

ASA NEWSLETTER

ASA - THE FUTURE - VOLUNTEERS WANTED

Subject to Conference approval in June, the replacement appraisal scheme, to be called Annual Development Review, (ADR), will come into force throughout the Connexion in 2010 with ASA continuing up to and including 2009.

The DAG is committed to continuing ASA until the new scheme comes into operation, but cannot justify training any more accompanists. The focus for the District will be delivering training for ADR

In net terms the number of self appraisers jumped by about 20 last year with the formation of the Northampton District, but the number of accompanists rose by only about 7. Not all ministers and accompanists came into Northampton as some existing pairings found themselves with one part of the pair in the new Beds/Essex/Herts District.

The result was that I matched 78 ministers with 64 accompanists. Over the next two years the gap between the number of ministers and the number of accompanists is likely to widen. A number of you already accompany more than one self appraiser, and it is likely that I will be asking more of you to do so over the next couple of years – hence the request for volunteers.

Whilst it will be a challenge I am confident that we can meet the needs of ASA over the next two years, because you are such generous, committed and supportive appraisers. Thank you.

www.methodistdistrict23.org.uk

... is the web address of the Northampton District, and if you have not yet paid it a visit I would recommend you to do so. It is brilliant. There is a wealth of information about the District, and it is a clear and easily navigable website. We are still working at having details of ASA on the website as well as the facility to download the forms currently in use. I hope that by the time my next newsletter comes out I will be able to report that the ASA part of the website is up and running. I understand there were about 7000 'hits' to the site in January, and I suspect that number will be exceeded in future months - all the news is there, and I do not think you will be disappointed if you spend a few minutes browsing the site.

SUPPORT EVENING

Is set for Tuesday 5th June at 7.30pm at Roade, and I hope you will make the effort to come along. It will be an opportunity to meet accompanists old and new from our new District, to exchange ideas and to give your views on ADR.

Those views will be collated and sent to the District Chair, Alison Tomlin, who has agreed to email them to the General Secretary and all our District Conference representatives in advance of Conference. So it is your chance to make your views known.

TRAINING DAY

The Training Day will be on 29th September at Roade Methodist Church. More details later, but it will focus on how the current scheme can continue to meet the needs of the ministers from their point of view.

RETURNS & EXPENSES

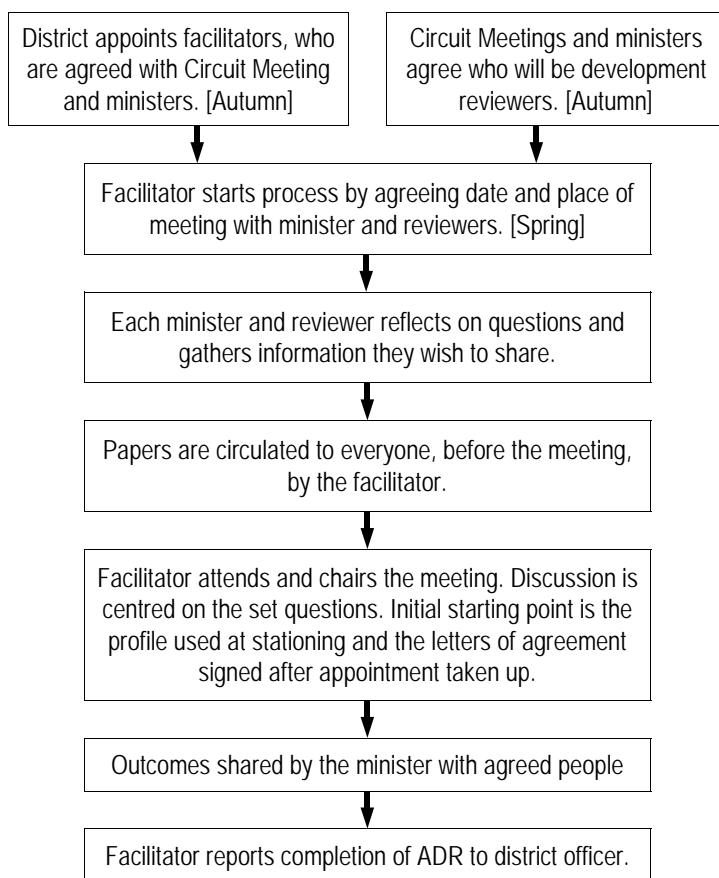
I should be very grateful if you could let me have your closure form, and expenses claim after you have completed your 2007 ASA. It makes the task of doing pairings for the following year so much easier if I have completed forms for the previous year. Also one of my tasks is to report to the District Chair where ASA has not happened, and without the closure form that is impossible. If is more convenient you can email the details to me.

WHAT IS ADR? ... THE NEW SYSTEM IN BRIEF

The proposal to be put to Conference will require all ministers (presbyters and deacons) to undergo an annual appraisal/development review. It will focus on the work of the individual in the context of the circuit. ADR will be administered by the District but the reviews will be Circuit based, and the Circuit will appoint the development reviewers for each minister. The reviewers might be lay or ordained, and will normally be expected to fulfil the role for 6 years, and to be with the same minister for 3 years.

The District will provide a 'facilitator' for each review whose role is two fold. The facilitator will firstly ensure the process happens each year and be responsible agreeing dates, chairing the review, recording and keeping a copy of decisions and confirming the process has been completed. Secondly, the facilitator will ensure the process is fair and will prevent any abuse of the system.

The review will use a Connexionally agreed standard set of questions to aid the ministers and the reviewers to reflect on the previous year,, and it will be the responsibility of the reviewers to gather feedback in advance of the review. The response of each side to the questions will be circulated by the facilitator in advance of the review.



The outcome of the review will be directly linked to the minister's training needs, and it will be his/her responsibility to share with the Circuit meeting and the person responsible in the District how those needs will be met. That will be the starting point for the review in the following year.

Of necessity I have had to condense the outline of the new scheme, and whilst I have scoured the Methodist Church website I cannot see that there is anything there to give more details. I have been sent a paper which will be going before Conference and which includes a draft of the standard questions. It goes into far greater detail, and if you would like me to email you a copy please let me know.

The proposed scheme does not provide for the support for ministers in the same way as ASA but the Church will encourage ministers to access their own support, and staying in touch with their appraiser is one of the suggested options.

I do not think anyone can be indifferent about the new scheme - come to the Support Evening on 5th June and share your views.

Northampton District Appraisal Group

Bernard Gudgin	DAG Chair
Alison Tomlin	District Chair
Jane Proctor	District Appraisal Officer
Dorothy Hewitson	Ministerial Rep
Christine Hodgson	ASA Trainer
Bill Tompkins	ASA Trainer
Roy Slocombe	ASA Rep
Paul Taylor	District Training & Development Officer

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