

# Church of England Ministry Experience Scheme

## **GENERAL INTRODUCTION TO CEMES**

### **Aim:**

*To build on the success of existing gap year projects in order to give more young people aged 18-29 the opportunity to explore ministry within the Church of England. This initiative is a response to the Archbishops' Council's priority of encouraging young vocations.*

### **Rationale:**

*To develop a network of diocesan ministry experience schemes over the next 10 years; aiming to offer 150 places per annum by 2022. The scheme is nationally supported whilst being implemented at the diocesan level and enabled by parishes that receive participants. The ministry experience scheme has a national template to give a 'family resemblance' across the dioceses but offers some flexibility for local variation.*

**Evidence:**

*There are two strands of evidence indicating the likely success of a ministry experience year in encouraging young vocations: research and the experience of existing parish schemes.*

- 1. Research amongst younger serving clergy identified some of the significant elements in the development of their vocation which were, excellent role models, a person supporting their development, a peer group, theological or leadership training and opportunities to "have a go". All of these will be provided by this scheme.*
- 2. Existing parish schemes. These schemes tend to be offered by churches on the wings of the Anglican spectrum and are very effective in nurturing vocations. A diocesan scheme has the advantage of having broader appeal and the potential to encourage a greater diversity of applicants.*

**The Distinctiveness of this scheme:**

- 1. Vocational Intentionality. The gap year provides a means of testing God's calling and the programme undertaken is linked to the Church of England's criteria for selection of ordained ministers so that experience is gained by candidates in all areas.*
- 2. Theological Training provided through a local theological institution will help candidates to develop their sense of vocation by study and theological reflection.*
- 3. Communal Learning. As part of a diocesan and national group, participants will be able to reflect together on their experiences. If participants are able to live in a shared house, this will provide additional opportunities for formational development and a wider context for learning.*
- 4. Diocesan Ownership. As candidates on a diocesan project, participants will be able to contribute to the life of the diocese and may connect to the link diocese abroad. Dioceses will be able to place or introduce participants to areas of particular need, deprivation, good practice and growth.*

**Programme:**

*The scheme comprises three elements:*

- 1. Practical experience: fills three quarters of a participant's time and comprises a breadth of ministry opportunities working within the church and the wider community including some leadership responsibility.*
- 2. Personal development: a diocese must show how it will address the personal development of the participant; this might be through a diocesan course or a scheme such as the CPAS Growing Leaders Course.*

3. *Theological training: this may be provided by a recognised college, course or school of Theology, or by the Diocesan Training Team.*

**Supervision:**

*Each element of the programme will be overseen by a supervisor who will be in regular contact with the participants. One of these supervisors will be a member of the Diocesan Vocations team (ideally the DDO or Diocesan Young Vocations Champion) in order to keep young vocations on the agenda of the diocese.*

*The Selection Criteria for ordained and authorised ministries will be used as a frame of reference in support of each participant and as a basis for record keeping & reporting.*

**Accommodation:**

*Participants may lodge with a host family in the placement parish. Alternatively, a shared house with a house chaplain would have the additional opportunities for formation through sharing in a common life and from each other's learning.*

**Safeguarding:**

*The diocese must adhere to best practice in safeguarding of children young people and vulnerable adults and ensure checks & training for its participants, supervisors and placement context have been carried out.*

**Outcomes and Accountability:**

*This will be measured through a system of reporting by the supervisors in October, February and July with a view to helping participants take reflect through the year and plan their next steps. A summary of the review meetings will be sent to the National Young Vocations Adviser, and a further brief update in August indicating final outcomes. This feedback will be reviewed by the Ministry Experience Scheme Steering Group.*

**Progress and Potential :**

*4 dioceses, shared between the Northern and the Southern Provinces started this scheme in 2013/14. 9 dioceses are affiliated in 2014/15. At present, around 25 dioceses have indicated in interest in joining the scheme in 2015/16. Funding has been secured through Ministry Council and a generous grant from the Laing Trust to secure the scheme's development for its first five years. During this period we will be assessing progress and impact to secure a further five years' funding.*

## **THE DIOCESE IN EUROPE CEMES SCHEME 2015-2016**

1. Diocese: Gibraltar-in-Europe

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6. How many participants could this scheme support: **Four**. These parish assistants (“interns”) will be appointed full-time to one or other of the following chaplaincies: Holy Trinity Brussels, St John & St Philip The Hague and St John's Ghent.

### **Vocational Intentionality:**

Britain's relationship with Continental Europe is entering a fascinating stage of renegotiation and discussion. The 2015 General Election has reset the tone for how political relationships are discussed. This is a vital moment for young Anglican people, most probably post-university, to explore their Christian vocation within the framework of a remarkable ministerial opportunity based in one of three chaplaincies:

- **Holy Trinity, Brussels** (Bruxelles, Brussel), engaged in mission and pastoral care in the centre of the capital city of Europe which is home to European and other international institutions

- St John and St Philip, The Hague (Den Haag), with its pastoral work around some of the foremost intergovernmental and international institutions, including the International Criminal Court

- **St John's, Ghent** (Gent, Gand), with its pastoral and ecumenical work and responsibility for St George's, Knokke-Heist on the Belgian coast.

Meeting with many people working in both of these cities, interns will encounter one of the most interesting cross-sections of European life one could hope to meet in any context. From senior judges, to European commissioners, to comparable interns, to large numbers of English-speaking refugees from across the developing world, the mix in both communities and on their margins is immense, rich and fertile ground for experiencing the preaching of the Gospel and the developing of community life. There is great opportunity for challenge, for entrepreneurship and for serious engagement with the major theological and public policy issues of the day, alongside crucial one-to-one pastoral ministry.

**St John's Ghent** is a parish on the cutting-edge of the issues and opportunities facing the global Anglican Communion. In 2016, St John's will celebrate 200 years of an Anglican presence in the magnificent city of Ghent

(*Lonely Planet* recently rated Ghent No 7 on its list of best cities in the world). A little over three years ago, the average Sunday congregation consisted of 35 worshippers, including 5-8 children. Now, a typical Sunday involves more than 70 worshippers, with a thriving children's programme (15-20). The trademark of the congregation is its diversity, with approximately 80% having African heritage, along with a significant number of Flemish locals. A number are international graduate students at the Universiteit Gent, while others have primary school level reading skills. Within the next 12 months, the congregation will be moving location to Sint-Elisabethkerk, a 16<sup>th</sup> century Roman Catholic Church located in a historic beguinage. This new location provides opportunities for new ministry and worship. The chaplain is also responsible for the care of St George's, Knokke-Heist, a small coastal parish with a unique history.

**Holy Trinity Brussels** is one of the two pro-cathedrals in the diocese (the other is in Malta), a community of over 400 families and individuals spread across four congregations, including an African francophone community, two more traditional morning services with a robed choir at the sung service, and an informal evening service working with younger professionals. There are four European Schools, the British School in Brussels and a range of international schools, as well as the work of the European Institutions, with the Chapel for Europe at their heart, run the by Jesuits working with an ecumenical team including a worker from Holy Trinity, and NATO.

**St John and St Philip The Hague** is one of the most significant church communities in the Diocese in Europe. There has been an Anglican presence there since 1586. The parish has an electoral roll of over 400 people and an annual turnover of membership (because of the international nature of those living and working in The Hague) of about ¼ – this is an exceptionally busy parish. Services range from a main parish eucharist with robed choir to informal café-church services in the hall, with a quieter early service and varied styles of evening worship. There are up to five services each Sunday.

We are consciously seeking to form young Anglicans in their faith, by exposing them in these two communities to what shape faith can take in a person in the modern European world. We hope that it will be an opportunity to build up the church's ministry by forming future Christian leaders, but we will not have failed if the process has instead formed young people equipped to relate their faith to the context of what it is to be an Anglican in modern Europe and in a globalised world.

*All applicants will be under 30 and open to discovering their vocation. All applicants will be subject to enhanced disclosure, which for European residents involves a full police check and the usual Safeguarding Declaration. This is administered by our Diocesan Office and is fully compliant with the highest standards of Safer Recruitment.*

Interns will have significant opportunity to reflect on their **vocation** as the day to day exercise of varied ministry is tested against their expectations and original impulse.

On appointment they will have **significant support**, first from the chaplains, the Revd Stephen Murray in Ghent, the Revd Andrew Gready in The Hague and the Revd Canon John Wilkinson in Brussels. All are seasoned priests, with experience in supporting people in different modes of training in the Church of England, in Stephen's case also in the Anglican Church of Canada. And in Andrew's case also in the Anglican Church of Southern Africa.

The interns will have an **orientation programme** with the DDO in London following a successful interview, and monthly **theological reflection** in the Faculty of Theology and Religious Studies at KU Leuven, with the Revd Canon Professor Jack McDonald, chaplain of St Mary and St Martha Leuven and canon theologian of the diocese. Each intern will have a **spiritual director**, and contact with the DDO during their own discernment process.

As well as monthly theological reflection sessions at Leuven with Professor McDonald, there will be a monthly **pastoral supervision** with Mrs Janet Sayers, pastoral assistant at Holy Trinity Brussels, who is skilled in personal and spiritual development.

**Ministry within the Church of England** could not be better experienced than in these chaplaincies which are beacons of Anglicanism and flagships for the variety within our tradition, acting as key ecumenical interlocutors with the host traditions in Europe. The Anglican churches in Benelux are fully committed to ecumenism.

All these churches organise many activities, covering a range of churchmanships. A comparable range would not be possible to find in many UK parishes. Churches with all tastes catered for under one roof is a model for how to be Anglican and how to be formed in Anglicanism. Experiencing the Church of England (the Diocese in Europe is the Church of England's 42<sup>nd</sup> diocese and a full and active member of the synodical process) outside England gives a double perspective for ordinands. Being a guest in another ecclesiastical culture is the sort of *dépaysement* which all in discernment should experience to understand themselves, as well as their church's identity, history and essence.

**Spirituality** will be the bedrock of the internships. The round of daily services, the office, and regular weekday Communion services will provide a public framework of worship. It will be expected that the intern will see their spiritual director at least monthly to ensure that the whole experience is integrated, reflected upon and illuminating personal discernment. The keeping of a journal will be encouraged. Regular supervision will be necessary and will be

provided with the respective chaplains for the interns to reflect not just on parish business, but on the spiritual implications of pastoral encounters and the effects of community life. A retreat for all involved in these internships will be organised in January 2016 to reflect on the effective working of the teams in Ghent and Brussels.

Regular supervision with the respective chaplains and interviews with the DDO will give each intern the occasion to reflect upon the development of their **Personality and Character**. Their journal-writing and spiritual direction will give space for growth in self-awareness brought about by community life and for seeing themselves as others see them. The insistence on constant reflective practice will sow the seeds a lifetime of careful self-evaluation and heightened self-knowledge. The space to make mistakes, to get things wrong and to understand how this might have happened, will be of the essence of the success of this project.

The scheme is designed to help those embarking on it to learn how to forge excellent working **Relationships**, and to foster their own personal associations, friendships and connections. This is not designed to be an experience in monasticism, but through being different from previous life experiences (whether of home, work or university), and through being away from the comfort of the known character of English life, an experience of a *new* way of relating. This will have an immediate impact on the intern's ability to **Collaborate and Exercise Leadership**.

**Faith, Mission and Evangelism and Quality of Mind** will be the criteria that will show how well-suited the intern will be for deployable church ministry. The context is entirely **missional**. Diocese in Europe chaplaincies are not proselytising, but both chaplaincies have large numbers of local members. Interpreting our ecclesial tradition in this partly English-speaking but very un-English context, relies on a mature faith and a subtle grasp of how to evangelise, and be evangelised to, in unexpected ways.

This complex but extraordinarily rewarding process will be given space, care and theological depth by the supervision, interrogation and care of our canon theologian. Leuven (Louvain) is one of the most venerable places of learning in Europe, with a theological faculty of over 800 students in a university city of over 40,000 students, and is one of little-known gems of continental Europe. Professor Jack McDonald (formerly dean of Gonville and Caius College Cambridge, and currently professor of history in Brussels and visiting professor of systematics in KU Leuven) is both apologist for Anglicanism and respected colleague within the faculty. His mentoring of various interns on schemes in Belgium and Holland, as well as his care of the chaplaincy in Leuven, adds rich value to this unique scheme with a view to fostering intellectual weight and enquiry behind solid pastoral practice.

The canon theologian would work in tandem with the chaplains and the pastoral assistant working on personal development with the interns to ensure that the theological programme's structure had room for personal reflection as well as the study of Anglican identity and reflection on political and social themes emerging from the actual context. The ecumenical dimension of the context would be capitalised upon. It is envisaged that interns will study formally for part of a Brussels or Leuven degree, earning up to 25 ects points.

## **Practical Experience:**

### **1. St John's Ghent with St George's Knokke-Heist**

#### **Supervisor: The Revd Stephen Murray**

St John's Ghent is the only Anglican parish serving the province of East Flanders. The churchmanship is difficult to define due to the diversity of denominational backgrounds from which the members come. Regular Sunday worship is Holy Communion from *Common Worship* alongside seasonal liturgies at certain times of the year. One afternoon each month a version of *Common Worship* in Dutch is used. Moving the congregation to the new location in the Sint-Elisabethkerk will present significant opportunities for learning and problem-solving. Furthermore, significant recent congregational growth has enabled newly formed lay ministries, such as a choir, servers, sacristans and a Lenten Bible study podcast. The congregation is highly receptive to new ideas and initiatives.

#### *Ministry opportunities:*

First and foremost, these will depend upon the experience, skills, passion, gifts and learning goals of the participants. An initial list includes:

- Liturgy planning, preparation and leadership
- Preaching
- leading programmes for children and youth
- pastoral visiting
- strategic planning
- prayer ministry – potential for new forms of worship
- the ministry of music and the arts
- involvement in an active ecumenical network
- work with service agencies
- community development
- missional outreach
- Bible study/small groups

The chaplain is experienced at supervising ministry teams, curates, ordinands and lay readers. In Canada, he was involved with leadership training for youth and adults at parish, diocesan and national levels, as well as being part of the national assessment team for potential ordinands.

## **1. St John and St Philip, The Hague**

### **Supervisor: The Revd Andrew Gready**

St John and St Philip The Hague, as described above, serves the capital city of Holland's Anglican community. It identifies as being of a central churchmanship, with members of the congregation who would be pleased to identify as Anglo-Catholic and many others influenced by charismatic revival. As an English-speaking church in an international city, it attracts many non-Anglicans. Many of those who arrive with no fixed tradition find themselves leaving as committed Anglican Christians – a measure of the Anglican identity of the place.

#### *Ministry opportunities:*

There is an established training tradition in the chaplaincy, with title-post curates, chaplaincy assistants, ordinands and readers all doing their training there in recent years. There is scope for the full range of pastoral experience:

- Preaching
- Sunday School leading
- service leading
- service planning
- a great deal of pastoral visiting
- Youth Work
- strategic planning
- prayer ministry
- There is a mature lay leadership, with a very experienced incumbent with a track record in formational work.

## **1. The Pro-Cathedral of the Holy Trinity, Brussels**

*Holy Trinity has four distinct services each Sunday, but the staff of the pro-cathedral serve all the services, and regard the parish as one community. The range of church styles accommodates most tastes, and the range of ages, churchmanships, nationalities and educational backgrounds and interests is remarkable. This has been a placement parish for interns for many years.*

### **Supervisor: The Revd Canon John Wilkinson, canon pastor**

#### *Ministry opportunities:*

- The worship of the four Sunday communities
- Catechesis
- Pastoral Care
- Work with the Jesuit-led ecumenical chaplaincy team at the Chapel for Europe at the heart of the European Institutions
- Work with the RE staff at the European, British and International Schools
- Work amongst prisoners and refugees, with established teams of advice workers, volunteers and chaplains: Mrs Grace West is the

Anglican lay chaplain to prisons in French-speaking Belgium and is based at Holy Trinity Brussels.

### **Theological Education:**

A tailored course in **Anglicanism and Theological Reflection**.  
**Supervisor: The Revd Canon Prof Jack McDonald, canon theologian**

At least 12 day-long sessions will be organised during the course of the year in the university cities of Ghent, Brussels and Leuven, overseen by the canon theologian, with supplementary in-put from local clergy and from Mrs Jane McBride (the ordinand on placement in Leuven), Mr Jeremy Heuslein (the ordinand on placement in Brussels) and other theology and philosophy post-graduates.

Topics for study will include:

- Biblical Studies for preaching and catechesis
  - Anglican identity in minority circumstances
  - Ethical questions facing the Church today
  - Why does Anglicanism avoid Systematic Theology?
  - Themed sessions on:
    - o Can we still speak of a Christian Europe?
    - o The churches' relationship with the European Institutions
      - o Where is European Social Policy going post-2015?
      - o The History of the Ecumenical Movement – local
- Anglican contributions:
- § The Malines/Mechelen Conversations with the Belgian Catholic Church
  - § European Anglicanism
  - § The Bonn, Meissen, Porvoo and Reuilly Agreements: towards a common Christian witness in Europe

### **Personal development:**

**Supervisor: Mrs Janet Sayers, lay pastoral assistant**

Regular supervision will be necessary and will be provided by the chaplains for the interns to reflect on parish business and on the spiritual implications of pastoral encounters and the effects of community life.

Mrs Janet Sayers, a lay pastoral assistant of great experience with a background in personal development and counselling, will meet with the interns once a month. A retreat for the staff team will be organised in the January of the academic year to reflect on the effective working of the team.

### **Living arrangements:**

One bedroom flats in each of the parishes will be provided. The interns in Ghent will be housed on a separate floor of the (very large) parsonage house.

### **Stipend:**

Interns will be given free accommodation (including free heating, gas and electricity; no local or national taxes will be paid) and free health insurance. They will receive a stipend of 400 euros each per month for living expenses. This is perfectly adequate for daily life in the Netherlands or Belgium.

### **Diversity:**

We have 10 Vocations Advisers across the diocese, all actively working with chaplains on encouraging young vocations. The diocese sees itself more and more as a formational environment. We had 18 candidates in training in 2013-2014, and 15 in 2014-2015. Four of the current cohort are under 32. Of the nine candidates going to BAPs in 2015, five are under 30.

Of the five under 30, all are non-British Anglicans: one is Congolese, one is Dutch, one is French, one is Norwegian, one is American; one is therefore ME. Three of these come with theology degrees. All five are doing internships this year.

We have a strong track record in ME appointments in the diocese. There is a strong encouragement for ME candidates to apply.

### **Language:**

The language of the scheme is **English**, and English is the main language spoken in all the placement parishes.

Candidates with some **French** are especially encouraged to apply for Holy Trinity Brussels, where this language is very widely spoken.

Candidates with some **Dutch** are especially encouraged to apply for St John and St Philip The Hague or St John's Ghent, where this language is very widely spoken, or equally for Holy Trinity Brussels, where this language is widely (and increasingly) spoken.

Candidates with neither French nor Dutch are nonetheless warmly invited to apply for any of the placements.

**Timetable:**

The deadline for applications to be sent to Canon William Gulliford is Friday 22 May 2015 at 5.00 pm.

Shortlisting will take place on Saturday 23 May, and all candidates will be advised of the result of shortlisting as soon as possible after this date.

Interviews for candidates currently living on the Continent will take place in Brussels on Thursday 28 May all day.

Interviews for candidates currently living in the UK will take place in London on Friday 29 May all day.

The four interns will begin their placements on 1 September 2015.

The four interns will end their placements on 30 June 2016.

**William Gulliford**  
**DDO of the Diocese in Europe**  
**May 2015**