



DIOCESE OF LINCOLN
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SPIRITUAL DIRECTION: THE DIOCESAN FRAMEWORK AND POLICY

DEFINITION OF TERMS

Throughout this paper, the terms Spiritual Director and Spiritual Direction are used to identify those who offer this ministry and the ministry itself. The terms are the most commonly used, although within the diocese our network is also referred to as “Companions on the Way”.

CO-ORDINATION AND MANAGEMENT

Spiritual Direction in the diocese is managed and developed by the Diocesan Spirituality Adviser working with a team of spiritual direction co-ordinators. The Adviser is responsible to the Diocesan Bishop for the efficient and effective operation of the “Companions on the Way” network, training, referrals and for advising the bishop on developments with Spiritual Direction.

The Adviser reports to the Spiritual Direction Resource Group which includes the Bishop of Grantham, Archdeacon of Lincoln, the Diocesan Director of Ordinands (DDO), the Warden of Lay Ministry, the Continuing Ministry Development Officer and the Principal of Ministry Studies at the Lincoln School of Theology.

The Co-ordinators meet together formally at least four times a year. They ensure that they keep up to date with current developments in spiritual direction and related fields.

The co-ordinators are: Canon Stephen Hoy (Spirituality Adviser); Sr Maureen CSF; Revd Annabel Barber; Jane Hanson; Fr Andy Jackson-Parr

DIRECTORY

The directory of recognised Spiritual Directors is held, updated and maintained by the Spirituality Adviser. Access to the directory is available to the diocesan bishops, and the archdeacons, and other members of the Spiritual Direction Resource Group. It is not made otherwise publicly available.

INFORMATION HELD ABOUT DIRECTORS

The directory holds the following information about individual directors:

Name Address Telephone and email

A short statement from the director describing their tradition and style of direction.

Information about how many people directors are able to see, and how many they currently see.

We also recognise that many people offer a ministry of spiritual direction outside the diocesan framework. We seek to provide opportunities for these to be involved, where appropriate, in training opportunities and to provide appropriate support where necessary.

ADDING NEW NAMES TO THE DIRECTORY

Whilst we recognise that a ministry of Spiritual Director is essentially a charism to which training can add, we feel it is important to ensure an appropriate level of discernment before adding names to the directory.

Directors who wish to be added to the directory are interviewed by two members of the spiritual direction resource group and a recommendation made to the Diocesan Bishop to be included or not included within the directory. Some criteria that may be applied are:

They must have been in direction themselves for a minimum of two years

They should have an active prayer life

They should be mature in their Christian faith and journey

They should be a baptised, confirmed (or equivalent for other Christian denominations) and practising Christian

They must join a supervision group

They make an annual retreat

They can show evidence of ongoing learning, study and training, commitment to further training and evidence of satisfactory completion of a recognised course.

They are a member of an active worshipping community

They have two satisfactory references

They hold a current DBS check (this is a requirement for all spiritual directors in the diocese)

They have attended (or will attend) diocesan safeguarding training, and comply with the diocese's current safeguarding policies.

They will have a mentor as a guide for the first year of their ministry in addition to their own director.

Directors who move to the diocese with experience of direction elsewhere are interviewed by two members of the spiritual direction resource group and a recommendation made to the Diocesan Bishop to be included or not included within the directory. Some criteria that may be applied are:

They must have been in direction themselves for a minimum of two years

They must join a supervision group

They have two satisfactory references (these will usually be requested from a diocesan bishop or his nominee, and a member of the spiritual direction network to which the potential director has belonged)

They hold a current DBS check (this is a requirement for all spiritual directors in the diocese)

They have attended (or will attend) diocesan safeguarding training, and comply with the diocese's current safeguarding policies.

Those who are recommended are informed in writing by the Diocesan Bishop, their details added to the directory and they allocated to a supervision group by the coordinators. Referrals for directees may then be made to them.

Those who are not recommended are informed in writing by the Diocesan Bishop and a meeting with one of the Spiritual Direction co-ordinators arranged to consider further options for them.

SAFEGUARDING

There is a separate policy statement covering Safeguarding and Spiritual Direction.

SUPERVISION

All recognised directors are required to attend a supervision group. Supervision groups meet at least four times per year. The Spirituality Adviser visits the supervision groups to update members on new developments and to gain a clear understanding of the range of directors and skills that we have available in the diocese. The co-ordinators may also follow up non-attendance at supervisory group if a director has not attended a group for 12 months.

If 1:1 supervision is required in addition to the group supervision, this is provided through the Diocesan Spirituality Adviser, who maintains a record of trained supervisors in the diocese.

Group supervisors meet together annually, and we may provide training opportunities or information about training opportunities for supervisors and those who might be further called to a ministry of supervision through regional networks, of which the diocese is a key stakeholder.

REFERRALS

People seeking a spiritual director will normally be referred to one of the co-ordinators, who will arrange to meet with the potential directee to

Explore the idea of spiritual direction with them

To understand their needs

To explore what style of direction would be most appropriate

Based on this discussion, the co-ordinator may offer one or two names for the potential directee to follow up themselves, or, if spiritual direction is not felt to be appropriate, other paths they might follow.

The co-ordinators work together to ensure that there is no duplication of effort or too much expectation made of individual directors. An information sheet is given to directees at the referral meeting to outline the process of engaging with a new spiritual director and to introduce our safeguarding policy.

Where people are already within a vocation process (for lay ministry, reader ministry, ordination, religious life) or in training through the Ministry Training Scheme, they may approach the DDO, the Principal at the Lincoln School of Theology or Warden of Lay Ministry, who will liaise with the co-ordinators to seek a spiritual director.

All those making referrals ensure that the Diocesan Spirituality Adviser is informed when a referral is made. The Spirituality Adviser maintains a confidential record of the names of directees and their directors.

Once potential directees are settled with a director, the co-ordinators should have no further contact unless a relationship breaks down and the directee requires further advice.

VOCATIONS TO A MINISTRY OF SPIRITUAL DIRECTION

The Co-ordinators work with the DDO, the Director of Studies at the Lincoln School of Theology or Warden of Lay Ministry and the Ministry Development Review process to develop awareness of the potential for a ministry of spiritual direction through those offering for ordained or licensed ministry.

TRAINING FOR SPIRITUAL DIRECTION

Spiritual Direction: an introduction

An introductory event which seeks to support those people who feel they have a calling as potential spiritual directors and to explore what it means and how it works

Spiritual Direction – Sharing the Way

A part-time course designed to develop the skills and potential of people who have a calling to spiritual direction. The course requires: application, interview and references, compulsory attendance. The course is provided free of charge and participants may claim travel expenses.

At the end of the first year, people may be recommended by the discernment panel to continue to year two. In year two they will be allocated to a supervision group, work with a mentor for 12 months and meet regularly with the Spirituality Adviser for observed group work. At the end of this process they may be recommended to the Diocesan Bishop to be added to the diocesan directory, but the course is not intended as an automatic qualification to be a director. The course is developed in association with IME, CMD, Formation and Discipleship, and Ministry Training.

Two day conferences are offered each year for recognised directors.

MENTORS

Mentors are experienced spiritual directors recommended by the discernment panel. They will work with individuals over the course of a year following their attendance at the discernment panel and report to the Spirituality Adviser at the end of that year, their views being instrumental as to whether the potential director is added to the diocesan directory.

PUBLICITY

The co-ordinators ensure that diocesan website information on spiritual direction is up to date and will produce material for use in parish magazines and for display.

ECUMENICAL LINKS

We seek co-operation with our ecumenical colleagues and explore joint training opportunities and referrals for potential directees. Where it may be possible to refer directees to other networks, we endeavour to ensure that the safeguarding policies are satisfactory and in line with diocesan guidelines.

REGIONAL LINKS

The diocese is represented on regional spirituality groupings, which include discussion on spiritual direction. Through these existing networks, we will explore potential for regional events, joint training opportunities, sharing of information and referrals for potential directees who are geographically located on the fringes of the diocese or who would prefer to meet with a director outside the diocese. Where it may be possible to refer directees to other networks, we endeavour to ensure that the safeguarding policies are satisfactory and in line with diocesan guidelines.

RESOURCING

A budget for Spiritual Direction has been allocated by the diocese and is used to support travel and training expenses for individual directors and group events.

CHARGING POLICY

It is not the diocesan expectation that any charges are made for spiritual direction, but if particular circumstances indicate otherwise (i.e. with the sisters at San Damiano) the co-ordinators need to be made aware of this so that accurate information is given to potential directees and that transparency and consistency are preserved. It is possible for such charges for clergy to be reimbursed through parish expenses or the clergy well-being fund.

SPIRITUAL DIRECTION AND ITS PLACE WITHIN THE DIOCESAN MISSION STRATEGY

As a diocese, our vision for transformed lives will need spiritually confident clergy and lay people who have a close connection to the God who calls us to work with Him in mission (as articulated in the Anglican Five Marks of Mission). Spiritual direction is an important aspect of spiritual formation, within the wider context of, and shared responsibility for, such formation through the work of both the Mission and Ministry teams.

The first of five priorities of the Mission Strategy element of the wider diocesan strategy is:

Working to encourage a believing, praying, hopeful Church

- *Recognising that in all things, it is in the end, God who gives growth (1 Cor 3:5-7) we aim as of first importance to develop our own discipleship, transformation and trust of God, recognising our total dependence on Him to bring about the change in our diocese we long to see.*

A key aspect of spiritual direction in the diocese is the spiritual formation of disciples who have prayerful awareness of our place within the *Missio Dei*; an approach that encourages individuals who receive spiritual direction to develop and strengthen their relationship with God so that they may be encouraged to share in the mission of the Church with deeper faith and prayer and, through them, the wider Church body.

Initial and ongoing training for spiritual directors should enable the development of a praying community of people responding to the promptings of the Spirit in faith to this particular vocation, who through their engagement with directees, express their personal engagement with mission and enable such exploration as part of their ministry within their directees.

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