

## RD Talking Points and Guide on the Staff Training Pathways

### NOTE FOR RDs:

This is designed for 45 min, for use with this PPT: [RLT Meeting- Pathways.pptx](#)

Here are three ways you and your RLT can engage:

1. Have the RLT discussion using the notes below and fill out form to let the Training Team know how it went
2. Have the RLT discussion using the notes below and book a follow-up consultation call with the Training Team
3. Ask the Training Team to help facilitate this time with your RLT

### TALKING POINTS:

#### Slide #1-

- Affirm our desire for wanting all staff to thrive
- Current- lots of good offerings, and helpful national requirements (SHIFT, 3DT), but little coordination
- Creates a confusing experience for staff and supervisors.

#### Slide #2- Rationale: from market to menu

- Future with Pathway = clarity on what happens when so that there are no surprises for staff and supervisor. And national departments know how to get in line for where they can offer their best resources.
  - For you: desire the experience to feel like a shift from market to menu
  - Not about adding more, about aligning what already exists
- This is a baseline, not a replacement for what you're doing. Gives shared expectations while preserving regional ownership

#### Slide #3- Campus Staff Pathway

- Nationally, there are actually 2 journeys staff may take, based on their MPD and how regions hire:
  - Going to ONS after first year on campus
  - Going to ONS after second year on campus (and going through FRP a second time)
  - We'll come back to this
- Either way, the structure holds:
  - Finish sexuality courses before ONS
  - After ONS, have 2 years to finish both SHIFT and 3DT
- 15 nationally recommended topics:
  - A shared baseline for what we expect staff to get training on.
  - There is no mandate on *how* to train this: most regions are already training on most the topics either formally or on-the-job.
  - We'll come back to this

#### Slide #4- Theological Foundations for Ministry

- Here is the full picture:

- Stages 1 and 2 are self-directed and optional, although Orientation to Theology is required to qualify for MHA (and is incorporated into ONS)
- Stages 3 and 4 will take attention from supervisors to help staff complete in coordination with the Pathways.
- Stage 5 is also optional and will vary staff-to-staff
- After 3DT and once staff are in year 4, they will have 4 years to finish 4 Core Seminary Courses (CSC)
- 3DT is required for all FT staff hired after 2016 and is recommended for everyone as a way of having shared theological language.
- CSC will be required for all FT staff hired in 23/24 or after. But all staff can take the classes who want to.
- Staff already taking seminary courses will have the opportunity to submit transcripts to verify completion of comparable courses to count for the CSC requirements. Staff will also be able to use IV CSC's for a degree at any seminary.
- CSC will be offered at a significantly lower price than what seminaries charge (\$500/course); staff in seminary can apply for \$500 stipends if they prefer to take the courses at their seminary.

#### Slide #5- Learning Weeks

- Answers the question- so when *during* the year will staff have opportunities to get this training?
- A few consolidated windows when we'll offer national Field trainings:
  - In addition to SHIFT and 3DT, there will also be offerings that would normally be offered during what was our summer "Catalyze" course structure: training for the mission on campus (including sessions that would cover the 15) and staff formation experiences like retreat days
  - Core Seminary Course intensives would also be offered during Learning Weeks
- To clarify: any given week is optional for staff! No one is mandating for our staff to be off campus all those weeks! But when and if they do need a training, they'll be in predictable windows to decrease calendar chaos and help with your planning and expectation setting
  - Again: learning weeks will give staff and supervisor agency to choose when to engage
- Going forward: Training will provide a full line-up of courses a year in advance.

#### DISCUSSION QUESTIONS:

1. Slide #6- What guidelines do we want to set for when staff go to ONS in our region? Are we going to be "journey 1" or "journey 2"?
2. Slide #7- How confident do we feel about our regional approach to training new staff, both formal and informal? (*You can use the appropriate graphic with blanks to write-in and clarify your regional system.*)
  - a. How will we engage with the 15 nationally recommended topics this year?
  - b. Where do we need more national resources or support?
3. (optional if time allows) Some regions are planning on sending new staff to SHIFT and 3DT together as a "cohort" after ONS. Do we want to have more coordination for our staff around their SHIFT and 3DT experiences?