



## *Diocese of Newcastle* **Continuing Ministerial Development**

‘Continuing development’ is a consequence of every Christian’s continuing discipleship! This must be particularly so for all exercising ministry as clergy, reader or licensed lay minister in the name of the Church. In this Diocese, responsibility for supporting this process is shared between the

### **CMD Officer**

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and the

### **Continuing Ministerial Development Task Group**

Chair: Revd Catherine Pickford  
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### **Our Objectives are to**

1. produce appropriately trained and equipped ministers (clergy, readers, lay workers) for the Church’s present and future mission and ministry
2. offer particular support at times of transition in ministry
3. ensure that authorised ministers are equipped to enable others to witness and minister
4. support the Diocese in its responsibilities towards those it authorises to minister in its name

Much CMD will be ‘self-selected and self-sourced’, some will be to fulfil requirements highlighted through Ministerial Development

Review and there may be those things to which we are directed by the Bishop, to extend the capacities in diocesan mission.

### **Current Courses and Training Opportunities**

Various sections of Diocesan life provide courses in a multiplicity of things and these should be regarded as equally accessible to all involved in the Church's ministry. In addition to what is described here, the CMD Officer (in association with many others) is involved in ensuring that the following are available on a regular basis:

- The 'Funerals & Bereavement module'
- 'Prayer and Worship' module
- Continuing learning opportunities for Readers & others
- Contextual Theology Courses
- Guidance in personal safety for those in ministry
- Working in Sector Ministries
- Issues in Rural / Urban ministry
- Professional Development for Clergy in Leadership & Management
- Developing Supervision Skills
- Changing Posts courses
- The 'Leading from the Future' programme
- Mid-ministry courses – for those 'about half-way through'
- Courses in Spiritual Direction
- Pre-retirement Courses
- Preparing parishes for vacancies – Interim Ministries
- Study Days
- Support groups for OLMs, NSMs and MSEs
- 'Training for Trainers' – how to engage, develop and use the gifts of others
- Area Deans workshops

*The CMD Officer welcomes suggestions and proposals for extensions of all of this and is also glad to hear from anyone who would like to share in the development and delivery of appropriate courses.*

### **Diocesan priorities**

The Diocesan Synod has a strategic development programme that is helping to shape and direct the Church's evangelistic and ministerial work in the communities we serve. It also is helping to determine the levels and areas of expertise that those in ministry require. This means that some of our training programme and the triennial Clergy Conference are directed

towards meeting identified needs. It also receives expression in the **Bishop's expectations** of all who share his 'cure of souls':

As a priest in this Diocese, whether your calling is to serve in a parish or in another sphere of ministry, you share the cure of souls with the Bishop. Ever prayerful and mindful of the responsibilities laid upon you in the Ordinal, in the Canons of the Church of England and in the Code of Professional Conduct for the Clergy, your ministry will be marked by a generosity of spirit, an engagement with the people and situations you serve, and an openness to the promptings of God's love.

Your priestly vocation demands the careful preparation for, and the leading of public worship, the imaginative proclamation of the Gospel of Our Lord Jesus Christ and the loving service of all God's people entrusted to your care. Together with your priestly colleagues and lay ministers, you will work collaboratively to enable the gifts of all God's people to be developed in the Service of His Kingdom.

In your priestly ministry you will take an active part in the development of Mission Action Plans, in the work of the Deanery through the Deanery Development process and more widely in the life of the Diocese as we seek to ensure there is a vibrant and sustaining Christian Presence in every community. A number of supports are available to you through the provision of work consultants and spiritual directors, and you will be expected to participate in the scheme of Ministerial Development Review.

Above all you will remember that we are called to minister by a gracious, generous self giving and loving God, as together we seek the Kingdom, share the faith, search for truth, serve our neighbour and follow Jesus in his suffering love for the salvation of all people.

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### **Further Academic Work**

We have a tradition of encouraging ministers – lay and ordained – in pursuing further theological and related studies at appropriate times in their ministry and we can sometimes provide a modicum of financial support. Academic work of this sort is increasingly costly. Further funding will always be necessary, and sources of funding must be clearly identifiable and available before such courses commence.

As such work naturally impinges on time available for other ministerial responsibilities, the Bishop has to be consulted and his permission sought. In the first instance, please complete the form available and submit it to the CMD Officer, at least six months before any course is due to start.

### **Sabbaticals**

The purpose of a Sabbatical for those in stipendiary ministry is:

- Rest and recreation with family and friends
- A systematic and prayerful review of ministry to date and a setting of priorities for the coming years
- A course of theological / spiritual reading, and / or writing under guidance
- New experiences which could be gained through travel or by other means

An opportunity for this should be possible for a three month period in every ten years of ministry. Some funding (currently £1100) is available to support it and information of other possible sources of funding can be provided.

### **Leading from the Future**

The CMD Task Group has been developing training work for Christian leaders under the title 'Leading from the Future': allowing the perceived needs of ten years hence to shape the developmental and training work that goes on now.

If you come on this programme you can expect to:

- Learn more about yourself as a Christian leader
- Strengthen connections between your vocation, theologies of leadership and your own practice
- Develop and deepen your wisdom and skill in the following areas:

- Vision and purpose
- Inspiring and encouraging people
- Motivating and recruiting future leaders
- Working well with people and with teams
- Developing strategies and priorities
- Achieving change in an environment which is resistant to change
- Problem solving and action planning
- Reviewing progress against vision and purpose
- Personal qualities of courage, compassion, risk taking and tenacity

The training programme lasts a year; it includes some residential work and some peer-mentored work throughout the year. The project is funded from CMD funds and began in 2006.

The course has pioneered collaborative work in ‘action learning sets’, that many have found valuable. We encourage people to set up their own ‘ALS’ or ‘Cell’ as a way of experiencing mutual encouragement and support

From 2008, House Group type material for use in parishes / deaneries is also available (‘Leading from the Future – It’s Your Turn’) and Day Workshops (‘Leading Together’) will be convened for leadership teams from within Parishes, Local Ministry Groups and Deaneries.

### **Induction Days**

Every other year, the Diocese organises a day session for clergy new to the Diocese, to meet Diocesan staff, to learn more of our culture and context and to ask the questions that will help in shaping fresh ministries. A date is publicised each year and invitations distributed.

### **Individual Coaching**

The Lord Crewe Trust has made funds available to pilot some coaching, to help individuals in specific areas of their ministerial performance. If you think that you could be helped in this way, please contact the CMD Officer.

### **Ministerial Development Review**

One of the ways in which the Bishop exercises care for the clergy who work with him under licence, is through a process designed to provide:

- affirmation
- an appropriate form of accountability in ministry
- establishing priorities for the next two years
- identified learning and development needs

Following the pattern established by the 'Terms of Service' measure, every two years the Bishop will invite all who are ordained and work under licence to initiate the process, fully described in the available documentation, by using a Reviewer to work with in this way. After personal reflection, the consultation of others and a review interview, a report (hopefully mutually agreed) will be forwarded to the Bishop which highlights ministerial objectives for the next three years and what learning and development opportunities will enable them to be met. The Reviewee and the CMD Officer can then work together in accessing what will contribute most to this.

### **Training Grants for those in authorised ministries**

A certain amount of the CMD budget is allocated for personal learning and development needs. These are usually highlighted in the report made, following the Ministerial Development Review process for clergy and stipendiary lay-workers or by the Reader's annual return. The CMD Officer can be approached at any time for information or advice.

Enquiries have to be made **before** going on a course and application is made by completing the appropriate form. The Diocese will fund training required as a result of follow-up to MDR and other work required by the Bishop. Parishes are also encouraged to contribute to their ministers' on-going learning needs.

A subsequent brief report on the training event is required, together with a readiness to share the learning with others, as requested.

### **Retreats**

Much of a Christian minister's spiritual energy will come from a balanced pattern of work, reflection, prayer, study and refreshment. Making a Retreat on a regular basis can contribute greatly to this balance. We hope that parishes will recognise this and that PCCs will regard financial support towards the cost of an annual retreat as a proper working expense.

There will be parishes however, where this is most difficult. To help in such situations, some funding can be made available, on application to [c.gough@newcastle.anglican.org](mailto:c.gough@newcastle.anglican.org)

Information about available Retreats can be gathered from the copy of 'Retreats' held by the CMD Officer at Church House. Further information is on-line at [www.retreats.org.uk](http://www.retreats.org.uk)

### **Regional Readers Groups**

These groups exist to encourage Readers to meet occasionally together for prayer, study, exchange of news and to be mutually supportive of one another's ministries. Plans are made locally by mutual agreement.

<b>Region</b>	<b>Convenors</b>	<b>Tel.no:</b>
Bedlington & Morpeth	Doreen Johnson	01670 829693
Bellingham, Corbridge & Hexham	George Proud	01434 682393
Alnwick, Glendale & Norham	Trevor Porteous	01665 602496
Newcastle East & Tynemouth	Margaret Patterson	0191 257 0211

### **North East Religious Resources Centre**

Membership fees are paid for clergy and readers through CMD and the Readers Board budgets and this makes available a huge number of invaluable resources for personal learning and several areas of practical ministry. These can also be made available 'on line'. You can ask for your membership card at Reception at Percy Main (Church House) where the Centre is based. [www.resourcescentreonline.co.uk](http://www.resourcescentreonline.co.uk)  
Email: [enquiries@resourcescentreonline.co.uk](mailto:enquiries@resourcescentreonline.co.uk)

### **Work Consultancy**

The Work Consultancy Scheme offers regular, confidential peer support in the day to day work of ministry. It is available to all in licensed ministry in the diocese, ordained and lay.

Work Consultancy has the following specific aims:

1. To provide an opportunity to reflect upon your ministry
2. To provide encouragement and support

3. To help you plan, implement and evaluate your aims and objectives
4. To help you identify your needs for further learning and development.

Work consultancy is thus a tool available to ministers. No one is compelled to use it, but all are encouraged to. The initiative rests with each minister. Guidelines for using a work consultant are available in a leaflet from the Co-ordinator of the scheme:

**Revd Canon Brian Hurst** [brian.hurst1@btopenworld.com](mailto:brian.hurst1@btopenworld.com)

### **Celebrating Priesthood**

Each year, all Priests recall the anniversary of ordination. Shepherds Dene now holds a day at Petertide and Michaelmas each year when priests can review their own current priestly ministry against the Church's understanding of Priesthood as expressed in the Common Worship Ordinal, and in Eucharist be reminded of its continuing role in God's saving work.

Programme leaflets with booking details available from Shepherds Dene or the CMD Officer.

### **CMD News**

A Bulletin is sent out electronically bi-monthly with information about further training opportunities and events of interest. If you are not receiving this, please ensure that your email address (or one you can access) is made known to [a.patterson@newcastle.anglican.org](mailto:a.patterson@newcastle.anglican.org) for 'Bulletin' purposes.

***Further information, application forms etc. are available from Revd Canon Colin Gough at the above address.***

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