



# Newly Licensed Ministers Programme 2021

EPHESIANS 4<sup>11</sup> So  
Christ himself  
gave apostles,  
prophets,  
evangelists, pastors  
and teachers, <sup>12</sup> to  
equip his people for  
works of service, so  
that the body of  
Christ may be built up.

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## PROGRAMME OVERVIEW

St Padarn's Institute, the training arm of the Church in Wales, is responsible for ensuring the appropriate training is available for those who are to be licensed. We provide further training and support for Newly Licensed Ministers (NLMs) and, following that, we provide ongoing training in the form of Ministerial Development. This leaflet outlines the courses available for Newly Licensed Ministers.

The NLM phase consists of two years of NLM CORE Training for everyone and an additional two years of Intentional Leadership for Stipendiary Priests, or those who will hold positions of overall responsibility. CORE training is similar for all Licensed Ministers, whatever form their licensed/ordained ministry may take. NLM INTENTIONAL LEADERSHIP Phase training, however, is primarily focussed on leadership, developing and presenting vision, resilience, strategic planning and the equipping and empowering of others.

All Licensed Ministers, whether lay or ordained, are expected to be committed to their ongoing development in their service of God and the community through the church. NLMs should be given the support, information and encouragement to form good practice and deepen a life of faith, hope and love.

In the first year, the training will involve one weekend residential and two two-day midweek residential. There is also an extra weekend for those being ordained as Priests at the end of the first year.

The second year involves a weekend residential, a four-day midweek residential and concludes with a three-day midweek residential - this final residential marks the end of the Newly Licensed Minister CORE Phase of training.



We recognise that midweek residentials are costly in terms of time and some of our ministers will need to take time away from other duties to attend. In order to balance that, we have ensured that our midweek training is of the highest possible quality.

Courses will be delivered in the first year by 3D Coaching <https://www.3dcoaching.com> and in the second year by Bridgebuilder Ministries <https://www.bbministries.org.uk> as well as the Church Pastoral Aid Society <https://www.cpas.org.uk>. These courses are free-of-charge to NLMs. You are able to claim travelling expenses for events that you are required to attend as part of your ongoing training, but these need to be claimed from your Parish or Mission/Ministry Area rather than St Padarn's. We recognise that throughout the CORE phase, Licensed Ministers need as much support as possible. We recommend this is achieved by regular meetings with a spiritual director/mentor or within a peer-led group that meets regularly. Where an NLM has no access to other forms of support, it is expected that they remain part of their formational cell.

Additional support for NLMs and their supervisors is provided through St Padarn's Virtual Learning Environment, Moodle. Each NLM and Supervisor receive access to a range of electronic materials including competency checklists, form templates and learning agreement guidance.

Unlike the NLM CORE phase, The INTENTIONAL LEADERSHIP courses are only compulsory for Stipendiary Priests. All other NLMs may attend, but only with specific permission from Bishop or Director of Ministry. Although we would expect those who are likely to hold positions of overall or significant leadership to be asked to attend. This phase is delivered by Lead Academy <https://www.leadacademy.net/>

Revd Dr Mark Griffiths, Dean for Discipleship

<b>SCHEDULING</b>	Licensed 2020	Licensed 2019	Licensed 2018
<b>2021</b>			
26 <sup>th</sup> - 28 <sup>th</sup> February (Weekend) <sup>1</sup> (Residential see 1 below)	Children, Young People, Families & Schools Development		
26 <sup>th</sup> - 27 <sup>th</sup> February (Friday & Saturday) <sup>2</sup> (Zoom)		Mission, Evangelism and New Christian Communities	
1 <sup>st</sup> - 3 <sup>rd</sup> or 15 <sup>th</sup> - 16 <sup>th</sup> March (Midweek) <sup>3</sup> (Zoom)	Part 2 - 3D Coaching for NLMs		
22 <sup>nd</sup> - 23 <sup>rd</sup> March (Midweek) Metropole Hotel, Llandrindod Wells			Lead Academy Part 2
7 <sup>th</sup> - 9 <sup>th</sup> May (Weekend)	Becoming a Priest in God's Church		
14 <sup>th</sup> - 16 <sup>th</sup> June (Midweek) <sup>4</sup> Cardiff		Leadership Development and the Church in Wales	
6 <sup>th</sup> - 7 <sup>th</sup> September (midweek) Llandrindod Wells			Lead Academy Part 3
8 <sup>th</sup> - 9 <sup>th</sup> September (midweek) Llandrindod Wells		Lead Academy Part 1	
6 <sup>th</sup> - 7 <sup>th</sup> October <sup>5</sup> (Zoom) (Non-Stipendiary Ministers)	Transforming Church Conflict		
10 <sup>th</sup> to 14 <sup>th</sup> October <sup>5</sup> Bangor Management Centre (Stipendiary Ministers)	Transforming Church Conflict		

- 1 It is our intention to run this as a residential in the Ramada Hotel in Wrexham for those licensed in 2020. Firstly, because teaching some of the skills in this course will be easier with people in the room together, and secondly because of the assurances made by the hotel in regards to their ability to ensure safety for all – they have in effect halved the capacity of the hotel. But with an ever-changing landscape it is not easy to schedule anything with certainty, so we will contact you in January when we have a better understanding of the situation. If the residential cannot go ahead, we will resort to Zoom. So please keep the dates.
- 2 For those licensed in 2019, we have made the decision to move this residential onto Zoom primarily because we are satisfied that we can deliver this course to a high enough level using this medium.
- 3 NLMs will choose which of the dates they attend for P1 & P2. NLMs attend Part 1 with their Supervisors. Part 2 is NLMs only. Two-day version is 9am to 5pm both days, the three-day version is lunch time on day 1 to lunch time on day 3.
- 4 This is the last training event for non-stipendiary ministers other than those with Bishop's permission. Stipendiary ministers and those asked by their Bishops will continue to the Transitional Phase with Lead Academy.
- 5 It has been noted that on the whole the level of Church Conflict that will be faced by those in overall responsibility (typically Stipendiary Ministers) may be considerably more than those who will not hold positions of overall responsibility in the church. Therefore, we will run two different version of Transforming Church Conflict. One over five days in a residential centre, and one will run for two days on Zoom.



## **CORE PHASE COURSE OUTLINE**

### **Year One Courses**

#### **Training Ministers' / Supervisors' Day Conference (Supervisors)**

This course looks at what can be expected from Supervisors and those being trained. It also explores what will be delivered during St Padarn's NLM training days and what is expected to be taught in Mission/Ministry Areas.

#### **Transforming Conversations + Healthy Working (NLMs and Supervisors)**

This course is delivered by 3D Coaching and looks at creating conversations and the way we manage our relationships. Part 1 of the course will include your supervisor, part 2 is for NLMs only. It will look at working alongside people with different personalities/temperaments etc. This course is delivered in two blocks of two-days.

#### **Children, Young People, Families & Schools Development**

This course is delivered by various Diocesan Youth & Children's Officers, Mark Griffiths and Scripture Union. It shares the vision for church schools and communicates practical tools to make contact with local schools and how to produce excellent assemblies/collective worship as well as develop children and youth programmes and all age gatherings. We also explore family provisions such as Messy Church and toddler groups.

#### **Becoming a Priest in God's Church**

This course is delivered by Rhiannon Johnson, Director of Ministry for St David's diocese and Mark Griffiths, and is for those about to be priested. It looks at the Role of the Priest Today and what it means to be a Sacramental Church.



## **Year Two Courses**

### **Mission, Evangelism and Building New Christian Communities**

Delivered by Mones Farah, Archdeacon for New Christian Communities in St David's Diocese, and invited guests involved in the work of developing New Christian Communities, particularly in the Welsh context. The course explores church planting, New Christian Communities and Emerging Models of Church. This course also includes a look at the opportunities afforded to the church through Life Events (baptism, confirmation, weddings and funerals).



### **Transforming Church Conflict**

This course is delivered by Bridgebuilder Ministries and is focussed on transforming conflict within church settings. This course lays the foundation for a constructive way of approaching conflict in Christian contexts. Explore the revolutionary idea that the New Testament sees conflict as normal and inevitable! It has been noted that on the whole the level of Church Conflict that will be faced by those in overall responsibility (typically Stipendiary Ministers) may be considerably more than those who will not hold positions of overall responsibility in the church. Therefore, we will run two different versions of Transforming Church Conflict. One over five days in a residential centre, and one run for two days on Zoom. However, as with all things, there are exceptions to every rule, so if you are non stipendiary, but will still be in overall responsibility of a church, benefice or mission/ministry area, please do check with your Director of Ministry and book into the longer course.

### **Leadership Development**

This course marks the end of NLM CORE training. It is delivered by Ian Parkinson of Church Pastoral Aid Society (CPAS) and explores further how we equip and empower God's people for works of service using different forms of leadership and managing teams.

## TRANSITIONAL PHASE COURSE OUTLINE

### Year Three & Four Courses

Those who are Stipendiary Priests continue into the *Transitional Phase* with three more training courses, over a two-year period, on Intentional Leadership. These additional courses are designed to make the transition to the post of first responsibility as smooth as possible. It is likely that the transitional phase will begin as you are about to move and continue through your initial time in a new setting. Lead Academy (<https://www.leadacademy.net/>) deliver these courses and also offer a programme of consultation/development for your local team should you wish to take them up on this offer.

There is no further compulsory training if you are not a Stipendiary Priest, however, it may be possible for Non-Stipendiary Priests to undertake the Intentional Leadership courses alongside Stipendiary Priests. You will need to speak with your Bishop or Director of Ministry to consider this option in detail and obtain their permission.

We hope you find this brochure a useful guide as you enter into the Newly Licensed Minister phase of your ministry. If you have questions regarding the NLM programme please feel free to e-mail myself or Veronica Cottam, St Padarn's Lifelong Learning Coordinator.





## **CONTACT DETAILS**

**If you have any questions contact us on either:**

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St Padarn's Institute is part of the Representative Body of the Church in Wales

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