

## FORMATION AND MINISTRY TEAM

The Formation and Ministry Team meet three times a year and the work undertaken is defined in two areas:-Discipleship Development and Licensed Ministries. Discipleship Development oversees the work of the Vocation Advisers (VAs), Diocesan Director of Ordinands (DDOs), Spirituality, Short Courses and training for Certificate in Ministerial Theology. Licensed Ministries oversees Evangelists, Pastoral Assistants, Readers, Licensed Lay Ministers, Initial Ministerial Education (Phase 2), Continuing Ministerial Development (CMD) now referred to as Phase 3, Stages in Ministry Programmes and Extended Ministerial Responsibilities.

With the introduction of a full time Diocesan Director of Ordinands and Vocation and six Assistant Diocesan Director of Ordinands, in 2016 we have seen a significant increase of those now attending a Bishops' Advisory Panel (BAP). The planned number for Academic Year 2017 -2018 will be 18, an increase of 100% compared to the previous year. The DDO & ADDO and Vocation Advisers have attended training in unconscious bias in relation to Gender and Ethnicity. We continue to be aware of the need to foster younger vocations, particularly young women, and those from a Black, Asian and Minority Ethnic background. We currently have 2 women who were under the age of 30 when they attended a BAP, a first for Rochester, and 5 ordinand's from Black, Asian Minority Ethnic origin. The last year has seen an overall average of 59 number of people who are working with a Vocation Adviser or ADDO exploring the area of Ordained Ministry. 2017 saw the ordination of 11 priests of which 3 were SSM and 10 deacons of which 4 were SSM.

We continue to deliver four It's Your Calling Days, one in each archdeaconry plus one. These days are opportunities for people to explore their own calling and to learn about the variety of ministries available within and beyond the diocese. Number attending these are steady.

The numbers of those attending the Bishop's Certificate in Christian Ministry remains constant. The number offering themselves for Licensed Lay Ministry (LLM) again remains constant. There were 14 licensed as LLM and hopefully a further 15 will be licensed this year.

The short courses continue to be popular, especially Caring Concerns, Hearing and Speaking God's Word and Introduction to Wholeness and Healing. With the new Diocesan Strategy and the need for increased awareness in the area of Discipleship there will be a need to review what can be offered in the future in relation to short courses.

The first 'Closer' course exploring Christian Spirituality was completed in December 2017. Twelve people participated in this course which was run in Chatham. Two further Closer courses are being run in 2018, one in Chatham and one in Chislehurst

The two year Spiritual Direction course together with Canterbury started again in January with 23 participants, 2 of whom were from the Closer course. There are now

around 70 people on the list of spiritual directors in Rochester diocese assisting those who would like to benefit from the ministry of spiritual direction. About 2-4 people per week are being placed with spiritual directors.

The Prayer Pack is continuing to be used and available on line, and a Prayer Festival to promote different ways of praying is planned for 22 September 2018.

There have been several staff changes which has allowed for the opportunity to review areas of responsibility and specialism. The joint IME Phase 2 programme with the Dioceses of Canterbury and Rochester is currently looking at possibility of having a joint coordinator for both dioceses and also considering the national apprenticeship scheme as part of IME 2 training.

A new Course Directory has been produced which is updated regularly, this gives details of Continual Ministerial Development (CMD) programmes for the whole year involving the other teams within the Diocese and making use of outside agencies where appropriate.

The Stages in Ministry Programmes are very much appreciated by those who attend. The number of programmes and type of programme offered each year has had to be reviewed in relation to budget constraints. We did trial changing a 2 night residential event to a 2 day non residential event. The feed back from those attending, as well as those who deliver parts of the programme, was less positive.