



Equipping for ministry

Learning and development
opportunities

September 2024



DIOCESE OF
Bath & Wells

Living and telling the story of Jesus

A message from Bishop Michael

Thank you for all you do as leaders of Churches and key members of our communities, sharing in ministry, lay and ordained. We continue to be God's people, living and telling the story of Jesus so that we can grow our churches and transform our communities. Our vision for Bath and Wells is clear and unchanged and is being lived out in our churches, our homes, our schools and workplaces every day.

The Equipping for Ministry programme holds opportunities to support you and those with whom you serve to live out this vision. As you look through the programme please identify sessions that will help you develop not only your own ministry but the ministry of others and encourage others to take part. Some of the events provide an ideal opportunity for key people to explore and learn together. You may wish to share in some events with fellow ministers, churchwardens and PCC members.

You will also find suggestions for training opportunities from outside of the diocese, which helps us broaden our experience. There are links to other support which may be of interest. The training team will be pleased to hear from you to discuss your training needs and to signpost you to grants to help fund external training.

Thank you for all you bring to ministry and all you encourage in others.

+ Michael.

Welcome to the latest edition of the Equipping for Ministry programme

We have brought together a number of events from across the support services team and beyond to take us up to the beginning of Lent. A new edition will be circulated in February, but forthcoming events already planned can be found on the back page.

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.

Earlier this year we launched the Lay Ministry Pathway. See more on page 15. Several benefices have tried out the new resources and work has gone on over the summer to help with the roll out of these resources. To find out more please contact the Training team via the email below. We encourage the resources to be used locally but in response to requests, we are offering an LPA course over one weekend on 21-22nd September. See page 6 for further details.

Many of the events within this booklet are open to anyone engaged with church leadership, including PCC members, Churchwardens, Readers and Clergy. They are coded to align the courses with the diocesan strategy. Some courses are in response to more than one element.

Where a course is directed towards a particular group such as Readers, chaplains or clergy, this is made clear on the programme listing.

Do drop us an email at training@bathwells.anglican.org or phone reception 01749 670777, and you will be signposted to the information or support you need.

Please remember that the whole of diocesan support services are here to support you in your ministry.

Ronnie Crossman
Ministry Training and Support team leader

Supporting the vision

Events have been identified as supporting and reflecting the elements of growth within the diocesan vision:



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 bathandwells.org.uk/calendar

2024 Chaplaincy Gathering



Tuesday 17 September 9.30am - 4pm St Mary's Church,
Bridgwater, TA6 3EQ

Open to all

Faith in Wide Spaces

All chaplains and all who are interested in chaplaincy are welcome to join us for what we are confident will be an amazing day. Our keynote speaker is Dr Paula Gooder. There will also be opportunities for workshops, prayer, fellowship and networking. We hope and pray that the Gathering will expand our vision and inspire our ministry.



Dr Paula Gooder is a writer and lecturer in Biblical Studies. Her research areas focus on the writings of Paul the Apostle, with a particular focus on 2 Corinthians and on Paul's understanding of the Body. Her passion is to ignite people's enthusiasm for reading the Bible today, by presenting the best of biblical scholarship in an accessible and interesting way. She is currently the Chancellor of St Paul's Cathedral in London. [Tickets are available via the online booking form.](#)

LPA core gifts and skills



Saturday 21 - Sunday 22 September Flourish House

Open to all

10am - 4pm each day (overnight accommodation is not provided)

The Training team will be using the new resources to lead a two day course exploring the ministry of a Lay Pastoral Assistant. Each participant will continue to explore the ministry in their own context. Exercising this public ministry in the name of your local church is only with the agreement of incumbent and PCC and following DBS and safeguarding training. Please register by emailing training@bathwells.anglican.org

Grass roots theology: Divine diversity



Saturday 21 September 9am - 3.30pm St John's Church,
Highbridge TA9 3HS

Open to all

A free day for anyone interested in theology in Somerset and beyond, with Revd Dr Richard Sudworth OBE, Secretary for Inter Religious Affairs to the Archbishop of Canterbury, and National Inter Religious Adviser for the Church of England.

Plus short papers, refreshments, optional worship and group discussion! We invite submissions for short papers to present on the day, email to theologyforthepeople@gmail.com.

[Register for this event on the Eventbrite booking page.](#)

Missional Theology: Learning from the World Church



Thursday 26 September 10am - 4pm Flourish House

Open to all

Led by the Revd Canon Dr Peniel Rajkumar, Director of Global Mission and Global Theologian for USPG.

There is an increased recognition today that the centre of gravity of Christianity has shifted from the so called 'Global North' to the 'Global South'. Exploring the implications of this demographic shift for missional theology, this session will identify different aspects of mission that are being re-thought by Christians across the world including, but not limited to, interfaith engagement, legacies of colonialism, ecological and economic devastation and other contemporary manifestations of the 'empire'. At the heart of this session will be the question - 'How can we as Christians live out the gospel in creative and credible ways, as we drink deeply from the missional wells of our fellow Christians across the world, and discover our full identity as global Christians, bound together as the one body of Christ?' [Register for this event via the Equipping for Ministry booking form.](#)

Churchwardens' Day



Saturday 28 September 9.30am - 3pm

For churchwardens

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 mutual support from fellow churchwardens across Bath and Wells. Refreshments and lunch will be provided. [Register for this event via this online form.](#)

2024 Readers' Day



Saturday 5 October 9.30am Flourish House then 2pm

For Readers

Wells Cathedral

The annual Readers' Day consists of a study morning at Flourish House, with Bishop Michael, followed by lunch, and the afternoon licensing service at Wells cathedral. This is an important day for ministerial development and celebration of Reader ministry in the diocese. The day provides a chance to meet with other Readers, share experiences and learn from each other.

The Warden of Readers hopes all Readers will make this day a priority. The day provides us all with fellowship, ministry development, reaffirmation of our ministry and community support for each other and the newly licenced Readers. [Register for either the full day, the study morning only or the afternoon service via this online form.](#)

Retirement seminar



Thursday 10 October 9.30am - 4pm Flourish House

For clergy

This seminar brings together a group of experts who will share their knowledge and help you get the most out of retirement - from personal financial planning, through taxation and legal matters to housing options and health. It is open to clergy in receipt of a Stipend as well as spouses and partners, with lunch and refreshments provided. [Please register via this online form.](#)

Chaplaincy and the local church



Tuesday 15 October 10 - 4pm Flourish House

For Readers and clergy

Led by Mike Haslam, Chaplaincy Adviser. Chaplaincy is growing in many communities. This day is to help explore the theology and qualities of chaplaincy and how chaplaincy is being developed within the context of the local church. There will also be space for you to bring your questions and contribute your reflections. [Register for this event via the Equipping for Ministry registration form.](#)

2024 Rural Forum



Monday 21 October 9.30am - 3.30pm

Open to all

Bagley Baptist Church, BS28 4TG

Discipleship in the rural church

The 2024 Rural Forum returns to Bagley Baptist Church this year, welcoming our keynote speaker Revd Jo Neary, Team Vicar in Salisbury Diocese and tutor in Rural Ministry and Mission at Sarum College.



Beyond the mission statistics - what does church growth look and feel like in the countryside?

Based on her experience, research and the wider rural picture, Jo invites you to join in exploring questions about the health, energy and impact of rural churches.

How does a mixed ecology thrive in rural contexts? What role does discipleship play in church growth? How do we encourage different groups and congregations in our rural churches to feel part of the body of Christ? What do we do when things feel hard or difficult or fragile? How do we think about abundance and seasonal rhythms rather than worrying about what we haven't done or don't have?

The forum is an opportunity to connect with others from across the diocese with lunch and refreshments provided.

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

Growing Good workshop



Saturday 2 November 10am - 4pm Flourish House

Open to all

An in-person introduction to the Growing Good Toolkit with Polly Taylor. Growing Good is a community of people and churches who are committed to growing fruitful churches and flourishing communities.

To support the Growing Good movement, Church Urban Fund has developed the Growing Good Toolkit. This includes a six-module course to help churches connect the dots between social action, discipleship, and growth. The toolkit combines biblical reflection and practical insight to equip churches to grow in faithfulness and fruitfulness.

[Register for this event via the Equipping for Ministry registration form.](#)

Releasing gifts in others



Tuesday 12 November 10am - 4pm

For Readers and clergy

Flourish House

Join Helen Weld, Vocations Adviser, for this session exploring the ways in which you may create opportunities to recognise gifts and skills in others and how you may identify and release the gifts of others. It will also consider next steps once those gifts have been discovered. [Register for this event via the Equipping for Ministry registration form.](#)

Oversight ministry - learning from each other



Tuesday 19 November 10am - 4pm via Zoom

For leaders

Learning from each other through discussion and case study.

This day is geared towards those who have been asked to embrace further responsibility in the role of oversight minister and those who have stepped into their first post of responsibility. Other church leaders are welcome to attend – lay and ordained. [Register for this event via the Equipping for Ministry registration form.](#)

Advent retreat day



Tuesday 26 November Wells Cathedral and the Palace Undercroft

For Readers and clergy

This retreat day is open to clergy and Readers, with input from Bishop Rowan Williams. Please note the date and look out for details circulated from the Palace shortly.

Online preaching day 'drop in'



Tuesday 7 January 10am - 4pm via Zoom

For Readers and clergy

The day is for Readers and Clergy and anyone who has received a license or commendation to preach within their local context. A number of experienced preachers will offer 50 minute workshops on preaching in a variety of contexts or styles such as at Funerals, at a civic event, and using an exegetical approach in family worship. Once registered you will receive further details of how to sign up for up to four workshops throughout the day.

[Register for this event via the Equipping for Ministry registration form.](#)

Nature and theology; Part 1

Wednesday 15 January 10am - 4pm Flourish House

Open to all

The first of two days led by Revd Dr Nigel Dilkes. This course brings together three dimensions of caring for Creation;

- science - understanding the natural world better through uncomplicated explanations and supporting data
- theology - a thorough understanding of what God is saying to our world today
- and Christian discipleship - Net Zero Carbon commitment, Eco Church awards, The Five Marks of Mission, and beyond - the challenge and hope of caring for God's Earth in practice.

[Register for this event via the Equipping for Ministry registration form.](#)

Making peace with conflict



Tuesday 21 January 10am - 4pm

For Readers and clergy

Flourish House

Led by Simon Keyes, Diocesan Peacebuilding Adviser. 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 positive way 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 will lead participants through a series of exercises and conversations about constructive approaches to understanding and responding to conflict. [Register for this event via the Equipping for Ministry registration form.](#)

Nature and theology; Part 2

Tuesday 4 February 10am - 4pm Flourish House

Open to all

The second of two days led by Revd Dr Nigel Dilkes. This course brings together three dimensions of caring for Creation;

- science - understanding the natural world better through uncomplicated explanations and supporting data
- theology - a thorough understanding of what God is saying to our world today
- and Christian discipleship - Net Zero Carbon commitment, Eco Church awards, The Five Marks of Mission, and beyond - the challenge and hope of caring for God's Earth in practice.

[Register for this event via the Equipping for Ministry registration form.](#)

Growing faith and everyday faith

Tuesday 11 February 10am - 4pm Flourish House

Open to all

An interactive day with the Go Team exploring elements of growing faith connections with church, school, and household, and the development of faith and discipleship in everyday ways. [Register for this event via the Equipping for Ministry registration form.](#)

A generous church

Wednesday 26 February 10am - 4pm Flourish House

For clergy

Join Natalie Wainwright and Jonathan Philpott from the Giving and Funding team, for this day which is aimed specifically at clergy. With resources to help build confidence to inspire and encourage a culture of generosity in your church. [Register for this event via the Equipping for Ministry registration form.](#)

Additional opportunities

Lay ministry pathway: Foundation course

Since the launch of the pathway earlier this year several benefices have used the resources to explore ministry with church members, some going on to exercise ministry as LWAs and LPAs. Work has been carried out over the summer to develop pathways and to ensure the pathways are clear and easy to engage with. The resources enable local church leaders to encourage those who feel called to ministry in a way that is accessible and appropriate for an individual or context.

For further information about the pathway, visit bathandwells.org.uk/lay-ministry-pathway training@bathwells.anglican.org. Please use this email to contact speak to one of the training team to discuss this further.

Pioneering Parishes

For church leadership groups and clergy wanting to develop their mixed ecology of mission and ministry. It provides tools to help parishes become more outward looking, enabling clergy and their churches to extend the care of souls into all the parish. A series of four fortnightly webinars are held online throughout the year.

Led by Revd Tina Hodgett of the Church Mission Society and Revd Greg Bakker, experienced priest and pioneer advocate, in partnership with the Diocese of Bath and Wells.

[For more information about Pioneering Parishes and course availability, visit their website.](#)

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 Luke 1: 46-55 in a variety of contexts across the diocese, using the spiritual practice known as Dwelling in the Word. There will be a new passage for 2025. [Register here to receive the Zoom link.](#)

Theological conversations group

This is a regular bimonthly meeting, creating a forum where theological issues can be addressed and discussed in some depth. It is open to all involved in church life and ministry - to anyone who wishes to engage in some intellectually stimulating theological thinking. For further information, please contact [Graham or Mary Witts.](#)

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 2-3 October. For further information, [please visit the Arthur Rank Centre website.](#)

Chaplaincy podcasts - Reflecting through a chaplain's eyes

The chaplaincy podcasts will continue and will explore:

1. Interfaith
2. Spirituality, prayer and worship
3. Faith-sharing
4. Death and dying
5. Developing ethos and value with our organisations
6. Reflective practice

These podcasts will be available on all usual platforms and on bathandwells.org.uk/chaplaincy-podcasts

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: 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: collegeofpreachers.co.uk

The Faraday Institute

The Faraday Institute for Science and Religion is a Cambridge-based interdisciplinary research institute improving public understanding of science and religion. Upcoming events and further information can be found via their website faraday.cam.ac.uk

SPCK online library for £60 per year

Giving access to hundreds of SPCK publications spckpublishing.co.uk

Useful websites

You may find these website useful as you seek to develop ministry in your context. Please be aware that these resources are not funded through the training budget, however we may be able to assist in some circumstances.

praxisworks.uk

praxisworship.org.uk

Sarum short courses and college library

Autumn 2024 short courses can be found via this [link to their brochure](#). 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 sarum.ac.uk/library; please contact Jayne Downey at 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, which is also the best contact for general training enquiries.

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 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

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. Information on a range of ministries may be found on the website 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 bathandwells.org.uk/spiritual-direction or contact us for general questions about Spiritual Direction, 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

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 bathandwells.org.uk/counselling-and-well-being or by contacting Sally Walters, Adviser in Counselling and Wellbeing sally.walters@bathwells.anglican.org

Extended Ministerial Development Leave

Extended Ministerial Development Leave (EMDL) or sabbatical is an opportunity to step back from ministry and have up to three months away combining elements of refreshment, study, retreat, relaxation and family. EMDL follows a policy to ensure a fair approach to all. For more information visit bathandwells.org.uk/extended-ministerial-development-leave

To explore the possibility of EMDL Contact Ronnie Crossman in the first instance 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 team leader ronnie.crossman@bathwells.anglican.org or Resource and Programme Support 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: 13 - 15 September 2024 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

At a glance:

Tues 17 Sept	Chaplaincy Gathering
Sat 21 Sept	Grass roots theology
Sat 21-Sun 22 Sept	LPA core gifts and skills
Thurs 26 Sept	Missional theology: Learning from the World Church
Sat 28 Sept	Churchwardens' Day
Sat 5 Oct	2024 Readers' Day
Thurs 10 Oct	Retirement seminar
Tues 15 Oct	Chaplaincy and the local church
Mon 21 Oct	2024 Rural Forum
Sat 2 Nov	Growing Good workshop
Tues 12 Nov	Releasing gifts in others
Tues 19 Nov	Oversight ministry - learning from each other
Tues 26 Nov	Advent retreat day
Tues 7 Jan	Online preaching day 'drop-in'
Wed 15 Jan	Nature and theology: Part 1
Tues 21 Jan	Making peace with conflict
Tues 4 Feb	Nature and theology: Part 2
Tues 11 Feb	Growing faith and everyday faith
Wed 26 Feb	A generous church

bathandwells.org.uk/events-and-training