

Comparison of three programs

Two things to note:

- 1) All three programs come from the same roots
- 2) The reviewer was the original designer and implementer of the “root” programs as well as the primary innovator and developer over time. Founders are notorious for thinking that their programs are in decline once they step back. The reviewer is also a trainer with Shaping the Parish (and continues to be a supporter of the other programs)

Area	Diocesan CDI	College for Congregational Development	Shaping the Parish
Mix of Organization Development and Pastoral & Ascetical Theology Rating on 6 point scale	Has been getting weaker in all areas over time. Still good programs but seem to be reducing standards and impact. Programs in some dioceses are significantly better than in others. Change theory and practice - 4 Spiritual practice - 3 Emotional intelligence - 4	Strong in workshop presentations, adequate on OD, weak on ascetical & pastoral theology. Change theory and practice - 6 Spiritual practice - 3 Emotional intelligence - 5	Strongest overall – integration, presentation within program, related to Developmental Initiatives in parishes, reading list. Change theory and practice - 6 Spiritual practice - 6 Emotional intelligence - 6
Staff strength	High quality. More consistence and balance of training. All have core training, lab training and intern experience.	High quality. Excellent at top; others lack adequate lab training.	High quality. The two primary trainers have more training and experience than almost any of the trainers in the other programs. Lacks a broad base of trainers.
Leadership	Each diocese has a primary leader. That group serves as a kind of executive team.	Melissa Skelton	Michelle Heyne & Robert Gallagher
Transparency Rating on a 6 point scale	High – 5 Reading lists, assignments and such are on web sites. Not program evaluations.	Middle range – 4 Much information is restricted to participants.	Very High – 6 Full presentation of program information and reading list. Program evaluations and reflections are on web site.
Application	Projects (3) created by parish teams. Many projects are not really developmental	Projects (3) created by parish teams. Many projects are not really developmental	More Developmental Initiatives (6) DIs are a mix of required and several selected from a provided list. All are designed to be developmental in nature.
Impact	High participant satisfaction. Participants range widely in ongoing competence.	High participant satisfaction. Participants range widely in ongoing competence.	High participant satisfaction. Training methods probably produce the highest degree of retained competence.