

## SAMPLE PROFESSIONAL DEVELOPMENT PLAN - 1

- Continue to meet monthly with a spiritual director. In spiritual direction, attend to my own feelings around illness and mortality.
- View the Alban Institute “on-demand webinars” *Emotional Literacy: Learning From Our Feelings, and The Appreciative Leader* By August 31st 2010. Clarify my own learning by thinking/learning by feeling skills and my own approach to appreciative inquiry in leadership.
- Consult with another minister responsible for pastoral care at a large congregation regarding volunteer training and methods of service by September 30th 2010.
- Finish reading the book *When Moses Meets Aaron: Staffing and Supervision in Large Congregations* by Gil Rendle and Susan Beaumont by March 31, 2010. Discuss it in my supervision conversations with the senior minister and with my mentor.
- Read *The Power of a Positive No* by William Ury and discuss with other clergy by September 30th 2010.
- Work with a coach on developing my time and task management skills and habits. Contact Alban Institute senior consultant Susan Beaumont by February 28th 2010. Have a supportive relationship in place by June 30th 2010 with Susan or someone else.
- Solicit feedback on each presentation or class that I give specifically requesting feedback on appropriateness and effectiveness of the speed and organization of my delivery. Discuss my lesson plans and these reviews in supervision meetings with the senior minister.
- I will partner with the senior minister in preparing my congregation’s delegate teams for both District Assembly and General Assembly.
- Read *A People So Bold*, John Gibb-Millspaugh, Editor, and discuss with other clergy to help me develop my theological grounding for public ministry.
- I will add a second level to my ministerial biography on the church web site discussing what I am passionate about in ministry. I will have an op-ed or similar piece published in the local media by December 31st 2010

## SAMPLE PROFESSIONAL DEVELOPMENT PLAN - 2

The areas of growth I intend to concentrate on over the next year include, counseling & pastoral care, personal & professional growth, and prophetic outreach. I will also continue to deepen and expand my participation in denominational affairs, and in particular make it a priority to attend UUMA Minister's Days and General Assembly within the next two years. Below, I have outlined specific goals I have for myself regarding the above listed areas of ministry:

### **Areas of Growth in Ministry**

#### *Counseling & Pastoral Care*

As this is my primary focus in my Community Ministry as Hospice Chaplain, I will continue to seek out opportunities to strengthen my spiritual care skills. In specific, this will include the following:

- I will prepare & discuss two verbatim with my mentor re: particularly challenging pastoral care visits with hospice clients.
- Over the course of the year, I will organize the materials & resources I find or develop regarding multiple faith traditions and the variety of religious customs related to end-of-life care and grieving.
- I want to become more familiar with pastoral care models of care and assessment tools as a way to strengthen my approach with hospice clients. I'm aware that at times with hospice clients I hesitate to initiate more "spiritual" conversations. I think this research will help me better negotiate a transition in my conversations from the "social" realm, to the "spiritual" realm of considerations.
- I will look for or attempt to create a regularly scheduled meeting with interfaith chaplains in Hancock County. I would like this group to be an opportunity to discuss practices and reflect on our ministries.

#### *Personal & Professional Growth*

I am better, and more committed to dealing with conflict in a timely and direct fashion, but, nevertheless, this is not something I enjoy or feel particularly gifted at. Therefore, I will seek out & attend a workshop, seminar or program regarding conflict management. I will complete this task by August, 2010, and discuss any new insights with my mentor and COM.

I am committed to living a more balanced life, more of the time. To this end, I really want to and will do the following things:

- Continue with my daily spiritual practices of sitting meditation, creative expression and writing.
- Continue to attend Weight Watcher's Meetings until I reach my weight goal, and exercise 4-5 times a week.

- On at least a quarterly basis, I will engage my mentor and COM re: my experience of working to strengthen these healthy and sustainable lifestyle practices.

### *Prophetic Outreach*

As a Community Minister working in a medical setting, I want to become more involved in advocating for legislation & resources that will increase peoples' access to affordable healthcare. In specific, this year I will undertake the following activities regarding this social justice issue:

- By April, 2010, I will host a "House Party" with a local healthcare community organizer to explore health care concerns and better understand legislation being considered.
- Before the year's end, I will prepare and lead a worship service that explores the issue of healthcare reform.

I will attend at least one workshop and/or training that will strengthen my understanding and practice re: diversity training and responsiveness to issues of equal access and quality of care for all people, regardless of who they are.