

Clergy Continuing Ministerial Development

Introduction

The Diocese of Guildford supports continuing ministerial development (CMD) for all licensed clergy. All ministers are encouraged to set aside at least 5 days (pro-rata) for their personal ministerial development each year. The need for rest, refreshment and renewal is key to a healthy and flourishing ministry, so we also encourage ministers to take an annual retreat. We see in the life of Jesus how times away from the constant demands of ministry were woven into his life, and we want to encourage ministers to follow that example.

CMD for Licensed clergy

Included in the diocesan provision for Clergy CMD are:

- A programme of events hosted by the diocese;
- A Ministerial Development Review (MDR), conducted once every two years, with one of our trained assessors;
- Information about taking an annual retreat as part of the MDR process;
- A clergy mentoring scheme;
- Funding offered by the diocese and links to other grant-making bodies which support CMD;
- Learning opportunities in times of transition;
- A Pilot Pastoral Supervision Scheme with 30 free places available over 3 years (funded by St Luke's for Wellbeing)

Annual personal allowance

Licensed clergy beyond IME 4-7 have an annual personal allowance, currently worth £200, which may be spent on one or more educational or training courses and opportunities. The money is held for you for up to three years so that you have £600 to spend on a more major event. However, if it is not spent by the end of the third year, the account reverts to a balance of £200. It is for you to decide how you would like to spend this money, though your plans must be approved by the Director of Mission before spending and so save your receipts, invoices, etc which must be supplied to release the funds. The administration of CMD reimbursement is handled by Natasha Wigley (natasha.wigley@cofeguildford.org.uk). The allowance must be spent on ministerial development and is not to be used for retreats, spiritual direction, holidays, to buy books or for UK travel. Please see below under *"Self-Directed Training and Resources for Continuing Ministerial Development"* for recommended training providers offering learning to develop all clergy competencies assessed in the MDR. The Local Ministry Programme (LMP) offers a range of diploma and degree modules (for which your CMD allowance may be used). Short courses (non-accredited) are also worth considering.

CMD for Licensed Lay Ministers

LLMs are welcome to attend CMD study days and have a programme organised for them by the LLM (Readers') Board.

Transitions in Ministry courses

Transitions in Ministry comprises 6 dioceses working together to provide courses for times of transition:

- Working with the Newly Ordained
- First Responsibility
- New Post
- Area Deans
- Pre-Retirement

These are sought-after opportunities and well worth attending. The fees for this are met through the departmental budget (unless you drop out at the last minute, in which case they will be deducted from your personal allowance). You will be invited to attend these courses at the appropriate time.

Fund for Major Awards (FMA)

This fund provides awards each year for those wishing to take further professional courses or degrees. A grant is currently worth £1,000 per annum, for a maximum of three years. Contact mat.ineson@cofeguildford.org.uk if you wish an application to be considered. Mat, and those to whom you are accountable, will need to be sure you have thought through the implications of major study and have chosen a suitable course and institution.

Ministerial Development Review: Affirmation and Accountability

The MDR process provides for you to meet one of the Bishop's Reviewer Team every other year to review and reflect upon your ministry and your development as a minister. The programme is administered by the Director of Mission. An email will be sent to you in advance of the review setting out the details of how to prepare for it. If you think you have been missed out of the system, please contact mat.ineson@cofeguildford.org.uk

Encouragement and consultation

The Director of Mission is always pleased to meet you to discuss your ministerial development and training, whether you have a clear idea of what interests you or simply wish for an open and general discussion. Please contact Mat Ineson: mat.ineson@cofeguildford.org.uk

Ministry Accompaniment

Clergy Mentoring Scheme: contact Danny Wignall danny.wignall@cofeguildford.org.uk
Spiritual Direction: contact sd_enquiries@cofeguildford.org.uk
Pastoral Supervision: contact danny.wignall@cofeguildford.org.uk

CMD Programme 2026

Core elements

Bishops' Study Mornings

Date: **Thursday 29 January 2026**, 9.15 am – 1.00 pm Millmead Baptist Church, Guildford

Bishop Emma will be sharing some of her theological reflection from her forthcoming book '[Middling: What Jesus said about perspective, being between things and not yet knowing stuff](#)'. She will help us think about a theology of the middle, help us in finding middle ground in a polarised world and begin to unpack the art of leading from the middle.

Date: Tuesday 24 November 2026, 9.15 am – 1.00 pm (Advent Retreat)

Transitions in Ministry Courses

Area Deans course

Dates: 14-15 January 2026 at Sarum College, Salisbury

New Post course

Dates: 24-26 February and 15-17 September 2026 at St Columba's House, Woking

Preparing for Retirement course

Dates: 16-18 March and 21-23 September 2026 at Sarum College, Salisbury

First Responsibility (New Incumbents) course

Dates: 24-26 March St Columba's House, Woking & 30 September – 2 October 2026 at Sarum College, Salisbury

Working with the Newly Ordained (Training Incumbents) course

Dates: 12-13 May 2026 at Sarum College, Salisbury

For more information and bookings for TiM courses, please contact [Katrina Henderson](#)