

## Post-Ordination Professional Development.

The continuing professional development of ordained ministers is an important concept given the ever-changing nature of ministry and society as a whole. Within such a context, “professionals have to challenge and renew their expertise...contemporary professionalism is necessarily a process of continuous change and reflection”.<sup>1</sup> Therefore, the desired attitude for professional development is that of the life-long learner, in order to integrate theoretical knowledge with practical knowledge, as well as develop reflective skills to sustain ministry and develop professional competence in the face of the unique challenges and growing complexity in an ever-changing world.<sup>2</sup> The desire is for a transformational process that makes sense of experiences, but also helps the individual to discern God’s call, develop professional collegiality, and personal transformation.

A well-structured plan for continuous professional development will have several characteristics.<sup>3</sup>

- a. Will be on-going indicating intentionality.
- b. Is balanced between: Practical learning; Future orientation; Renewing.
- c. Accountability.

To achieve this, the Diocese has clear expectations for the professional development of those who are in ordained leadership (stipendiary and non-stipendiary) and lay leadership roles as indicated below.

### 1. Theological Education:

The “Guidelines to Discernment” outline the expectations for theological education (pg. 6-7 and 12-15):<sup>4</sup>

“It is a diocesan expectation that a candidate for ordination will have completed, or be on the pathway to complete a recognised Theological degree at BTC as well as undertake Clinical Pastoral Education (CPE). For those seeking ordination to the Priesthood the minimum requirement is a B.Min/B.Theol + CPE.<sup>5</sup> For those seeking ordination to the Diaconate the minimum requirement is a Diploma in Christian Studies + CPE”.

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<sup>1</sup> Nick Frost, "Professionalism and Social Change: The Implications of Social Change for the 'Reflective Practitioner'," in *Beyond Reflective Practice: New Approaches to Professional Lifelong Learning*, ed. Helen Bradbury, et al. (Abingdon: Routledge, 2010), 22. Also see Neil Sims, "Theologically Reflective Practice: A Key Tool for Contemporary Ministry," *Reflective Practice: Formation and Supervision in Ministry* 31 (2011), <http://journals.sfu.ca/rpfs/index.php/rpfs/article/view/114/113>.

<sup>2</sup> Click, "Ministerial Reflection," 42-43. Also see Barbara Blodgett and Matthew Floding, "The Role of Theological Reflection within Field Education," *Reflective Practice: Formation and Supervision in Ministry* 34 (2014), <http://journals.sfu.ca/rpfs/index.php/rpfs/article/view/341/335>.

<sup>3</sup> Taken from, [http://macucc.s3.amazonaws.com/2502F9DB9D794FF2B09F7C0C9917BB8A\\_Continuing%20Professional%20Development%20V4.pdf](http://macucc.s3.amazonaws.com/2502F9DB9D794FF2B09F7C0C9917BB8A_Continuing%20Professional%20Development%20V4.pdf)

<sup>4</sup> It is expected that all training for ordained ministry will be carried out primarily through BTC, as the diocesan ministry training provider.

<sup>5</sup> Through Laidlaw College/BTC, CPE can be included in the degree as 30 credits at level 6 and 15 credits at level 7 run concurrently. A funding subsidy for CPE is available through the Ministry Education Coordinator. CPE consists of 400hrs training over 18 weeks, including: 15hr pastoral ministry/week, 2 days group work per fortnight, and 5hr reading/writing/reflection per week.

“Where a degree in theology/ministry has been completed prior to this (at another institution), candidates will be expected to enrol in the BTC Graduate Diploma (Ministry) programme as part of their Post-Ordination Ministry Development, and a CPE course undertaken if not previously completed.

## **2. Professional Development:**

The “Diocesan Strategic Plan – Towards 2020”, identifies the expectations for ongoing professional development through Strategic Priority 3: Developing Leaders who can outwork the Diocesan vision (pg. 9 and 10).

*Strategy:* To develop a culture of ongoing professional development within the Diocese that enables all licensed clergy to strategically reflect on their ministries and embrace opportunities to up-skill.

*Method:* Encourage all clergy to embrace professional development and offer the highest quality in-service training.

*Achievement Indicators:*

- A minimum of 50hrs professional development over 2 years. This includes both Diocesan programmes (POMD, Leadership Conference etc) and optional events (conferences, courses etc). Alongside the clergy training allowance, a \$500 per year grant is available from the Ministry Education Coordinator for courses or conferences.
- Attendance at Post-Ordination Ministry Development training (POMD). This is a three-year programme where the newly ordained meet three times a year (2x 1-day and 1x 2-day) to discuss ministry competencies in the following areas: Church Practices; Leadership and Management.
- For all clergy to participation in a regional “Community of Practice” to reflect on ministry practice (5 half-days per year).
- Stipendiary clergy to have completed a CPE course within 2 years of placement.
- Attendance at Diocesan Leadership Conference and Deanery Retreats (3 days, alternating years).
- Attendance at School of Theology and School of Preaching (1-day, alternating years)
- Regular clinical supervision (10 times per year).

## **3. Sabbatical**

The policy for sabbatical leave is outlined in “The Diocesan Sabbatical Study Leave Statute 2009) within the Diocesan Handbook. Please note:

- The purpose of sabbatical leave is for study, training, refreshment (75%) and recreation (25% - this can be extended via the use on annual leave).
- Sabbatical leave is expected to be taken every 7<sup>th</sup> year
- 12 days leave is accrued for every year of service with a maximum entitlement of 96 days.

- Transfer of sabbatical leave accrued in another Diocese is possible, but should be negotiated with the Bishop prior to taking up an appointment.
- A written plan for sabbatical study leave, including any formal study component, is to be submitted for approval to the Bishop, Diocesan Secretary and Ministry Education Coordinator. After consultation with this group, the Bishop has absolute discretion in granting leave and the approval of funding. Please include the following table in your plan:

<b>Learning Objectives</b>	<b>Method of Delivery</b>	<b>Assessment</b>
What skills, attitudes, knowledge, understanding will be developed? Use verbs to identify objectives eg understand, identify, evaluate, analyse, apply etc.	What will be done to meet the intended learning objectives?	How will you assess whether or to what extent the learning objectives have been met?
1.		
2.		

- Funding for sabbatical study can be applied for from the St John's College Trust Board (made in June the year before) – see Bishops' PA, and to the Nelson Diocese Educational Trust -see Diocesan Secretary. Please discuss these applications with the Ministry Education Coordinator.
- On completion of the sabbatical study leave, a comprehensive report must be made to the Bishop and Bishop's Ministry Team within 1 year, and made available to the wider church via the Diocesan website.