

## Continuing Ministerial Development for Readers

The Diocese of Norwich supports the ministry of Readers through a commitment to the provision of opportunities for on-going development.

This is offered in a variety of ways :

- A range of courses and events which are published through the Diocese's communication channels, most notably on the 'Events for Readers' page of the diocesan website and the email newsletter "Clergy and Reader Learning".
- An allowance of £450 per three year period for licensed Readers up to the age of 75 which can be used for specific events. Applications should be made to the Warden of Readers using the application form available on the Diocesan website. Criteria for grants are detailed below.
- The Bishop's Day for Readers and the Warden's Day for Readers, each held annually, explore a theme in some depth. Attendance by all licensed Readers is encouraged and those with Permission to Officiate are welcome to attend.
- Readers' Day, held on the third Saturday of September in the Cathedral when new Readers are admitted to their Office followed by a chance for Readers to meet over lunch.
- Annual Reports submitted to the Sub-Wardens of Readers. These are required from all Readers and provide an opportunity to reflect on the nature of the ministry being offered.
- Working Agreements which are drawn up between a Reader and their Incumbent. A template is available at: <https://www.dioceseofnorwich.org/training/readers/mdr-for-readers/> All Readers are encouraged to review these every two years.
- In addition to their working agreement, Readers are encouraged to review their ministerial development regularly. A form available at [http://www.dioceseofnorwich.org/app/uploads/2020/01/Reader\\_MDR.doc](http://www.dioceseofnorwich.org/app/uploads/2020/01/Reader_MDR.doc) can be used for this, or used as questions for self-reflection before a review of their working agreement.
- The structure of Sub-Wardens provides support for individual Readers, including an opportunity for those who wish to discuss their ministry in confidence.

This support is offered to complement the maintenance of a good personal support structure (for example, spiritual director, peer cell group, parish/benefice/deanery/area support group) to enable and promote a creative and disciplined approach to the ministerial life and the flourishing of the vocation and gifts of each person.

Our overall aim is to make real in this Diocese, the recommendation of the Church of England report *Mind the Gap* which was issued by the Archbishops' Council in 2001:

*"The fundamental purpose of Continuing Ministerial Education is to equip and develop the Church's ministers in order that they may stimulate and enable the whole Church to participate more fully in the mission of God in the world".*

Please pray with us that by God's grace we may be able to fulfil this.

## **Guidelines for Reader CMD Grant Applications**

- An allowance of £450 for the three year period 1.1.19 - 31.12.21 is available, with pro-rata adjustments for those being licensed and those due to retire during that period.
- The grant may be used for the purchase of books, attendance at conferences and on courses and for other activities/events that contribute to the ministry of the Reader, though a maximum of £50 a year will be allowed on books.
- The application must make clear how the ministry of the Reader will be developed and must be endorsed by their Incumbent/Priest-in-Charge.
- Application must be made before the event takes place or the book has been purchased.
- Grants will not normally be made for repeat or similar events in recognition that the grants are intended to develop the ministry of Readers in the widest sense.
- Applications must specify the date and nature of the event or the title of the book for which funding is sought
- It is not intended that the allowance will cover the cost of travel. Applicants are asked to approach their parish/benefice to cover this cost wherever possible.
- If other grants have been sought for the same event, such applications must be declared on the grant application form.
- Feedback concerning the usefulness / appropriateness / value of the event / book / activity must be sent to the CMD Officer to enable the dissemination of information more widely to other Readers who might also benefit.
- Grants are awarded at the discretion of the Warden.

1<sup>st</sup> June 2020