Church of England
Ministry Experience Scheme

Interested in Anglican identity in Europe?
Looking to discern your vocation?
Explore CEMES in the Diocese in Europe!
Introduction

CEMES in Europe is designed for young people who desire to discern their vocation in the Church of England. In the CEMES Scheme, the Church of England offers an opportunity to:

- explore and deepen your faith,
- discern where and to what God might be calling you,
- spend a year learning about yourself and your faith tradition with a caring support structure,
- acquire life-long skills and formative experiences which will enrich your life, discipleship, and faith.

By investing in young people, the Church hopes that some will discern a vocation and offer themselves for ordination. The scheme is thus intended to inform a journey of discernment and prepare interns for the demands of the selection process. This preparation is comprised of three elements:

**Chaplaincy work:** Gain practical experience by working with local chaplaincies that exercise a breadth of ministry. Serve the community and gain leadership skills.

**Pastoral mentoring:** Seek personal development through regular meetings with a pastoral advisor. Benefit from reflective accompaniment with experienced mentors.

**Theological training:** Learn through monthly tutorials with reputed academics in centres of academic excellence. Take a study pilgrimage abroad and even join Diocesan Synod.

“CEMES has helped me to think about the ways that the church serves it very diverse members from many different traditions. I have seen how different styles of church are necessary to reach as many people as possible in such a multicultural area. In the last few months, I have seen how important the church is in the work with refugees and have even had the privilege of helping to prepare some for baptism and help them with their continued journey of faith.”

Ali Speed, 2016-2017 intern at Holy Trinity Church, Geneva & La Côte, Switzerland

**Highlights**

- **September 2018**  
  *Induction in Rome, the Eternal City*

- **November 2018**  
  *Study pilgrimage for ecumenical, interfaith, and biblical learning*

- **May 2019**  
  *Diocesan Synod in Cologne, Germany*

- **June 2019**  
  *Debrief in Canterbury, the heart of the Anglican Communion*
Particulars

Available internships: eleven chaplaincies wish to host interns and we have funding from the Ministry Division for eight interns:

- Christ Church, Vienna (Austria)
- Holy Trinity Pro-Cathedral, Brussels (Belgium)
- St Martha and St Mary, Leuven (Belgium)*
- St Paul's, Tervuren (Belgium)
- The English Church, Ostend - Bruges (Belgium)
- St Nicholas', Helsinki (Finland)
- Lyon Anglican Church, Lyon (France)
- Christ Church, Amsterdam (The Netherlands)
- Holy Trinity, Utrecht (The Netherlands)
- St George’s, Barcelona (Spain/Catalonia)
- Holy Trinity Geneva, (Switzerland)
- La Côte Anglican Church, La Côte (Switzerland)

Safeguarding: The diocese adheres to best practice in safeguarding of children young people and vulnerable adults and ensures that checks and training for its participants and supervisors are carried out. All candidates for appointment will be subject to Enhanced disclosure.

Outcomes and Accountability: The primary accountability is to the local Chaplain, and the formal responsibility for the wellbeing of the interns is with the local chaplaincy, overseen by the Chaplain. Progress is assessed through reports in December, April and July, with a view to helping participants reflect throughout the year and plan their next steps. A summary of the reports will be sent to the National Young Vocations Adviser. This feedback will be reviewed by the Ministry Experience Scheme Steering Group.

Grant: Interns are paid a grant for the ten months September 2017 to the end of June 2018 of £3500 in three termly installments, usually paid in sterling. The grant is not subject to tax or national insurance.

Accommodation: The Chaplaincy covers all accommodation as part of the scheme, with the exception of *St Martha and St Mary, Leuven, where the intern must furnish their own accommodation and expenses.

Additional Expenses: The Chaplaincy covers all costs and agreed expenses, particularly travel, both on chaplaincy business and to and from training sessions which may take place outside the Chaplaincy. For UK residents to retain UK residence status it is necessary to spend the two weeks after Christmas back in the UK on leave, ensuring that health coverage continues under the EICH scheme. Europe residents must provide their own health insurance.

Work and leave expectations: The interns will have one full day off a week and study days as agreed with the local Theological Training Supervisor. There will be two weeks off after Christmas and a week off after Easter. Time will be authorised for necessary visits to Directors of Ordinands or College visits, and by agreement for other needs.

Jerusalem Pilgrimage

In November 2017, six CEMES Diocese in Europe interns participated in a six-day pilgrimage to Jerusalem and the Holy Land. Accompanied by their mentors, the interns explored and reflected upon several dimensions of what it may mean to call this land holy: the sites which commemorate fundamental events in the life of Jesus Christ; the importance and difficulties of ongoing Christian presence in the land; the complicated and sometimes competitive interreligious dimensions; the political and social realities in Israel and Palestine today. The pilgrimage formed a key formational experience, as one intern said, "The messiness of the incarnation has become more real for me," and another, "I find myself looking at the Bible in new and different ways."
Discernment

We invite you to explore the diverse and varied Anglican experience on the continent as you discern! The formational hopes for CEMES in the Diocese in Europe are rooted in the nine Selection Criteria. We will seek to help you discern your Christian vocation and to form your faith within the context of contemporary Europe.

Reflect on your Vocation with the significant support from a well-tuned formational team consisting of chaplains, a pastoral advisor and an educational supervisor. You will benefit from exercising a great variety of ministries, from ecumenical work with the World Council of Churches to prayer services at the EU Institutions, expanding your vision of vocation in the church.

Develop Experience in the Church of England through an appreciation of the Anglican experience abroad, a break from the norm and a chance to be formed as a disciple of Christ. The continental context provides a colourful ecumenical experience as all of our chaplaincies are part of a broader ecumenical scene, frequently acting as key ecumenical interlocutors with the host churches in Europe. Anglican churches that cater to all churchmanships under one roof are the norm in the Diocese in Europe, where the nearest alternative parish might be several hundred kilometres away! This provides a critical model of the Anglican way and a chance to participate in meaningful ecumenical dialogue. Meanwhile, for European interns seeking experience in the UK context, a placement opportunity in a lively London training parish will round out experience of the Church of England in the UK.

Spirituality forms the bedrock of the internship. The daily office and regular Sunday and weekday Communion services provide the public framework of worship. You are encouraged to keep a private journal for reflection. Weekly supervision with your respective chaplain is necessary and enables you to reflect not only on parish business, but on the spiritual implications of the work you're participating in.

"For a couple of years, I had been exploring a calling to ordained ministry, but I felt I lacked a practical understanding of how ministry plays out day by day, living and working in a church community. That's why I applied to do CEMES. I know there are many of my peers who have experienced the same sense of being called to serve, but are unsure about to what and where it is leading them. For them, I recommend CEMES and the Diocese in Europe. I've been to synods, on retreat in a Benedictine abbey, led homegroups of all ages, heard about port ministry in Rotterdam, debated faith in a local bar and had fun with great new friends. Amongst all this activity, I have gain a deeper understanding of the meaning and outworking of ministry in our Church, in its surprises, mundanities, and eccentricities."

Josh Peckett, 2016-2017 intern at Holy Trinity Pro-Cathedral, Brussels

"I recommend CEMES to anyone looking for hands-on experience of both the exceptional and mundane aspects of church ministry. By 'exceptional' ministry, I mean opportunities to accompany parishioners through grief, transitions, marriage, and confirmation; opportunities to attend synods and hear how God is moving in the church; opportunities to represent the Anglican church at ecumenical events. But equally important has been the 'mundane' ministry: the ministry of punctuating each day with the office, the ministry of taking meeting minutes, the ministry of washing up after coffee and tea, the ministry of folding orders of service (there is so much folding in the church!). As a young person who has a sense of vocation, it would be tempting to enjoy only exceptional ministry opportunities, but CEMES offers an additional groundedness. During this year, I will have lived with the mundane as well as the exceptional. Through CEMES I gained a realistic sense of the life God has called me to live. As a result, I have been able to confidently say "yes" to God and begin interviews with my DDO. It is exciting for me to have clear next steps for my discernment process post-CEMES, steps which might not have been laid out yet had it not been for this internship."

Annie Bolger, 2016-2017 intern at St Martha & St Mary's Church, Leuven
Faith, Mission and Evangelism and Quality of Mind are important criteria that will show how suited you might be for deployable ministry. The context of the Diocese in Europe chaplaincies is entirely missional: our churches are open and welcoming to all but not proselytising, and all our chaplaincies have large numbers of local members. Interpreting the unique Anglican ecclesial tradition in this context relies on having mature faith, with a careful and sensitive grasp of how to evangelise, and be evangelised to, in unexpected ways.

The regular supervisions with the chaplain will give you the occasion to reflect upon the development of Personality and Character. You will be given space for growth in self-awareness, brought about by community life and a challenging new context. The CEMES insistence on consistent reflective practice will sow the seeds a lifetime of careful self-evaluation and heightened self-knowledge. The scheme is also designed to help you learn how to forge excellent working Relationships and to understand the issues of transference and projection that are part of pastoral relationships. Cross-cultural communication and friendships will call forth your relational skills and equip you for future work in diverse settings. Living abroad may be quite different from your previous experience, be that work or university, and engaging new ways of relating to others through cultural and linguistic barriers will be integral to the internship. This will have an immediate impact on your ability to Collaborate and Exercise Leadership. In the past, interns in Europe have been asked to lead home groups, work with youth, plan church retreats, observe parochial church council meetings, organise refugee relief and more, furnishing participants with abundant leadership experience.

Brexit

Brexit has probably crossed your mind as you consider an internship on the continent! You might be wondering what the future holds for the Anglican churches in Europe. Far from quitting Europe, the enduring presence and activity of the Church of England is expanding in mission and reach here. This is a vital moment for young Anglican people to explore their Christian vocation within the framework of the remarkable ministerial opportunities in continental Europe. Join us in this challenging and rewarding work!

Contact

To apply, please contact the scheme coordinator: Revd Canon William Gulliford, DDO Diocese in Europe.
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Applicants must be between 18-29 and open to discovering their Christian vocation. All applicants are subject to enhanced safe-guarding disclosure, which for European residents involves a police check and the usual safeguarding declaration, administered by our diocesan office in London and is fully compliant with the highest standards of Safer Recruitment.