

THE DIOCESE OF LONDON



Clergy Continuing Ministerial Development (CMD) Policy

**Mission and Ministry
The Diocese of London**

INTRODUCTION

Will you be diligent in prayer, in reading Holy Scripture, and in all studies that will deepen your faith and fit you to uphold the truth of the Gospel against error?

SUPPORT AND DEVELOPMENT

The Church of England recognises the centrality of life long learning, support and developmentⁱ in the lives and ministry of its clergyⁱⁱ. In The Diocese of London we are clear that clergy should feel both affirmed in their ministry and accountable to their Bishop and colleagues for their development.ⁱⁱⁱ

Under the Ecclesiastical Offices (Terms of Service) Regulations, all those holding office under Common Tenure are under a duty to participate in Ministerial Development Review and Continuing Ministerial Development.

This document sets out the policy of London Diocese in offering opportunities for support and development and laying down the expectations for clergy in continuing learning and development in their ministry.

PURPOSE

The fundamental purpose of Continuing Ministerial Development is to equip and develop the Church's ministers in order that they may stimulate and enable the whole Church to participate more fully in the mission of God in the world.^{iv}

RESPONSIBILITY

There is a mutual responsibility for on-going support, training and development between individual members of the clergy and the Diocese of London.

The diocese recognises its responsibility to offer appropriate provision for the support and development. The Bishops have, therefore, appointed officers to oversee the delivery of support and development opportunities, and have also ensured the provision of financial and other resources. The first point of contact will be the **Area Director of Training and Development** (ADTD) whose details are below.

For their part, each member of the clergy has the responsibility to seek out and use the resources available, both at a local level and more widely.

LIFE LONG LEARNING

PROFESSIONAL DEVELOPMENT

All Stipendiary Clergy (and Self Supporting Clergy^v, where possible) are expected to attend designated **Bishop's Study Days** and **Area Conferences**. Such conferences and study days are designed to offer opportunities to address issues of topical importance in clergy ministry.

PROFESSIONAL UPDATE

All clergy are actively encouraged to undertake an annual programme to update their theological and associated studies as well as practical skills. Many courses are made available through the Episcopal Areas and the Diocese. However, there will be many other opportunities available through universities, colleges, church and secular organisations. Some financial provision is available to support this, and clergy are also encouraged to negotiate contributions for this from their working expenses (*see below*).

PROFESSIONAL INTEREST

All clergy are encouraged to develop their own areas of theological interest and expertise. Again, some financial provision is available for further degrees, summer schools and equivalent, and extended study and research.

CMD aims to offer a number of network opportunities, meetings and seminars for particular interest areas and clergy groupings within the Episcopal Areas and Diocese.

POST ORDINATION TRAINING (IME 4-7)

All clergy in their first three years of ministry are expected to undertake the Diocesan POT Programme, as provided in each Episcopal Area (or centrally, as appropriate). There are no exceptions.

NEW APPOINTMENTS

Episcopal Areas provide a year-long induction and mentoring programme^{vi} for all new incumbents and those in posts of significant responsibility. This programme will vary depending whether it is the person's first or subsequent incumbency and also on whether the new incumbent's previous appointment was within or outside the Area/Diocese.

All clergy are expected to undertake Child Protection and Inter Faith Awareness Training within their first two years of appointment.

SUPPORT

MINISTERIAL DEVELOPMENT REVIEW (MDR)^{vii}

All Licensed Clergy are expected to undertake an annual Ministerial Development Review with a trained MDR Consultant of their choice. Additionally, all Licensed Clergy will have a triennial Episcopal Review.

The current MDR process offers a three-year cycle approach which includes a variety of approaches to Review, including Extended Ministerial Review (EMR). EMR invites participation in the review process from colleagues and others.

WORK AND MINISTRY CONSULTANCY

Individual Work and Ministry Consultancy, Coaching and other support are available for clergy to assist them in their ministry.

NEW APPOINTMENTS

Alongside the Mentoring Programme, all new Incumbents can expect to meet with their Area Dean and Area Director of Training and Development at various points in their first year. There will also be review meetings with Archdeacon and Bishop. All incumbents new to the Diocese of London are expected to attend a five residential to assist them in induction and in vision setting.

OTHER RESIDENTIAL OPPORTUNITIES

The diocesan CMD programme also offers a variety of other residential opportunities for clergy to develop their ministries, and seeks to support and encourage clergy at various stages of ministry.

COLLEGIALITY

An important part of clergy support will be opportunities to spend time and share ministry with clergy colleagues. All licensed clergy are expected to participate fully in Deanery Chapter and Synod, and to use such meetings as opportunities for encouragement, support and shared learning. Area Deans aim to include in chapter gatherings opportunities for training, development and mutual support.

Additionally, clergy are encouraged to work proactively in local clustering of parishes, and, where appropriate to work ecumenically. The Diocese of London has a reputation^{viii} for clergy who see their colleagues and neighbouring churches as Partners in the Gospel, rather than as threat or competitors – whatever their church tradition. This is recognised as an important factor in church growth.

MINISTERIAL AND PERSONAL DEVELOPMENT

AREA & DIOCESAN ADVISORS

The Bishops have appointed Advisers and Officers in areas of specialisation and expertise to assist clergy in their ministries. Clergy should contact these people directly to consult and use their expertise. Details are available in Area documents, including in the Welcome Pack (see note VI below), and the Diocesan Handbook.

MINISTRY LEADERSHIP TEAMS

The Diocese of London actively supports and encourages parishes to work in Ministry Leadership Teams or equivalent. MLTs are seen as important places and opportunities for support, development and learning to take place.

STUDY LEAVE (SABBATICAL)

All licensed clergy may apply for a three month period of study leave after ten years in ministry (and after every subsequent tenth year). Normally, up to £1,500 is available for approved study leave. See www.london.anglican.org/Regulations/clergy-leave.html.

SPIRITUALITY

All clergy are expected to undertake an annual retreat and to have a Spiritual Director, Mentor, or equivalent. The Bishop, Archdeacon, Area Director of Training and Development or Area Spirituality Adviser may be contacted to discuss these issues further. The London Centre for Spirituality (www.spiritualitycentre.org) also runs a full programme.

RESOURCES

FINANCE

All licensed clergy can apply for discretionary CMD grants. Requests in the region of £100 - £200 will be considered by the ADTD / CMD officer. Grants are given for approved courses, conferences and other training and development. However, CMD grants are not available for retreats or for the purchase of books, equipment, etc.

Further, enhanced grants are available for longer courses of study, training and personal and ministerial development, including further degrees. Normally this will be up to £750, in consultation with the ADTD / CMD officer.

CONTACTS

For more information please contact your Area Director of Training and Development (or CMD Officer), Area Office or Archdeacon, any of whom will point you in the right direction.

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AREA DIRECTORS OF TRAINING AND DEVELOPMENT

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NOTES

ⁱ The Archbishops' Council *Mind the Gap: Integrating Continuing Ministerial Education for the Church's ministers* (London 2001)

The Convocations of Canterbury and York *Guidelines for the Professional Conduct of the Clergy* (CHP London 2003)

The Ministry Division of the Archbishops' Council *Review of Clergy Terms of Service* (CHP London 2004)

ⁱⁱ For the purposes of this document, and for CME in general, the term 'clergy' will also encompass Lay Ministers who hold the Bishop's Licence, including Church Army Officers

ⁱⁱⁱ See The Society of Mary and Martha *Affirmation and Accountability* (Exeter 2002)

^{iv} This purpose is expressed in *Mind the Gap*

^v The term 'Self Supporting Clergy' is used to cover all Clergy who carry a Bishop's Licence who are not paid by the Church, including, Self Supporting Ministers (SSM), Non Stipendiary Ministers (NSM), Ministers in Secular Employment (MSE), etc.

^{vi} Details of this Programme are set out in the welcome pack for New Incumbents, which can be found on the Diocesan Intranet at

<http://gabriel.london.anglican.org/open/Diocese/Downloads/Ministry/Clergy/Clergy%20Welcome.hide/ClergyWelcomeIndex.htm>

^{vii} Full details can be found in the Ministerial Review Information Booklet

^{viii} See "A Capital Idea: Church Growth in the Diocese of London". A report for the Diocese of London from *Springboard*