

Integration and Development of New Members in the Conference

Acquiring, developing and retaining new members in the Conference are essential to the mission of the Society. The training and development of new members is a shared responsibility between existing members and new members. By helping to develop new members in the work of the Society, existing members perform a service to the Society and to the Conference.

Development of New Members as Caseworkers

There are many roles and functions for members in the Conference, all of which are important to the work of the Society, and all of which contribute to the spiritual journey of the members. Each member must find the role and the path that fits with his or her calling.

However, central to the work of the Society is the Home Visit. And central to the Home Visit is the Caseworker. Each new member should participate in Home Visits as a Secondary Caseworker and strive to develop along the path of becoming a Primary Caseworker, at a minimum to determine if this is the right role for him or her. There is no one right path in this journey. Each member must find their own way. The following are guidelines for development along this path.

- One-on-one mentoring between a new member and an experienced existing member Caseworker is encouraged but not required. The mentoring relationship can be initiated by either an existing member or by the new member, eager to learn and grow.
- In order to give new members increased opportunity, Primary Caseworkers, at least initially, should strive to use new members on Home Visits whenever possible or practical. However it must always be kept in mind that the primary objective is service to the Client. It is often the case that requests for assistance and the associated Home Visit are time-critical. The Primary Caseworker must always take whatever steps are necessary to secure a Secondary Caseworker for a Home Visit based on the requirements of the Case.
- Go on multiple Home Visits with multiple Primary Caseworkers in order to get the broadest possible experience.

- Take the SVdP in-class training courses: Ozanam Orientation and Home Visit, at a minimum, within the first year, preferably sooner.
- Take the SVdP online self-administered course: Child Abuse Prevention Training (Safe Environment).
- Acquire a working familiarity with CMS (Case Management System), the SVdP software application tool for managing casework information. This can be done by one of, or a combination of, the following ways: take the SVdP course Basic CMS, receive instruction from a Primary Caseworker, self-study using the online material available within CMS.

Becoming a Primary Caseworker is a path, a journey, an evolution; not a pass-fail test. There is no timeline schedule. Even as a Primary Caseworker you will never stop learning and growing. At some point, both you and an existing Primary Caseworker will say “you’ve got it”, and you will be on your way. The Conference is here to help you and to pray for you in your spiritual formation. We are blessed by your calling to serve with us.

Primary Caseworkers

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