

The Canterbury Diet for Incumbents and Priests in Charge

<p>After licensing the Incumbent meets with the Director of M&M who introduces the priest to the Canterbury Diet and offers a Pastoral Supervisor with whom she/he meets not less than six times per year</p>	<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Golden threads</p> <p style="writing-mode: vertical-rl; transform: rotate(180deg);">How are prayer and spiritual practices being developed? How am I learning and reflecting on ministry practice? How are we attending to good relationships and collaborative ministry?</p>
<p style="text-align: center;">Ministers acquire a Spiritual Accompanier and meet regularly, recommended 6-8 weekly</p>	
<p style="text-align: center;">In the first two years the Incumbent or Priest in Charge attends the Ministry Training Programme Monday to Friday residential courses generally held in Ashburnham Week One : The Minister as Learner (soon after licensing) Week Two: The Minister as Leader (six months later) Week Three : The Minister as Missioner (a further six months on)</p>	
<p style="text-align: center;">Participation in the annual Ministerial Development Review Meet with Consultant Reviewer, complete a Personal Development Plan; meet with Archdeacon a few months later and update the PDP, with opportunity to review Pastoral Supervision and Spiritual Accompaniment. Also meet with the bishop every 12 to 18 months.</p>	
<p style="text-align: center;">As able, participate in professional ministry courses: Working with Conflict Working with Change Practical Skills Course the first are two by one-day courses, offered regularly at advertised times through the year, the third an annual one-day course</p>	
<p style="text-align: center;">Participation in Wellbeing Courses two-hour evening meetings, two offered per year</p>	
<p style="text-align: center;">Participate in relevant Continuing Ministry Development Events at advertised days and times</p>	

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Notes:

1. The word '**diet**' comes from the Greek *diaita*, which means 'way of life.'
2. **Golden Threads** – throughout the Canterbury Diet three key questions are attended to at every stage and are crucial for ministerial development through reflective practice:
 - a. How are prayer and spiritual practices being developed?
 - b. How am I learning and reflecting on ministry practice?
 - c. How are we attending to good relationships and collaborative ministry?
3. **Spiritual Accompaniment/Direction.** Revd Dr Susanne Carlsson susannecarlssons@hotmail.co.uk oversees the training and provision of Spiritual Accompaniers. The Diocese has a network of experienced Spiritual Accompaniers and Advisors. If you wish to meet with an Accompanier please contact Lesley Hardy lesleyhardy2@mac.com or Robin Williamson rhw.williamson@gmail.com
4. **Pastoral Supervision.** The diocese has trained 30 Pastoral Supervisors, all are experienced ministers. Incumbents and Priests in Charge licensed since 2018 have been offered a Pastoral Supervisor, they meet six to seven times per year. The Pastoral Supervisors are themselves in Group Supervision in small groups supervised by professional supervisors and psychotherapists.
5. The professional ministry courses are offered every year, parts of which may be delivered on-line. The **Working with Conflict** course (led by Peter Ingrams, Steve Coneys and Carol Smith) has been operating for three years and over 95 people have participated. The **Working with Change** course has been developed and is up and running. The **Practical Skills Course** is a one-day annual course offered geared to strategic leadership, chairing meetings, financials and other practical matters.
6. The **Wellbeing Courses** are delivered in conjunction with the Diocesan Counselling Service, the Living Well, and occasional specialists. They include areas such as Understanding Self and Others; Enrichment with Those Close to Us; Healthy Minds and Resilience; Change and Loss.
7. **Continuing Ministerial Development.** Participation in all courses is documented as part of the minister's CMD record and for discussion in the course of the Ministry Development Review.

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The Task of Pastoral Supervision

Pastoral Supervision is a regular and disciplined reflection space for ordained ministers (supervisee) to consider their ministry fully with the support of a trained supervisor.

The primary focus of supervision is to support ministers to grow and develop in their ministerial work. It is a joint endeavour between supervisee and supervisor to attend to themselves (person) their ministerial duties (role) and develop understanding of wider related and impacting issues (system). By so doing the quality of ministerial practice can be enhanced and transformed. In supervision ministers are continuously supported to develop themselves, their ministry practice, to increase their capacity to understand and transform broader issues within their sphere of influence, and to consider how these broader issues may be impacting on day-to-day issues they face.

Whilst personal and discipleship life are intertwined with how ministerial duties are taken up and experienced, the supervisor's role is to support the supervisee to consider these issues only in so far as they impact on those (people/issues) with whom they work as ministers. Thus, establishing expectations, boundaries, and processes for review of supervision are crucial.

Pastoral supervision is not personal therapy or spiritual direction. If this is understood, then the boundaries and efficacy of these different interventions will be taken up most effectively.

Neville Emslie

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