

Commission for Education for Discipleship and Leadership (CEDAL)

<i>Chairperson</i>	Rev Bev Fabb
<i>Director of Education and Formation</i>	Rev Dr John Squires
<i>Perth Theological Hall Staff (PTH)</i>	Dr Nancy Ault
<i>Representative</i>	
<i>Student Representative</i>	Sophie Lizares
<i>Lay Preacher Representative</i>	Sue Talbert
<i>Pastor Representative</i>	Karen Sloan (resigned February 2017)
<i>Elected by Presbytery</i>	Rev Stephen Larkin
	Rev Dr Anne Wright
	Rev Lesley de Grussa
	Dorothy Horton
<i>Member Co-opted</i>	Randy Salmond

Developing a culture of open communication

CEDAL is working actively to develop open channels of communication and collaborative working relationships with other presbytery and synod staff and commissions, in particular, the Pastoral Relations Committee (PRC), the Strategy and Mission Planning Commission (SMPC), First Third (FT), Multicultural Ministries (MCCC), Congregational Community Services (CCSC), Rural Ministry Team (RM), Social Justice (SJ), Placements Commission (PC), UnitingWorld, Safe Church, the Moderator and General Secretary, so that a co-ordinated and strategic approach can be taken to education. Having the Director based at Edward St opens up possibilities of many fruitful working relationships being established.

CEDAL aims to communicate well with ministers and congregational leaders about educational opportunities. Our monthly e-zine, 'SEEDS,' has received positive feedback. Our Facebook page,

Seeking a Heart of Wisdom, which provides a forum for ministers to share reflections on ministry and continuing education, is not as well used as we would like. Annual brochures, outlining continuing education for ministers, were distributed in January 2017 and educational opportunities for church members in February 2017. Flyers advertising other events have been included in congregational mail outs.

CEDAL also tries to work collaboratively with congregations in the development of educational opportunities. We are thankful to those congregations who assist in the formation of candidates by hosting them for field education experiences. The staff of CEDAL are open to invitations from congregations to lead educational events. If your congregation is organising an educational event, please consider opening this to other congregations — CEDAL can support you in this and assist with advertising. CEDAL welcomes feedback and suggestions from members

and ministers about future directions in education.

CEDAL is aware of the need to provide education in regional areas as well as in Perth. Over the last year, several educational events have been held in regional areas and from 2017 onwards we are using Zoom technology to allow participants to access educational events in Perth via the internet.

Increasing the Church's capacity for community engagement

Building a Missional Church Intensive

This event organised by Perth Theological Hall was held in March 2017. Its purpose was to equip candidates, lay and ordained leaders, to assist congregations to move towards becoming more missional, engaging with their local communities and pioneering new forms of church. Leadership was provided by Rev Dr John Squires, Rev David Kriel and Rev Greg Ross.

Mission Shaped Ministry (MSM)

The purpose of MSM is to encourage congregations to develop new forms of church which appeal particularly to people who are currently unchurched. During 2016 Rev David Kriel and Rev Greg Ross went to the United Kingdom (UK) to be accredited as MSM trainers. This training is now being offered to congregations in the South West and we are keen to see it also offered in other areas.

Understanding your Congregation and Community

Two workshops will be offered on Saturday 14 and 28 October to enable

both lay and ordained to develop skills in using both the National Church Life Survey (NCLS) and Census data to better understand their own congregation and the community in which they are placed, and therefore develop new mission initiatives appropriate to the context.

Developing relevant education, training and leadership

Summer Spirit

Record numbers attended Summer Spirit in February 2017. The theme was *Being Church in New Ways* with key note speakers Rev Dr John Squires and Elizabeth Raine and workshops led by local ministry practitioners. Once again we encouraged groups from congregations to attend and to commit to take action as a result of what they have learnt. Our thanks go to All Saints Floreat Uniting Church for hosting this event and their wonderful catering.

VET sector training

For several years Alistair Melville has been assisting leaders in rural congregations to complete a Certificate IV in Christian Life and Ministry. This has resulted in a positive deepening of faith, growth in self-confidence and learning of skills for ministry. Last year, Nedlands Uniting Church formed a partnership with Adelaide College of Divinity (ACD) to offer a similar Certificate IV course. A group of students completed one unit in 2016 and four more are planned for 2017. Completing the ACD course also meets the requirements for lay preacher training in the Uniting Church of Australia (UCA). Several UCA ministers, in 2016,

completed a Certificate IV in Workplace Training and Assessment which enables them to teach and assess such courses. The development of this type of training seems to be a great way to equip lay leaders in congregations.

Training of lay people authorised to celebrate the sacraments

CEDAL has an approved course and accredited trainers to deliver this training which is required for all lay people before they can be authorised to celebrate the sacraments. All lay celebrants must attend a refresher course every two years to retain their authorisation. Most of the authorised lay celebrants are now due for a refresher course. In January, a training course was held in Kalgoorlie and in the next few months training courses will be held in a range of locations — Narrogin, Manjimup, Albany, Northam, Dongara, Pinjarra and Perth.

Education for Culturally and Linguistically Diverse (CALD) congregations

The Assyrian/Arabic Holiness Church has indicated an interest in being recognised as a UCA congregation through participating in the educational program to orientate them to the theology, polity and ethos of the UCA. This program can now be delivered in other CALD churches at their request.

Preacher updates

A series of four updates for preachers, both lay and ordained, have been planned for 2017. Each of these can be accessed

via Zoom by those in regional areas. The updates are

- March 15 — Update on Matthew and John — led by Rev Emeritus Prof Bill Loader
- June 8 — Update on Genesis — led by Dr Sue Boorer
- June 15 — Update on Exodus — led by Dr Sue Boorer
- Nov 2 — Update on Mark — led by Rev Dr John Squires and Rev Elizabeth Raine.

Candidates for ordained ministry

There were no applicants for ordained ministry in 2016, but with a large number currently undertaking a Period of Discernment (POD), we anticipate that several applicants will present to the Selection Panel in October 2017. One candidate completed formation at the end of 2016 and is currently on maternity leave while awaiting ordination. During 2017 there are two candidates for ordination participating in the formation program (one Minister of the Word and one Deacon). In addition one Congress candidate and two Congress members undertaking a POD are participating in the non-academic program.

New National Standards for ordained course

New National Standards were adopted by the Assembly Standing Committee in November 2016 and came into effect from January 2017. These Standards emphasise the need for multiple pathways to ordination which are student centred, and the need for education to be

contextual and mission orientated. CEDAL and Faculty are currently exploring how best to implement the New Standards in Western Australia (WA).

Murdoch courses

The new Bachelor of Arts (BA) (Religion) degree has not proven popular and new enrolments have been temporarily suspended, although particular units in this degree, relating to World Religions, are very popular with undergraduates. The Graduate Diploma and Masters in Chaplaincy are attracting enrolments from around Australia. The Research Masters with Training provides opportunity for both lay and ordained to undertake ongoing education, and courses are feeless. As all courses can be done online some students are located in rural WA, interstate or overseas.

Murdoch International Theologian

In 2017 the visiting scholar was Professor David Ford, recently retired as Regius Professor of Theology at the University of Cambridge. The subject of his public lectures was *Religion, Violence and a Vision for 21st Century Civilization*.

Phase 3

Phase 3 is a period of mentoring and support for ministers in their first three years after ordination. A Phase 3 program, co-ordinated by Rev Dr Anne Wright, has been in operation in the presbytery now for three years and is providing much needed training and peer support for newly ordained ministers. A national survey shows it is one of the best Phase 3

programs available. There are currently six ministers in Phase 3, including two Congress ministers.

School for Ministry — Minister as Educator

The main purpose of this event is to provide ministers with the skills they need to lead the church in the challenging environment we are currently in. The 2017 School will be held from Monday 17 – Thursday 20 July and will focus on equipping ministers with skills in adult education. The keynote speaker will be Dr Deirdre Palmer, renowned adult educator, passionate about promoting the educational ministry of the church, and the President Elect of the Assembly. As we anticipate that most ministers will be resourcing a range of congregations providing education to lay leaders, in the future, this event will help in the development of needed skills for this role.

Professional Standards

New Professional Standards training required for all ministers came in to force from 1 January 2017. These include attendance at a Code of Ethics Overview day, and after this participation in two Ethical Ministry Workshops every year. Ministers are also required to undertake training in Safe Church Awareness and attend a Safe Church Refresher every three years. This training is being rolled out throughout the presbytery including in regional areas.

Professional Supervision

The Pohly training program is considered the best program available for training of Professional Supervisors. The Basic and Advanced courses have been offered in WA over the last year, led by a team of local trainers, greatly reducing the cost of this training. As a result more people have been accredited as Professional Supervisors. All ministers are reminded that it is a requirement of the Code of Ethics that you have a Professional Supervisor, so please contact us for names of accredited Supervisors. Training courses for Supervisors will be held from Monday 1 to Friday 5 May and Monday 2 to Friday 6 October.

Continuing Education grants

CEDAL sees great benefit in ministers being able to participate in interstate continuing education events. This gives them access to a wider range of speakers who may not visit WA and also enables them to network with ministers from other synods. However, it is recognised that the cost of airfares and accommodation make participation in many of these events too expensive for WA ministers. CEDAL has now established a Continuing Education Grants scheme which allows ministers in placement to apply for a grant of up \$500 to assist with costs of attending a UCA interstate Continuing Education event. Provision has been made in the 2017 budget to provide such grants to 30 ministers. It is hoped that every two to three years each minister will be able to

receive a grant to participate in such an event.

Promoting a culture of faith formation and faith sharing

Makes you Wonder (MYW)

This program is aimed at helping members to share their faith with others in a respectful manner. It provides a range of simple tools which can be used by any member. Our aim is to have two people in each congregation trained in MYW so that they can promote a culture of faith sharing in their congregation. Two MYW courses will be offered this year on Friday 18 and Saturday 19 August and Thursday 24 to Sunday 27 August.

New Paradigms in Evangelism

Rev Dr Ian Robinson will hold a half-day workshop for ministers on this topic on Wednesday 23 August. The workshop will be available via Zoom technology for ministers in regional areas.

Formation of Disciples intensive

Simply helping people to come to faith in Christ is only the first step. This two-day workshop on Wednesday 27 and Thursday 28 September will focus on how to enable them to grow as disciples of Christ in both faith and life, sharing their faith with others and forming new Christian communities.

Challenges

Changing congregational attitudes towards education

The focus in education in many congregations seems to be on equipping

members to lead Sunday worship. We need to shift the focus towards equipping members to engage in mission and evangelism in their local communities. We also encourage Church Councils to be more proactive — to determine what education and training is needed in order to achieve the goals of the congregation, identify members to undertake appropriate training, encourage them to attend, support them by covering the costs of their fees, and create an expectation that those participating in any educational event will then share their new knowledge and skills with others. Church Councils are encouraged to develop a congregational education plan and to make provision in their budget for education and training of members.

Providing effective continuing education for ministers

Research indicates that ministers gain little benefit from attending educational events if they do not as a result of their learning change their practice of ministry. Simply coming to an event, but then going away and doing nothing differently, is a wasted opportunity. Research indicates that the most effective form of continuing education for ministers is participation in a peer group which meets regularly and to whom they are accountable. Within the group, ministers will commit to trying a new approach in ministry and then report back, in a supportive learning environment, on how it went and what they learnt from this. We need to move from running educational events to promoting learning communities.

Staffing issues

Rev Dr John Squires started as Director of Education and Formation in February 2017 and has already been active in leading lay and continuing education events as well participation in the non-academic ordinand course.

Since the resignation of Rev Dr Alex Jensen, the Systematic Theology position at Murdoch University has remained vacant. In March 2017 the Presbytery Standing Committee decided to not fill this joint Murdoch/UCA position. Instead, it determined that the equivalent of a full-time educator be appointed by mid-2017 to pursue the presbytery's strategic directions in relation to education and ensure that the National Standards for ordinand courses are met. It is also hoped that Rev Dr Chris Walker will be appointed to teach Systematic Theology on a temporary basis during second semester 2017 while future directions for this position are considered by the Perth College of Divinity (PCD) and Murdoch.

The process of change-in-direction, taking place in theological education, is creating stress for our long-term staff and CEDAL is aware of the need for them to be provided with appropriate pastoral care.

Rev Lesley de Grussa and Rev Toby Keva have been co-opted to Faculty for 12 months.

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