March 2019

- ▶ November 2-4, 2018 Strategic Planning Retreat at Holy Apostles Church in Westchester IL with nearly 100 participants from throughout the Metropolis.
- ▶ SWOT survey. SWOT = Strengths, Weaknesses, Opportunities, Threats.
- ▶ Third highest responses (116) in Weakness category were related to clergy training, support and performance issues.
- ▶ Ten strategic areas of focus identified including Clergy Wellness 1.1 and Clergy Support 1.2.
- ▶ Within Support area, performance evaluation, continuing education, leadership development, spiritual formation, and parish education/training were identified as goals.

CHRONOLOGY CONT.

- ▶ Because performance evaluation of clergy falls under the responsibility and authority of the hierarchy it was removed from this focus area.
- ▶ March 2019 appointment of ad hoc committee for Clergy Formation, Development and Evaluation inc. Fr. Andrews, Fr. Sas, Paul Karos & David Benson.

April 2019 to Nov 2019

- ▶ Metropolitan Nathanael and ad hoc cmte members meet with representatives of Catholic Archdiocese of Chicago to learn about their program: Catholic Leadership 360.
- ▶ Strategic Planning Retreat at Sts Peter & Paul Church in Glenview IL.
- ▶ Ad hoc cmte examines Trakstar and Clergy Peer Learning groups.

Nov 2019 to Sept 2020

- ▶ Metropolitan, Ad hoc cmte and Metropolis Council work with outside consulting firm to refine proposal for “Clergy Assessment” program.

CLERGY ASSESSMENT & GROWTH PROGRAM

- ▶ What does “Clergy Assessment & Growth” program look like?

How does it work?

- ▶ Current feedback loops include:

Metropolitan, Chancellor, Parish Council, Parishioners, Other Clergy, Spouses.

- ▶ Assessment and Feedback:

Non-existent, inconsistent, infrequent, subjective, emotionally driven inc. stress and anger.

FIRST STEP

- ▶ Engage an outside consulting firm.
- ▶ Two goals:
 - a) experienced professional evaluation, development and coaching services;
 - b) objective third party to preserve confidentiality.
- ▶ Raw data is only seen by professional consultant/third party (not the Metropolitan, Metropolis or other priests).

THE PROCESS

1. Develop clergy position description.
2. Design assessment instruments.
3. Clergy conduct self-assessment.
4. Review results one on one with professional consultant.
5. Clergy select/appoint external review cmte.
6. External review cmte assesses clergy using instruments.
7. Clergy and prof consultant review summary report.
8. Clergy develops three goals to mature, grow and improve in their role.
9. Metropolitan reviews goals with priest and provides encouragement and accountability.
10. Follow-up meetings between clergy and consultant.
11. Metropolis provides funding and resources to help clergy achieve goals.

Who participates and when?

- ▶ Metropolitan Module first- so he can learn and trust the process; making himself vulnerable in order to learn and grow; setting an example for clergy.
- ▶ Clergy Pilot Cohort- approximately 12 priests invited from pool of volunteers.
- ▶ Clergy Rollout- (for those serving in the same parish for at least 3 years) invited to participate. Number each year TBD.

Questions and Answers

- ▶ How much does it cost? approximately \$5,000 per participant.
- ▶ How long does it take? Planning, Pilot and Follow-up will take 2.5 years.
- ▶ After planning phase complete, subsequent participants can expect about a one-year process.
- ▶ What happens if big issues are discovered? Significant negative issues are already occurring and known. They are addressed by the Metropolitan and the Chancellor. The purpose of this program is not to discover them but to address them and hopefully prevent them.
- ▶ What are some resources to help clergy? Continuing specific education; professional coaching/mentoring; psychological counseling; spiritual guidance.

CONCLUSION

- ▶ *¹ We then, as workers together with Him also plead with you not to receive the grace of God in vain. ² For He says: “In an acceptable time I have heard you, And in the day of salvation, I have helped you.” [Isaiah 49:8]*
- ▶ *Behold, now is the accepted time; behold, now is the day of salvation.*
- ▶ *³ We give no offense in anything, that our ministry may not be blamed. ⁴ But in all things we commend ourselves as ministers of God: in much patience, in tribulations, in needs, in distresses, ⁵ in stripes, in imprisonments, in tumults, in labors, in sleeplessness, in fastings; ⁶ by purity, by knowledge, by longsuffering, by kindness, by the Holy Spirit, by sincere love, ⁷ by the word of truth, by the power of God, by the armor of righteousness on the right hand and on the left, ⁸ by honor and dishonor, by evil report and good report; as deceivers, and yet true; ⁹ as unknown, and yet well known; as dying, and behold we live; as chastened, and yet not killed; ¹⁰ as sorrowful, yet always rejoicing; as poor, yet making many rich; as having nothing, and yet possessing all things.*

(16th Sunday Epistle; 2Corinthians 6:1-10 NKJV)