

INSIDE THIS ISSUE:

RTP and Bradford Ministry School	2
Where is God Calling us?	3
The Cavalry isn't coming!	3
Reader ministry	3
Training Opportunities	4

MAJOR TRAINING DEVELOPMENTS FOLLOWING THE HIND REPORT

At a recent meeting of Ministry and Mission officers, we were sharing that people still ask what RTP stands for and what it means for us in Bradford. Although the information has appeared in a number of places, we decided to put together a newsletter which explains the changes that have taken place in training over the last three years following the Hind Report. At the same time this seemed like a good opportunity to highlight other developments. So, Steve and Andrew write about changes in training both for clergy and lay people, John has written about how his work with Ministry Development Teams and local collaborative ministry is progressing, Paul reminds us of the timetable for nominating candidates for Reader ministry, and there is some clergy CME news as well.

Paul Slater
 Bishop's Officer for Ministry and Mission
 Archdeacon of Craven

FROM 'POTTY TRAINING' TO IME 4-7

What's in a name?

When I was a curate I went through a course of 'Post Ordination Training' – abbreviated to POT and affectionately known as 'potty training'. Later the name was changed to Continuing Ministerial Education (CME) for Years 1-4. This was partly to leave behind the patronising attitude to curates as naive young ministers, barely out of nappies (implicit in 'potty training'); and partly to emphasise the point that ministerial education is a lifelong process, which begins before we train for ordination and continues throughout our ministry. CME 1-4 was simply the part of this continuous process which happened during curacy. However the name has changed again, as a result of the Hind reports. The new term is Initial Ministerial Education (IME) 4-7. IME 1-3 is the three year period of training leading up to ordination (at residential theological college or a non-residential course) and IME 4-7 is the four year period of training after ordination and through curacy.

More than a change of name

One of the concerns raised by the Hind report was over the "fault line" between pre-ordination and post-

ordination training. There is a danger that when ordinands hand in their final assignment before they are ordained they breathe a sigh of relief and think, "Right, now the training's over – time to begin work." This feeling has been reinforced by a lack of connection between styles of training before and after ordination, unhelpfully seen as going from 'academic to practical training', and from 'real to marginal importance'. The shift to a continuous IME 1-7 with ordination coming in the middle is intended to link the training before and after ordination more closely and point towards a pattern of lifelong learning.

Changing styles of training

This means a redistribution of modes of learning such that IME 1-3 will include more practical and contextual learning, and IME 4-7 will include more disciplinary learning than previously. As a result the five dioceses in the Yorkshire Regional Training Partnership (RTP) have joined together to offer academically accredited courses in IME 4-7, with particular emphasis on contextual learning, theological reflection and preparation for leadership looking towards a post of first responsibility.

Curates are now able to work for credits towards an MA or an Honours Degree (through Leeds University and York St. John). This has implications for parishes where curates serve their curacy. Curates have sometimes been seen in the past as 'an extra pair of hands' and I am constantly impressed by their enthusiasm and willingness to work hard and minister with imagination. However it is also important that the parish work leaves enough room for them to continue their learning (the Hind Report recommends that a curate be allowed 15% of working time for study). Curates are incredibly valuable resources for the Church and it is a great privilege for parishes to help nurture them as it is my privilege and pleasure to work with them as Director of IME 4-7.

Andrew Tawn
 CME Officer

CLERGY CME GRANTS

Clergy and Licensed Lay Workers continue to receive a three year roll-over grant of 1% of clergy stipend – £221 this year.

Contact Suzanne Evans if you'd like to know how your balance stands or for an application form.

MINISTRY AND MISSION

RTP AND BRADFORD SCHOOL OF MINISTRY

Once upon a time..... training for ordination was exclusively residential - but not any more! In recent years we have got used to there being a number of different ways in which men and women can train for ordination. First came the Northern Ordination Course and other similar courses elsewhere in the country. Then Mixed-Mode came on the scene. These changes began to take seriously the need to be much more flexible in the way we thought about ministry - what is it, who can do it and how might people train for it?

Well now there's a new kid on the block! The Yorkshire Regional Training Partnership (RTP) was inaugurated in January last year and sees Bradford Diocese working with York, Wakefield, Sheffield, and Ripon & Leeds to offer a new concept in theological education. At the same time the Bradford School of Ministry came into being to help facilitate this new way of working. Now, instead of just training people for Reader ministry, our Diocese will have Readers, Ordinands and possibly other categories of minister training alongside each other.

"our Diocese will have Readers, Ordinands and possibly other categories of minister training alongside each other."

For Ordinands there is still the possibility of residential training, but there are now more options, especially for part time students. The Yorkshire RTP will offer two non-residential pathways; one will be very similar to the old

Northern Ordination Course based mainly at Mirfield, and offering theological education up to Honours Degree level, validated by Leeds University; the other will build on the Foundation Degree in Theology and Ministry, developed in partnership with York St John University. Students following this second route will do most of their academic study at local centres which for us is the Bradford School of Ministry. Just as Readers-in-training have residential weekends at Parcevall Hall plus other events to address issues of ministerial formation, so Ordinands will supplement the Foundation Degree with weekends at the College of the Resurrection, Mirfield. In general, it is anticipated that Ordinands who are likely to be stipendiary and/or have oversight of a parish, will take the Honours Degree route, while those who are expected to carry less responsibility will follow the Foundation Degree.

Bradford Diocese was one of the original partners with York St John developing the Foundation Degree six years ago and as such we are in a good position to make the most of the new RTP. There is currently a team of twelve tutors delivering the programme of modules and between us we have built up considerable experience and expertise. We are supported by a team of 14 Sermon Assessors who regularly listen to trainee Readers preach and a number of incumbents who from time to time accept students on placement.

From last autumn there are 38 people studying on the Foundation Degree, 19 of who are Readers-in-Training. There are also be 2 people, perhaps the first of many, studying as Ordinands and 2 others training to become Methodist Lay

Preachers. In addition there are several people on the course who are in various stages of exploring accredited ministry with either the Warden of Readers or the DDO. As an open access course enquiries are always welcome from all quarters.

But the Bradford School of Ministry doesn't just offer the Foundation Degree; it also runs or coordinates a number of other, less demanding courses. *Foundations of Faith* is a twelve week introductory course to theology that is a good place to start for someone thinking about accredited ministry. Anyone who has missed the current round of Foundations of Faith would be able to access a course starting in January at Burley-in-Wharfedale. Also about to start are *Caring in His Name* and *Healing in His Name*; these six session courses are ideal for anyone exercising a pastoral ministry such as House Group Leaders, Cell Leaders or Baptism or Bereavement visitors.



Course group meeting at Kadugli House

The Director of the School of Ministry is willing to meet with individuals to discuss possible training options and also welcomes opportunities to preach around the Diocese to support clergy as they encourage their congregations to think about ministry and service.

Steve Allen
Director of the School of Ministry

MINISTRY AND MISSION

WHERE IS GOD CALLING US?

Working out God's priorities for a congregation isn't necessarily a straightforward business. Just keeping the show on the road can often seem enough of a challenge - never mind about anything else.

So it can be helpful to deliberately take time out, as a PCC or a congregation, to ask the 'God question': to stand back and look at the big picture; to spend some time with scripture and think again about what the Church is for; to reflect on how we've got to be where we are; to take a fresh look at the context of our mission.

The Ministry Development Officer

has the following resources available to help with tackling the question, Where is God calling Us?

- *Mission Audit:*
 - a series of facilitated modules selected according to the needs of a parish;
 - duration: variable according to content.
- *Growing Healthy Churches Exercise*
 - a facilitated guide to the main points of Robert Warren's *The Healthy Churches Handbook* - typical duration: an evening, a Saturday morning and a follow-up PCC meeting.

- *God's People, Here and Now*—a DIY course incorporating:
 - shared ministry in Biblical and theological perspective;
 - the Church and God's Kingdom in Biblical and theological perspective;
 - reflection on the story of the local church;
 - reflection on the mission context of the local church;
 - duration: twelve sessions.

Just call me for a chat if you want to discuss any of these options.

John Daniels
Ministry Development Officer

THE CAVALRY ISN'T COMING!

... is the name of a little book by a Christian from New Zealand. No, it's not about the Wild West; it's about the crisis and the hope of being an ordinary church in a very ordinary part of the world at the beginning of the 21st century.

In NZ many smaller rural churches have been struggling for years, with limited funds to pay for clergy. And according to the conventional wisdom, if you haven't got a 'vicar' to sort things out for you, then you're stuck - aren't you?

You might be if it wasn't for what over there they call 'total ministry'. This is all about taking seriously the New Testament vision of the Church as a Body of interdependent parts and not just as a life-support system for a clerical head. God's people, in the power of God's Spirit, have it in them to do what God wants them to do right now. The cavalry - in the form of an omniscient clerical super-

hero - may not be coming; but that's fine, because we've got what we need already, thanks! Not that this is about doing away with clergy; ordained ministry is essential for the Church to be the Church. But it has its place within the larger Body of Christ. And dioceses all over the world, including the UK, have had to come to terms with this basic bit of theology. Here in Bradford, this is the kind of vision that underpins the Ministry God's people, lay and ordained, sharing together in taking responsibility for God's mission in their local place.

To date, some eight parishes are at various stages of forming or running MDTs. If you would like to know more then I would be very pleased to hear from you.

John Daniels
Ministry Development Officer

READER MINISTRY

Last September 12 candidates began their Reader Training. This is the largest number selected for training for more than a decade, and is a real encouragement as the Church explores the potential of its valuable licensed lay ministry through the report, 'Reader Upbeat!', adopted by General Synod last July. We will be looking at the recommendations the report makes, especially the possibilities for diversity, and raising the profile of vocations to lay ministry.

How might a trained, theologically resourced lay Reader promote and encourage lay ministry in your neck of the woods? There are already half a dozen enquiries for this year – is there anyone in your congregation in whom you recognise gifts that could be offered, and who would be enriched by training for ministry? If so, do invite them to contact me for an informal chat to explore the possibilities. Incumbents can nominate candidates for selection for Reader Training by writing to me, and enclosing a PCC resolution supporting such a nomination, anytime between now and the end of February 2009. If you would like to get in touch with me informally first, please do so. I look forward to hearing from you!

Paul Booth, Warden of Readers

'LEADING YOUR CHURCH INTO GROWTH' LED BY ROBIN GAMBLE MONDAY 2 – THURSDAY 5 MARCH 2009, AT SNEATON CASTLE, WHITBY

In his Ad Clerum, Bp David encouraged as many of us as possible to attend this event, and use some of our CME personal allowance to pay for it. Designed for clergy and lay leaders from across different traditions who are looking for help in 'going for growth', the course takes the form of an open seminar with interactive talks, practical exercises and time and space for personal reflection. The cost is £170 which can be claimed from your CME grant. Information packs and booking forms are available from the Diocesan Evangelism Advisers. If you haven't booked your place then please send booking form to Linda Low at the Diocesan Office as soon as possible.

LEADERSHIP IN A MULTI-PARISH OR MULTI-CHURCH CONTEXT

This is the second of these courses, which will again be in two parts:

18-19 May 2009 at The Briery, led by Valerie Iles, who brings a Public Sector perspective to leading change in complex situations.

16-18 June 2009 venue tbc, led by Jill Hopkinson and Jeremy Martineau, who have very successfully transformed their Multi-Parish Benefice course for Rural Clergy into a course which relates to urban, suburban and rural.

It's important that clergy can commit to both parts. There is no charge for this course. Book with Suzanne Evans.

BISHOP'S CLERGY STUDY DAY 2009: GOING FOR GROWTH SPIRITUALITY FOR LEADERS IN THE CHURCH

Wednesday 21 October 2009 at St Peter's Church, Shipley, led by The Rt Revd Gordon Mursell, Bishop of Stafford.

You will remember that Gordon was due to come last Autumn but was ill and, after some failed attempts to invite him in the early part of 2009, we asked him to be our speaker in Autumn 2009. Many will remember his memorable bible readings at a clergy conference in 2003 for their depth of insight, humility and wit. This event is open to all Clergy and Readers with a licence or PTO. There is no charge and lunch is provided. Would clergy please let Bishop David know if they cannot attend - all other bookings through Suzanne Evans.

CME CLERGY PERSONAL ALLOWANCES

Grants are available to all clergy and lay workers licensed by the Bishop and employed by the Diocesan Board of Finance. NSMs, retired clergy in house for duty posts and Varieties of Gifts workers are eligible. Other retired clergy and those employed by bodies other than the Diocese are not generally eligible but can apply for Adult Education grants which are administered by Steve Allen.

The allowance in 2009 is £221. Claim forms can be downloaded from the website. Contact Suzanne Evans if you would like an update on your account or a claim form.

SABBATICAL LEAVE

Stipendiary ministers are eligible to take a 12 week sabbatical 7 years after completion of IME (4-7) and every 7 years thereafter, and are at the discretion of Bishop David in consultation with his staff, but not as of right, to clergy who are not within three years of a proposed retirement date. Sabbaticals should relate to the ministerial task in some way, but rest and recreation with family are also an appropriate use of some of the period. Only 1 person from a Deanery should take leave at any given time, and discussion should take place beforehand with the Rural Dean and other clergy in the deanery who are likely to provide cover. At present there are a couple of places available for 2010: application forms are available from Suzanne Evans and once completed should be sent to Paul Slater by 31 January 2009 for consideration by the Bishop in February. Finance: in addition to the grant of £1000 (which is only available once in two sabbaticals, ie at 14 year intervals), there are a number of sources from which funding can be sought; there is a separate sheet of funding sources available from Suzanne Evans which is sent out with approval letters at the end of February.

FURTHER ACADEMIC STUDIES

Limited funds are available to give additional assistance over and above personal allowances for major academic courses such as Masters degrees or the conversion of Certificate, Diploma or Foundation degrees into higher qualifications. These are usually not more than half of the academic fees, are agreed for the duration of the academic course, and are at the discretion of the Bishop's Officer for Ministry and Mission according to availability of funds. Please consult with Paul Slater if you are exploring this.

MINISTRY AND MISSION CONTACTS:

Chair, Synodical Liaison Committee:	Stan Jenkins (01756 720331) stan.jenkins@bradford.anglican.org
Bishop's Officer:	Paul Slater (01535 650533) paul.slater@bradford.anglican.org
Director of School of Ministry :	Steve Allen (01274 482059) steve.allen@bradford.anglican.org
CME (1-4) Officer:	Andrew Tawn (01943 830276) andrew.tawn@bradford.anglican.org
Ministry Development Officer:	John Daniels (01756 798057) john.daniels@bradford.anglican.org
Stewardship/Development Officer:	Uell Kennedy (01535 650531) uell@kadugli.org.uk
Diocesan Evangelism Advisers:	Bradford Arch: Paul Walker (01274 611631) paul.walker@bradford.anglican.org
	Craven Arch: Andy Chrich (01756 752575) andy.chrich@bradford.anglican.org
DDO:	Ann Turner (01282 842332) ann.turner@bradford.anglican.org
ADD0s:	Michael Burley (01943 863216) michael.burley@bradford.anglican.org
	Ruth Yeoman (01943 872433) ruth.yeoman@bradford.anglican.org
Warden of Readers:	Paul Booth (01274 551071) paul.booth@bradford.anglican.org
Healing Advisers:	Bradford Arch: Vacant
	Craven Arch: Gill Mack (01254 826686) gill.mack@bradford.anglican.org
Spiritual Direction/Resources:	Jenny Savage: (015242 61579) jenny.savage@bradford.anglican.org
Chaplain Among deaf people:	Bob Shrine (18002 via Typetalk) bob.shrine@bradford.anglican.org
Officers for Retired Clergy:	Bradford Arch: Vacant
	Craven Arch: John Bearpark (01729 822712)
Administrator:	Suzanne Evans (01535 650532) ministry@kadugli.org.uk