

F5 CONTINUING MINISTERIAL EDUCATION

Aims for Continuing Ministerial Education

The Diocese seeks to provide, resource and encourage professional development in ministry for those ordained, accredited or acknowledged, for the sake of the mission and ministry of the whole church.

Ministerial development will involve ministers in:

- Building relationships with God, in the church, and in the wider community
- Engaging in dialogue with the Bible and later Christian tradition and growing spiritually and theologically. Developing the skills of critical theological reflection
- Understanding the Society in which we live and the ways in which Christianity may be interpreted in response to the key issues of our time
- Continuing to develop a range of skills, interests and expertise relevant to their present and future ministry

CME Objectives

CME is a holistic enterprise which is concerned to promote the development of ministers:

- As a human being in ministry (in relation to their own personal, spiritual and vocational growth)
- As a minister in their particular role and/ or local context
- As a minister in the Church of England / the Church of God

CME is a partnership between the minister, the CME Officers and others who have responsibility for delivering CME (both within the Diocesan structures and outside them), those responsible for the management and pastoral care of ministers and also those with whom and amongst whom the minister exercises ministry.

CME may be informal, taking place within the run of ministerial activities and in meetings of ministry teams, chapters, synods etc. Alternatively ministers may seek a more formal approach such as identified CME events, or courses, organised locally, at Archdeaconry or Diocesan level, or delivered by a variety of organisations and institutions

CME Expectations

The Bishop expects that clergy, readers and other ministers will set aside regular time for their professional development in ministry, and will undertake at least one significant piece of CME each year. Consideration of professional development is a key aspect of Episcopal Review.

CME allowances

Clergy (Stipendiary, Non-Stipendiary and Ordained Local Ministers) are entitled to claim money towards CME events, or courses, out of their Triennial Allowance. The current allowance is £300 spread over three years. Money can be spent all in one year, or a bit at a time over the course of the three years. The current triennium runs from 2004 to 2007. Money is not carried over from one three year period to the next.

Application forms are available from the CME Administrator, CME Officer and also on the Diocesan Website

Allowances can be spent on a range of activities, including conferences, courses and retreats. If in doubt, ask the CME Officer. A small amount of additional money (on top of the CME allowance) may be available for degree and other accredited courses, on application to the CME Officer.

Some money is available for Reader CME. Readers should apply to the Warden of Readers.

CME Enquiries

The CME Officer and the CME Administrator both welcome enquiries about professional development in ministry.

Ministry Consultants

Aim of the scheme

Ministry consultants are available to work with individuals and with groups and teams, to assist them as they reflect on their ministry, consider how that ministry might grow and develop, and decide what next steps to take.

Ministry consultants work with people:

- Who want to reflect on their ministry at any stage
- Who are new in post
- Whose ministry is undergoing transition
- Who want to work at the management of their roles and tasks
- Who face challenging situations
- Who are working to build up a ministry team
- Where teams are in transition (particularly as they include new members)

Crucially, Ministry Consultancy is:

- About development in ministry – releasing hidden potential
- Catalytic – providing space for creativity
- Encouraging and affirming

It is not, therefore:

- Trouble-shooting
- Remedial
- Primarily therapeutic

Key Aspects of the Scheme

Ministry consultancy is complementary to other aspects of the Support and encouragement provided by the Diocese. Ministry consultants offer a Critical Friendship – working with the minister to provide support through focused active listening, but also to offer apposite questions and suggestions about the person's ministry. The request for a ministry consultant comes from the person with whom they will work (although perhaps at the suggestion of others). Ministry consultancy is

confidential. Ministry consultancy is offered for for an agreed number of sessions (with opportunities for review built into the programme). This is a Peer Process – Ministry consultants are recruited from among the clergy, readers, accredited ministers and lay people of the Diocese. Ministry consultants are given Appropriate Training and Support, and the scheme is funded by both the Diocese and the Parishes.

Further details, including the contact details of current Ministry Consultants, are available from the CME Officer, who administers the scheme.

CME 1 – 4

The Bishops expect all those new in accredited or acknowledged ministries to participate in the CME 1-4 programme [the first four years of continuing ministerial education].

Every year a relevant timetable of events is produced on the following themes:

- Understanding Public Ministry
- Scripture in Public Ministry
- Leading Mission in Public Ministry

As well as these events there are meetings open to incumbents and the whole Ministry Team on topics of relevance and interest.

Enquiries about this, are welcomed by the Diocesan Director of Ordinands and CME 1-4.