


Over the next 9 months we will begin to see major changes in the way clergy and stipendiary licensed lay ministers hold their offices with the introduction of what is known as Common Tenure.

And it is, perhaps, important to emphasise that it is a change in the **way** individuals hold office, not, in the words of another commentator on the subject, 'a revolutionary proposal that will introduce a new pattern for ministry in our Church' but rather 'a framework that will strengthen the ministry which already exists'.*


Some may be suspicious that this is another step along the road of secularisation and the imposition of managerialism on the Church. However if we go back 8 or 10 years, there were those within our own diocesan synod who argued for change to the current arrangements, specifically in the interests of clergy who, legally at least, lacked security in their appointment.

Going back even further a meeting of the Convocations of York and Canterbury in 1990 called for a review of the freehold of ecclesiastical office, followed in 1991 by a General Synod debate on a Motion asking for a review of clergy conditions of service.

* Canon Robert Cotton. A short presentation on Terms of service and common Tenure



Current arrangements

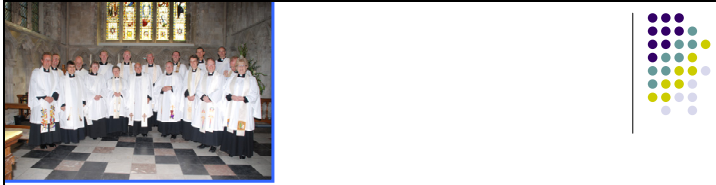


1. Beneficed clergy
 - Freehold office
 - Incumbent, vicar or rector
2. Unbeneficed clergy
 - No freehold
 - Priest in charge, team vicars, assistant curates

Much of the criticism of the current system has focused on what is seen as a two-tier system of clergy appointments, distinguishing between beneficed clergy who have the freehold and unbeneficed clergy who do not.

In particular, concerns have often been expressed about the position of those without the freehold who, whilst in practice have worked on a similar basis to those with the freehold, legally have limited security and could have their appointment terminated.

It may be tempting to suggest that, in the new arrangements, we have taken a sledgehammer to crack a nut, but we need to bear in mind that the changes which we are now considering were largely prompted by pressure from Government.



In 2002 the Government decided that individuals who were not employees but office holders, should be given most of the rights of employees

In 2002 the Department of Trade and Industry produced a discussion document which looked at the implications of the Government's powers under section 23 of the Employment Relations Act to give some employment rights to people who were not technically employees, including ministers of religion.

In summary those 'Section 23 rights' - a phrase which will come back later -include rights to:

Time off for certain purposes

Maternity and paternity leave

A detailed pay statement

A detailed statement of terms and conditions of service

Apply to an Employment Tribunal for breach of those rights or unfair dismissal

It is clear that if the Church itself had not acted, it faced having a system imposed on it, and whilst the new arrangements reflect those Section 23 rights, there are other areas where it was felt the Church would be better responding positively with its own proposals, rather than having arrangements which do not recognise the distinctive nature of ministry forced on it.



The Archbishops' Council set up a working group to see how the requirements could be met.

New legislation was developed and presented in stages to General Synod:

In order to respond, the Archbishops' Council set up a working group to look at the issues.

The Church was extremely fortunate in having as the Chair of the Working Group, Professor David McClean, Professor of Law at the University of Sheffield, Chairman of the Legal Advisory commission and a member of General Synod.



In February 2004 the Group made its first report to General Synod

In March 2004 a member of the Working Group gave a presentation on the proposals to our Diocesan Synod

In February 2005 a further report was made to General Synod followed by a debate at Diocesan Synod in June 2005 and the views expressed on that occasion were submitted to the Archbishops' Council as part of a national consultation.

There was therefore wide reporting and consultation on the proposals and, for example, proposals about the ownership of parsonage houses were changed in the light of the responses received.

Slide 5




The Ecclesiastical Offices (Terms of Service) Measure received Royal Assent in April 2009

There then began the somewhat tortuous process of drawing up the necessary legislation and developing guidance and good practice.

The Measure received Royal Assent in April 2009 and was followed by Regulations which set out in more detail how the Measure will operate in practice.

Slide 6



It introduces a new way of holding an ecclesiastical office called Common Tenure

At the heart of the Measure is the introduction of Common Tenure, the means of achieving the level playing field for clergy referred to previously.

What does this mean?

It means that legislation, good practice, guidance and advice are brought together:

To condense best practice in the workplace

To maintain the historic status of office holder ie. in the main, clergy will **not** have employee status

To provide security for all

To ensure individuals have proper terms of service



Qualified Common Tenure

Essentially those on Common Tenure will hold the office until retirement age.

There will be a few situations, set out in the Regulations, where appointments may be for a fixed term, what is known as Qualified Common Tenure:

Where an appointment is to cover absence such as maternity leave

Posts held by those over 70



Training posts (i.e. curacy)

Probationary appointments

Posts with limited funding from another body

Posts held under Bishops' mission orders

Posts held subject of pastoral reorganisation




Common Tenure

How will it be introduced?

Clergy currently without freehold will move automatically to common tenure with the date for implementation currently set at 31st January 2011.

Those with the freehold will then be invited to move to Common Tenure during the following months.

All new appointments will be on Common Tenure so that eventually clergy will hold posts on the same basis.



Why not 'employee'?


- Some clergy are, and will be, employees
- Not generally appropriate for parochial clergy because assumes:
 - Direction
 - Health and safety compliance
 - Working time compliance

Having gone through this process we might just consider why the church didn't simply agree to adopt employment status for all clergy with all the legislation already in place.

Firstly, in some circumstances clergy ***will*** be employees. That is entirely appropriate and continues what has often been the practice for some sector ministers, chaplains and others. In some cases it may not be entirely clear whether clergy are employees or not – there are generally recognised guidelines, used for example by the Inland Revenue, for determining whether someone is an employee, often used to distinguish employees from those who call themselves self-employed.

However, the key feature of the employer/employee relationship is the ability of the employer to direct the work of the employee. The notion that this might be appropriate in relation to parochial ministry was dismissed early on as unworkable. Similarly it was felt that the requirements relating to health and safety, and working time directives which apply in the case of employees simply wouldn't work for parochial clergy.

But what is appropriate is that we should reflect best practice in the workplace, which reflects justice, clarity and fairness.




Rights

	Incumbents current	P-in-c current	Common Tenure
Right to minimum stipend	✗	✗	✓
Right to veto sale of parsonage house	✓	✗	Right of objection
Right to specified time off	Not stated	Not stated	✓

Currently the rights and responsibilities of clergy are quite vague. Under Common Tenure, clergy will have the ‘Section 23’ rights referred to previously. So, there will be a specific right to a stipend, and under the Regulations it must be at least the National Minimum Stipend specified by the Central Stipends Authority.

There will be a right to object to the sale of a parsonage house, with any such objections being referred to the Church Commissioners or Archbishops’ Council for consideration. And the right to time off must be specified.

Clergy will also have access to an Employment Tribunal to claim unfair dismissal.



Regulations

	Incumbents current	P-in-c current	Common Tenure
Clergy Discipline Measure	✓	✓	✓
Capability Procedure	✗	✗	✓
Grievance Procedure	Current procedure	Current procedure	New Procedure


The new arrangements set out the procedures for dealing with any difficulties which may arise.

The Clergy Discipline Measure has already taken effect and applies to all clergy.

A Capability Procedure will be introduced and a Code of Practice has been drawn up setting out how this will operate. It applies to all those on Common Tenure and needs to be distinguished from the Discipline Measure. Ultimately an office holder could be removed from their office, but that is clearly stated as a last resort, with the principal objective being to encourage anyone who is seriously underperforming to improve, starting with an informal process before moving to a staged, formal process.

There will also be a formal process for clergy to raise a grievance. Again there is a Code of Practice setting out how such a process will operate, beginning with an informal process and seeking to resolve differences through mediation.


Expectations



	Incumbents current	P-in-c current	Common Tenure
Statement of rights and responsibilities	✘	✘	✔
Continuing Ministerial Education (CME)	No legal requirement to participate	No legal requirement to participate	✔
Ministerial Development Review (MDR)	No legal requirement to participate	No legal requirement to participate	✔

There will be a right to receive details of the terms of your appointment – a Statement of Particulars – and we will be looking at this in more detail later.

The Bishop must ensure that opportunities are provided for CMD (formerly CME) and office holders may be required by the Bishop to participate following their Ministerial review. We will come to the details of MDR later.




Statement of Particulars

Will include information about:

- Appointment
- Stipend
- Fees and expenses
- Housing
- MDR and CME
- Time off
- Discipline, Grievance, capability

These are the key areas to be covered in the Statement of Particulars, which we plan to start sending out in the Autumn, and in the next presentation we will explain what will be involved.

Timetable for Implementation



February – April 2010

- Draft policies
- Begin work on MDR programme
- Identify those who will move to Common Tenure
- Begin work on Clergy Handbook


So how is all this going to be put in place?

A lot is already underway:

Senior Staff have been briefed by staff of the Archbishops' Council on the new arrangements.

Work on MDR is well underway.

We have been working with other dioceses on how we can use IT to support the new arrangements.



Timetable (2)


June – July

- Events for clergy and laity to explain new arrangements
- Letters to go to clergy about moving to Common Tenure
- Presentation to Diocesan Synod

We offered five events for clergy and laity across the diocese in June and July – it has been suggested we might need a further event for clergy in the Autumn and we will be considering this in the light of feedback from these events

Diocesan Synod has approved policies on Preventing bullying and harassment, and Equal Opportunities.

General Synod made provision for maternity and other leave at the July 2010 synod.



Timetable (3)

Autumn 2010

- Statements of Particulars to go out
- Details of MDR programme to go out
- Complete clergy handbook

Individual Statements of Particulars will be sent out in the Autumn to those automatically moving to Common Tenure.

Alongside this clergy will receive details of the MDR programme.


And we are aiming to produce a Clergy Handbook which will include information about diocesan policies, the support that is available , what to do if there is a problem, and drawing together much of the information which is currently produced in different areas e.g. about fees, grants and so on.

Timetable (4)



January 2011

- New arrangements take effect



Statements of Particulars (SoP)

- CTS regs. require SoP's
- Required for Priests in Charge, Residentiary Canons, Team Vicars, 'dual role' appointments, Clergy on 'General Licenses', assistant curates
- Also includes 'House for Duty' post holders, NSM's, Stipendiary Readers and Stipendiary Lay Workers
- 'Freehold office holders' and Team Rectors opting in will also require SoP
- Letters will be sent before the 'appointed day'
- Diocese compiling list
- SoP's will be prepared by Archdeacons in the autumn of 2010
- Drafts will be sent for comment

The Clergy Terms of Service regulations require Statements of Particulars for all office holders on common tenure. Currently, Priests in Charge, Residentiary Canons holding 'leasehold' office and Team Vicars will receive Statements of Particulars. Those in 'dual role' posts, e.g. Children's Officer who are also parish priest will receive Statements even though they have a contract of employment with the DBF; the statement will apply to the parochial side of their work. Holders of 'House for Duty' posts, clergy holding 'General Licenses', such as Public Preachers will also be included. Assistant Curates, who will be subject to 'Conditional Common Tenure' because their posts are time limited, i.e. 3-4 years, will also receive a SoP.

Those on 'Freehold Office' who will, by letter from the Bishop, be asked if they wish to transfer to common tenure at a later date. These include Incumbents, Team Rectors, Archdeacons, Suffragan Bishops and Deans.

The Bishop will write to everybody before the 'appointed day' which is 31 January 2011 to explain what is to happen. For 'Freehold' office holders and Team Rectors a letter will also be sent, but this will probably be phased to make the task manageable.


In order to facilitate the preparation of SoP's the diocesan database will be used to determine the various groups of clergy who will automatically move to Common Tenure and any variations in their posts – e.g. additional responsibilities, 'dual role' post and so on.

The Archdeacons will be responsible to the Bishop for Statements of Particulars. They will work on these during the autumn and aim to send out 'drafts' and invite comments before sending the final copies to the relevant clergy.

Statements of Particulars (SoP)


The Statement of Particulars states:

- Obligations and Rights
- Succinct and minimalist
- Right to a stipend (if stipendiary post)
- Right to housing
- Holidays, time off, retreat
- Maternity/Paternity leave
- Discipline, Grievance, capability
- Statement of Change



The Statement of Particulars describes our obligations and rights but is meant to be a succinct and somewhat minimalist document. Extra details and elaboration will be found elsewhere, for example in the proposed Clergy Handbook. The areas the SoP covers is the right to receive a stipend, the right to a house, to holidays and time off, such as one 24 hour period a week and the entitlement in addition to an annual retreat; the right to maternity/paternity leave, and the associated provisions in the case of adoption. The Statement must refer to 'Discipline, Grievance and Capability.

Should any changes occur, e.g. the implementation of pastoral reorganisation, then there needs to be issued a 'Statement of Change' within one month of the change taking effect. This can be by letter but it must state that it constitutes a change to the SoP.



Statements of Particulars (SoP)

Under CTS we have the right to certain benefits:

- Stipend (if stipendiary post)
- Statement of pay (including tax and National Insurance)
- Fees
- Expenses
- Housing
- Holidays, time off
- Maternity/Paternity leave
- Arrangements for reporting leave/sickness
- Ministerial Development Review (MDR)
- Continuing Ministerial Development (CMD)


The SoP will state your Rights. Such as to a Stipend if it is a stipendiary post; to a pension. Your right to receive a 'Statement' (actually as we do at present) detailing the amount of pay and deductions for tax and national insurance. The right to receive fees and the policy on fees – assigned to the DBF, and under changes to Fees they will become the property of the DBF to be forwarded by the priest instead of being paid to the incumbent as part of their stipend. SoP's will state the right to expenses in accordance with diocesan advice and as in *A Guide to the parochial expenses of the clergy* and other information which may well be included in the proposed Diocesan Handbook. We expect that all these matters will be covered in such a handbook. Your SoP will have a section on your rights to housing, your responsibilities towards the house, and the responsibility of the DBF to you and your family occupying the house, e.g. as at present with maintenance and repairs, the payment of Council Tax and Water charges; quinquennial inspections and repairs; a rolling policy on making improvements. Your SoP will detail time off for holidays, bank holidays including those not permitted e.g. Good Friday, Christmas Day! Arrangements for reporting sickness, and to whom you must report it, will be stated along with any discretionary leave arrangements which can be given by the Bishop (e.g. compassionate leave).

Clergy terms of service is very much about helping us to develop our ministries. MDR will become a required part of the process as will the provision of CMD.

Statements of Particulars (SoP)

Under CTS we have certain obligations:

- Our primary obligation is the fulfilment of the duties of office as stated in
- The Ordinal
- The Canons
- Our licence/deed of appointment
- Guidelines for the Professional Conduct of the Clergy
- The Terms of Service legislation
- 'Role description'




Clergy terms of Service also sets out for us our duties and obligations. Our primary obligation is to fulfil the duties of office as stated in various foundational documents. The distinctive nature of our office, as defined in the Ordinal, reminds us that we follow a vocation; daily we are responding to God's call. At our ordination we responded through our solemn vows. Our Declaration of Assent under Canon C 15 affirms our loyalty to the inheritance of faith as the Church of England has received it and our oath of Canonical Obedience to the Bishop, requires us lawfully and honestly to be obedient to our Bishop. Canon C 24 'Of Priests having Cure of Souls', sets out our responsibilities for the exercise of ministry which the Bishop shares with us. Our license and deed of appointment determines the location of our ministry. The 'Guidelines for Professional Conduct' advises us on the standards required in the conduct of public ministry, and other details are contained in the Terms of Service Legislation. The Benefice Profile often states the needs of the post, and the development of 'Role Descriptions' (which are optional under CTS) may well be offered when taking up a new appointment.

Statements of Particulars (SoP)

The Statement of Particulars describes...

- the obligations of the Bishop and the Diocese to us as office holders
- the rights we are entitled to
- the obligations we are under in the proper fulfilment of the duties of office
- All of this aims to
“help clergy to grow in their ministry by providing fair terms of service, support and development; and ensure a just framework of accountability”



The Statement of Particulars is there to describe:

The obligations of the Bishop and Diocese to us as those who exercise the duties of ecclesiastical office in the Church of England;

it particularly describes the ‘rights’ we are entitled to;

but also the obligations we are under, by virtue of our ordination and the license we hold, in the proper fulfilment of the duties of office.

All this aims to - ***“help clergy to grow in their ministry by providing fair terms of service, support and development; and ensure a just framework of accountability”***.

Slide 23



Please proceed to the next page.



Diocese of St Albans


**Ministerial
Development
Review**



The slide features a logo for the Diocese of St Albans in the top left corner, which includes a shield with a yellow cross and a golden mitre above it. To the right of the logo, the text "Diocese of St Albans" is written in a black serif font. A horizontal line separates this header from the main content. Below the line, the words "Ministerial", "Development", and "Review" are stacked vertically in a bold, purple, sans-serif font. To the right of this text is a decorative graphic consisting of a grid of colored dots in shades of purple, teal, yellow, and light grey, arranged in a pattern that tapers to the right.

Please proceed to the next page.

Ministerial Development Review




How can a person become more effective in their work and ministry?

- Work harder?
- Make a list and prioritise?
- Work faster?
- Stop and reflect on what you have done and how you might do it better and set targets for the work.

It has been demonstrated that stopping and reflecting is one of the key ways to help people to become more effective in their work and in addition it also provides a means for greater personal satisfaction about ones work.

Ministerial Development Review



MDR...WHAT IS IT ABOUT?

- How are you?
- How is it going?
- What next?

MDR is an opportunity to ask some simple and basic questions about ones self and ones work.

Ministerial Development Review



Ministerial Development Review provides an opportunity for a rigorous and organised reflection on the ministry we are engaged in so that it becomes more effective and meets the demand required of us.

Please proceed to the next slide.

Ministerial Development Review


PURPOSE:

Guided discussion framed around an office holder's ministry~

- **Look back**
 - Thanks
 - Lament
- **Look forward**
 - Change
 - New goals or objectives
 - Areas for potential development

The review provides a chance to look back and give thanks for those things that have gone well. To identify and name those things which may not have gone as well as one hoped. It is a chance to look forward and identify where change might be helpful. It is an opportunity to set some goals or objectives for ones self or for the ministry one is engaged in. It also allows the occasion to identify areas for potential development.

Ministerial Development Review



A MECHANISM :

- for meeting the demands of our calling
- for equipping ourselves for the work of ministry
- for working towards a vision of ministry we hold
- for expressing our mutuality as God's people

Ministerial Development Review provides a rich and rigorous mechanism for meeting the demands of our calling, for equipping ourselves for the work of ministry, for working towards the vision of ministry before us, and for expressing our mutuality as God's people.

The key aspect is that it allows us to reflect upon what we are doing and where we are going in order to align ourselves with each other and with God's good purposes. Everyone is asked to engage in this process so that who we are and what we do is challenged to be all that God wills.

Ministerial Development Review

BASIC PRINCIPLES :

- Episcopal oversight
- About **development** for clergy
- Required
 - for those on Common Tenure
 - for those employed by outside bodies, in respect of their licence
- Every 2 years minimum

Common Tenure guidelines requires that MDR have the following principles:

It is overseen by the diocesan bishop. It stresses development as the key aim of the review process. It is required for all those on Common Tenure. And that a review is offered at least every other year, biennially.

Ministerial Development Review



BASIC PRINCIPLES :

- Uses a questionnaire for reflection
- Includes feedback from colleagues/peers
- Sets objectives for ones ministry
- A review meeting facilitated by a trained reviewer
- Produces a confidential written report for the Bishop
- Report is held in their personnel file

In addition, each review process needs to meet these guidelines.

Ministerial Development Review

- Replaces our present ministry review scheme
- 'Review' is the operative word


The process is built on the premise that review will enable and resource our work together in order to make it more effective.

Ministerial Development Review (MDR) is designed to replace the present St Albans Diocese Ministry Review Scheme and to meet the ministerial review guidelines which are part of Common Tenure. Ministerial Development Review comes under the Bishop's oversight and the administrative function is delegated to the Ministry Development Officer. It is expected that **all** licensed clergy will participate in this new scheme.

The term, 'review', is intentionally used in the St Albans Diocese scheme as it is seen to be a minister-led scheme using consultants to assist ministers in undertaking an annual review of their current situation in order to facilitate ongoing professional development and to set personal objectives for their ministry in the place they are called to be and in relation to the strategic goals of the diocese. It is in no way intended to be a 'checking-up' process, and it should not carry any of the connotations of what is often understood as appraisal.

The process is built on the premise that review will enable and resource our work together in order to make it more effective.

Ministerial Development Review




St Albans Diocese Review Process

1. A biennial review of their ministry with a trained consultant, consisting of an assisted self-assessment, feedback from peers, and addressing issues of personal and professional training, support and development.

The St Albans Diocesan review process will have two distinct elements. In one year, there will be the biennial review with a consultant.

Ministerial Development Review




St Albans Diocese Review Process

2. A biennial pastoral visit by a Bishop or Archdeacon, who is aware of the MDR review and who comes to aid the minister and benefice in relation to the mission and ministry vision/strategy of the Diocese (*which will be forthcoming*).

In the alternate year, there will be a pastoral visit by a Bishop or Archdeacon.

Ministerial Development Review



MDR Process

1. Select a consultant


2. Receive an appointment for the review with the consultant

In the Autumn a detailed booklet on how MDR works will be sent out to all clergy.

The MDR review process has the following steps. First, select three potential consultants from their biographies on the website or from a printed copy or you may ask for the MDR administrator to allocate a consultant for you.

Once a consultant is agreed, an appointment date will be agreed.

Ministerial Development Review



MDR Process


3. Select at least three persons who will provide the peer feedback and send names to the MDR administrator
 - i. Someone with whom you work closely in a staff-member relationship or in a colleague relationship
 - ii. A nominated Church Warden
 - iii. A congregation member

A key part of this review process is what is called peer feedback. The clergy person who is being reviewed nominates the persons who will provide the feedback and sends their contact details to the MDR Administrator. The three persons fill out a Peer Feedback form in confidence (only the consultant will see it).

In multi-parish benefices, you may have a church warden from each parish and a congregation member from each parish, or simply one person to be representative of the benefice. This is the decision of the clergy person being reviewed.

There is also an option for your spouse or partner to offer feedback if thought helpful. But it is purely optional. Many large corporations now provide this option as part of good HR practice.

Ministerial Development Review



MDR Process

4. Fill out the two forms and submit them
 - i. Personal Context Form
 - ii. Preparation Form for Review
 - Also begin the process for drafting the Role Description


5. Meet with the consultant for up to two hours for the review

The Personal Context form is a description of your context of ministry. You may not need to fill it out for each review. You should amend it if there are changes in your context.

The Preparation Form is filled out by the clergy person and is an aid to self-reflection about ones work and ministry.

In the first few years, we will ask clergy to begin drafting a role description. Instructions regarding this will be given when the review begins.

Ministerial Development Review



MDR Process

6. At the review fill out the *Agreed Summary and Action Plan* which goes to Bishop's staff

The Agreed Summary Form will inform the shape of ministry and mission in the diocese and contribute to the diocese being a **learning organisation**.

A copy of this goes to the Bishop's Staff which will be looked at in relation to the ongoing pastoral review they do of clergy. On the form there is a place for you to give comments to the bishop's staff. All this remains confidential to Bishop's Staff and a copy is placed in your personnel file at Abbey Gate House.


This form also has a separate page for you to identify any professional development or support needs to help you achieve your action plan and to help you with your ongoing personal and professional development. This page comes to the Ministerial Development Officer to help with individual development plans.

KEY NOTE: General information from the review form will be used by the Bishop's Staff and the Ministry Development Officer to detect trends and issues in the diocese which may require wider consideration and action. The *Agreed Summary Form* will inform the shape of ministry and mission in the diocese and contribute to the diocese being a learning organisation. We are very keen to ensure that these forms are read and considered and not just a paper exercise.

Ministerial Development Review

MDR Process

7. Fill out an Evaluation Form



Like all new processes, it will be important for there to be an opportunity to evaluate the process and in order to help us improve it.

The process is meant to be rigorous but not a straight jacket. It is a tool so to make it work you need to own it and engage with it, but it is expected that you will do so in relation to your own personality and needs.

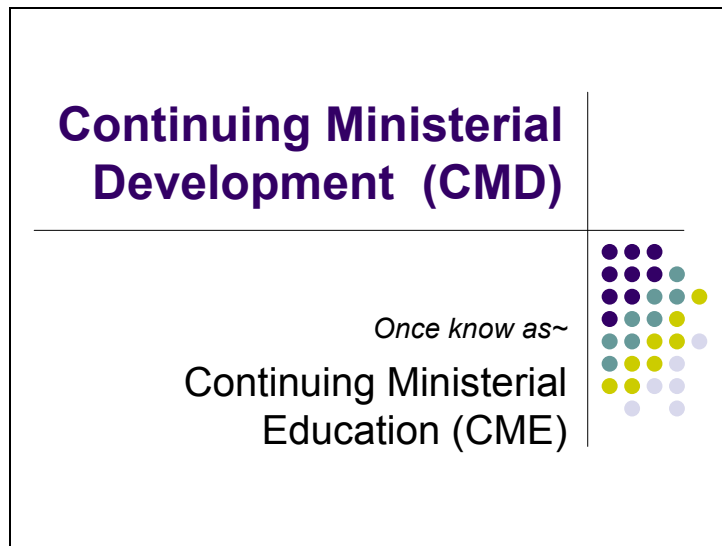
Ministerial Development Review



Episcopal Pastoral Visit

- pastoral visit by a Bishop or Archdeacon in the alternate year
- arranged by the MDR Administrator in consultation with the Bishop's staff
- primarily designed for stipendiary clergy but as appropriate for other clergy
- Archdeacons and Bishops are always available for appointments

The cycle then includes a pastoral visit by a bishop or archdeacon in the alternate year. The date for this visit will be arranged by the MDR Administrator in consultation with the Bishop's Staff. The pastoral visit is primarily designed for stipendiary clergy but as appropriate NSMs will be included as well or alternative arrangements will be made. It is important to say, that Archdeacons and Bishops are always available for appointments should clergy so wish to make an appointment. Bishop's Staff remain keen to offer appropriate pastoral care and oversight.



The Ministry Division at Church House London has decided that it is better to call Continuing Ministerial Education (CME) CMD or Continuing Ministerial Development. Professional development is not simply about education. So now when you see CME it should read CMD. And where you see CMD remember that it used to be CME.

Continuing Ministerial Development (CMD)



‘a clerk in holy orders’, a person who is
formed both by learning and by vocation

The tradition of learned ministers who are well-read, dedicated to making the riches of biblical study and spiritual wisdom accessible to the people of God, and who are not merely “mass-priests”, has been honoured for centuries in this country. To be a licensed minister is to be ‘a clerk in holy orders’, a person who is formed both by learning and by vocation. With the modern recognition that there are “multiple intelligences” within each of us – that we can be wise emotionally, intellectually, with our senses, with our ability to relate to others, and more – the scope for engaging in life-long learning that broadens and deepens our ministry is vast.

**Continuing Ministerial
Development (CMD)**



Where CMD happens is important.
The 70/20/10 model of learning is worth considering:

- 70% of ministerial learning will be self-directed,
- 20% of ministerial learning will happen within a diocesan context;
- 10% of ministerial learning will happen in extra-diocesan events or groups

Where CMD happens is important. The 70/20/10 model of learning is worth considering:

70% of ministerial learning will be self-directed, decided on and arranged by the minister;

20% of ministerial learning will happen within a diocesan context; this includes, of course, priests within a diocese teaching each other, and many courses benefit from experience being shared, challenged and affirmed;

10% of ministerial learning will happen in extra-diocesan groups, providing the chance to network with people from a similar spiritual tradition, or learning from wisdom outside the confines of the institutional church (for example, universities or professional organisations).

Recognising that CMD is not merely that which is provided by the Diocese affirms each minister's personal responsibility for finding suitable ways to learn and develop.

Continuing Ministerial Development (CMD)



EXPECTATIONS:

- Each bishop is responsible for ensuring provision of suitable CMD
- Office holders are responsible for participating in these arrangements
- You should keep a record of what CMD you participate in.

With Common Tenure, each bishop is responsible for ensuring provision of suitable CMD; office holders are responsible for participating in these arrangements; both contribute to making certain that this benefits the whole ministry within each diocese.

Clergy should keep a record of what CMD you participate in.

Continuing Ministerial Development (CMD)



EXPECTATIONS:

- With Common Tenure, you have the right to expect that when a problem is identified, suitable support and training will be identified to help you address the issue.

With Common Tenure, you have the right to expect that when a problem is identified, suitable support and training through CMD will be identified to help you address the issue.

**Continuing Ministerial
Development (CMD)**



Board for Christian Development works with three teams:

Ministry Development Team
Parish Development Team
Vocations Team

Through MDR and CMD we are committed to serving the benefices or ministry context where you serve and supporting you in your ministry.

THE END.

If you have questions, please contact either the Archdeacon of Hertford, Ven. Trevor Jones or the Ministerial Development Officer, Canon Dennis Stamps.