

Continuing Ministerial Development

Statement of expectations

This guidance is issued under Regulation 19 of the Ecclesiastical Offices (Terms of Service) Regulations 2009, and sets out advice in relation to arrangements for Continuing Ministerial Education and Development in dioceses.

The purpose of Continuing Ministerial Development (CMD) is to strengthen and deepen a lifelong learning culture within each diocese. Good practice in both provision and participation are ultimately evidenced in spiritual and numerical growth with the Church's ministers more fully engaged in God's mission themselves, in the variety of roles they have been licensed to as public representative ministers, and better able to stimulate and enable the whole Church to respond to its call.

CMD focuses not just on learning and training but takes seriously the flourishing of the whole person in their ministerial context. It cannot seek to meet all the individual needs of everyone but aims to create a normative environment in which developmental learning is recognized as a hallmark of professional good practice as well as a central aspect of discipleship. It is also a means by which we exercise grateful stewardship of the talents which God has entrusted to us, both as individuals and as the Church.

Good CMD provision is characterized by:

- a prophetic focus on the needs of the Church of the future as well as the immediate needs of the Church of today
- a well articulated theology of CMD accompanied by a clear statement of expectation
- a responsiveness to national and diocesan vision setting and policy

- visible modeling of good practice by key people including senior staff
- appointment of qualified post holders
- allocation of financial resources in accordance to articulated priorities
- collaboration between Dioceses and ecumenical partners regionally
- shared delivery with other Diocesan departments

- alignment with IME 1 - 7
- alignment with Clergy Terms of Service and Ministerial Development Review
- particular attention to transition points in ministry

- integration of the needs of the individual with the strategic objectives of the Diocese and the priorities of the wider Church
- inclusion of all those exercising ministry in the name of the Church with attention given to their differing needs
- ready access to information and to personal advice and support
- provision of enjoyable, supportive and inspirational learning events
- regular review of provision

Good CMD participation includes:

- honouring of vocation to “be diligent in prayer, in reading Holy Scripture, and in all studies that will deepen your faith”
- for full time ministers taking personal responsibility in setting aside at least 5 days for CMD and the best part of a week for retreat each year and encouraging and enabling others to do the same
- positive engagement with ongoing developmental learning at all stages of ministry
- regular participation in Ministerial Development Review
- proactively planning one’s own learning especially in response to Ministerial Development Review
- using Ministerial Development Review to assess and apply learning undertaken
- keeping abreast of changing legal and public responsibilities
- planning ahead for possible longer periods of developmental leave
- balancing individual inclinations and enthusiasms with the needs and demands of the present role
- willingness to share knowledge and skills in order to resource the learning of others