



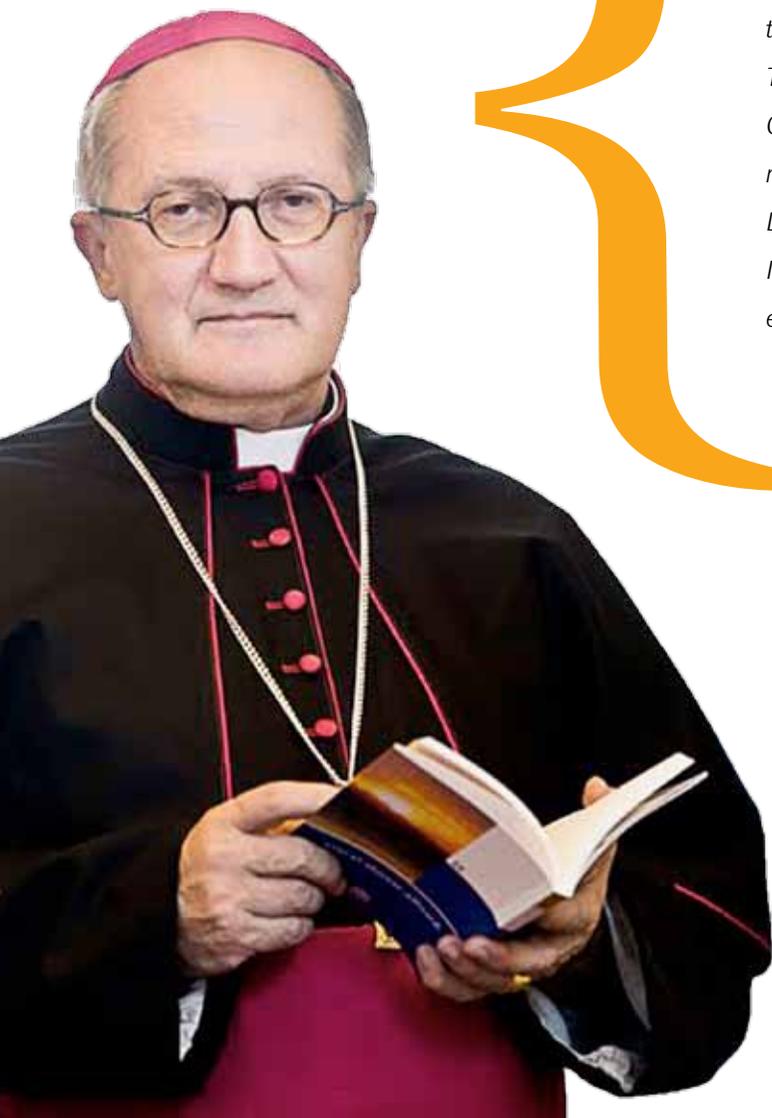
International School of Pastoral Management

Post-lauream advanced training course



In collaboration with
Villanova University, Pennsylvania





Many young priests and pastoral workers are very generous, spiritually strong and work with passion, but they are not always able to resolve leadership problems, deal with a community that does not respond, or has strong conflicts within, that has pastoral creativity but little economical resource. And then there is a relity of the traditions of the past, of the faithfuls who repeat: "We use to do it this way" and it is difficult to motivate them to accept changes and innovation.

Take a look at the lives of the great Saints of charity that illuminate the history of the Church, from Don Bosco to Mother Theresa of Calcutta. Their love for the poor was so resourceful and innovative to make even the great Silicon Valley people jealous.

Don Bosco was called "God's entrepreneur".

I mean "A poor Church for the poor" in this way: all that the Church is, has and does, aims exclusively at the happiness of the unhappy people everywhere.

*The Rector
Mons. Enrico dal Covolo*





THE MANAGEMENT SERVING THE PASTORAL

Parishes, Dioceses, institutions and all types of profit and non profit organizations inside the ecclesial panorama today must face a profoundly different economic context and social culture than in the past, that is in continual change, which makes it difficult to move freely in creating projects with adequate and sufficiently effective pastoral activities.

To face this complex and changing situation not only in an efficient way but also with pastoral intelligence, the “Pastoral Management” faculty was born. It intends to analyze and indicate how to manage all the aspects of organizational procedures regarding people, material and financial resources from a missionary viewpoint, joining competence, professionalism, the Gospel and the ecclesiastical teaching.



Any Church community, if it thinks it can comfortably go its own way without creative concern and effective cooperation in helping the poor to live with dignity and reaching out to everyone, will also risk breaking down, however much it may talk about social issues or criticize governments. It will easily drift into a spiritual worldliness camouflaged by religious practices, unproductive meetings and empty talk.

(Evangelii Gaudium, 207)

Christians standing still: this harms, because what is still, what does not walk, spoils. Like still water, which is the first water to stagnate, water which doesn't flow...

(private visit of the Holy Father to Caserta - Monday 28th of July 2014)



PASTORAL MANAGEMENT MEANS TO US:

To use skills and strategies developed in the various levels of business organizations, enriched with values, culture, style, languages and the attention of those who put the well being of the person and the common good in first place.

To create new methods, management approaches, techniques and more, in order to prevent and remove obstacles connected with profoundly changeable economical situations but also to be able to innovate and create new pastoral opportunities.



Today many aspects of pastoral service - such as how to take care of the development of leadership, animation of the community and its growth, organization, the effective and transparent management of resources - have become true scientific knowledge. With our school we do not want to create a secularized pastoral lifestyle but simply add value to the elements of reasoning useful to the mission of faith.

In providing greater tools of concrete action it will be possible to release the best of the pastoral energies, often imprisoned in problems or conflicts that become a risk that could hide the great beauty of the message of Salvation in the Gospels.

Giulio Carpi - Director of the School of Pastoral Management

TO WHOM THE SCHOOL OF PASTORAL MANAGEMENT IS OPEN

The School is designed for all the key figures of:

- Parishes
- Dioceses
- Public institutions
- Religious congregations
- Profitable and non profitable organizations
- Freelance workers and directors

The School is open to all those in the Italian and international ecclesiastical world to prepare and accompany them to be able to competently, professionally and consciously carry out their role.

They are priests, friars, nuns and lay people who want to bring their organizational skills into their place of work, designing with competence and professionalism, in coherence with the mission of the Church and well knowing the challenges of today's society.

There will be simultaneous language translation in English and Spanish as well as literature available in both languages.



ADVANTAGES: FIND NEW CONCRETE SOLUTIONS TO THE ECONOMICAL AND PASTORAL CRISIS

The community we work in is unsettled by the financial uncertainty that weighs on the future of the youth, family and businesses, requiring an increasing production, quality and complexity of pastoral actions. These actions must be ready to anticipate and face the situations that will certainly not make it any easier for them to be more effective and efficient, for example:

- Financial resources that will be more and more difficult to find
- The merging of parishes with less vocations
- Institutional activities more difficult to operate, keeping elevated standards of service
- Market activity more and more competitive by public and private agencies
- Multiplication of instruments of communication and of their users
- Management challenges for qualified lay workers with ecclesiastical affiliation
- Evaluation of present resources in the community, to transform the costs into earning opportunities for financial pastoral initiatives





SYSTEMATIC INTERDISCIPLINARY APPROACH



5 STUDY AREAS

Design the pastoral needs of the community

Management of economical resources

Creation and management of non profit and social companies

Innovation in managing human resources and organizing procedures

Strategic Communication

There are various management areas a Pastoral worker must face.

In coherence with the actual context of disciplinary application, this approach could have no other than a strong interdisciplinary and systematic approach. It was therefore necessary to set up an integrated method of study where disciplines are not seen as being exhausted and compartmentalized but are within a practical way of work and interpretation that helps to achieve a continual recall and connection between them.

Only by acting upon these 5 areas, integrating them together in our pastoral actions, we can achieve the Pastoral Management.

Pastoral Management represents a system of practical thoughts that integrates elements of entrepreneurial management and theories of leadership, management, budget management, administrative and communicative to help the well being of the community and the mission, not to be seen as a profit but to be used as a gift.



AREAS OF STUDY: AN INTERDISCIPLINARY AND SYSTEMATIC APPROACH

DESIGN THE PASTORAL NEEDS OF THE COMMUNITY

Analysis, diagnosis, planning to create and manage a pastoral enterprise - GROUP WORK 3 subjects – INDIVIDUAL TUTORING 8 hours

- Strategies and techniques of analysis of the stakeholders: understand the values, needs and expectations of the community - 4 hours
- Elements of feasibility analysis for a pastoral service. Analyze costs and benefits, risks and opportunities for a valuable service - 8 hours
- Ethical fundamentals of a company: manage services with transparency for the common good - 4 hours
- The *Regula Benedicti* as a company manual – Concrete application - 8 hours
- Plan and organize activities and projects: strategies, instruments and specific cases - 12 hours

MANAGING ECONOMICAL RESOURCES

How to do more with less - GROUP WORK 4 subjects – INDIVIDUAL TUTORING 10 hours

- Business plan and the managing of economical resources: analyze fixed, variable, general and operative costs. Identify the necessary financial resources (1-2) – 24 hours
- Economy and the managing of ecclesiastical goods: legal, administrative and fiscal aspects. (1-2) - 24 hours

CREATING AND MANAGING A NON PROFIT AND SOCIAL ORGANIZATION

Prospects of a pastoral enterprise - GROUP WORK 4 subjects – INDIVIDUAL TUTORING 10 hours

- Anticipate the future: how to do it without 8x1000. Pastoral prospects and concrete strategies of action - 12 hours
- Fundraising: finding necessary financial resources through campaigns, fund raisers and participation in local, regional and European initiatives 12 hours
- Business enterprise as a motor for social inclusion - 4 h
- Creating a social organization: opportunities, bonds, procedures, models -12 hours
- Individualize new opportunities: valorize artistic and environmental heritage and creation of new projects of income possibilities -12 hours



INNOVATION IN THE MANAGEMENT OF HUMAN RESOURCES AND ORGANIZATIONAL PROCEDURES

The care of people and community for a creative and missionary Church - GROUP WORK 4 subjects – INDIVIDUAL TUTORING 10 hours SPRING SCHOOL

- Plan and manage human resources carefully: roles, proxies, models. Decisional procedures and spiritual discernment
- Teamwork: manage relational and conflictual dynamics creatively
- Burnout and management of stress and conflicts
- Functional and creative leadership: the care and efficiency in managing meetings and public communication
- “Lead with Humility”: Christian models in leadership
- Creative problem solving
- Techniques and strategies for organizational innovation: to face situations of crisis with creativity and transform problems into opportunities (Exit Strategy)
- Time Management: the strategy of finding more time to do things in a better way, organizing priorities and managing your day effectively, efficiently and more

STRATEGIC COMMUNICATION

Know how to communicate to involve others with responsibility, to be able to work in network and stimulate affiliation and participation.

GROUP WORK 4 subjects – INDIVIDUAL TUTORING 10 hours

- Strategies of communication and techniques of sensibilization of the theological ecclesiastical bases of the economical support of the Church - 6 hours
- Strategies of collaboration and communication, to work in network (Public relations)- 6 hours
- Elements of strategic communication: public speaking to involve others, empower and invite membership -12 hours
- Digital communication: potentiality of the web and of the social networks - 12 hours



FOR ONE SUBJECT IS INTENDED 12 HOURS STRETCHED OUT INTO 2 DAYS OF TRAINING, Monday from 14:00 to 18:00 and Tuesday from 09:00 to 18:00.

The frequency of the course is two days a month for 15 months, including 1 week of residential Spring School.

*It's possible to participate in all the modules proposed, receiving in this way a complete preparation of competence, knowledge and styles of management and administration.
It is otherwise possible to participate in one or more of the 5 areas of study.*

APPROPRIATION AND NOT ONLY GOOD UNDERSTANDING

The learning methods are characterized by group training and strategies of interaction and experience, the exchange of reciprocal experiences even in a long distance situation and the continual measurement of progress made from the beginning in respect to energy, resources and involvement.

In order that the participants do not limit themselves only to learning, but that they arrive to a real appropriation of the contents and experiences, a specific approach of training is used, such as THE CREATIVE LEARNING METHOD (CLM): an innovative training method to stimulate creativity and motivate the person to arrive to an intentional appropriation.

(www.metodoclm.eu)



The lessons are also held in diverse settings:

- INDOOR
- OUTDOOR
- Evocative spaces (churches, museums, nature walks)
- Online
- Experience what has been learned in the classroom
- Learn how to valorize available resources
- Identify relationships between the various disciplines
- See with new vision what surrounds us
- Obtain greater flexibility in problem solving
- Improve communicative and relational strategies to create a group that is a winning team

COMPETENT TEACHERS WITH DIRECT EXPERIENCE IN MANAGEMENT



The international school of Pastoral Management was born through the intuition of Don Mirko Integlia, expert in the processes of pastoral innovation.

The planning, the coordination of the training and the tutoring is led by CREATiv, a formation reality that has been working for 20 years in the world of creativity and innovation on a National and European level with noted experience of service within the Roman Catholic world.

The team is composed of professionals in the training field, managers, consultants in management, that come from universities and have more than 15 years of experience in the indicated areas and, at the same time, have experience in conducting their own business.

The aim is not only to offer an experience which is purely academical or up front, but to join together:



- Competence with the contents
- Experience in the field
- Competence in managing the training process of change

THERE WILL BE INTERVENTIONS OF INTERNATIONAL PROFESSIONALS



"In the complexity of the contemporary age, with its pressing urgencies and emergencies, interpreting life and the changing world has become indispensable. The educational processes are privileged places of comparison, participation, debate; therefore education and evangelization, as interpersonal and communication practices, live in the same authentic humanity."

Chiara Palazzini

Director of CLAS (Lateran Advanced Studies Center)

SCIENTIFIC AND TUTORING STAFF

The School of Pastoral Management provides a coordinated scientific staff which is specialized in various areas of study and in the dynamics of teaching and learning processes.

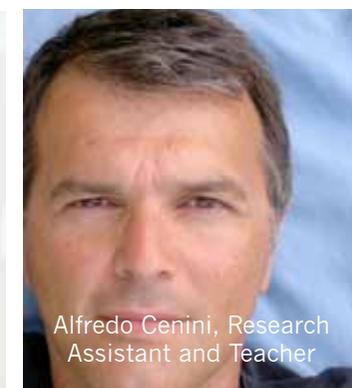
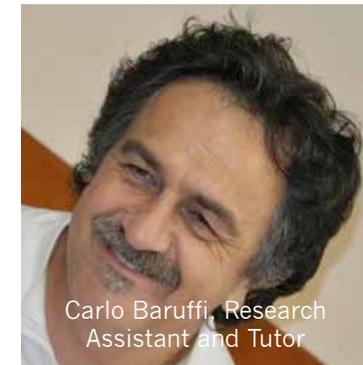
Our Staff works in a constant monitoring of international innovation (the leader figure is don Mirko Integlia, Responsible for the Project's Development) and internally works in an interdisciplinary way.

The tutor has a particular role. His/Her main purpose is to be a support for participants in comprehending even in a long distance situation.

The tutors, true formation directors, fulfill the role of accompanying the participant personally, in order to:

- Help him/her feel at home and familiarize to the Lateranense Training Center.
- Be a mediator between his/her needs and the teachers and also between him/her and the institutional bodies.
- Allow teachers to be able to train at their best.
- Facilitate communicating processes whether present or at a distance.
- Be a support in the training process for better comprehension through tutorial assistance even if at long distance.
- Use tools of evaluation to understand the progressive development of the course and suggest, if necessary, the right indications as needed.

The tutoring service provides a general coordinator and supervisor of the procedures and various tutors that will be assigned to the participants, to be able to create a more personalized service and to understand the diverse cultural codes and their different styles methods of comprehension as well as the diverse needs of analysis and study.





GUESTS

In addition to the teachers, some international guests will testify about their experience both those locally present and those at a distance. These will include managers, professionals, leaders, theologians or other spiritual figures that will stimulate the participants to reexamine their own experiences even if contrasting, in a significant appropriation of contents and of the available work tools, in able to enlarge the prospects and the analysis of their own point of view or reality, helping to develop thought elaboration processes to overcome obstacles caused by rigidity and mental blocks besides those imposed as well by society, culture and territory.

RELATIONSHIPS AND NETWORKING OF THE PARTICIPANTS

All of the teaching and organizational staff dedicates particular attention to interpersonal relationships with each student. It has not to do with a simple aspect of courtesy, but it is coherent with the contents of the teaching plan of study of Pastoral Management. This methodology aims to promote and present a series of behaviors and competences of leadership that are part of the materials that have been taught in the School. The goal is also to valorize the relationships that come from the network of participants.

THE PROJECT WORK

During the course each participant will work upon his own “project work”, that will be presented at the end of the course. It will consist of an active experimentation of the contents received, aiming at the realization of a project strongly connected to the real contexts of each participant.





Bloomberg

THE HUFFINGTON POST
TOP NEWS AND OPINION

NORTHWEST ARKANSAS
Democrat & Gazette

LA PRESSE



EUROPE 1

Chicago Tribune

la Repubblica.it

www.italiaoggi.it
Italia Oggi
IL SETTIMANALE DEI PROFESSIONISTI DEL LAVORO, DELL'ECONOMIA, DEL DIRITTO E DEL FISCO
Sette

ANSA.IT

CORRIERE DELLA SERA

SETTE



THE SCHOOL OFFERS 2 DISTINCT WAYS OF PARTICIPATION

THE PASTORAL MANAGEMENT COURSE

For those who participate in all of the teaching modules proposed, providing a complete preparation of competence, knowledge and style of management and direction.

THE FOCUS ON THE STUDY AREAS

Attending only one or more of the 5 areas of study.



TITLES AND TRAINING CREDITS

Those who are signed up for the entire training course and attend at least 75% of the classes of each area of study, passing the final exams, will receive a diploma that certifies their acquired skills. The final exam will grant them a certificate of proficiency of training credits (CFU) with a value of 4 CFU for the areas 1 and 5; 6 CFU for areas 2, 3 and 4, for a total of 26 credits. Each participant who attended a focalized study area will receive a certificate of participation.

CLOSED NUMBER OF PARTICIPANTS

The course has a limited number of students. The minimum number of students is 12, while the maximum number is 30 participants, considering the high level of interaction and involvement of the group.

DEADLINE FOR ENROLLMENT

The deadline to sign up is October 9th, 2015

WWW.PUL.IT

On our website it is possible to find all the details necessary and also:

- Admission requirements
- Procedures of admission
- Profile of teacher/tutor
- Admission fee
- Other information



AI INTERNATIONAL POINT OF VIEW

The board will be composed of international experts in the areas of study teaching both *ex cathedra* and video conferencing.

SUMMER SCHOOL

Participants may take part in the Summer School at Villanova University (Pennsylvania): a full immersion training and visits for formation experiences in Philadelphia and New York.



The second edition of the International School of Pastoral Management will be conducted in collaboration with the Villanova University - Pennsylvania, USA



MASTER IN CHURCH MANAGEMENT

Villanova University's Center for Church Management and Business Ethics performs research, conducts both for-credit and non-credit programs in Church management, and coordinates all business ethics activities within the Villanova University School of Business.

The center offers an online Master of Science degree in Church Management, as well several non-credit programs in Church management. Non-credit offerings include a webinar certificate series in Church management, customizable seminary programs, on-site diocesan training, and one day conferences on the Villanova campus.

While the Church is not a business, the Center for Church Management & Business Ethics works to help Church leadership be good stewards of their resources, use their facilities effectively, and build a stronger universal Church. For more information, please visit <http://ChurchMangement.Villanova.edu>.



Pontificia Università Lateranense

Piazza San Giovanni in Laterano 4, Roma

web site: www.pul.it

for more info:

e-mail: management.pastorale@pul.it

tel. 0039 393 9488798



PASTORAL MANAGEMENT

Inspiring Innovation