

Section 7

**MINISTERIAL DEVELOPMENT  
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(version 6 January 2020)

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## MINISTERIAL DEVELOPMENT

### I. Introduction

- I.1 The Terms of Service/Common Tenure specific arrangements confer on clergy a range of rights and responsibilities. One such responsibility is to undertake regular reviews and a programme of professional ministerial development.
- I.2 Obviously much will depend on each individual, their experiences, and their own needs which will vary over the years. The Diocese will do all it can to support clergy in the continuing formation within the budget which is allocated for this. All programmes of learning and development are co-ordinated by the Department for Discipleship and Ministry.
- I.3 The variety of development resources include:
- ✓ Bishop's Training Days
  - ✓ Sabbaticals
  - ✓ Ministerial Development Peer Review
  - ✓ Episcopal Reviews (Episcopal Conversations for those employed directly by other bodies such as Health and Prison chaplains, licensed lay workers etc)
  - ✓ Action Learning and other group learning activities
  - ✓ Training workshops
  - ✓ Mentoring and Coaching
  - ✓ ..... we can be very creative!
- I.4 The Department of Mission and Ministry publish an Incumbent's Handbook which details further training and support; there are formation and learning for Curates; and a range of other opportunities: Revd Canon Ian Bussell is the Head of Ministerial Development and can be contacted for more information on any aspect of development: [ibussell@glosdioc.org.uk](mailto:ibussell@glosdioc.org.uk)

## EPISCOPAL AND MINISTERIAL REVIEWS

### I. Episcopal and Ministerial Reviews

- I.1 Every diocesan bishop is required to make and keep under review, a scheme for Ministerial Development Review, and all clergy are required to co-operate and actively participate in any process for review undertaken within the diocese.
- I.2 The Bishop's Office will ensure that arrangements for a three yearly Episcopal Review with member of Bishop's Staff, and a two yearly Ministerial Review in the intervening years with nominated trained supportive colleague are in place.
- I.3 Episcopal reviews are designed to reflect on an individual's ministry, and the bigger picture too, so focusing on the present and the future. The process will help set objectives for the next three years. As part of the process two named people such as churchwardens (chosen by the individual) will be asked to give their feedback and this can be very helpful when reflecting on style, perception, and the broader context of that benefice.
- I.4 Ministerial reviews which are held in the intervening years are intended to encourage and support the development of ministry. This is a facilitated self-reflecting and review process which helps by giving an opportunity to reflect clearly on present practice and key issues, identifying strengths, challenges and needs, and planning for the future.
- I.5 Where issues or concerns have arisen which should be brought to the attention of the Bishop these will be discussed together (eg an important piece of news, potential retirement plans or personal circumstances and so on).
- I.6 MDR is a self contained process, and is not a substitute for, or a part of, any potential capability process. A noted record of the meeting should be agreed between reviewer and individual and sent to the Bishop for any appropriate follow up activities that may be supportive to be put in place.
- I.7 The process for administering the Review processes are undertaken by the Dept for Mission and Ministry: The Revd Dr Canon Andrew Braddock can be contacted for more information; [abraddock@glosdioc.org.uk](mailto:abraddock@glosdioc.org.uk)

## CONTINUING MINISTERIAL DEVELOPMENT

### I. Continuing Ministerial Development (MD)

- I.1 The Bishop, and other senior clergy, and through the Department of Mission and Ministry offers clergy teaching, workshops and other activities. The Bishop expects that stipendiary clergy will make such days a priority.
- I.2 Individuals will be able to highlight formation, training or development needs through their Reviews, and on an ongoing basis. A small budget is available each year and unspent money may be rolled into a following year with a maximum accumulation of £250. Any day costs for workshops run by the Diocese at a nominal cost per person and the Diocese manages this administration process is deducted from an individuals' CMD "account" held by the Department of Discipleship and Ministry.
- I.3 Programmes for continuing ministerial development include:
  - ✓ Action Learning Sets
  - ✓ Leadership Training
  - ✓ Work Consultancy
  - ✓ Rural Ministry leadership and training
  - ✓ Multi Parish Benefice workshops
  - ✓ Developing teams and local collaborative ministry
  - ✓ Spirituality Network and an introduction to Spiritual Directing
  - ✓ First Incumbency mentoring
  - ✓ Mentoring and coaching on a 1:1 basis
  - ✓ Incumbents and the Law workshop
  - ✓ The practice and content of preaching
  - ✓ Occasional CME days

And the Department of Discipleship and Ministry can also signpost individuals to other specific support such as:

- ✓ Human Resources advice and guidance eg where parishes are employers workshop
- ✓ Advice when setting up a parish office
- ✓ Where to go for computer and IT skills training
- ✓ Communications and media support
- ✓ Pre interview practices, presentations and CV's

For more information on all of the above call the Department of Discipleship and Ministry or view what is coming up on the Diocesan web site and Department of Discipleship and Ministry pages; <https://www.gloucester.anglican.org/your-ministry/developing-ministry-cmd/>

## SABBATICALS

### I. Clergy Sabbaticals

- I.1 Sabbaticals are should be seen as a conscious development of ministry, not simply an interlude away from it!
- I.2 In general clergy are able to apply for a sabbatical having seven years service in the diocese, however there is discretion from the Bishop for other arrangements to be agreed.
- I.3 There are a fixed number of sabbaticals that may be approved each year to ensure deanery and local continuity of cover and support and individuals will be encouraged to plan for, think about a sabbatical as an appropriate developmental opportunity.
- I.4 Anyone interested should contact the Director of Discipleship and Ministry to discuss further and request a copy of the diocesan sabbatical policy in order to take things further in confidence.