

Council for Discipleship and Ministry

Annual Report 2015

The Council for Discipleship and Ministry (CfDM) seeks to support *Living God's Love* by:

- Encouraging the growth of all Christians as disciples;
- Enabling missional ministry throughout the Diocese; and
- Equipping all God's people to discern and fulfil their vocation and ministry.

The tasks of the CfDM include:

- Steering diocesan policy and strategy in discipleship, ministry development and learning;
 - Supporting, advising and overseeing the Director, Team Leaders and officers in the work of the three teams; and
 - Ensuring effective communication with synods, boards and councils.
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Ministry Development Team (MDT)

- This year 13 people were **licensed as Readers**.
- At the end of the year there were 47 curates in **Initial Ministerial Education (IME) Phase 2**, and 59 Readers in the same phase. With the increase in Vocations to ordained ministry, there will be a resourcing issue regarding IME Phase 2 as these Ordinands enter curacy.
- The programme of **Continuing Ministerial Development (CMD) events** included managing change, preaching, dealing with conflict, *Leading Your Church into Growth* and the theology of justice. Overall 188 clergy & Readers attended these workshops.
- The MDT conducted a **review of the diocesan CMD provision**. People recognise the need for training. Of the 166 respondents, 92 undertook training *outside* the diocese. Thus, the diocese should focus on things that it can do best: required training (such as safeguarding), support meetings (e.g. for clergy in rural multi-parish benefices) and training that focuses on *Living God's Love (LGL) 2020*.
- The revised **Mission and Ministry Development Review (MMDR)** scheme was introduced and has been very well received by clergy, reviewers and the Bishop's Staff.

Parish Development Team (PDT)

- The **Lay Leaders of Worship (LLW)** scheme is now fully up and running. So far there have been 3 successful courses (one per archdeaconry) facilitated by Parish Development Officer (PDO) and members of the Diocesan Worship and Liturgy Committee (DWLC), with 58 trainee LLWs. By the end of 2015, there were 27 authorised LLWs in 22 parishes and ten deaneries, with other trainees still completing their paperwork.
- Between them the Director of Ministry (DOM) and PDO visited virtually all the deanery synods to brief them on the **Lay Ministry Strategy** and to garner their feedback. Responses were positive and are being consolidated and integrated into final strategy to support *LGL 2020*.
- A new **Local Ministry Development Team (LMDT)** was established at Little Amwell, and a renewed mandate was given for Redbourn. Four new consultants were appointed. There was a well-attended course with the Bishop of St Albans.
- Over 40 **Equipping God's People (EGP)** courses were run, with more than 600 manuals being sent out to participants. Feedback was very positive. 64 EGP Award certificates have been issued, including the first EGP Gold award. Training for Church Wardens was provided in the autumn with about 100 attending from across all three archdeaconries. A simple service was devised for use by Church Wardens and LLWs in an emergency.
- Mission Resourcing adopted the **Parish Giving Scheme** and this has gained the approval of the Bishop's Council, CfDM and Diocesan Board of Finance (DBF). A pre-launch phase

was run in the autumn and preparations have been made for full launch in 2016, including the production of two leaflets on giving. A day on Capital Fund Raising was well-received.

- In the area of **Youth and Children's Work** a successful training day was run for those working with young people on the autistic spectrum. The Diocesan Youth Officer (DYO) helped organise a youth event for the Archbishop's visit in June. The Children's Work Adviser produced a "Toolkit" for use in churches where there are no or few children.

Vocations Team

- This year 14 candidates were ordained **Deacon** and 17 Deacons were ordained **Priest**.
- In the autumn 13 candidates started **ordination training**, making a current total of 45 diocesan Ordinands.
- A further 35 **candidates** are currently in conversation with a Diocesan Director of Ordinands (DDO) or Associate DDO (ADDO), and another 28 are seeing a Vocations Adviser.
- In March, 38 of the Ordinands in training attended the diocesan **Ministerial Candidates Conference**, and over 30 young people from across the Diocese met Archbishop Justin in June and received his encouragement to respond to God's call.
- Other events included: "Life in the Vicarage" for candidates currently exploring vocation; an evening for candidates which covered grants and financial issues; "Seeking the Way" which was an opportunity for people to look at vocation in a broad sense; "Exploring Ordination" at which candidates could hear about attending a Bishop's Advisory Panel (BAP) and different forms of training; and training for the Vocations Advisers with a focus on the selection criteria for BAP candidates.

Other Areas of Work

- The DOM and PDO visited **Belize** to help resource the church there.
- The **Diocesan Worship and Liturgy Committee (DWLC)** organised two very successful Archdeaconry Study Days on the theme of "Wake Up to Advent". There has been a huge turnover in DWLC members, but the committee is in good heart and continues to support the diocese, providing support to LLW training, Reader training and IME Phase 2.

Changes in Staffing

- The Vocation Team's administrative support changed during the year: Barbara Young was appointed in February 2015 and Jenni Blaxland retired in August 2015.
- Phil Waller was appointed as an additional half time ADDO and half time Vicar at St Giles, Codicote in October 2015.
- Ruth Pyke left to become rector of Barley, Barkway, Reed and Buckland in the autumn. Margaret Pritchard Houston has been appointed as new Children's Mission Enabler (CME) and will begin in January 2016.
- Sue Groom, DDO, will be moving on at the end of January 2016 to become Archdeacon of Wilts in the Diocese of Salisbury. A successor will be appointed in 2016.

Reports and presentations at the CfDM

- As part of its support of the work of ministry in the diocese, the CfDM received a number of reports including: a presentation on the Strategy for Lay Ministry and Vocations from Catherine Nancekievill, the National Discipleship and Vocations Officer; and a report from Jenny Hill (Diocesan Adviser for Women's Ministry) on issues related to women's ministry.
- The CfDM considered the implications of the Resourcing Ministerial Education (RME) initiative, which is part of the Archbishops' programme of *Reform and Renewal*. The council also deliberated the possible restructuring of diocesan boards and councils.
- Looking ahead, CfDM will focus on: *LGL 2020* including integrating the Lay Ministry Strategy, building on the CMD Review by considering new patterns of training, and further responses to the Archbishops' programme of *Reform and Renewal*.