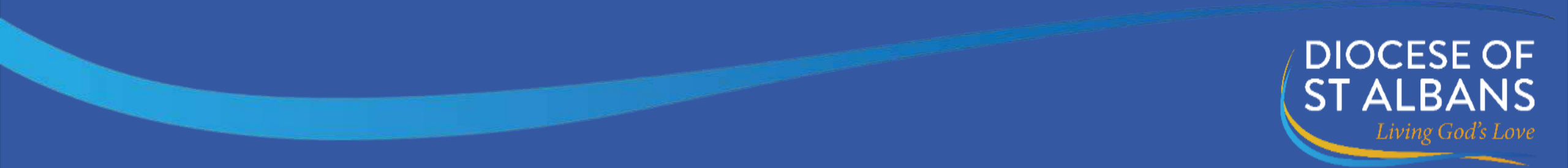


Welcome

Mission and Ministry
Development Adviser

Induction

Tuesday, 2 December
Rufus Centre, Flitwick



**DIOCESE OF
ST ALBANS**
Living God's Love

Outline of the Session

10:05–10:15	Introduction and Overview	
10:15–10:50	Dwelling in the Word	Ephesians 4:11–16
10:50–11:20	Learning and Development Planning	
11:20–11:40	Break	
11:40–12:00	MMDR Process and Adviser Role	
12:00–12:30	CMD Programme Review	
12:30–13:00	Q&A and Next Steps	
13:00	Lunch	

Outcomes for today



Hearing from
God's word
together



Learn principles
for supporting
clergy learning



Clarify
adviser role
and MMDR
process



Review CMD
programme and
gather feedback

Why Advisers Matter

- ▶ **Support clergy flourishing**
- ▶ **Help translate MMDR objectives into actionable plans**
- ▶ **Encourage lifelong learning and resilience**

Discussion Prompt

- ▶ ***What are you hoping to gain from today?***

Dwelling in the Word

**Mission and Ministry
Development Adviser
Induction**

Dwelling in the Word **a prayer as we dwell**

Loving God,

Though our destination is not yet clear,

May we trust in your graceful promises;

Though we are uncertain of ourselves,

May we be rooted in your loving regard;

Though our attention is inclined to wander,

May we hear the things you are saying;

Though we often neglect your influence,

May we be convicted of your power to change,

In Jesus Christ our Lord, Amen.

Dwelling in the Word **noticing**

What...

puzzles?

intrigues?

excites?

bothers?

would you like to know?

It was the *risen* One who handed down to us such *gifted leaders*—some emissaries, some prophets, some evangelists, as well as some pastor-teachers—so that God’s people would be *thoroughly* equipped to minister and build up the body of the Anointed One. *These ministries will continue* until we are unified in faith and filled with the knowledge of the Son of God, until we stand mature *in His teachings* and fully formed in the likeness of the Anointed, *our Liberating King*. Then we will no longer be like children, tossed around here and there upon ocean waves, picked up by every gust of religious teaching spoken by liars or swindlers or deceivers. Instead, by truth spoken in love, we are to grow in every way into Him—the Anointed One, the head. He joins and holds together the whole body with its ligaments providing the support needed so each part works to its proper design to form a healthy, *growing, and mature* body that builds itself up in love.

Principles for Effective Development Planning

Helping clergy shape meaningful learning

Why It Matters

- ▶ **Supports growth and wellbeing**
 - ▶ *Faithful*
 - ▶ *Flourishing*
 - ▶ *Fruitful*
- ▶ **Builds confidence and resilience**
- ▶ **Builds capacity of congregations**
- ▶ **Growth of the Church and Kingdom**

Best Practice Principles

- ▶ **SMART plans**

- ▶ *Specific*
- ▶ *Measurable*
- ▶ *Achievable*
- ▶ *Relevant*
- ▶ *Time-bound*

Best Practice Principles

- ▶ **Self-directed learning**
- ▶ **Blended approaches**
 - ▶ *Formal*
 - ▶ *Experiential*
 - ▶ *Reflective*

Practical Steps

- ▶ **Review MMDR objectives**
- ▶ **Identify learning needs**
- ▶ **Match opportunities**
 - ▶ *DoSA CMD programme*
 - ▶ *External courses*
 - ▶ *Accompaniment*
 - ▶ *Experiential*

Example of a Good Plan

What refinements would you suggest?

- ▶ **Objective**

- ▶ *Improve leadership in PCC meetings*

- ▶ **Action**

- ▶ *Attend Leading Change in Parish Life or CPAS: PCC Tonight*
- ▶ *Observe a PCC in a different parish*
- ▶ *Reflect on learning with a coach/mentor*

- ▶ **Timeline**

- ▶ *June 2026 course*
- ▶ *Autumn 2026 Observe PCC*
- ▶ *June – November sessions with coach/mentor to articulate and implement learning*

Discussion Prompt

- ▶ ***What approaches have you found most effective in supporting adult learning?***

Introducing the MMDR pilot

Guidance for MMDR Advisers

MMDR Pilot Overview

- ▶ **Drivers**
- ▶ **Key Changes**
- ▶ **Process**
- ▶ **Timeline**
- ▶ **Impact**

Rationale

- ▶ **Increasing accountability**
- ▶ **Encouraging diverse feedback**
- ▶ **Developmental focus**
- ▶ **Future goals and wellbeing**

Core Principles

- ▶ **Supportive**
- ▶ **Reflective**
- ▶ **Developmental**
- ▶ **Affirm**
- ▶ **Grow**
- ▶ **Align**

Key Changes **Participation Requirements**

- ▶ **SSMs**
- ▶ **Readers**
- ▶ **PTO**

Key Changes **Local Context Reviews**

- ▶ **PSO**
- ▶ **Churchwarden**
- ▶ **Two others**
- ▶ **Timing**

Key Changes **Self-reflection Form**

1. You

- ▶ *Wellbeing and spiritual life*

2. Leading mission

- ▶ *Five Marks, leadership*

3. Your ministry

- ▶ *Safety, governance, finance*

4. Your future

- ▶ *Ministry aspirations*

Key Changes **New Forms**

- ▶ **Consultant Feedback**
- ▶ **Development Objectives**

Key Changes **Development Objectives**

- ▶ **Development Advisers**
- ▶ **Objectives only**
- ▶ **CMD provision**
- ▶ **Data mining**

MMDR Pilot Process

1	Invitation	Minister receives consultant bios and emails preference
2	Consultant Assigned	Allocation and guidance materials sent
3	Reviewer Nomination	Required role and optional context reviewer names submitted
4	Feedback Collection	Administrator sends forms to reviewers
5	Receive Feedback	Minister receives context reviews before self-reflection
6	Self-Reflection	Minister completes the new online form
7	Review Meeting	Consultant and minister meet; feedback and goals discussed
8	Documentation	Consultant submits feedback and development objectives
9	Support Meeting	Minister meets with a Mission and Ministry Development Adviser
10	Follow-Up	Interim Review after 12 months; next full MMDR after 24 months

Timeline

2025	
November	Consultant briefing
December	Adviser induction
2026	
January	Launch of pilot MMDR process
February	Initial pilot reviews begin
March	Feedback gathering begins
April	Ongoing pilot reviews and feedback
May	Minor adjustments made
June	Major review and adjustments
July	Final changes agreed
August	Preparation for full rollout
September	Full implementation for all reviewees

Impact

- ▶ **Better accountability**
- ▶ **More learning and growth**
- ▶ **Stronger leadership**
- ▶ **Clearer direction**

Your Role as an Adviser

Guiding growth after the review

Purpose

- ▶ **Support clergy post-MMDR**
- ▶ **Encourage practical steps toward development**

Responsibilities with clergy

- ▶ **5–6 30-minute conversations per year**
- ▶ **Assigned by MMDR administrator**
- ▶ **Review objectives**
- ▶ **Suggest opportunities**
- ▶ **Clarify next steps**
- ▶ **Maintain confidentiality**

Wider Responsibilities

- ▶ **Meet once or twice a year**
- ▶ **Identify emerging priorities**
- ▶ **Contribute to CMD programme design**
- ▶ **Recommend external learning**

Skills Needed

- ▶ **Active listening**
- ▶ **Resource awareness**
- ▶ **Communication**

Discussion Prompt

- ▶ ***What skills are most critical for this role?***

CMD Programme 2026

Aligning with MMDR objectives

Overview

- ▶ **Starts March 2026 with MM conference**
- ▶ **Full programme commences May**
- ▶ **Mix of in-house and external delivery**
- ▶ **Includes**
 - ▶ *Mission and Ministry Conference*
 - ▶ *Transforming Conversations*

Key Themes from 2025 MMDR Objectives

- ▶ **Wellbeing and resilience**
- ▶ **Leadership and change management**
- ▶ **Conflict resolution and team health**
- ▶ **Supervision and pastoral care**
- ▶ **Mission strategy**
- ▶ **Intergenerational engagement**

Wellbeing and Resilience

- ▶ **Mission & Ministry Conference**
- ▶ **Stress & Resilience: Starting Well**
- ▶ **Trauma-Informed Ministry**
- ▶ **Mental Health First Aid**

Leadership and Change Management

- ▶ **Leading Change in Parish Life**
- ▶ **Transforming Conversations**

Conflict Resolution and Team Health

- ▶ **Bridge Builders**
Transforming Church Conflict
- ▶ **Building a Healthy Team
and Dealing with Conflict**

Supervision and Pastoral Care

- ▶ **Training Incumbent Course**
- ▶ **Supervision Skills for Parish Ministry**
- ▶ **Transforming Conversations**

Mission Strategy

- ▶ **Mission Action Planning Lab**
- ▶ **Flourishing Churches Team accompaniment**

Intergenerational Engagement

- ▶ **Mission Action Planning Lab**
- ▶ **Growing Younger and More Diverse**
 - ▶ *Alban Way*
 - ▶ *Launchpad*
 - ▶ *Youthscape Essentials*
 - ▶ *Children's Ministry Essentials*

Mission and Ministry Strategic Priorities

- ▶ **Conscious Inclusion**
- ▶ **Transforming Conversations**
- ▶ **Training Incumbent Course**
- ▶ **Mentoring Skills**

External providers

- ▶ **Cathedral**
- ▶ **Clergy Support Trust**
- ▶ **CPAS**
- ▶ **Retreat Centres**
- ▶ **TEIs**

Accompaniment

- ▶ **SIM**
- ▶ **Spiritual direction**
- ▶ **Coaching**
- ▶ **Mentoring**
- ▶ **Pastoral supervision**
- ▶ **Counselling**
- ▶ **Work consultant**

Experiential

- ▶ **Visiting a different context**
- ▶ **Visiting a particular mission initiative**
- ▶ **'Pulpit swaps'**
- ▶ **Extended Study Leave**

Discussion Prompt

- ▶ ***What should we add or remove?***
- ▶ ***What external sources should we highlight?***

Q&A and Next Steps

What do you need?

Summary of Key Points

- ▶ **Adviser role clarified**
- ▶ **MMDR process understood**
- ▶ **CMD programme reviewed**

Discussion Prompt

- ▶ ***What questions remain?***
- ▶ ***What support do you need to feel confident in this role?***

Next Steps

- ▶ **Capture feedback today**
- ▶ **Refine CMD programme**
- ▶ **Share updated plan**

Evaluating today

- ▶ **WWW**

- ▶ *What went well?*

- ▶ **EBI**

- ▶ *Even better if...?*

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