



The
United
Reformed
Church

EAST MIDLANDS SYNOD COUNCIL

Ministerial & Lay

Training & Development



Your guide to the role and responsibilities of this Synod Council Group

New ways of supporting our Synod Mission in a rapidly changing world

What is the Training and Development Group?

The Ministerial and Lay Training and Development (T&D) Group has a key underpinning role across the Synod. The convenor is a member of the Synod Council. The Group, which includes the Training Team (the Training and Development Officer and the Training and Development PA), is authorised by the Council to support the training and development of ministers and lay people, including support to local churches. This Group will draw together the training and development activities previously managed in different parts of the Synod and provide co-ordination and administration support.

Churches will be requested to identify their development needs and make these known to their Minister and local T&D enabler.

In recognition of the breadth of training and development requirements, the T&D Group, through the TDO and others, will work to identify T&D networkers who, though geographically located, will have expertise in other aspects of training and development and can support local T&D enablers to respond to local church needs.

What are its primary responsibilities?

- Working with Synod Group convenors/teams to develop a training and development plan for the Synod to meet **ordained, lay and church development** needs.
- **Designing and supporting** the delivery of training and development making best use of the resources and expertise available within the Synod.
- **Managing T&D processes** arising from the United Reformed Church programmes and national legislation, and providing administration for Synod focussed development sessions.
- Working with **T&D networkers/subject experts** co-ordinate the deployment of their expertise and support to the development of **T&D enablers**.
- Ensuring the training and development needs of Synod and local churches are met to enable a focus on mission.

Who will attend the T&D Group Meeting?

A Synod appointed **convenor** will lead the group.

The meetings will include the convenor, the T&D Synod Team (Officer and PA), a number of the T&D networkers/subject experts and the Synod Lead for Ministers in training.

Other networkers/subject experts and key role holders in the Synod will be invited, or may request, to attend meetings for particular topics. The group will be responsible for filling its own vacancies, in accordance with Safer Recruitment.

How will it work with, and support, local churches?

- **T&D networkers** will be 'subject experts' (not locality based) and it is anticipated that the number of individuals and subject areas will fluctuate to meet need.
- Each local church, or group of churches, will be expected to appoint a **T&D Enabler** who will provide the key link between the local church and the T&D Group.
- T&D networkers will work with local T&D enablers to provide access to the training and development local churches have identified.
- The T&D Group will work with the other Synod groups to support them to discharge their responsibilities.
- The T&D plan will reflect the needs of the Synod and enable resources to be used effectively.

What are the key links with other areas of the Synod?

The Ordained Ministries Group

- For the delivery of all training and development for Ministers specified by the denomination.
- For the identification and delivery of personal development needs for individual Ministers.
- For the delivery of Minister Accompanied Self-Appraisal (MASA) to an agreed timetable.

Lay Ministries Group

- Coordinate and administer the training and development required to support all elements of Lay Ministry.
- Work with the Synod Lead to provide administration and support for those wishing to embark on ministerial training programmes.

Children and Youth

- Work with Children and Youth Development Group to provide co-ordination and administration of identified training and development.

Finance and Property

- Respond to the needs of the Finance Group with regard to training and development requirements providing co-ordination and administration.

Safeguarding

- Work with the Safeguarding Officer to respond to and co-ordinate the delivery of Safeguarding training for local churches.

Resourced Focus Groups

Work with the resourced focus groups to help them to identify training and development needs and build these into the Synod T&D Plan.

How can I get involved?

Think about becoming a T&D enabler and say 'yes' if approached by your church! This is a vital role which is increasing in importance as we plan for 2025. It also offers great job satisfaction!

This leaflet is produced by the Synod Structures and Priorities Review Group, who will be providing a series of leaflets about the new Synod Council and its supporting functions to assist you in understanding the changes.

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