

Proposal for Wales Synod Policy & Associated Procedures for CDIM
(Continuing Development in Ministry)

A. **Connexional Policy**

The Connexional Policy on CDIM is set out in Standing Order 745:

“Continuing development. (1) After reception into full connexion and ordination all ministers and deacons shall be required to engage in further study, training and professional development under each of the following headings:

- (i) engagement with peers in considering issues of the mission and worship of the Church in the world and of ministerial or diaconal practice;
- (ii) specific training when entering a new context or mode of ministry;
- (iii) personal and vocational development.”

B. **Wales Synod Policy**

- B1 The Synod reminds all ministers and deacons stationed to Circuit or Synod appointments within the Synod of the importance of continuing development and encourages them to engage annually in further study, training and personal development in line with any needs identified during their Annual Development Review (ADR) or other review processes.
- B2 To assist in this process the Synod will undertake an annual assessment of the training and development needs for presbyters and deacons within the Synod in accordance with SO 745 (2) and in the light of this:
- B4 Encourage ministers and deacons to attend any relevant courses which are still run connexionally (e.g. Preparation for Superintendency or Retirement)
- B5 Offer courses and training events across the Synod through the Wales Training Network.
- B6 Have a procedure by which ministers and deacons can apply for funding for study and courses run by other organisations.

C. **Wales Synod Procedures**

- C1 At the beginning of the Connexional year the CDIM Officer will write to each active minister and deacon with a form asking 3 questions which should be used during the ADR process:
 - i) What studies, courses or other training have been undertaken in the last year?

- ii) What issues or training needs have been identified as a result of ADR or other review process?
 - iii) In light of the above, what further training, course or time of study is planned for the next year (and what is the likely cost of these)?
- C2 The form should be returned to the ADR Completion Officer along with the notification of completion form when the ADR process has been completed. These will then be passed onto the CDIM Officer. Should other training needs arise outside of the ADR process then individuals are asked to contact the CDIM Officer directly.
- C3 In June, in light of responses received, the CDIM Officer will, in consultation with the appropriate staff of the WTN and the Synod Treasurer, identify any training needs which could best be met by providing training events on a Synod level.
- C4 In September, details of any Synod training events will be advertised.
- C5 Where a presbyter or deacon wishes to undertake a training or development opportunity, with another organisation, linked to an identified need, they will apply in writing (preferably by email) to the CDIM Officer, who needs to approve the expenditure in advance using the criteria in section D.

D. Criteria for CDIM Payments

- D1 The Synod will pay the costs of further training and development up to a total of £250 per minister per annum where such activity leads to a higher education award or meets a need identified during their ADR or similar review process. It is the responsibility of the individual presbyter or deacon to find any additional funding necessary for more expensive courses either personally or, with appropriate local agreement, from Circuit funds. However this should not preclude anyone from undertaking training and individuals should speak to the CDIM officer if there is a problem.
- D2 Items which can be claimed under D1 include Course fees, travel and subsistence (up to £20 per day). Claims for other items such as library fees will be considered on a case-by-case basis and need the approval of the CDIM Officer, the appropriate staff member of the Wales Training Network and the Synod Treasurer.
- D3 In exceptional circumstances it may be possible to use up to 2 years allocation in one year, but not retrospectively, with the approval of the CDIM and WTN Director.

Policy to come into operation September 2008

DC/LC 4/10/2007