

## Discipleship and Ministries Learning Network

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<b>Status of Paper</b>	Final
<b>Action Required</b>	For information, discussion and decision
<b>Draft Resolution</b>	64/1. The Council receives the report.  64/2. The Council delegates, for the Connexional year 2013-14 its responsibility set out in SO 565(2)) for the oversight and approval of pathways for Local Preachers and Worship Leaders to the Ministries Committee, and directs the Ministries Committee to undertake these responsibilities in consultation with the Faith and Order Committee

### Summary of Content

<b>Subject and Aims</b>	To provide an update on the Discipleship and Ministries Learning Network staffing transition process To provide an update with regard to the development of key strategic learning and development objectives for the first five years of the life of the Network
<b>Main Points</b>	Introduction Staffing Pathways (including pathways for Local Preachers and Worship Leaders) Conclusion Resolutions Appendix
<b>Background Context and Relevant Documents (with function)</b>	<i>The Fruitful Field Project</i> report to the 2012 Conference MC/12/81, MC/13/07, MC/13/38 <i>The Discipleship and Ministries Learning Network</i> report to the 2013 Conference
<b>Consultations</b>	Ministries Committee

### Summary of Impact

<b>Faith and Order</b>	Ongoing consultation to be held in the development of pathways
<b>Financial</b>	To be reported to the Council and the SRC by the Network Committee
<b>Personnel</b>	Implications for the appointment and workplan of the Network staff team
<b>Legal</b>	N/A
<b>Wider Connexional</b>	Significant implications for training and development in local contexts
<b>External (e.g. ecumenical)</b>	N/A
<b>Risk</b>	Reputational damage if poorly implemented or training and development opportunities are missed. HR risks involved in staffing transition process.

## Discipleship and Ministries Learning Network

### 1. Introduction

1.1 Paper MC/13/38 to the April 2013 meeting of the Methodist Council stated that ‘the next phase of work will be reported to the Council in October 2013 defining the key strategic learning and development objectives for the first five years of the life of the DMLN [Discipleship and Ministries Learning Network].’ This paper provides the Methodist Council with this overview of key work and strategic objectives for the Network, including an update on the staffing transition process and the development of pathways.

### 2. Staffing

2.1 Although the Methodist Council does not customarily receive an update (in the form of a Council paper) on all changes in staffing, it is clear that the transition process into the Network staff team has been (and continues to be) a very significant piece of work. Therefore, this paper provides an update on progress. A similar update was provided to the September meeting of the SRC.

2.2 The Network began its life on 1 September 2013 and it has been good to see people in post. The initial meeting of the Network staff team was held from 3-5 September at Methodist Church House and it has been good to be able to translate the organisational charts into real people.

2.3 The following offers an update on the staffing numbers and outlines the timetable that is in place to continue the appointment process.

#### Appointments already made

2.4 Summary:

- 22 of the 42 Officers have been appointed;
- 12 of the 14 Co-ordinators have been appointed;
- Two of the three Directors have been appointed.

2.5 In terms of FTEs (full-time equivalent), the appointments break down as follows:

	Total staff numbers (FTE)	Current appointments (FTE)	
		Co-ordinators	Officers
Church & Community Development	4.0	1.0	3.0
Cymru Wales	3.0	1.0	1.0
Discipleship Development Team	2.0	1.0	1.0
East Central Region	4.5	1.0	1.5
East of England Region	3.5	1.0	0.5
London Region	3.5	1.0	2.0
Ministry Development Team	3.0		2.0
Scotland & Shetland	2.0	0.75	1.25
Southern & Islands Region	4.5	1.0	2.5
The Bristol & West Midlands Region	4.5	1.0	

The North East Region	3.0	1.0	1.0
The North West & Mann Region	7.5	1.0	1.5
The South West Region	3.0		1.0
Yorkshire Plus Region	5.0	1.0	1.0
	<b>53.0</b>	<b>11.75</b>	<b>19.25</b>
Youth President	1.0	1.0	
Directors	3.0	2.0	
<b>Totals</b>	<b>57.0</b>	<b>35.0</b>	

### Timetable for future appointments

- 2.6 The remaining Regional Learning & Development Officer roles were advertised with a closing date for applications of 23 September. Over 100 applications have been received and interviews will take place in the weeks beginning 7 and 14 October. Interviews were held in September for the posts of Ministry Development Co-ordinator, Regional Co-ordinator in the South-West Region and Director of Scholarship, Research and Innovation, but at the time of writing, appointments had not yet been made.

### Staff meetings

- 2.7 A residential meeting was held in London between 3 and 5 September, with the Co-ordinators attending for 48 hours and the Officers for 24 hours. This also coincided with the Connexional Team New Year Service and the Connexional Team meeting that provided a signal of the change, for many staff, to becoming a member of the Connexional Team.
- 2.8 We held a further 24-hour meeting with the Co-ordinators on 18 and 19 September at Cliff College. A pattern of meetings has been established for 2013/14, with meetings to be held at Methodist Church House, the Queen's Foundation and Cliff College as follows:
- Monthly meetings of the Directors of the Network and lead staff from Cliff College and the Queen's Foundation;
  - Quarterly gatherings of the Co-ordinators;
  - Six-monthly Network staff team gatherings.

## **3. Pathways**

- 3.1 At the meeting of the Ministries Committee on 3 October, the committee will receive and discuss a proposed workplan for the remainder of the 2013/14 connexional year. With regard to continuing oversight of the development of the Network, this draft workplan will include the following:
- Practice-based formation;
  - Learning Circuits and Local Churches;
  - Pathway development, including:
    - Pathway development for Local Preachers and Worship Leaders;
    - Pathway development for pioneer ministries;
  - Quality assurance;
  - VLE (Virtual Learning Environment) development;
  - Collaboration with the Network Committee.
- 3.2 The Ministries Committee has now considered multiple drafts of a paper from the Director of Learning & Development (Pathways) exploring the development of pathways within the Network. This paper includes:

- Ways in which the aspirations of *The Fruitful Field Project* report might be translated into practice through the design of a coherent, integrated learning and development pathway architecture;
- An exploration of the language and principles of theological education in the Methodist Church;
- Pathways within the areas of Church and Community Development (including work across generations and chaplaincy), Discipleship Development (including small group leadership and the location of a Discipleship Development Co-ordinator and Officer at Cliff College) and Ministry Development (including local ministry development, pioneer ministry, Local Preacher and Worship Leader Initial Training and ordained ministry pathways);
- Accredited and non-accredited learning;
- Supervision;
- Quality assurance and evaluation;
- Supporting change, growth and organisational development in local churches and circuits;
- Building on existing excellent work and good practice.

The Ministries Committee will continue to exercise oversight for this important area of work and will report to the Council as part of the normal cycle.

- 3.3 At its meeting in April 2013, the Ministries Committee received a paper (Min Com 1213-4-H) outlining existing work and future proposals for the development of new pathways for Local Preachers and Worship Leaders. A slightly revised version of Min Com 1213-4-H is included as the Appendix to this paper. In its report to the 2013 Conference, the Ministries Committee noted that “over the past year, considerable progress has been made towards developing new pathways for Worship Leaders and Local Preachers. The Committee has seen and discussed proposals for a new modular programme of study with portfolio assessment drawn primarily from the student’s leading of worship. The new pathways adjust the balance between initial and post-accreditation learning, to be more realistic regarding the time commitment required for initial training, and seek to introduce greater rigour for continuing development.”
- 3.4 Standing Orders currently require that the Methodist Council prescribes the training programmes for Local Preachers and Worship Leaders (SOs 565 and 680(ii), respectively). It is proposed that the Council delegates responsibility for the approval of these pathways to the Ministries Committee, following detailed consultation with the Faith & Order Committee. This will enable progress to be made more swiftly on this piece of work and will allow work to be held together with oversight of the development of other pathways within the Network. An update will be brought to the Council by the Ministries Committee.

#### **4. Conclusion**

- 4.1 The Network, through its newly-appointed staff team, will continue to “establish high quality, flexible connexional pathways, which can be delivered in a number of different communities and contexts, and which meet the needs of a discipleship movement shaped for mission and the needs of the ministries of the whole people of God” (*The Fruitful Field Project* report to the 2012 Conference, para. 113.1).

#### **\*\*\*RESOLUTIONS:**

**64/1. The Council receives the report.**

**64/2. The Council delegates, for the Connexional year 2013-14 its responsibility set out in SO 565(2)) for the oversight and approval of pathways for Local Preachers and Worship Leaders to the Ministries Committee, and directs the Ministries Committee to undertake these responsibilities in consultation with the Faith and Order Committee.**