

Welcome and Induction for New Incumbents

including Priests-in-Charge, Team Vicars, Associate Vicars and Curates-in-Charge
www.london.anglican.org/support/ministry

INTRODUCTION

A new incumbent arriving in a parish is a time of great upheaval both for the person concerned (and their family) and also for the parish.

This Induction Programme aims to assist in making the process as smooth as possible. It cannot possibly answer all questions and issues that may arise, but will hopefully provide clear reference points for questions and issues as well as contacts with human faces.

CONTACTS AND INFORMATION

The induction process is run by the:

- Bishop
- Area Director of Training and Development (ADTD)
- Archdeacon
- Area Dean

At a local (Area) level, two other people who will offer invaluable help, advice and assistance are the:

- Area Finance Adviser
- Area Administrator or Archdeacon's P.A.

If in doubt, please contact:

Neil Evans
Director of Ministry
neil.evans@london.anglican.org
020 8987 7332

Details of London Diocesan House staff can be found online at: www.london.anglican.org/directory/diocesan-staff and at the front of the Diocesan Directory. They are always happy to be contacted and will be pleased to meet as appropriate.

And for general enquiries, please contact the Ministry Administrator:
cmd@london.anglican.org
020 7932 1276



INDUCTION PROCESS

Archdeacon meeting: Once the appointment has been agreed, the Archdeacon will meet the prospective Incumbent to show them around the parsonage and discuss other practical arrangements. The Archdeacon will give the prospective incumbent a London Diocesan Directory together with this leaflet.

Area Dean: The Area Dean will normally be the first point of reference for most day to day matters and for the arrangement of Induction/Collation/Licensing. They will also ensure a warm welcome to Deanery Chapter.

Objectives and Progress: During the first year to 18 months in a new ministry, meetings will take place with the Area Bishop, Area Director of Training and Development (ADTD) and the Archdeacon. These meetings will assist the new priest in setting objectives, gaining appropriate support and establishing development needs.

Peer Mentor: The Bishop and ADTD will appoint an experienced colleague as a Peer Mentor who will meet with the priest to accompany them through the first year to 18 months of ministry (guidelines are provided).

Diocesan House: Every new incumbent is welcomed to London Diocesan House to meet the General Secretary, Heads of Department, the Director of the London Board for Schools and staff. Please contact Fiona Holmer (cmd@london.anglican.org) for details.

New Incumbents Residential: All Incumbents who are new to the Diocese or for whom it is their first incumbency are expected to attend a five-day diocesan New Incumbents Residential. This will be between six and 18 months into post. The Bishop or ADTD and Ministry administrator will be in touch with details.

Essential Courses: All clergy are expected to take a full part in the Area and Diocesan Continuing Ministerial Development (CMD) programme. Within their first two years in post, they must attend three one-day seminars. The courses aim to give important information and context for clergy in their London ministry. They are 1. *Safeguarding* (within first 12 months); 2. *Engaging with Difference*; and 3. *Interfaith Awareness*.

Ministerial Development Review: From their second year in post, all clergy will take part in the Ministerial Development Review (MDR) process.

Welcome to St. Paul's: All newcomers to the Diocese are invited to Evensong and supper at the Cathedral. The Dean and Chapter offer a warm welcome and introduction to the life of the Cathedral. This is an annual event generally held at the beginning of the year.

