



### Professional Standards

The goal of CCCM is for all of its members to meet or exceed the professional standards. CCCM encourages its members to pursue the professional development required to meet or exceed these standards.

Minimum Standards: Taking into account the demands and role of campus ministers, these standards represent the minimum qualifications the CCCM deem necessary to be hired as a campus minister.

Professional Standards: The Professional Standards indicate the high level of competencies deemed necessary by CCCM for the professional practice of campus ministers.

<u>Category</u>	<u>Minimum standard</u>		<u>Professional Standard</u>
<u>Degree</u>	a) University Degree in related field (theology, religious studies, philosophy, education, counselling); or b) University degree in unrelated field but with a certificate in youth ministry, recognized diocesan lay formation certificate or combined experience and training.	⇒	Masters in Divinity or equivalent*
<u>Studies</u>	Three full year (or 6 half year) undergraduate level courses in theology, religious studies, and philosophy with at least two in theology and religious studies from an accredited college or university. Certification in counseling practices and ethics (if one-on-one pastoral counselling will be any part of the ministry)	⇒	Masters in Divinity or equivalent*
<u>Experience</u>	One year experience in campus ministry or two years experience in a relevant ministry (e.g. youth and young adult ministry)	⇒	Two years full-time professional experience in campus ministry or five years part-time. This experience must be in a college or university environment.
<u>Demonstration of Professional Competency</u>	.	⇒	Through one of the following means: a) supervised ministry experience (250 hrs) b) one unit of Clinical Pastoral Education c) or equivalent open to those with 5 years professional experience*
<u>Professional Development</u>	Desire and commitment to develop professionally with a goal of professional standard within 5 years.		Ongoing professional development through retreats, conferences, training, and study.
<u>Associations</u>	Current membership in the CCCM		
<u>Code of Ethics</u>	Commitment to uphold the CCCM Professional Code of Ethics		

Campus Ministers who meet the Professional Standards can request a certificate of recognition from the Canadian Catholic Campus Ministry.

In hiring a campus minister, it is the responsibility of the employer to seek the appropriate ecclesial endorsement and a police check. Ecclesial endorsement is the formal recognition by a Bishop in the diocese/Eparchy of a candidate's residence, a candidate's major superior if the candidate is a member of a religious order, or a candidate's ordinary if a candidate is a diocesan priest, that a person is a Roman Catholic or Ukrainian Catholic in good standing and approved for ministry.