

Diocese of Derby Continuing Ministerial Education Policy Statement

The Derby Diocesan Mission Statement: is "to love and worship God in unity with other Christians, offering witness and service to those communities in which we live and work"

Introduction

As stated in the Church of England report '*Mind the Gap – Integrated Continuing Ministerial Education for the church Ministers*' (the Archbishops' Council 2001):

"The fundamental purpose of Continuing Ministerial Education (CME) 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 this statement the word *ministry* refers to ordained and episcopally accredited lay ministries).

Personal and Professional Development

Equipping and developing ordained and accredited ministers to stimulate and enable this understanding of ministry is visualised in '*Mind the Gap*' as being made up of a number of different strands:

- *Ministers as human being* – growing in self-awareness in relationship to God and other human beings. This strand draws attention to the importance of the minister's life-long relationship with God and to his/her style of working and relating to others.
- *Minister in a particular role* – equipping the minister of each transitional stage of ministry, e.g. post-ordination training, first post after a curacy, change of job context, becoming a Rural Dean, taking up a portfolio post, mid-service review, preparation for retirement. Other examples of role requirement would include leadership and the particular demands of spiritual leadership; parochial management and collaborative team working; plus the development of training skills to equip and enable others.
- *Minister in relation to the wider Church and world* – furthering understanding of current issues facing the Church's own life, e.g. ministry, mission, worship, evangelism, education, finance and the use of resources, including buildings. Also those issues confronting the Church within the wider community, which will include questions of local and regional politics, economics, social and ethical priorities, sex, gender, disability, ethnicity plus ecumenical and multi-faith matters.

These three strands interweave with three others:

- *Interpretation of Christian tradition for today* – stimulating intelligent enquiry into Christian scripture and tradition whilst relating that to present circumstances, so as to continually discover the form of God's creative and redemptive activity in the world. Areas here include preaching and contemporary approaches to communication.
- *Formation of Church Life* – sustaining ministers in their personal commitment to Christ through deepening individual and corporate spirituality. Helping ministers discover how relationships can be developed maintained and strengthened so that the Church community is able to explore corporate living which is an ongoing dynamic movement from brokenness to wholeness.
- *Addressing situations in the world* – equipping ministers with a growing ability to identify the situations in which the church is formed and to which it must address itself, giving confidence in the work of interpreting the Church and the ways of God to the world. Areas here include moral and ethical issues, and promoting the Church's engagement with the world of work as a 'critical friend'.

Furthermore, in this diocese the Bishop's Council have shared their vision for ministry. These three priorities clearly inform the work of the CDDM and the TDT, and help to determine to what end training funds are made available. They are:

- Enabling evangelism and witness
- Releasing new ministries and refreshing established ones
- Building confidence and growth in faith

Consultancy Service

In order to enable ministers to engage with these interwoven strands and devise a personal and profession development plan, the CME Adviser acts as a training 'broker' rather than a training 'salesman'. The Adviser is willing to visit all diocesan clergy (including non-stipendiaries) and stipendiary lay ministers, not to sell courses but to help ministers discern priorities in relation to their own CME needs. These priorities may also become evident in Ministry Reviews and in other contexts e.g. in discussion with local church leadership and ministry teams.

It is then the joint task of the Adviser and the individual minister to decide on an appropriate training policy and plan for that particular person. The cost of carrying this out will be met, sometimes partly and at other times in full, by a diocesan CME grant. There are also a limited number of external grant-aiding agencies. (See Finance below).

Retreats

Because a retreat is concerned with personal spiritual development it is seen as being integrated into CME because personal and professional development is interwoven. However, a retreat is to be seen as a complement to, and not as a substitute for, other forms of CME.

The CME Adviser works with the Diocesan Spirituality Group in this area, and he and they have a list of Retreat Houses and their differing provisions as well as other resources. As regards a diocesan grant, no distinction is made between financing a retreat or a training course, i.e. there is no separate retreat fund.

Frequency of Training

It is thought reasonable to ask all licensed ministers in this diocese:

- (a) to give regular planned time for continuing learning; and
- (b) to undertake at least one identifiable training activity each year

Finance

Individual Allowances:

All parochially licensed clergy (stipendiary and non-stipendiary), clergy who do not relate to a Diocesan Board or Council, and episcopally accredited parochial stipendiary lay ministers have access to the diocesan CME fund. There is an individual allowance which varies from year to year in accordance with the budget allocation and prevailing financial situation.

Since January 2007 we have operated a two-tier system. Grants for repeated visits to the same retreats and Conferences (eg Walsingham or Spring Harvest) will attract the lower level of funding, which is currently £120. Training and development identified with the CME Adviser or in some other way the Adviser feels is appropriate (eg discussion with another diocesan adviser or the bishop) will attract a higher rate of grant, which currently stands at £200.

The CME Allowance budget is a limited pot, and these grants are subject to funds being available, so forward planning is advised. It is possible to apply for the year ahead.

Applications for any year should be placed with the CME Adviser by **30th November**, assuming there may still be funds to disburse, in order to allow the CDDM budget to be properly managed as year end approaches (The Diocesan Board of Finance works to a calendar year).

It may also be possible, after discussion with the CME Adviser, to 'stack-up' two years' personal grant to cover a particular course costing more than the annual allowance. This is only considered with regard to specified courses planned in advance, and there are no retrospective payments. This is especially helpful if considering a Sabbatical or Study Leave.

There is an application form which must be completed before monies can be released. This is available from the diocesan Grapevine website or from the CDDM Office.

Diocesan Sponsored Courses:

Fees for diocesan courses organised or sponsored by the Adviser and to which ministers are invited personally (e.g. First Responsibility, Training the Training Incumbents, Pre-Retirement, Rural Ministry Induction, Rural Deans Consultations, other specialist courses and some of the *Christians Learning Together*' programme) are not charged against a minister's personal allowance, as such courses are deemed to be part of essential diocesan CME provision.

Academic Fees:

Because fees for academic courses are far in excess of the CME allowance, additional financial assistance is offered. The maximum assistance is double the personal allowance, i.e. at the moment £300 p.a.

External Grant Aiding Agencies:

Despite the long list of potential grant aiding agencies only a few offer consistent financial assistance towards CME. One is the Lichfield Theological Trust (Derby CME is a beneficiary by virtue of the Trust deed) and another is the Ecclesiastical Insurance Group. Application details are circulated with the clergy mailing at the appropriate time.

Travel expenses are not covered by the CME budget and should be claimed with normal parish expenses.

Sabbaticals are funded separately. (Please see guidelines and application forms available from the CDDM Office or at the Grapevine diocesan website)

Study Leave is funded from the CME budget, and is payable in the three months prior to each tranche of leave agreed. (Please see guidelines and application forms available from the CDDM Office or at the Grapevine diocesan website)

Canon Andie Brown, CME Adviser
December 2006

For this reason, since the day we heard it, we have not ceased praying for you and asking that you may be filled with the knowledge of God's will in all spiritual wisdom and understanding, so that you may lead lives worthy of the Lord, fully pleasing to him, as you bear fruit in every good work and as you grow in the knowledge of God. May you be made strong with all the strength that comes from his glorious power, and may you be prepared to endure everything with patience, while joyfully
(Colossians 1:9-11)