

# **CONTINUING MINISTERIAL DEVELOPMENT**

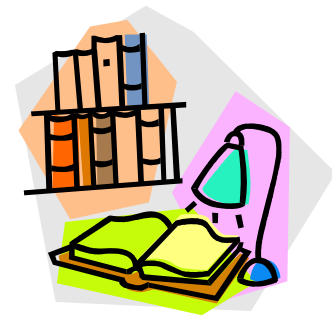


**LEARNING  
AND  
GROWING  
THROUGH THE YEARS**

There are many opportunities for individuals to attend courses run by all kinds of organisations both regionally and nationally. The Individual Allocation Scheme will help to provide access to these.



**The Rt Revd Peter Price  
Bishop of Bath & Wells**



**The Rt Revd Peter Maurice  
Bishop of Taunton**



- (e) Grants must always be applied for before attending any course or conference and cannot be claimed retrospectively.
- (f) Please note that Individual Grants are non-transferable. Any monies left in an account when a person retires or leaves will be deemed to have lapsed.
- (g) Since the Diocesan Board of Finance is required to account to the Inland Revenue for all grants paid for CMD, you must produce a receipt before a grant is made payable to you, or preferably indicate on the application form to which organisation the cheque is to be made payable. The grant may be used for :-
  - i. An approved course or conference organised by the Diocese or outside agency.
  - ii. Expenses in pursuing a private project or structured programme of personal study, the details of which have been agreed by the Director.

Grants may not be used for the purchase of books except in direct relation to the above.

There are three main advantages to this arrangement:

- i. Everyone eligible has the chance and the responsibility to decide for themselves what kind of training they need for their ministry. When choosing a course it is worth reflecting that as well as the criteria of interest and convenience, there is one of need. On the whole, courses are for developing areas of weakness, not confirming areas of strength!
- ii. There is a clear recognition that individuals, as well as parishes and communities, are changing as the years pass. Consequently, expectations and assumptions may well have to be re-thought in the light of new information, and learning should then naturally lead to renewal and refreshment.
- iii. No Diocese can possibly hope to provide for a wide enough range of educational events to cover everyone's needs.

## Diocese of Bath and Wells Continuing Ministerial Development

### Introduction

At the heart of 'Changing Lives' are some important core values, calling, transformation, renewal, and reshaping.

We want to affirm the CALL of all the baptised, to nurture and encourage the giftedness of each, and to offer appropriate pastoral and spiritual resources for those who are called to leadership. At the beginning of each new ministry, we are reminded of the invocation to proclaim the gospel afresh in each generation. We will want to do that in ways that TRANSFORM the lives of individuals and communities. In order to do that, we should be making sure that we are encouraging the RENEWAL of our clergy and lay leaders through inspired teaching and worship. In that way we will be able to RESHAPE the church in ways that will enable it to fulfil God's mission more effectively in the communities we serve.

In this CMD guide there are various opportunities to put flesh on these core values and to provide the resources our ministers need for their continuing work. In providing for the best care of the ministers and those whom they serve, **we expect, and indeed require, everyone who holds a bishop's licence to attend at least two courses that are advertised in the annual CMD brochure or any other courses approved and encouraged by the Director of Continuing Ministerial Development.**

CMD is vital to the future of our church. We all need to keep ourselves afresh with ideas and thinking, so that what we offer to God's people is worked-out thinking and theology that will help to change lives and change churches for changing communities.

With prayerful good wishes

+ *Alan Bathwell*

+ *Peter Tawton*

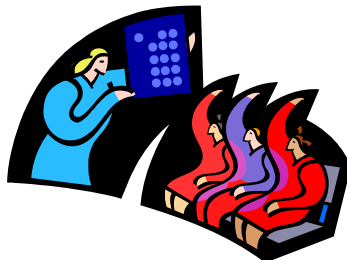
The fundamental purpose of **Continuing Ministerial Development (CMD)** is to equip and develop the church's ministers in order that they may stimulate and enable the whole Church to participate more fully in the mission of God in the world. In particular, it must help the Church's Ministers to:

- discern and learn how to participate in God's mission in the world
- build worshipping and ministering communities to live God's life and show it to the world
- support and equip God's people for Ministry and mission wherever they are
- deepen their theological inquiry and openness to God's ever new ways of working
- help implement and support the diocesan program of "Changing Lives"

Continuing Ministerial Development (CMD) is available for all who hold the Bishop's licence in the Diocese up to the age of retirement.

#### **CMD falls into two parts:**

- (i) **CMD 1-4**  
All clergy in their first three years of ministry are required by the Bishop to take part in an appropriate programme of education and training.



For those lay or ordained in part time ministry, the principles remain the same. It is recommended that individuals should seek a period of Study Leave or a Sabbatical as appropriate and as circumstances permit.

#### **9 Individual Allocation**

In line with the House of Bishops' recommendations (**Mind the Gap** *Integrated Continuing Ministerial Education for the Church's Ministers 2001*), the Diocese has adopted the following policy:



- (a) Within the Diocese each ordained minister, after three years from ordination or first appointment, is credited every year with a grant of up to £180 (subject to annual review) which may be spent on some kind of education or training chosen by him or her. This represents the actual fee and does not include travel. Travel expenses should normally be claimed as part of Parish working costs, but where this proves difficult, the Director should be consulted.
- (b) The grant may be allowed to accumulate within a predetermined three year period and if at the end of that time it has not been drawn on, it will be deemed to have lapsed.
- (c) Individuals wishing to draw from the fund should, in the first instance, send an application form to the Director who will normally countersign the application and arrange for payment to be made. Before grants are made for attendance at courses/conferences not organised by the Diocese, applicants are required to provide an evaluation of the value of the proposed programme for them, the Parish and the wider Church.

*If any problem arises over payment, it will be referred to one of the Bishops.*

- (d) The Director will monitor the grant to ensure that a reasonable amount remains to meet further development needs in the second year. Clergy new to the Diocese and those completing CMD 1 - 4 will have available to them a grant calculated in proportion to the amount of the 2 year period remaining at the time.

## 6 Transitional Needs

There are particular needs in a typical ministers career, for example, taking on new responsibilities, moving to a new post, becoming a Training Incumbent, preparing for retirement etc, that are normally met through courses arranged by the Southern Regional Institute. The cost for attendance at these is met through the Continuing Ministerial Development budget.

## 7 Study Leave

It is highly desirable that clergy should make provision for periods of Study Leave. For example, one week every year for reading or guided study at some suitable centre.

## 8 Sabbaticals



It is important to acknowledge that the word Sabbatical is derived from the same root as Sabbath. This indicates that a fundamental biblical understanding of a Sabbatical is rest and renewal so as to return refreshed in one's ministry. All clergy need the opportunity to have time for rest, renewal and recreation, without the responsibility of continuing parish or work commitments. Such opportunities do not necessarily require large sums of money to fund.

It is recognised that there may well be an element of study within a Sabbatical but, of course, there is more to a Sabbatical than disciplined study.

The duration and content will inevitably vary according to individual need and circumstance. However, it is suggested that a Sabbatical after a minimum of six years in ministry could be applied for. The time and nature of the period of leave to be agreed as part of the ministerial review process and in consultation with the Bishop's staff.

Further details can be obtained from the Director, who will also be happy to advise on content and cost. Applications should be made to the Bishop's staff through the Director no later than the end of January in the year preceding the anticipated period of leave.

## (ii) Continuing Ministerial Development (after CMD 1- 4)

All are required by the Bishop to continue education development and training through the various opportunities that are offered in the Diocese and through courses and conferences that take place nationally.

Although this means that we do not choose whether to attend CMD events, we do have a choice about which course or conference to attend. CMD needs are also identified through Ministry Review.

### The Director of Continuing Ministerial Development is available:

- To advise and help clergy in identifying their own ministerial development needs, including Study Leave and Sabbaticals, and where appropriate to provide resources
- To assist as required in the setting up of Archdeaconry conferences and Clergy Chapter days
- To offer advice on courses outside the Diocese
- To help organize central and area day conferences for particular interest groups and topics
- To promote courses and conferences organized through the Southern Regional Institute, particularly First Responsibility, New Posts, Working with the Newly Ordained, Rural Deans and Preparation for Retirement

### CMD 1- 4

The main purpose of CMD 1 - 4 is to supplement the work of the Training Incumbent, which is the most significant element in the first three or four years; and to continue the training in basic areas of ministry begun in pre-ordination training. It also provides a "meeting place" where those in the early days of ministry can share their experience in an atmosphere of friendship and mutual support.

## **CMD 1 - 4 has two parts:**

- (i) All clergy in their first three years are required to participate in the programme arranged by the Director which includes attendance at two residential conferences and day courses. The cost of these conferences is borne by the Diocese and attendance must take priority over all other duties.
- (ii) It is highly desirable for individuals to develop a solid discipline of study and prayer, and to this end, guidance and supervision are provided in reading, spirituality and in certain specialised areas of ministry. Individuals are also required from time to time to take part in other training events organised in the Diocese.

*The Diocese recognises the equal importance of CMD for both Stipendiary and Ordained Non-Stipendiary Ministers (ONSM), but also the special difficulties which the latter have in participating. Consideration is given to this and alternative arrangements are made where possible.*

## **ONGOING CONTINUING MINISTERIAL DEVELOPMENT**

### **1 Continuation Courses**

These cover a wide range of interests and provide for ongoing stimulation and theological reflection. They are advertised each year in the CMD Brochure and should be used as a basis for individual choice. The cost of these courses is usually minimal. (For funding see Section 9)



### **2 Chapter CMD Days**

Chapter meetings are occasions for the imaginative collaboration, development and mutual support of ministry. There needs to be some balance between formal worship, informal prayer, theological study, information giving, discussion and social events, which promote fellowship and deeper understanding.

The Bishop's expectation is that the Deanery Chapter should be seen as a mandatory meeting because of its central importance as a point of communication and fellowship. It is recognised that all

Clergy should contribute and benefit from joint study elements together. The Rural Dean plays a key part in arranging with the Chapter what is most needed in learning, and for inviting speakers or devising an appropriate programme.

It is expected that each year at least one Chapter Meeting will be a full day event devoted to some aspect of ministry development.

In addition, it is highly recommended that there will be at least one meeting each year that brings together Deanery Clergy, Readers and Authorised Lay Ministers to share matters of mutual concern and to explore and encourage collaborative ministry.

Some financial assistance might be available and this should be discussed with the Director in the first instance.

### **3 Archdeaconry Conferences**

These occasional conferences are for Clergy and, when appropriate, Lay Ministers by arrangement with the Bishop and/or Archdeacons. The cost will normally be met through the Continuing Ministerial Development budget.

### **4 ONSM Conference**

The particular needs of Ordained Non Stipendiary Ministers, and those serving as House for Duty, are explored in an annual conference. This will be organised by the Archdeaconry ONSM officers and usually involve one or both bishops. Occasional Archdeaconry meetings for ONSMs will also be held.

### **5 Retreats**

All clergy should make a regular retreat as an essential part of spiritual refreshment. It is expected that the cost of this should be met by the parish or benefice. However, in cases of need, application may be made to the Director for some financial assistance.

