

## National Advisor for Reader Continuing Ministerial Education:

### Report to Central Readers' Council AGM 1<sup>st</sup> April 2017

The National CMD Panel has the following strategic aims:

- i. To establish a robust evidence base as to the nature of an 'effective ministerial presence', lay and ordained
- ii. To foster a culture of innovation and experimentation in CMD provision with a view to learning how to more adequately support the transformation of ministry within the whole church.
- iii. To support the development (and establishment) of effectively resourced practitioner communities able to own and deliver in relation to particular standards of excellence in CMD

The Panel met in May 2016 and February 2017, the October meeting being cancelled due to illness, although ongoing business has been conducted via email and Panel members also met informally at the *National CMD Gathering* in July. Aspects of work which may be of interest to Readers include:

#### **Overview of Expectation for Reader CMD**

Alongside the consultation process of the Lay Ministries Working Group, Tim Ling (CMD Panel Secretary) and I began to discuss ways in which Reader CMD expectations coincide with expectation for other Licensed Lay Ministers, e.g. Church Army and Church Mission Society. In summary, I suggested the following expectations and overview of practice for Reader CMD.

'The House of Bishop's regulations for Reader Ministry state 'Dioceses should require licensed Readers to undertake post admission training and continuing ministerial education and provide financial help for them to do so. Where appropriate such training should be held in conjunction with other ministers, lay and ordained'. In 2003, the Reader training moderator fleshed this out, recommending that dioceses ensure proper post admission and CME provision for Readers, including: an officer or planning group appointed to be responsible for this area of training; a system for assessing Reader needs; a balanced programme of training to meet these needs; the provision of training allowances for Readers where this exists for other ministers; proper resourcing of readers by their parishes for books, travel and training.

In practice many, but not all, dioceses today require or encourage licensed readers to engage with a formal ongoing review of ministry, usually every three to five years and offer a programme of diocesan or local CMD events and opportunities, on occasions in conjunction with clergy or lay colleagues. Where good practice exists Readers are advised to note the National Statement of Expectations issued under Regulation 19 of the Ecclesiastical Offices (Terms of Service) Regulations 2009, (see attached) which sets out advice in relation to arrangements for Continuing Ministerial Education and Development in dioceses. They are encouraged to follow, where possible, the guidelines on good practice in CMD laid out in the statement.'

We are aware that provision continues to vary in quality and degree across Dioceses and that evidence is largely anecdotal. Having reviewed the above expectations alongside those of Church Army it is clear that, whilst at present, there are no straight-forward points of contact, there are good starting points and scope for future discussion. We are in the process of arranging a meeting between CA, CMS, Tim and me to take this forward and at the same time to look afresh at Regulation 19 and the good practice guidance in relation to Lay ministries.

#### **Vocational Pathways: Perspectives from IME Phase 1 and Curacy Reports (April 2016)**

The Panel reflected on this report which considers how the various IME Phase 1 pathways were observed to influence readiness for curacy and curates' experiences within IME Phase 2. As might be expected the experiences varied widely, however, some overall themes emerged: a clear requirement for positive relationships, good supervision and mentoring and also peer support and learning were described as significant. The report concluded that there is much that is positive in current IME provision with the greatest challenges appearing to be the need for better communication and a greater integration of training provision across Dioceses and institutions, including a stronger understanding of ministerial training as an ongoing, holistic process throughout, and beyond, IME.

Whilst this report focusses on the experience of ordained colleagues the findings offer interesting challenges for those responsible for providing Phase 1 and 2 training for Reader ministry and these were discussed with CMD colleagues at the July Gathering. The full report is available on the Ministry Development website.

[http://www.ministrydevelopment.org.uk/UserFiles/File/RME/perspectives\\_from\\_curacy.pdf](http://www.ministrydevelopment.org.uk/UserFiles/File/RME/perspectives_from_curacy.pdf)

## ***Undefended Leadership***

The July CMD gathering took place at Wydale Hall, North Yorkshire. The theme of the programme was *Undefended Leadership* with sessions facilitated by Neville Emslie, Ministry Development Officer for the Diocese of Canterbury. Neville suggested that Undefended Leadership, as applied to Christian ministry, has its essence in being open to and for God and open to and for others. His sessions explored the tendency of Christian leaders to defend and fortify their positions, building barriers which result in a reinforcement of prejudices and entrenchment in thinking. In consequence 'defended leadership' prevents others playing their part. The principle of 'undefended' is to be open to change and challenge and to avoid erecting barriers. Neville played Pachelbel's Canon in D, suggesting that good undefended leaders become the deep, resounding, underlying base of the music, above which the melody plays out. Undefended leaders hold together the piece bringing a calm influence and are content to leave the melody to others. Neville's ideas encourage us to review our on approach to leadership and reflect on personal tendencies towards 'defended leadership' in our own ministries as well as enhancing our awareness of this trait in others and being ready to offer appropriate support.

## ***Creating a CMD step-change'***

The quinquennial objectives for the CMD Panel highlight the need to create a 'step change' in CMD provision against a background of growing complexity around questions of ministry, increased demands in expectations around professional practice & parity for laity in roles of responsibility and limited capacity for learning and innovation that is acute in relation to time and money. The panel considered a draft briefing paper, the detail of which is confidential at present. It was pleasing to note, however, that there is a significantly greater emphasis on the place of Lay Leaders and Ministers in ongoing discussion. The panel also noted the need for better communion between the National CMD network and Dioceses, which will be achieved via the revised Ministry Development website. <http://www.ministrydevelopment.org.uk/>

## ***The Experiences of Ministry Project***

The Experiences of Ministry Project is a five year process of research and consultation that aims to develop understanding of what supports and sustains the flourishing of priestly ministry. The CMD Panel spent some time at the February meeting reviewing the findings of the 2015 survey and considering how best to revise the questionnaire for the third wave of this project (due 2017) in the light of these findings to ensure that the greatest value is extracted for the CMD network. As with the above report the focus has been on ordained colleagues, however, we did spend time considering, in the light of *the Setting God's People Free* report and the expected *Lay Ministries* report, what a future survey amongst Lay Ministers or Lay Leaders would offer in terms of enhancing ministry development and support for these groups.

## ***Extended Study leave for Laity***

Last year I reported on a question about an apparent disparity of provision for Extended Study Leave and/or sabbatical for laity. The debate touches upon questions of eligibility, funding, what was understood by ESL and sabbatical and what outcomes are intended/expected in relation ministry development. The matter was referred back for guidance from the HR department who have clarified that the key distinction lies not in whether an individual is ordained or lay, but what role they hold within the organisation and whether or not the role warrants the granting of ESL to maintain professional identity. In practical terms for clergy or laity employed by a Diocesan Board of Finance a decision will need to be made on the basis of role and eligibility would be incorporated into a contract of employment. In the case of non-office holders: clergy or Readers working in a voluntary capacity it will be for each diocese to establish the extent to which they are able to offer financial support for ESL.

In addition to the work of the CMD panel, I continue to serve as trustee on the Women's Continuing Ministerial Education Trust, which distributes grants to ordained women for CMD projects and courses. Unfortunately under the terms of the trust this is not open to Lay Ministers, however Readers are able to apply for study grants from the Adams Myland Fund. Details available at [http://www.readers.cofe.anglican.org/crc\\_doc\\_one.php?26](http://www.readers.cofe.anglican.org/crc_doc_one.php?26) I also continue to receive questions from around the dioceses, most often in relation to Ministry Development Review and respond to these as they arise and I am able.

*Lynn Comer February 2017*