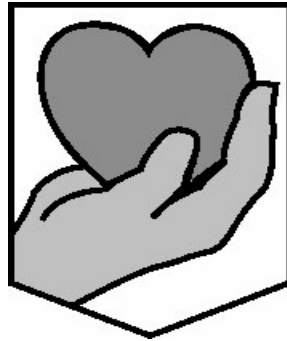


CERTIFICATE IN SPIRITUAL FORMATION

PITTSBURGH THEOLOGICAL SEMINARY



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PARTICIPANT HANDBOOK

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Certificate in Spiritual Formation

~ An Introduction ~

Interest in Christian spirituality has exploded in the last decade. Christian spirituality explores our relationship with God ~ how it is initiated, affirmed, and nurtured. Spiritual development demands that hard, ethical questions be asked about the living of faith in a changing world.

To respond to this growing demand, Pittsburgh Theological Seminary, in cooperation with Columbia Theological Seminary and Austin Presbyterian Theological Seminary, offers a special Certificate in Spiritual Formation. The program is designed for both ministers and lay leaders who want to encourage others in their spiritual growth. While the work is challenging, no specific degree is required as a prerequisite. The program is designed to be completed in three to five years. This booklet provides an overview of the program, discussion of the specific requirements for each phase of the Certificate, and information about registration, housing and other details at Pittsburgh Theological Seminary.

Today's theological climate has fostered a growing interest in Christian spirituality, especially as men and women everywhere make serious inquiry into the nature, practice and significance of a life in the Spirit of Christ. In response, the Certificate in Spiritual Formation was created to be a non-degree program specifically for committed laypersons and church professionals who wish to help others on their spiritual journeys and to learn more about Christianity's rich spiritual heritage. This intentional learning opportunity offers a serious exploration of community-grounded spirituality that is rooted in Scripture, theology and practice.

Benefits of the Program

Participants in the Certificate program will gain a broad understanding of the Christian spiritual tradition and the various practices which have emerged from it. They will learn spiritual practices experientially and will develop skills for helping others in their growth. Finally, persons in this structured study experience will discover the relationship of Christian Spirituality to compassion, justice and effective ministry.

Tuition Cost

- *Immersion Week - \$400.00
- *Elective Course Weeks - 6 @ \$350.00 each
- *Practicum - \$400.00
- *Spiritual Pilgrimage - \$600.00 tuition plus additional travel costs

Components of the Program

Immersion Experience Week (4 units)

This weeklong course begins Sunday evening and ends Friday at noon. This is the basic course and the normal prerequisite for other courses. The week provides opportunities to reflect on one's spiritual journey and to develop resources for helping others on such a journey. Insights gleaned here will provide focus regarding each individual's strengths and weaknesses, helping participants to discern a structure for selecting future courses.

Elective Courses (18 units: 6 courses at 3 units each)

Candidates are required to complete six elective courses. Pittsburgh Theological Seminary will offer three or four electives each year, and candidates may also take electives offered by the other seminaries in the partnership. The electives will examine spirituality from biblical, theological, historical, literary, social, doctrinal, and/or practical dimensions. The courses begin on Sunday evening and end Friday at noon. An experiential dimension will be a part of all the electives. The course structure will include lectures, group discussions, worship and the practice of new insights.

Practicum (4 units)

In this phase of the program, each student will conceive, design, conduct and evaluate a practical act of ministry. The Practicum may include such projects as forming a small group for prayer, study, support, or outreach; leading a retreat; and teaching a school of prayer.

Pilgrimage (6 units)

The final segment of the Certificate program involves a pilgrimage to a place of theological and spiritual significance such as Jerusalem, Iona, Geneva, Rome, or Spain. The pilgrimage will provide an opportunity to reflect on learnings from the program, share an important pilgrimage with other participants, and deepen one's faith by visiting holy places for prayer, reflection and meditation.

Seminary Partnerships

The vision of the Certificate in Spiritual Formation continues to grow and expand. At the core of it is the partnership that has grown among participating schools - Columbia Seminary, Austin Presbyterian Theological Seminary, and Pittsburgh Theological Seminary. The benefits of partnership are many. Participants are able to take Certificate elective courses offered at any of the participating seminaries. Each seminary is responsible for planning and hosting the yearly pilgrimages. In the past destinations have included Rome, Geneva, Iona and Taize.

When participants enter the program, they decide from which institution they wish to receive their Certificate. If, for example, a participant wishes to receive their Certificate in Spiritual Formation from Columbia Seminary, they will register for the Immersion Week held at Columbia Seminary. Ordinarily, participants take at least three electives at the seminary they have chosen and work with the institution to complete the requirements for the practicum. Participants will be able to choose the pilgrimage they wish to make.

Schedules for all classes at each of the participating seminaries will be available at each seminary. Please register for your desired elective with the seminary that is hosting the week. Tuition costs will be paid to the hosting seminary; information regarding the courses and reading assignments will be obtained through that seminary; and reflection papers will be returned there. When you take a course at one of the other participating schools, be sure to request that they notify your home school that you have completed all requirements for that course.

Frequently Asked Questions

Q: Are there any prerequisites for beginning the Certificate Program?

A: No. There are no prerequisites for the Certificate program. It is necessary, however, that participants be able to read and write English. Students will be asked to read several books and write reflection papers.

Q: Can I transfer other courses into the Certificate Program and get credit?

A: Except in very unusual circumstances, we do not accept courses from other programs. While we encourage involvement with other programs whenever they will be of benefit to you, the partnership has developed a coordinated program of learning and spiritual formation that is intended to be experienced as an integral whole. In those rare cases when a course is indeed accepted, a \$50.00 fee will be charged for credit in the Program.

Q: When is tuition money due for the courses?

A: When a participant registers for a course, a deposit of \$50.00 is requested. Unless otherwise notified, the total balance of the tuition is due four weeks prior to the beginning of the course.

Q: May I take these courses for academic credit?

A: In general, these classes are not designed for academic credit. They provide a different kind of learning experience (e.g., in teaching style, evaluation, and course length). If you believe that a given Certificate class is appropriate for academic credit, please make your own arrangements with your seminary or school's program.

Q: Do I have to take all my courses at one location?

A: No. You must take at least three of your electives and your Practicum at the same location as you did your Immersion Experience Week. Up to three electives may be taken through Columbia or Austin Seminaries.

Q: How many people are there in each class?

A: Registration for classes is generally from fifteen to twenty participants.

Q: Can I get a single room?

A: Yes.

Q: How many classes may I take each year?

A: In most cases we recommend that participants take two to three classes per year so that they can finish within five years. One may take more if their time and finances permit.

Q: If I'm on a waiting list, is it likely I'll get in?

A: It has been our experience that up to five people on a waiting list generally are able to register.

Q: What if I need an extension on a paper?

A: Please submit requests for extensions in writing to the Continuing Education Office.

Q: Can I continue to take courses even if I do not complete the papers?

A: Yes. You may continue to take courses even if you do not complete the papers; however, priority registration will be given to those pursuing the Certificate.

"Housekeeping Details"

Registration

To register for the Immersion Week or an elective course in the Certificate in Spiritual Formation, complete a registration form. Completed registrations should be mailed to Pittsburgh Theological Seminary and accompanied by a \$50.00 non-refundable deposit.

When we receive your registration and \$50.00, your name will be added to the course roster list. If the course is full, you will be notified and placed on a waiting list. Within a few weeks, you will receive a confirmation letter, list of readings, and information about housing. The remaining balance is due four weeks prior to the beginning of the course or pilgrimage. All checks should be made out to *Pittsburgh Theological Seminary*. Please write on the memo line the date and title of each course. Payment may also be made with MasterCard, Visa or Discover Card.

It is the responsibility of each participant to pay all tuition costs prior to the beginning of the course. The Continuing Education Program Office will send a reminder letter, but individual calls will not be made. If we do not receive your payment, your registration will automatically be cancelled.

Cancellation

We are aware that circumstances will occur from time to time that will preclude you from taking a registered course. If this should happen, please inform us in writing. Your deposit and tuition money can be transferred to another course. Partial refunds may be granted up to two weeks prior to the course. Exceptions may be granted for extenuating circumstances (i.e. death in one's family or illness). Room and break costs may be refunded for courses at Pittsburgh Theological Seminary.

Housing

Housing reservations are made at the time of registration. In order to foster the development of the community, we strongly recommend that all participants plan to be in residence for the entire week. This enables each participant to be fully present during the week and accept the gift of a break from one's normal routine. Please let us know if you have any dietary or physical limitations. If you would like to room with a particular person, make this request at the time of registration.

Single rooms are available for \$225.00 per week. Double rooms are \$300.00 per week (or \$150 per person). You must arrange your own roommate. There will be a charge of \$20.00 for breakage. Breakfast and lunch can be purchased in the Seminary cafeteria during the school year at a very reasonable cost. The Shakarian Center is open for dinner Monday-Thursday evenings during the school year. There are several conveniently located restaurants. Maps will be supplied to you with your registration materials when you arrive on

campus.

Potential Course Design

The following outlines suggest ways to structure a course of study over a three, four and five-year period.

Three-Year Plan

Year 1
Immersion Week
1st Elective
2nd Elective

Year 2
3rd Elective
4th Elective
5th Elective

Year 3
6th Elective
Practicum
Pilgrimage

Four-Year Plan

Year 1
Immersion Week
1st Elective

Year 2
2nd Elective
3rd Elective

Year 3
4th Elective
5th Elective

Year 4
6th Elective
Practicum
Pilgrimage

Five-Year Plan

Year 1
Immersion Week
1st Elective

Year 2
2nd Elective
3rd Elective

Year 3
4th Elective

Year 4
5th Elective
6th Elective

Year 5
Practicum
Pilgrimage

The Immersion Experience Week

Participants begin the Certificate in Spiritual Formation by enrolling in the Immersion Week. Immersion Weeks are held Sunday evening through Friday noon. The week consists of morning lectures, small group discussion, the practice of lectio divina, worship, prayer partners, guided meditation, writing and times for reading and reflection.

Requirements for the Immersion Experience Week

1. Register and pay all tuition.
2. Attend course and actively participate.
3. Complete all required readings.
4. Write a one-page reflection on each of the required books. See the guidelines on page 13.
5. Write a ten-page spiritual autobiography. See the guidelines on page 14.

Writing the Spiritual Autobiography

Purpose

- ~To assist persons in the program to engage in their journey with a greater seriousness and clarity.
- ~To provide an opportunity to review one's life and become aware of one's life story.
- ~To provide a basic tool for working with others who are on their journeys.

When we have an understanding of our own narratives, we are better able to help others see God's hand in their life and history. We are also able to speak personally to people about what we know to be true about the life of faith. We believe this process will enrich your ministry and your life with God.

Format

- ~Ten doubled-spaced, typed pages
- ~No title or bibliography needed
- ~Submit one copy and preserve one back-up copy

Spiritual Autobiography Process ~ What this paper is:

- ~This paper is about *you* and *your* life. It is about how God's providential care has guided and sustained you.
- ~This paper is a story about who God has shaped you to be, the ways in which this formation has taken place and God's presence and action in all the seasons of your life.
- ~This paper is a reflection of your spiritual journey. It recalls the "God moments" in the ordinary and memorable events of your life.

Process ~ What this paper is *not*:

- ~This paper is not a report about your devotional life or spiritual practices, although there might be instances where you mention them.
- ~This paper is not a catalogue of your religious experiences or highlights.
- ~This paper is not a report about the Immersion Week or a review of the presentations or books

Suggestions

- ~You might try arranging your paper by:
 - *life chapters or life themes
 - *marker events or life changes
 - *important people throughout your life
 - *special occasions or memorable places
 - *colors or symbols or pictures

Due Date

- ~Papers are due two months after the completion of the week.
- ~Mail your papers and a self-addressed, stamped envelope to:
Continuing Education Office
Pittsburgh Theological Seminary
616 North Highland Avenue
Pittsburgh, PA 15206-2596

Elective Courses

Participants in the Certificate in Spiritual Formation are required to take six elective courses. A variety of courses are offered. Participants may choose the courses and location that best suit their interests. Historically, participants have taken most of their courses at one location, while traveling to a different site to take a course in which they had a particular interest.

Requirements for Elective Courses

1. Register and pay all tuition.
2. Attend course and actively participate.
3. Complete all required readings.
4. Write a one-page reflection on each of the required books. Normally, the first paper is to be completed before the course begins, and it will be handed in upon arrival. See the guidelines on page 13.
5. Write a ten-page reflection paper. See the guidelines on page 14.

Writing reflection papers

- Ten typed pages ~ double-spaced.
- Reflect on the week ~ both the content and the experience.
- This should not be a report about the reading and lectures, but rather a reflection about how you have integrated your learning into your life and current ministry. Write in a "formative" fashion.
- Papers are due two months after the end of the course. Any requests and permission for an extension must be in writing to the Director of Continuing Education, Jim Davidson.
- Please keep a copy of your paper.
- Mail papers and a self-addressed, stamped envelope to your course instructor.

Questions to ponder when writing your reflection paper:

- What insights did I gain or what did I learn this week?
- What questions or challenges am I dealing with?
- Something that deeply moved me was . . .
- When I reflect on the lectures, small group discussions and readings, I remember . . .
- How does all that I have experienced affect my spiritual life and/or devotional practices?
- What applications to my ministry can I make from what I have learned this week?
- One thing I never knew or realized before . . .
- I pray that God will help me remember and live into . . .

Guidelines for One-Page Reflection Papers

Introduction

The instructor for this course has chosen the recommended books to assist you in your learning and formation. Unless otherwise stated, please read all books BEFORE the course begins. A one-page reflection paper per book is due upon arrival. We believe that reading the books prior to the course will begin to acquaint you with the material in a foundational way. Allow this reading time to shape and encourage your spiritual life.

How should I read?

Much of the reading we do is for acquiring *information*. We read the newspaper to learn about current events, stock prices or sports scores. Often, we read books this way, too . . . even the Bible. We read to know who did what, when and why. While reading for *information* is important, we ask you to read for *formation*. Formative spiritual reading is an essential discipline in the Christian life. Try following these steps:

- (1) Set aside a portion of uninterrupted time.
- (2) Find a private and comfortable space.
- (3) Begin with a prayer that asks God to make this time and space sacred.
- (4) Linger for a few minutes in quietness.
- (5) Pray to God asking that the Holy Spirit will guide your reading.
- (6) Begin reading and pay special attention not only to the details or thematic content but to "holy intuitive nudges".
- (7) When something inside "clicks" or causes you to have an "ah-ha" moment, stop reading . . . at least for now.
- (8) In a notebook or journal briefly write down what thoughts or feelings arise. Wonder how God might be using these words or this book to shape or form your life.
- (9) Return to your reading, continuing the same prayerful process.
- (10) End your reading with prayer.

This discipline of spiritual reading will be both *formative* and *transformational* in your life.

How shall I share?

After you complete each book, look back over your notations and prayerful insights. Gather these insights into a one-page reflection paper. The paper should contain three paragraphs. In the first paragraph give a brief overview of the book and its themes. The second and third paragraphs should contain a summary of one or two of the formative or transformational insights from your reading. On the back of your paper write two or three questions you have about something you read. These will be shared during the week in small group discussions.

Conclusion

Formative reading may be a new discipline for you. Be gentle with yourself as you learn a new way to listen to God. May God meet you in your seeking.

Guidelines for Ten-Page Reflection Papers

Introduction

Participants in the Certificate in Spiritual Formation program will write several ten page reflection papers. The spiritual autobiography and reflection papers on each elective course are due two months after the completion of the course.

It is our hope that in the writing of these papers discernment and learning will continue to occur. Participants are encouraged to write not to impress the instructor or reader, but to articulate insights gained throughout the week of learning and subsequent reflections on the experience afterwards.

Process

- 1) Participant takes the course.
- 2) Participant writes the papers.
- 3) Participant sends the papers to course instructor.
 - a. Keep a copy.
 - b. Include a self-addressed, stamped envelope.
 - c. E-mail attachments are acceptable depending on the wishes of the instructor.
- 4) Papers with comments from the instructor will be returned to participants within two months.

Reading Rationale

Papers are read in a prayerful and discerning manner. Readers are asked to remember that they are, in essence, "reading someone's life". Similar to the focus in spiritual guidance or direction, each reader endeavors to listen to the story and watch for God's movement and interaction. Confidentiality and prayer are vital to the integrity of this process.

The Practicum

I. Prerequisites for the Practicum

- A. Completion of the Immersion Week
- B. Completion of at least four of the Elective Courses
- C. Payment of tuition of \$400.00 for the Practicum

II. General Information

- A. The Practicum may be done within or outside the participant's ordinary faith community.
 - *If the Practicum is done within the church or community of faith, participants must speak with the pastor or governing body to obtain permission, support and counsel.
- B. The Practicum should relate to the learning goals of the participant.

III. Arranging for the Practicum for the Certificate in Spiritual Formation

Once the prerequisites are satisfied (completion of four elective classes), the student may proceed to formulate detailed plans for the Practicum. The following is a summary of the process the student should follow:

- STEP 1. Submit a 3-page proposal defining (1) the goals of the practicum and (2) the program you have designed to accomplish your goals. The proposal should spell out the goals, the content of each session, the process to be used (small groups, discussion, one-on-one) and how presentations will be made (lecture, movies, slides, etc.) With your proposal, fill-out and submit the Practicum Proposal form found on p. 17. The proposal and a \$50 deposit will serve as your registration for the the practicum.
- STEP 2. Secure a supervisor with the help of the Director of the Certificate Program. You may wish to secure a supervisor in the local community. Guidelines for your supervisor can be found on p. 18 and are also available from the Continuing Education Program office. Your supervisor will receive a small honorarium (outlined in the guidelines) from the Continuing Education Program office once the completed practicum is received by the office.
- STEP 3. Receive written approval from the Continuing Education Program office.

IV. Time Requirement

- A. 20 hours minimum, including preparation time and supervision
- B. Three 1½-hour supervisory meetings:
 - 1. Before the act of ministry
 - 2. During or shortly after the act of ministry begins
 - 3. Closure of the supervisory process

V. Completing the Practicum for the Certificate in Spiritual Formation

When the Practicum is complete, the participant will engage in a time of reflection and evaluation. This evaluation will be done both with the supervisor and individually by the participant. The participant will then submit:

1. A three-page summary of what transpired in the Practicum.
2. A three-page self-evaluation paper.
3. A two to three page reflection about the Practicum experience. (Total 8-10 pages)
4. The supervisor will prepare a three to five page evaluation paper.
5. Send all materials to:

Continuing Education Office
Pittsburgh Theological Seminary
616 North Highland Avenue
Pittsburgh, PA 15206-2596



Practicum Proposal Spiritual Formation Certificate Pittsburgh Theological Seminary

Name _____

Proposal Title _____

Projected Timeframe _____

Supervisor Name _____

Address _____

Phone _____

E-mail _____

Occupation/Title _____

Please attach the information specified in the Spiritual Formation Program Handbook to this sheet and include your \$50 deposit. You will hear shortly from the Continuing Education Office regarding approval of the proposal. A balance of \$350 is due upon completion of the practicum.

The practicum subject is agreed upon by the Spiritual Formation Certificate student, the practicum supervisor, and the Director of Continuing Education at Pittsburgh Theological Seminary.

Return with a \$50 deposit to:
Continuing Education Office
Pittsburgh Theological Seminary
616 North Highland Avenue
Pittsburgh, PA 15206-2596
(412-362-5610, ext. 2196)

FOR OFFICE USE

Proposal included _____

Deposit included _____

Proposal approved by _____ Date _____

Guidelines for Practicum Supervisors Certificate in Spiritual Formation

Thank you for agreeing to be a practicum supervisor for the Certificate in Spiritual Formation. You are an integral part of the learning and formation process for the participant you have agreed to supervise.

Supervision Models

Most of us have a dominant model of supervision that may be unconsciously informing our understanding of the supervisory relationship. Some of these models come from previous experiences of being supervised by others. Some reflect different theological understandings about human relationships and Christian mission. Preferred styles of learning can also inform expectations about supervision.

For more on supervision models, see the book *Models of Supervision* by Don Beisswenger. He identifies seven different models that are frequently employed in pastoral supervision. For each model, the author has asked the following pertinent questions:

- What is the primary goal of supervision?
- What is the primary task of the supervisor in this relationship?
- What is the general focus of supervisory conferences?
- What metaphor shapes the relationship between these two persons?
- Who, if anyone, should be in control in this relationship?

Since the participant has been working to grow in faith and ministry through the Certificate in Spiritual Formation Program, we would like to encourage the practicum supervisor to continue this process. Here, the Spiritual Guide Model found in Beisswenger's book may be helpful to you.

Supervisor as Spiritual Guide

It is our hope that supervisors will prayerfully and intentionally serve as companions to the Certificate participants through the practicum process.

Plan to have three face-to-face meetings during the practicum experience. One meeting should occur before the act of ministry to offer support and guidance, one during the experience to observe the participant, and one afterwards to offer feedback and encouragement.

Consider how to include silence, prayer, scripture and ritual during your times together. Seek to listen for God's voice and direction as you listen to the participant's plans and stories.

Feedback and Prayers

At the conclusion of the practicum, please write a three-to-five page paper reflecting on how this experience was spiritually informative for the participant. In what ways did you see God's tender teaching? How did the participant listen for God during the process? What growth areas do you see in the participant's leadership? How has this process or the participant's ministry affected you?

After you have written the paper, please share it first with the participant. Enter into conversation and prayer about the practicum and the participant's leadership. The participant is responsible for sending your portion of the paper along with his/her final reflection paper to Pittsburgh Theological Seminary.

Honorarium

We are grateful for your willingness to provide spiritual leadership for the Certificate in Spiritual Formation. We hope that the practicum will be a meaningful experience for both you and the participant.

We are pleased to be able to offer you a small honorarium of \$150. Although this will not cover all of the time you will invest in conversation, prayer, and writing, we hope that you will see this as our way of saying thank you. Your stipend will be sent to you after completion of the practicum.

Questions?

If you have further questions, please don't hesitate to call James Davison at Pittsburgh Theological Seminary, 412-441-3304 ext. 2197. Or, email coned@pts.edu.

The Pilgrimage

Participants will conclude the Certificate in Spiritual Formation program with a spiritual pilgrimage. The pilgrimage will be held periodically according to the number of participants in the program.

The pilgrimage will run approximately ten days to two weeks in duration. Pilgrims will live as a community and travel to various sites where worship and prayer will be offered. Intentional study and provocative lectures will be offered by various instructors on the tour or at the host facility.

Requirement for the Pilgrimage

1. Completion of all other courses, papers and requirements.
2. Register and pay all tuition and travel expenses.
3. Attend pilgrimage and actively participate.
4. Complete all required readings.
5. Write a one-page reflection on each of the required books. See the guidelines on page 15.
6. Write a ten-page reflection paper about the pilgrimage. See the guidelines on page 16.

Information regarding the Pilgrimages

Information and dates about current pilgrimages will be available throughout the year. As participants near completion of the Certificate program, specific information will be available.

Some Past Pilgrimages:

- ~ Holy Land: Jerusalem and other sites within Israel.
- ~ Spain and the holy sites of St. Teresa and John of the Cross.
- ~ Iona, the holy island off the coast of Scotland.
- ~ Taizé, an ecumenical monastic community outside of Lyon.

Cost of the Pilgrimage

- ~ Tuition fee (6 units) \$ 600.00
- ~ Remaining trip cost \$2000.00 – 3000.00, depending on sites visited
- ~ Miscellaneous costs: souvenirs, offerings, and books
- ~ Travel costs normally include air transportation, hotels, tips and 2 meals a day.
Miscellaneous cost of souvenirs, books and gifts are the responsibility of each pilgrim.

A Word About Spouses

Pilgrimages are designed for those who have completed all the requirements for the Certificate in Spiritual Formation. We prefer that only those who have completed the entire program to journey on pilgrimage together. We do realize, however, that some couples may desire to go on pilgrimage together. The best way to do this is to have the couple complete the entire Certificate program. If the spouse of the Certificate participant cannot complete the entire program, he or she must take and complete all the requirements for the Immersion

Week and pay the full trip cost.

Writing the Reflection paper

- Format
 - ~Ten double-spaced, typed pages
 - ~No title page or bibliography needed
 - ~Submit one copy and preserve one back-up copy

- Due Date
 - ~Please submit your papers two months after the completion of the pilgrimage.
 - ~No extensions will be granted.
 - ~Mail your papers and a self-addressed, stamped envelope to:
 - Continuing Education
 - Pittsburgh Theological Seminary
 - 616 North Highland Avenue
 - Pittsburgh, PA 15206-2596

- Purpose
 - ~This is an opportunity to review the events, feelings, and thoughts surrounding the pilgrimage. We are interested in what happened to "you" and how your ministry will be different as a result of the pilgrimage.
 - ~This is not a paper recounting the itinerary of the pilgrimage but, rather, an opportunity to review holy moments and life-changing experiences that occurred during the pilgrimage.

Completion of the Certificate Program

Upon completion of the pilgrimage, participants will be awarded a certificate indicating that all work was completed in a faithful and satisfactory manner.

Alumni/ae may continue to take courses in the Certificate in Spiritual Formation at a reduced rate (\$250 per elective course). In addition, specialty courses will be offered for those who have completed the program.