

## PROFESSIONAL AND PERSONAL DEVELOPMENT

Information for Clergy who hold their *Office with Common Tenure* (and in some cases Freehold) terms

### Continuing Ministerial Development (CMD)

All clergy are required by regulation 19 of the Ecclesiastical Offices (Terms of Service) Regulations 2009 to participate in arrangements approved by the diocesan bishop for continuing ministerial education. The Regulations also require that bishops ensure, as far as possible, that every cleric is afforded opportunities to participate in appropriate ministerial development.

The provision of CMD may take many forms, including , internally run and externally sourced training events. The Diocesan Website holds a calendar of Events and Training - <https://www.winchester.anglican.org/events/>

The Archdeacon for Mission Development is the lead person for CMD.

### Leadership Development

A programme for leadership development is currently under review.

### Bishop's Pastoral Consultations (Ministerial Development Review)

Clergy are required to meet with one of the Suffragan Bishops once every eighteen months for a Bishop's Pastoral Consultation. The Bishop's personal assistant will initiate this process and can provide further information on request.

This process also fulfils the obligations on the Diocese under Clergy Terms of Service to provide Ministerial Development Review for clergy and stipendiary lay ministers on Common Tenure.

Regular review provides all clergy with a way of developing their ministry by giving them the opportunity to:

- recognise their gifts and skills;
- discern ways of becoming more effective and purposeful;
- discover ways of overcoming difficulties;
- take a fresh look at their vision of ministry;

- identify areas for personal and professional development.

Clergy in Initial Ministerial Education 4-7 engage in review through following the portfolio process.

Note: The MDR process is currently under review but will continue in its current form for the duration of the review.

### Retreats

Clergy are expected to take the inside of a week each year to make an annual retreat. An annual retreat is in addition to your annual leave allocation. A small grant towards the cost of retreats is available on application to the Mission and Training Adviser at the School of Mission offices, Wolvesey. Those clergy who receive stipend will continue to do so during a period of retreat.

All clergy should notify their Area Dean when they will be on retreat.

### Study Leave – Extended Ministerial Development Leave

Study Leave, formally known as a Sabbatical and now often called Extended Ministerial Development Leave may be granted subject to formal application for a period of three months. Please read the document entitled **Study Leave – Extended Ministerial Development Leave available by contacting** The Mission and Training Adviser at the School of Mission.

Document Owner : Head of Human Resources

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