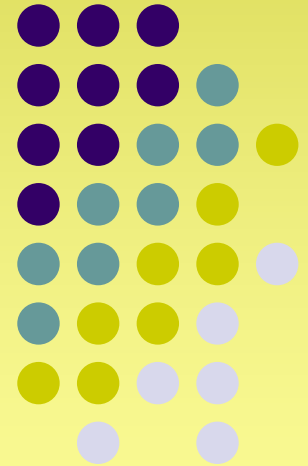
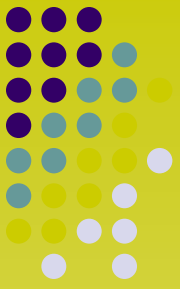


Common Tenure





Current arrangements



1. Beneficed clergy
 - Freehold office
 - Incumbent, vicar or rector

2. Unbeneficed clergy
 - No freehold
 - Priest in charge, team vicars, assistant curates



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



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

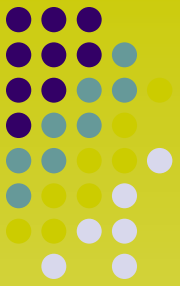
New legislation was developed and presented in stages to General Synod:



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



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



Qualified Common Tenure



Common Tenure

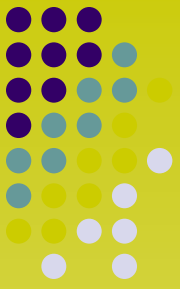
How will it be introduced?



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

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	✓



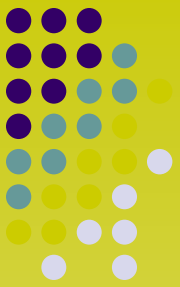
Regulations

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

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	✓



Statement of Particulars

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



Timetable

February – April 2010

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



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



Timetable (3)

Autumn 2010

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

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



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



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)



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'



Statements of Particulars (SoP)

The Statement of Particulars describes...

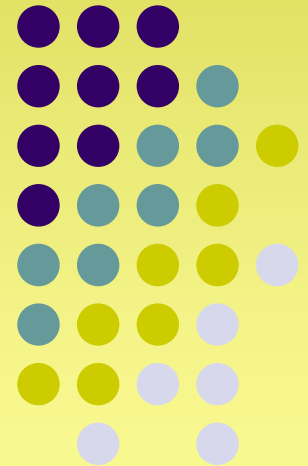
- the obligations of the Bishop and the Diocese to us as office holders
- the rights we are entitled to
- the obligations we are under in the proper fulfilment of the duties of office
- All of this aims to
“help clergy to grow in their ministry by providing fair terms of service, support and development;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





Diocese of St Albans

Ministerial Development Review



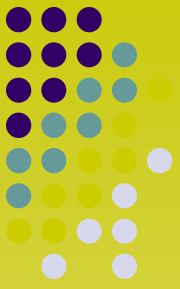
Ministerial Development Review



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.

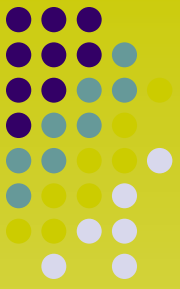
Ministerial Development Review



MDR...WHAT IS IT ABOUT?

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

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.

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

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

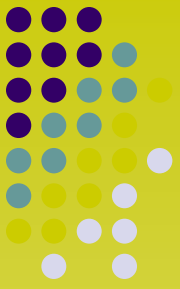
Ministerial Development Review



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

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

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



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.

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*).

Ministerial Development Review



MDR Process

1. Select a consultant
2. Receive an appointment for the review with the consultant

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

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

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.***

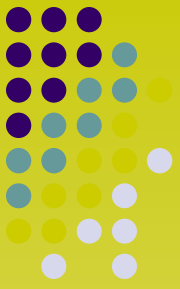
Ministerial Development Review



MDR Process

7. Fill out an Evaluation Form

Ministerial Development Review

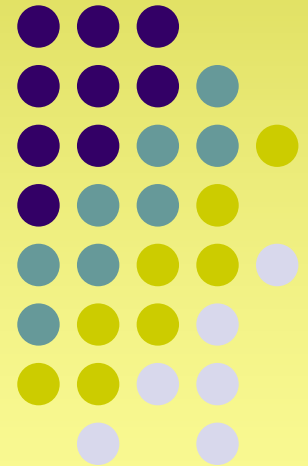


Episcopal Pastoral Visit

- 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

Continuing Ministerial Development (CMD)

Once know as~
Continuing Ministerial
Education (CME)

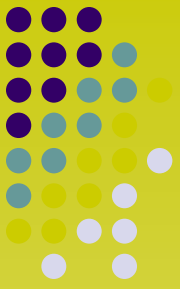


Continuing Ministerial Development (CMD)



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

Continuing Ministerial Development (CMD)

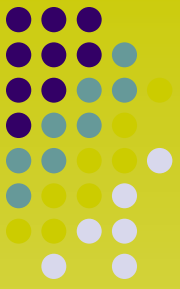


Where CMD happens is important.

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

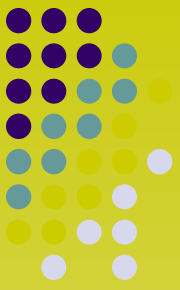
Continuing Ministerial Development (CMD)



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.

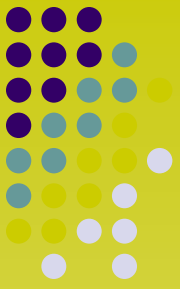
Continuing Ministerial Development (CMD)



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.

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.

COMMON TENURE



**Refreshment
Break!**

COMMON TENURE



QUESTIONS