# Clergy Continuing Ministerial Development

## Introduction

The Diocese of Guildford supports continuing ministerial development (CMD) for all licensed clergy. All ministers are encouraged to set aside at least 5 days (pro-rata) for their personal ministerial development each year. The need for rest, refreshment and renewal is key to a healthy and flourishing ministry, so we also encourage ministers to take an annual retreat. We see in the life of Jesus how times away from the constant demands of ministry were woven into his life, and we want to encourage ministers to follow that example.

## CMD for Licensed clergy

Included in the diocesan provision for Clergy CMD are:

* A programme of events hosted by the diocese;
* A Ministerial Development Review (MDR), conducted once every two years, with one of our trained assessors;
* Information about taking an annual retreat as part of the MDR process;
* A clergy mentoring scheme;
* Funding offered by the diocese and links to other grant-making bodies which support CMD;
* Learning opportunities in times of transition

**Annual personal allowance**

Licensed clergy beyond IME 4-7 have an annual personal allowance, currently worth £200, which may be spent on one or more educational or training courses and opportunities. The money is held for you for up to three years so that you have £600 to spend on a more major event. However, if it is not spent by the end of the third year, the account reverts to a balance of £200. It is for you to decide how you would like to spend this money, though your plans must be approved by the Director of Mission before spending and so save your receipts, invoices, etc which must be supplied to release the funds. The administration of CMD reimbursement is handled by chris.hunter@cofeguildford.org.uk. The allowance must be spent on ministerial development and is not to be used for retreats, spiritual direction, holidays, to buy books or for UK travel. Please see below under *“Self-Directed Training and Resources for Continuing Ministerial Development”* for recommended training providers offering learning to develop all clergy competencies assessed in the MDR. The Local Ministry Programme (LMP) offers a range of diploma and degree modules (for which your CMD allowance may be used). Short courses (non-accredited) are also worth considering.

## CMD for Licensed Lay Ministers

LLMs are welcome to attend CMD study days and have a programme organised for them by the LLM (Readers’) Board.

## Transitions in Ministry courses

Transitions in Ministry comprises 6 dioceses working together to provide courses for times of transition:  
 • Working with the Newly Ordained  
 • First Responsibility  
 • New Post  
• Area Deans   
• Pre-Retirement   
These are sought-after opportunities and well worth attending. The fees for this are met through the departmental budget (unless you drop out at the last minute, in which case they will be deducted from your personal allowance). You will be invited to attend these courses at the appropriate time.

## Fund for Major Awards (FMA)

This fund provides awards each year for those wishing to take further professional courses or degrees. A grant is currently worth £1,000 per annum, for a maximum of three years. Contact [peter.harwood@cofeguildford.org.uk](mailto:peter.harwood@cofeguildford.org.uk) if you wish an application to be considered. Peter, and those to whom you are accountable, will need to be sure you have thought through the implications of major study and have chosen a suitable course and institution.

## Ministerial Development Review: Affirmation and Accountability

The MDR process provides for you to meet one of the Bishop’s Reviewer Team every other year to review and reflect upon your ministry and your development as a minister. The programme is administered by the Director of Mission. An email will be sent to you in advance of the review setting out the details of how to prepare for it. If you think you have been missed out of the system, please contact [peter.harwood@cofeguildford.org.uk](mailto:peter.harwood@cofeguildford.org.uk)

## Encouragement and consultation

The Director of Mission is always pleased to meet you to discuss your ministerial development and training, whether you have a clear idea of what interests you or simply wish for an open and general discussion. Please contact Peter Harwood: [peter.harwood@cofeguildford.org.uk](mailto:peter.harwood@cofeguildford.org.uk)

## Ministry Accompaniment

Clergy Mentoring Scheme: contact Danny Wignall [danny.wignall@cofeguildford.org.uk](mailto:danny.wignall@cofeguildford.org.uk)Spiritual Direction: Contact [sd\_enquiries@cofeguildford.org.uk](mailto:sd_enquiries@cofeguildford.org.uk)

# CMD Programme 2025

## Core elements

**Bishops’ Study Mornings**

**Developing a Culture of Vocation in your parish**  
Date: Thursday 30 January, 9.15am – 1.00pm  
Venue: Christ Church Woking   
Audience: All clergy and lay leaders  
  
**Understanding adults who abuse children**  
Date: Tuesday 6 May, 9.15am – 1.00pm  
Venue: St Saviour’s Guildford  
Audience: All clergy and Parish Safeguarding Officers  
Booking required: https://forms.office.com/e/YAz74CCSMq

**Advent Retreat**   
Date: Wednesday 26 November, 9.15am – 1.00pm  
Venue: Holy Trinity Church, Guildford  
Audience: All clergy and lay leaders

## Transitions in Ministry Courses

**First Responsibility course** (New Incumbents)  
Dates: 18th-20th November at St Columba’s House, Woking

**New Post course**  
Dates: 30th September – 2nd October at St Columba’s House, Woking

**Preparing for Retirement course:**  
Dates: 16th-18th September at Sarum College, Salisbury

**Working with the Newly Ordained (Training Incumbents) course**  
Dates: 13th-14th May at Sarum College, Salisbury

For more information and bookings for TiM courses, please contact [Katrina Henderson](mailto:katrina.henderson@cofeguildford.org.uk)

## Optional Courses

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| Course | Date | Time | Booking |
| An introduction to the Enneagram | Weds 22 Jan | 9.30am - 4.30pm in person |  |
| Registry Training: clergy Terms and conditions | Weds 5 Feb | 2-3pm Online |  |
| Delegation and Developing Others (Led by Revd James Lawrence from CPAS) | Thurs 13 March | 9.30am - 4.30pm in Person |  |
| School of Emotionally Healthy Leadership | Weds 30 April – 21 May 4-25 June | 1-3.30pm Online | [School of Emotionally Healthy Leadership 2025 (UK and Europe Satellite) Tickets, Wed 30 Apr 2025 at 13:00 | Eventbrite](https://www.eventbrite.co.uk/e/school-of-emotionally-healthy-leadership-2025-uk-and-europe-satellite-tickets-1246220241289?aff=oddtdtcreator) |
| Church Property law for incumbents | Thurs 1 May | 10.00am - 12.00pm Online | https://forms.office.com/e/xXb4Wq6HDt |
| Leadership Skills for Established Leaders led by GiANT | Thurs 15 May | 9.30am - 4.00pm In person | [Leadership for Established Leaders Tickets, Thu, May 15, 2025 at 9:30 AM | Eventbrite](https://www.eventbrite.co.uk/e/leadership-for-established-leaders-tickets-1247226651489?aff=oddtdtcreator) |
| Addictions and Pastoral Care | Thurs 3 July | 9.30am - 4.30pm In person | [Addictions and Pastoral care - A CMD event Tickets, Thu, Jul 3, 2025 at 9:30 AM | Eventbrite](https://www.eventbrite.co.uk/e/addictions-and-pastoral-care-a-cmd-event-tickets-1247256270079?aff=oddtdtcreator) |
| Church Growth Conference, with keynote speakers Pete Greig and Rachel Jordan Wolf | Weds 10 Sept | 10.00am – 3.30pm In person | <https://ChurchGrowth2025.eventbrite.co.uk> |
| Orderliness  Led by Revd Matt Hogg (CPAS) | Thurs 25 Sept | 9.30am - 4.00pm In person | [Orderliness - a CMD training event Tickets, Thu, Sep 25, 2025 at 9:30 AM | Eventbrite](https://www.eventbrite.co.uk/e/orderliness-a-cmd-training-event-tickets-1244658118939?aff=oddtdtcreator) |
| Registry Training; A miscellanea of Law | Weds 1 Oct | 10.00am - 12.00pm Online | https://forms.office.com/e/3RtPUFL84Q |
| Building a Healthy Team & Dealing with Conflict | Thurs 6 Nov | 10.00am - 1.00pm | [Building a Healthy Team and Dealing with Conflict - a CMD training event Tickets, Thu, Nov 6, 2025 at 10:00 AM | Eventbrite](https://www.eventbrite.co.uk/e/building-a-healthy-team-and-dealing-with-conflict-a-cmd-training-event-tickets-1309980820899?aff=oddtdtcreator) |

## Self-Directed Training and Resources for Continuing Ministerial Development

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| Organisation | Course/Subject | Details | Competency |
| Association of Christians in Counselling | - Access to registered Christian counsellors - Routes to training as a Christian Counsellor - Training to develop parish pastoral teams | [Homepage | Association of Christian Counsellors (acc-uk.org)](https://www.acc-uk.org/) | Self-Leadership & Management Spirituality Pastoral Care |
| Bridge Builders Ministries | - Residential Training in Transforming Conflict - Bespoke training for church teams - Mediation support | [Bridge Builders Ministries – Transforming Conflict (bbministries.org.uk)](https://www.bbministries.org.uk/) | Communications Working Collaboratively Leadership Self-Leadership & Management |
| CPAS | - Webinars for self-development and parish leadership - Arrow Leadership Programme - Leading in Evangelism - Growing Leaders - Thrive: Multi-parish benefice resources  - PCC Tonight Downloadable resources | [CPAS - Making Mission Possible | Making Mission Possible](https://www.cpas.org.uk/) | Discipleship Parish Management and Organisation Self-Leadership & Management Working Collaboratively |
| Emotionally Healthy Discipleship | Team Transformation Videos with handouts  1. Rediscover Sabbath  2. Craft a “Rule of Life”  3. Explore Your Genogram  4. Community Temperature Reading | [Emotionally Healthy Discipleship](https://www.emotionallyhealthy.org/team/) | Self Leadership & management  Spirituality  Communications  Working Collaboratively |
| The Faraday Institute for Science and Religion | Online lectures and seminars exploring science and theology | [The Faraday Institute for Science and Religion (cam.ac.uk)](https://www.faraday.cam.ac.uk/) | Spirituality |
| GIANT Worldwide | - 5 voices Leadership styles. Free assessment | [5 Voices™ - Discover Your Leadership Voice (giantuniversity.com)](https://www.giantuniversity.com/5-voices-overview) | Self-Leadership & management |
| Gregory Centre for Church Multiplication | - Training and resources for church planting and pioneering - Multiply conference - Grow Course - equipping for intentional growth in health, depth and impact | [Home - CCX](https://ccx.org.uk/) | Discipleship Outreach |
| Lead Academy | - Leader2Leader networking and teaching sessions for senior church leaders - Learning Communities for church teams | [Home - Lead Academy](https://leadacademy.net/) | Leadership Working Collaboratively |
| LICC | - Resources for deepening discipleship in congregations | [The London Institute for Contemporary Christianity (licc.org.uk)](https://licc.org.uk/) | Discipleship |
| My Professional Development | - Online and in-person courses for development in coaching, mentoring and strategic leadership | [Home - My Professional Development (mypd.co.uk)](https://mypd.co.uk/) | Leadership Working Collaboratively |
| Open University | - Short courses in collaboration, communication, coaching and team leadership | [Short Courses | The Open University](https://www.open.ac.uk/courses/short-courses/) | Leadership |
| Prisca | - Hub-based teaching programme for preachers and Bible teachers | [prisca](https://www.prisca.org.uk/) | Preaching |
| Sarum College | - Short courses in theology and spirituality - Training in Spiritual Direction - Postgraduate Study and Research | [Sarum College: Centre for Learning and Hospitality in Salisbury, England](https://www.sarum.ac.uk/) | Worship Spirituality |
| The College of Preachers | - Public and bespoke training events on different aspects of preaching - Annual Subscription to "The Preacher" magazine | [The College of Preachers](https://www.collegeofpreachers.co.uk/) | Preaching |
| Waverley Abbey College | - Training in counselling, spiritual formation, chaplaincy and leadership through short courses, postgraduate routes. CPD modules in mentoring and coaching, pastoral care and spiritual direction | [Waverley Abbey College](https://www.waverleyabbeycollege.ac.uk/) | Pastoral Care Spirituality |