



# Learning and Development

Equipping for ministry

September 2023



DIOCESE OF  
**Bath & Wells**

Living the story. Telling the story.





Once again this programme represents considerable thought and planning to deliver a range of opportunities for you and your ministry. The Team is working hard to respond to the emerging vision with new opportunities from 2024 onwards. As you look through the programme please identify those that will help you develop not only your ministry but the ministry of others. Some of the events provide an ideal opportunity to invite members of your team, churchwardens or PCC members and to grow together in ministry. Clergy in full time ministry are expected to attend five CMD days per year. You may wish to consider external training opportunities and the Training Team will be pleased to hear from you to discuss those needs and to signpost you to grants that may be available to assist you. Please see the information towards the back of this booklet.

Thank you for all you bring to ministry.

Bishop Michael

Bishop Ruth

The latest edition of the Learning and Development Programme lists a number of events up to the end of 2023. We continue to use resources and expertise from around the diocese as well as external speakers for which we are grateful. Most sessions are in person at Flourish House, although we have included zoom sessions as well as events different locations. I am extremely grateful to a wonderful administration team who ensure that the arrangements for these events are carried out efficiently and accurately. However, to assist with planning, please consider booking on to events as soon as possible. We totally understand that the demands of ministry often mean arrangements change but do let us know if you can no longer attend an event, to allow the space to be released for someone else.

From January 2024 you will have an opportunity to join a learning community to address the challenge of oversight ministry. This builds on the experience of days run this past year. For further information see the article inside the back cover. In January we are also launching the Lay Ministry Pathway with a revised set of resources. This will offer a greater degree of flexibility as candidates explore Lay Ministry. Pilot studies have been conducted over the past six months and we are grateful for those who have participated. The initial focus will be on Lay Pastoral Assistants and Lay Worship Assistants. Resources will offer foundation course materials and equipping in the core skills for the particular ministry as well as an opportunity to build on those core skills and to go deeper.

In addition, please see the pages that signpost to other resources including the College of Preachers and a link to Sarum College. You will also see guidance on how to find a Spiritual Director and to join a Reflective Practice Group.

Please remember that the whole of diocesan support services are here to support you in your ministry, all we need you to do, is to get in touch and we will find out where you can go to gain the information or support you need.

**Reverend Prebendary Ronnie Crossman**  
Ministry Training Team Leader

## Please note...

We have tried to make all details as clear as possible, times (where known at time of publication) and venues are stated on each listing. Some events are targeted at a particular audience, so please take note and only register for events that are suitable to your role.

Joining instructions will be forwarded to you one week prior to each event - so do look out for those emails.

Tea and coffee will be provided for all events at Flourish House and you will be expected to make your own arrangements for lunch unless otherwise stated. Parking is available at Flourish House and the surrounding area, however the car park is locked at 5.15pm, so vehicles should be removed before then.

Additional opportunities are listed at the back of this programme, and all Events and Training can be found on our website

[www.bathandwells.org.uk/calendar](http://www.bathandwells.org.uk/calendar)

## What's on

### Chaplaincy and the local church

Thursday 14 September 10am - 4pm Flourish House

The day will give opportunities to explore the theology and qualities of chaplaincy and how chaplaincy can be developed within the context of the local church. The questions and areas that we will explore will include: You may have an organisation in your parish which already has a chaplaincy. How do you already minister in partnership with the chaplaincy and how can this partnership develop and grow? There may be a specific community or organisation in the parish where you believe there is potential for chaplaincy. How can this be created and developed?

There may be people in the parish who are exploring a calling to chaplaincy. How can you enable and support their journey of discernment?

Please register via the [programme booking form](#).

## Refreshing our preaching: online workshop

Thursday 21 September 9.30am - 1pm via Zoom

A half day zoom open to all who hold the Bishops License to preach (clergy and Readers).

We gather for brief online worship before breaking into small group workshops led by experienced preachers. Topics are yet to be finalised but will include preaching from the Old Testament, preaching at a Civic Event, using narrative in preaching, preaching in an All Age setting, expositional preaching and preaching to those on the edge of our church, such as at pastoral offices. We shall share resources, ideas, concerns and story as we seek to refresh our approach to preaching. You will be able to attend three workshops of around 45 minutes each in the course of this session. As well as time between to share general resources.

Please register via the [Learning and Development Programme booking form.](#)

## Churchwardens Day

Saturday 23 September 9.30am - 3pm Flourish House

The second of two training days hosted by the Archdeacons to encourage and equip those in this pivotal role. There will be opportunity for discussion, question and answer sessions with representatives of key teams and an mutual support from fellow churchwardens across Bath and Wells. Refreshments and lunch will be provided.

To register for this event, [please complete Churchwardens Day registration form here.](#)

## Financial planning during your ministry and beyond

Tuesday 26 September 9.30am - 1pm via Zoom

The aim of this useful virtual seminar is to help clergy (and their partners) at all stages of ministry to demystify financial matters, and to help plan for your financial future no matter how far you may be from retirement.

This useful seminar will be led by independent financial advisers from Ecclesiastical Financial Advisory Services and we will also be hearing from subject experts from The Church of England Pensions Board, clergy pension and housing teams.

The speakers will address various personal financial planning issues including the importance of planning ahead, saving and investing tips, buying property via a mortgage, what to expect from the clergy pension and church support for retirement housing (where required) and questions that in their experience face most clergy during their ministry and will encourage you to think about your financial futures and the importance of planning ahead.

Please register via the [Learning and Development Programme booking form](#).

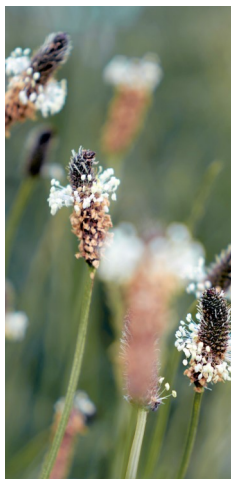
## Transforming parish conflict

Saturday 30 September 10am - 3pm St Marys Church Centre, Bishops Lydeard TA4 3AT

Christians are called to be peacemakers and Christian communities should reflect the Kingdom of God. But in reality things are not always harmonious. A divided community can be a place of pain and broken relationships, in need of repair and reconciliation.

The Peaceful Parish workshop will offer practical ideas about how to address differences and disagreements in parishes constructively.

To register for this event, [please complete the registration form here.](#)



## Rural Forum

Monday 2 October 10am - 4pm Bagley Baptist Church BS28 4TG

The 2023 Rural Forum returns to Bagley Baptist Church with keynote speakers Bishop Michael and broadcaster and writer, Brian Draper. There will be a question-and-answer session on 'tapping into shared wisdom', with Bishop Michael and Brian. Workshops in the afternoon will allow delegates to explore shared local ministry, working with your local primary school, and listening to your community. A workshop for administrators

will also run throughout the afternoon.

The event is free of charge with refreshments and lunch provided.

[Please book via this online booking form.](#)

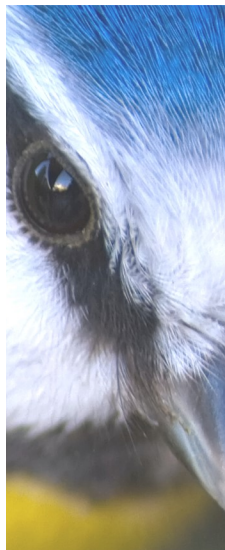


## 2023 Annual Readers Day

Saturday 7 October 9.30am Flourish House and 2pm  
Wells Cathedral

The day starts with a morning of study and input from our guest speaker, Bishop Micahel, at Flourish House, Wells, followed by the Reader service at Wells Cathedral where all Readers reaffirm their commitment to serve God through their ministry as Readers. The Diocese then welcomes newly trained Readers and those transferring from other dioceses.

Places on the study morning are limited, so [please book for either the whole day or just the afternoon cathedral service by following this link.](#)



## Redeeming Power

Saturday 14 October 9am - 4pm St Peter's, Church Road South,  
Portishead, BS20 6PS

This is the second day from Grass Roots Theology. Christians believe that God has the power to positively transform our lives, bringing freedom and purpose. But how does this actually happen? What parts are played by our emotions, psychology, relationships and environment? Secondly, how can theologians and the Church speak positively of power when it has been so often abused? Can power itself be redeemed?

Keynote speaker Dr Lucy Peppiatt, Principal of Westminster Theological Centre will help us explore these questions and others.

[For further information and to reserve a place for this free event follow this Eventbrite link.](#)

## 2023 Chaplaincy Gathering

Wednesday 18 October 9.30am - 4pm Rowbarton Methodist Church  
Taunton TA2 6LA

A day for all chaplains and for all who are interested in chaplaincy. The theme of the day will be Going deeper into God, sustaining spirituality for us and for others with Bishop John Pritchard and Bishop Michael Beasley, with opportunities for prayer, reflection, fellowship a wide range of workshops and resources.

Cost: £15 per person. [Further details and booking for this event can be found on the website.](#)

## Making peace with conflict - Leaders Day

Thursday 19 October 10am - 4pm Flourish House

Conflict is the natural consequence of our God-given diversity. Sometimes we can see it as an invitation for individual and community growth. At other times, though, underlying anxieties, a loss of trust and broken relationships must be addressed before a way positive forward can be found.

In this workshop we will explore how conflict affects Christian communities, and how leaders can find creative responses to tensions within and beyond the church. Simon Keyes, the Diocesan Peacebuilding Adviser, will lead participants through a series of exercises and conversations about constructive approaches to understanding and responding to conflict. There will be a confidentiality agreement so that participants will be able to share issues of concern in their own situations if they wish.

This day aimed specifically at clergy in leadership roles.

Please register via the [Learning and Development Programme booking form.](#)

## 2023 Pre-advent retreat days

Tuesday 7, Wednesday 8 and Thursday 9 November

Please note the dates for the annual Archdeaconry pre advent retreat days, which will be held for all clergy across the diocese.

### Planning for net zero and Creation Care

Wednesday 8 November 10am - 4pm Flourish House

“Where are we now, where do we need to be and how to fill in the gaps.”

The second of two sessions from Sara Emmett, Climate Justice and Environment Adviser, covering:

- A review of what’s happening in our churches
- An honest look at the challenges ahead
- Utilising Ecochurch and other resources
- How to address planning and decision making in PCCs.

Please register via the [Learning and Development Programme booking form.](#)

### Voice health online workshop

Thursday 16 November 10am - 12noon via Zoom

Are you still getting the best out of your voice? As a professional voice user - have you been taking care of it?

This online workshop is a chance to refresh your understanding of your voice and remind yourself how you can use it to its absolute best. The workshop will be led by Kate Lynch, voice coach.

Please register via the [Learning and Development Programme booking form.](#)

## Inclusion and diversity

Tuesday 21 November 10am - 4pm Flourish House

Sally Beazley, Inclusion and Diversity Adviser will lead this day looking at the challenges and opportunities around Inclusion and Diversity within the Church of England.

Please register via the [Learning and Development Programme booking form.](#)

## Praying with my camera this Advent

Thursday 7 December 10am - 3.30pm Flourish House

You are probably a prayer, and you may also take photos using a camera and/or with your phone - but have you considered combining the two? If this intrigues you, come along to this day led by Revd Lis Sparrow. You don't have to be a great photographer, whatever that means, all you simply need is a digital camera (your phone is fine), the ability to email/share photos, and an open mind. This day will hopefully give you sustenance this Advent and ideas to share with others. There will be a small amount of preparation prior to the day.

Please register via the [Learning and Development Programme booking form.](#)



## Additional opportunities

### Dwelling in the Word across Bath and Wells

Join online every third Monday of each month at 7.30pm to 8.15pm where we will be reflecting together on Romans 12.6-16a in a variety of contexts across the diocese, using the spiritual practice known as Dwelling in the Word. [Register here to receive the Zoom link.](#)

### Pioneering Parishes - Starting out

For church leadership groups and clergy wanting tools to help their parishes become more pioneering, a series of four fortnightly webinars will be held online at 7.30 - 9pm on Thursday 7 and 21 September, and 5 and 19 October.

Led by Revd Tina Hodgett of the Church Mission Society in partnership with the Diocese of Bath and Wells and Revd Greg Bakker, experienced priest and Pioneer Development Officer at the Diocese of Portsmouth.

[For more information about these webinars, and to book online, please use this Eventbrite link.](#)

### Rural Ministry Course

The Rural Ministry Course is designed for lay and ordained church leaders across the denominations entering a rural appointment, and those already in rural ministry who feel the need for a 'refresher'.

The two-day programme employs a variety of approaches including practical sessions, group work and workshops led by practitioners, and includes sessions on understanding rural contexts, mission and growth, leadership, farming and work with children and young people in the countryside. The next course will take place on 17-18 October.

For further information, [please visit the Arthur Rank Centre website.](#)

## Chaplaincy podcasts - Reflecting through a chaplain's eyes

This series of podcasts beginning Thursday 5 October and continuing into 2024, offer a space to explore and reflect upon some of the key issues for chaplaincy. They are hosted by Richard Kelley and have outstanding contributions from Narinder Tegally, Charlotte Kelley, Ann Fulton, Ewen Huffman, Theresa Strange, Ruth Motion and Mike Haslam.

One week after the release of each podcast, we will offer a facilitated conversation to reflect on the theme of the podcast and the connections with our own context. [For dates, further information and to register for the Zoom discussions, please visit the website via this link.](#)

## Church of England webinars

Free Digital Labs webinars from the national church, covering topics from digital communication for evangelism and discipleship. The current offer can be found here: [www.churchofengland.org/digital-labs-webinars](http://www.churchofengland.org/digital-labs-webinars)

## The College of Preachers

The College of Preachers offer a number of in person and online seminars which are worth exploring. Further details can be found on their website: [www.collegeofpreachers.co.uk](http://www.collegeofpreachers.co.uk)

## Transforming Worship

For online courses exploring worship and liturgy, visit [www.praxisworship.org.uk](http://www.praxisworship.org.uk)

## Sarum College library

Sarum College is delighted to offer you free library membership with free postage and we look forward to providing you with books and eBooks for your learning and development, including The St John's Timeline, a collection of over 150 videos from leading theologians and biblical scholars. The library catalogue is at [www.sarum.ac.uk/library](http://www.sarum.ac.uk/library); please contact Jayne Downey at [library@sarum.ac.uk](mailto:library@sarum.ac.uk) for more information and an application form.

## On-going support for all

### Safeguarding training

The Leadership pathway is required training for all Clergy, Readers and many Lay Leaders. This pathway consists of Basic Awareness, Foundation and Leadership Training. These should be completed in order and refreshed every 3 years to ensure you are up to date with any changes in policy and procedures.

Basic Awareness and Foundation training can be accessed via the Church of England's [Safeguarding Portal](#).

Leadership training can now be booked online via Eventbrite – this site allows you to manage your own booking. Pre and post-course work will be emailed to you as well as the adjoining workbook. All dates are available via the Diocesan website's [Event Calendar](#). New dates are added throughout the year so do check regularly.

You can also book by emailing [training.safeguarding@bathwells.anglican.org](mailto:training.safeguarding@bathwells.anglican.org), which is also the best contact for general training enquiries.

## Key contacts at Bath and Wells

If you need to make contact with anyone at Bath and Wells, please refer to our [Key Contacts list which can be downloaded here](#) and also by visiting [www.bathandwells.org.uk/contacts-list](http://www.bathandwells.org.uk/contacts-list)

## On-going support for clergy

### Reflective Practice Groups

Reflective practice groups provide a safe space for clergy to reflect upon their ministry in a structured way with colleagues. They run in many locations across the diocese and we start new ones as demand arises. Please contact [training@bathwells.anglican.org](mailto:training@bathwells.anglican.org) for further information.

### Mentors

A mentor to walk alongside in a new ministry can be of great benefit. We continue to develop and equip a network of mentors across the diocese. If you would value a mentor or feel you have the experience and gifts to act as a mentor please be in touch with [ronnie.crossman@bathwells.anglican.org](mailto:ronnie.crossman@bathwells.anglican.org)

### On-going vocational conversations

While there is much that you may already be doing to help people to explore their calling, the Vocations team is always there to offer support via [vocations@bathwells.anglican.org](mailto:vocations@bathwells.anglican.org). Information on a range of ministries may be found on the website [www.bathandwells.org.uk/ministry/exploring-ministries/](http://www.bathandwells.org.uk/ministry/exploring-ministries/) and we can also put you in touch with one of our Chaplains for Discerning Calling if a vocations conversation would be helpful.



## Spiritual direction

If you are seeking a spiritual director, you can find details of whom to contact on the website [www.bathandwells.org.uk/spiritual-direction](http://www.bathandwells.org.uk/spiritual-direction) or contact us for general questions about Spiritual Direction, [SpiritualDirection@bathwells.anglican.org](mailto:SpiritualDirection@bathwells.anglican.org)

## Considering retirement?

We offer the opportunity for a residential conference for licensed clergy along with spouses, which focusses predominantly on the pastoral aspects of retiring and 'leaving well'. It is for clergy who are approximately five years away from retirement. For more information on any of the above, contact [sophie.moore@bathwells.anglican.org](mailto:sophie.moore@bathwells.anglican.org)

## Counselling and Wellbeing

The Counselling and Wellbeing service is a professional, free service and is independent of church structures. Clergy, their spouses and children can all use the service. Counselling for couples and families is also available. More information can be found on the website [www.bathandwells.org.uk/ministry/clergy/counselling-and-well-being/](http://www.bathandwells.org.uk/ministry/clergy/counselling-and-well-being/) or by contacting Sally Walters, Adviser in Counselling and Wellbeing [sally.walters@bathwells.anglican.org](mailto:sally.walters@bathwells.anglican.org)

## Extended Ministerial Development Leave

Extended Ministerial Development Leave (EMDL) or sabbatical is an opportunity once a decade to step back from ministry and have up to three months away combining elements of refreshment, study, retreat, relaxation and family. Contact Ronnie Crossman in the first instance [ronnie.crossman@bathwells.anglican.org](mailto:ronnie.crossman@bathwells.anglican.org)

## External training and further study

For a contribution in funding an external CMD course, or to enquire about embarking on further study, please contact [sophie.moore@bathwells.anglican.org](mailto:sophie.moore@bathwells.anglican.org)

## Life to the Max

Life to the Max, our outdoor activity based residential weekend for clergy children aged 11-17 (school years 7-13) in the Dioceses of Bath and Wells and Bristol. A weekend for young people from clergy families to enjoy a range of fun outdoor activities, whilst meeting other young people who live in a similar context to them.

Dates: 15 - 17 September 2023 at Mendip Activity Centre.

For more information and bookings [visit the Bath and Wells website](#).

If you have any questions, please contact

[felicity.cobley@bathwells.anglican.org](mailto:felicity.cobley@bathwells.anglican.org)

## Oversight ministry - a learning community

What does it mean to have a ministry that carries oversight responsibility? How can that oversight role be a life-giving part of our ministry? This is familiar territory for bishops, from whom we receive the “cure of souls” and share in “episcopate”, an oversight ministry which is defined as a “focus for unity”.

Leadership is never a “one size fits all” but as many church leaders are taking on further responsibility and are being increasingly called to release the gifts and to support the ministry of others, there are themes and approaches that it is valuable to explore together: such as working in teams, delegating leadership, working with and managing difference, and creating enabling structures.

From early 2024 we intend to create our first “Learning Community” of Oversight Ministers: between 8-12 participants who will commit to

meeting for six sessions over an eight to ten month period. Participants will receive input and be directed to a variety of resources both from within the diocese and wider afield. They will be expected share their own experience in a similar style to “Reflective Practice Groups” in order to learn from and support each other. Anyone wishing to find out more and to apply to join a learning community is asked to contact [ronnie.crossman@bathwells.anglican.org](mailto:ronnie.crossman@bathwells.anglican.org)

## Equipping for Ministry: Lay Ministry Pathway January 2024

Across the diocese, many people exercise ministry in churches and communities in a variety of ways, formal and informal.

Recognised ministries, such as Lay Worship Assistants or Lay Pastoral Assistants are commended by our Bishops and commissioned locally. Up to now we have used a single track pathway to these ministries, with local discernment and courses ensuring that people are well matched and equipped for ministry. Such a robust system ensures, as far as we are able, that those who exercise ministry are safe and accountable.

In a further development we are launching a flexible approach to discerning and equipping which will

- allow previous and relevant experience to be taken into account
- enable greater flexibility and increased support for delivering courses.

So keep a look out for this revised approach and supporting resources being launched in January 2024. To find out more please contact [jill.perrett@bathwells.anglican.org](mailto:jill.perrett@bathwells.anglican.org)

## At a glance:

Thurs 14 Sept	Chaplaincy and the local church
Thurs 21 Sept	Refreshing our preaching
Sat 23 Sept	Churchwardens Day
Tues 26 Sept	Financial planning for clergy
Sat 30 Sept	Transforming parish conflict
Mon 2 Oct	Rural Forum
Sat 7 Oct	Annual Readers Day
Sat 14 Oct	Redeeming power
Weds 18 Oct	Chaplaincy Gathering
Thurs 19 Oct	Making peace with conflict
Tues 7-9 Nov	Pre-advent clergy retreats
Weds 8 Nov	Planning for net zero and Creation Care
Thurs 16 Nov	Voice health workshop
Tues 21 Nov	Inclusion and diversity
Thurs 7 Dec	Praying with my camera this Advent