**Grants for**

**Clergy Development**

Grants are available to assist all clergy with training and development needs that have been identified through the Ministerial Development Review process.

Grants are intended primarily for the development of clergy in their leadership in mission, and can be applied not only to individuals, but to teams – for example, for coaching a ministry team, or going together on a course such as Conflict Management or Team Development.

The process is intended to be fair, transparent and accountable.

In all situations, clergy are encouraged to ask parishes to contribute to the costs of their development, including for example the cost of coaching or pastoral supervision. They should be mindful of colleagues whose parishes are unable to contribute to their development, and apply only in cases of genuine need.

For all clergy holding a Bishop’s licence, including assistant and NSM clergy (but not curates in training) grants of up to £500 are available in each cycle of MDR (i.e. every 18 months) but there is no longer the option to roll over grants from year to year. Grants will usually follow the development of a Ministerial Development Plan, or clear indication of need identified in the MDR agreed record. Applications are currently considered by the Director of Discipleship and Ministry. In the case of limited funds, priority will be given to clergy under Common Tenure.

Completing a Ministerial Development Plan is best done in consultation; at one of the morning sessions publicised in Ministry Matters, in a workshop, or with the Director of Discipleship and Ministry

The Director of Discipleship and Ministry is able to signpost resources available, many of which are offered at no cost to the clergy; for example – in coaching skills, peer learning groups, or providing consultants, coaches or mentors.

Grants will not normally be given for repeated or routine activity (such as attending an annual conference, going on retreat, or ongoing academic study – for which other funding is available).

**CREATING A MINISTRY DEVELOPMENT PLAN**

Research shows that learning that lasts is usually acquired through experience and reflection, helped by working with peers, coaches or mentors, and with a small proportion of formal teaching, study or reading. This kind of learning is happening all the time in our ministry, when we review our liturgy, mission strategy, or reflect on a pastoral situation with a colleague.

In shaping a ministry development plan, we suggest that you work on the model as outlined below. If you want to talk this through with someone, please contact the Department of Discipleship and Ministry, or join one of the workshops advertised in Ministry Matters.

10 % Formal Education through reading, courses, or training events

20% Learning with others, such as peer to peer learning, coaching, mentors or consultants

70% Experience and Reflection – intentional actions, observing others in practice, pastoral cycle, working with teams, networking, inviting feedback, trying and testing ideas

**Ministry Development Plan Example**

**Name Date of Review Consultant Date of Plan**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Changes and Developments I want to see** | **Changes that need to happen** | **Formal Education**  **10%** | **Learning with Others**  **20%** | **Learning through Experience**  **70%** | **What should be different in 12-18 months** |
| More confident lay leadership, and someone ready to act as Church Warden | Build relationships  Build confidence  Identify potential  Change my approach  Build culture of appreciation and gratitude | Course in Appreciative Inquiry, coaching or growing lay leaders | Identify partners, eg. Ministry team, deanery colleagues, others from course to reflect with – plan to meet 2 or 3 times in 18 months | Review culture of PCC  Identify potential leaders and build relationships  ? include review in APCM  ? Ask congregation how they feel | More volunteers  More confident people  Culture of every member ministry |
| A better work/life balance, renewed joy in prayer and worship | Help to address issues  Time set aside to solve problems  New skills / people to talk | Course in Time Management or Clergy Wellbeing | Pastoral Reflection Group, Cell Group, Spiritual Director | Diary management  Retreat and holiday  Take up a hobby  Make time to enjoy sport / walking | Congregation and family notice the difference in me, I feel renewed in ministry and ready for the next five years. |
| I want more confidence in leadership and project management | Acquire new skills  Know what is involved in building project  Identify allies in parish | Internet research or find lay person with project management skills | Mentor or Work consultant, consult diocese and DAC | Build team, establish time line, include time to plan/do/reflect  Ask for feedback | Building project underway and everyone confident in management, not too many distractions |

If you would like a conversation about your development plan, please contact the Department of Discipleship and Ministry.

**Ministry Development Plan**

**Name Date of Review Consultant Date of Plan**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Changes and Developments I want to see**  **(carried over from Agreed Record)** | **Changes that need to happen**  **(Carried over from Agreed Record)** | **Formal Education**  **10%** | **Learning with Others**  **20%** | **Learning through Experience**  **70%** | **What should be different in 12-18 months**  **(Carried over from Agreed Record)** |
|  |  |  |  |  |  |
|  |  |  |  |  |  |
|  |  |  |  |  |  |

Please note that only resources identified in this learning plan will be eligible for grants, and many resources may be available through the diocese. If you would like a conversation about your development needs, please contact the Department of Discipleship and Ministry.

*This document is available as a separate form on the Discipleship and Ministry Section of the Diocesan Website.*

**Grant Application for CMD**

|  |  |
| --- | --- |
| Name |  |
| Parish/Chaplaincy/Workplace |  |
| MDR Reviewer |  |
| MDR Date |  |
| Agreed Record Date |  |
| Ministry Development Plan Date  please attach the plan if not previously sent to the Director of Discipleship and Ministry |  |
| Activity for which grant is requested |  |
| Total cost |  |
| Sources of remaining funding (parish/personal/grant) |  |

*Please cut and paste this application into a new document and return it to the Director of Discipleship and Ministry* [*wendy.robins@southwark.anglican.org*](mailto:wendy.robins@southwark.anglican.org)*and the administrator* [*helen.medland@southwark.anglican.org*](mailto:helen.medland@southwark.anglican.org)

*Invoices from some partners, such as CPAS, Sarum, Bridge Builders or 3d coaching can be paid directly. Where a grant should be paid directly to you, please attach evidence of spending e.g. invoice, booking form etc.*

*You will receive confirmation of the amount of your grant within 6 weeks of receipt of this application.*

*Funds are paid directly in to the bank account into which your stipend is paid. If the Diocese does not have your bank details, please send them to the Finance Department.*