

Continuing Ministerial Development

For clergy beyond IME 4 - 7

All licensed clergy in the Diocese are included in the provision for CMD. It is expected that you will follow a programme of ministerial development, education and training which uses what the Diocese provides as well as attending outside courses. Retired clergy have their own programme.

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 in a personal account and can be held over 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 nil balance and the process begins again. 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. It 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 Ministerial Development Review (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 LLMs

LLMs are welcome to attend CMD study days and also have a programme organised for them by the LLM (Readers’) Board. CMD for all LLMs, including special provision for LLMs in their first four years, is overseen by Simon Loveless, CMD Tutor for LLMs. Contact him at loveless@potterowtram.co.uk

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 Posts
- 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).

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 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.

Extended Ministerial Development Leave (EDML) (previously known as ESL)

Those who have been in stipendiary ministry for at least 12 years (i.e. 8 or 9 years after serving a title post), are under 59 and have been in their current post for at least 3 years, may be invited to take EMDL. Candidates should raise the prospect at their MDR to consider the circumstances of the individual and the parish. The EMDL is up to a maximum of three months and attracts a grant of £1,000.

Ministerial development leave (MDL)

Seven years after the first EMDL (i.e. after 18 years' ordained ministry), clergy may apply for a 4-week period of Ministerial Development Leave in which to pursue a particular piece of developmental work. There will be no major funding available for this but clergy may use their CMD personal allowance and apply for external grants. In addition, clergy may apply for a special 4-week period of MDL at, for example, a point of transition or when a specific piece of work needs to be done. Seven years after that (i.e. after 25 years' ordained ministry and providing all conditions are met), clergy may apply for a further 3-month period of EMDL with the potential of a full grant. This is open to full-time, stipendiary, licensed clergy and self-supporting clergy who are effectively full time.

Ministry Review: Affirmation and Accountability

The Ministry Review programme provides for you to meet one of the Bishop's Review Team every other year (rather than every third year as in the past) in order to review and reflect upon your ministry and your development as a minister. The programme is administered by the Director of Mission. A letter 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

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

Self-Directed Training and Resources for Continuing Ministerial Development

Organisation	Course/Subject	Details	Competency
Association of Christians in Counselling	<ul style="list-style-type: none"> - 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)	Self-Leadership & Management Spirituality Pastoral Care
Bridge Builders Ministries	<ul style="list-style-type: none"> - Residential Training in Transforming Conflict - Bespoke training for church teams - Mediation support 	Bridge Builders Ministries – Transforming Conflict (bbministries.org.uk)	Communications Working Collaboratively Leadership Self-Leadership & Management
CPAS	<ul style="list-style-type: none"> - Webinars for self-development and parish leadership - Arrow Leadership Programme - Leading in Evangelism - Growing Leaders - Thrive: Multi-parish benefice resources 	CPAS - Making Mission Possible Making Mission Possible	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	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)	Spirituality
Franklin Covey	- Downloadable guides for time and project management	FranklinCovey: The World's Most Trusted Leadership Company	Self-Leadership & management
GIANT Worldwide	-5 voices Leadership styles. Free assessment	5 Voices™ - Discover Your Leadership Voice (giantuniversity.com)	Self-Leadership & management

Gregory Centre for Church Multiplication	<ul style="list-style-type: none"> - Training and resources for church planting and pioneering - Multiply conference - Grow Course - equipping for intentional growth in health, depth and impact 	Home - CCX	Discipleship Outreach
Lead Academy	<ul style="list-style-type: none"> - Leader2Leader networking and teaching sessions for senior church leaders - Learning Communities for church teams 	Home - Lead Academy	Leadership Working Collaboratively
LICC	<ul style="list-style-type: none"> - Resources for deepening discipleship in congregations 	The London Institute for Contemporary Christianity (licc.org.uk)	Discipleship
My Professional Development	<ul style="list-style-type: none"> -Online and in-person courses for development in coaching, mentoring and strategic leadership 	Home - My Professional Development (mypd.co.uk)	Leadership Working Collaboratively
Open University	<ul style="list-style-type: none"> -Short courses in collaboration, communication, coaching and team leadership 	Short Courses The Open University	Leadership
Prisca	<ul style="list-style-type: none"> -Hub-based teaching programme for preachers and Bible teachers 	prisca	Preaching
Sarum College	<ul style="list-style-type: none"> - Short courses in theology and spirituality - Training in Spiritual Direction - Postgraduate Study and Research 	Sarum College: Centre for Learning and Hospitality in Salisbury, England	Worship Spirituality
The College of Preachers	<ul style="list-style-type: none"> - Public and bespoke training events on different aspects of preaching - Annual Subscription to "The Preacher" magazine 	The College of Preachers	Preaching
Waverley Abbey College	<ul style="list-style-type: none"> - 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	Pastoral Care Spirituality