

A guidebook for curates



IME Phase 2
in the Diocese of Bath and Wells
www.bathandwells.org.uk

Flourish House, 2 Cathedral Avenue, Wells. BA5 7DL

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In addition to this handbook you will also be sent

Training dates and a submission timeline

Templates Booklet



A message from the Right Reverend Michael Beasley, Bishop of Bath and Wells

I am delighted that you are with us as you begin ordained ministry. I want to assure you of my prayers as you undertake the journey ahead.

The purpose of IME 2 is to ensure that curates leave this phase of development confident to step into new roles of responsibility as spiritual leaders of their communities, ready to share in the ministry that is both yours and mine. This is true of self-supporting ministry as well as those who step into full time stipendiary incumbency.

I commend this period of development to you and encourage you to make full use of all that is on offer through the IME 2 program, not only the core and development training days, but opportunities for placements and other experiences beyond the parish. The team work hard to ensure a rich and varied program.

Many of you will be experiencing new churches, new homes, new communities. We very much hope that you are feeling welcomed and affirmed during what we know can be an unsettling time not only for curates, but for their families.

With every blessing

+Michael Bath and Wells

Diocesan Vision

The vision of the Diocese of Bath and Wells is that 'in response to God's immense love for us, we seek to be God's people living and telling the story of Jesus'. As a diocese, we are currently refreshing our vision. We shall review and develop the following strands and look forward to seeking ways in which we as an IME community will embrace and encourage this vision for all.

- **Valuing what we already have:** Valuing and cherishing the people who are already part of the church family in our context; celebrating and using the assets we have available to us.
- **Sharing our faith and worshipping in new and different ways:** When we share our faith and worship together in new and different ways, this often connects with people who wouldn't engage with our traditional offering. Putting in place something different, offers us the scope to grow and become younger and more diverse.
- **Growing in faith:** Developing our own faith and the faith of others.
- **Sharing in ministry and leadership:** Sharing in ministry and models of leadership together – lay and ordained, across all ages, using the gifts, skills and passions of all so that no one person is overburdened or left out.

Meet the Team.



Rev Preb Ronnie Crossman:
Ministry Training Team
Leader & IME 2 Officer

ronnie.crossman@bathwells.anglican.org

Direct line – 01749 685129

As the IME2 Officer Ronnie oversees and supports the curacy process. This is part of a wider diocesan role to enable the equipping and development of lay and ordained ministers across the Diocese of Bath and Wells.



Charmain Gilmour:
Ministry Training Team &
IME Phase 2 Administrator

charmain.gilmour@bathwells.anglican.org

Direct line - 01749 588910

Charmain works full time as the Training Team Administrator. Part of her role is in support of curacy, ensuring clear and regular communication and managing the process for submission of reports of evidence of development.

Assistant IME Officers (AIMEO)

Each curacy has an AIMEO. These are incumbents who give of their time in a voluntary basis in addition to incumbent roles or as part of an offering in early retirement. AIMEOs will keep in touch with curates to help curates reflect on their development throughout curacy. They will arrange to visit curates and training incumbents midway through each year to check in on how curacy is progressing. They are a good source of communication ensuring the expectations from IME2 are met and ensuring these are balanced within the wider context of experiences gained within context.

Training Incumbents (TI)

Curacy is fundamentally a training post where the TI plays a very significant role in ensuring opportunities for development of your skills and gifts. Every curate brings a unique set of experiences into curacy. One of the skills of the TI is to work with you to create a development plan that gradually builds over your curacy. This is in the context of their role as incumbent of the benefice. They hold overall responsibility for the vision for that benefice. Elements of leadership will gradually be shared with you. Not all experiences can be gained within every curacy context. Training Incumbents will help you to identify gaps and then, in discussion with the wider IME2 team, will ensure you gain experiences beyond the immediate context.

Clergy Wellbeing advisor



Sally Walters MBACP (Snr. Accred.) M.Sc., Dip. Counselling: Adviser in Clergy Counselling & Wellbeing. Sally manages a confidential counselling service. In addition she works with senior colleagues and the training team to notice and address general trends to better support those in ministry.

sally.walters@bathwells.anglican.org

Mobile - 07973 844292

Website: [Counselling and wellbeing - Bath and Wells Diocese](#)

Introducing the Ministry Training Team Leader (MTTL)

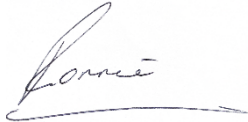
Ronnie Crossman was ordained in 1993. Beyond curacy Ronnie served as a university chaplain in Bristol and then in Germany, before taking up post in the Diocese of Bath and Wells as the Team Missioner in the benefice of Portishead in 2002. Ronnie moved to one of our Magnificat parishes as Rector of Highbridge in 2010 and became Area Dean in 2014. After a short period of with the vocations team in Salisbury Diocese in 2019, Ronnie returned to Bath and Wells as an interim Rector of a multi-parish rural benefice just outside Frome in 2020, before being called to explore the role of Ministry Training Team leader in July 2022.

The MTTL is responsible for the development of three programs of learning.

- The IME2 program for curates and newly licensed readers.
- The Equipping for Ministry program bringing together training and opportunity for lay and ordained leaders across the diocese.
- The Lay Ministry Pathway providing resources for local facilitators to equip lay ministry in their own context.

From time to time there is an opportunity for some overlap within the programs which further cultivates the relationships across our diocese.

I consider my role a privilege as I travel alongside you in this journey. I am a firm believer in life-long learning and gaining new insights through practical hands-on experience. My role is to oversee this process of curacy in support of Training Incumbents, Curates and AIMEOs alongside a program of training days and other opportunities. May I echo Bishop Michael's introduction by saying our hope is that at the end of curacy you will feel confident to "step into new roles of responsibility as spiritual leaders of their communities". Knowing where your support lies to continue to develop and grow in ministry.



Rev Preb Ronnie Crossman

What contributes to an effective IME Phase 2

- Healthy and effective working relationships
- A well-balanced development program that builds on what has already been learnt through initial training, embraces previous experience and encourages a culture of life-long learning.
- Opportunities to cultivate supportive networks.
- The development of regular reflective practice
- Regular effective pastoral supervision
- Ongoing easily accessible support for both TI and Curate.
- A quality assurance and accountability to the national church
- A process that enables ministers to flourish as leaders called and loved by God.
- A healthy balance of work and rest modelled and encouraged by the TI.

Communication: Good clear communication is important.

Your contact details: Please ensure you inform the IME2 team of any change in email, address, phone number immediately. The team will then ensure your privacy record is updated and inform the contact management system coordinator.

Contacting the team. Please do not hesitate to be in touch with the MTTL and Administrator using the contact details just inside the front cover. We treat emails and voice messages in a similar way and seek to respond within two working days, and often sooner. Please be aware that messages may sometimes go astray, and you have our permission and are actively encouraged to chase us if necessary.

Emails. We tend to use email as the main way in which we communicate to individuals and to distribute information to groups regarding arrangements for training days.

SharePoint links You may be sent a link to access and download larger documents.

IME Phase 2 Newsletter. You will receive regular updates, reminders & useful links to resources via the IME Phase 2 Newsletter. We are a community of over 100 people made up of Training Incumbents, Curates, Readers in their first year of ministry and Assistant IME Officers.

The diocesan website is a source of information for ministry.

Curates: [Curates - Bath and Wells Diocese](#)

Clergy: [Clergy - Bath and Wells Diocese](#)

Diocesan guidelines for clergy: [Diocesan guidelines for clergy - Bath and Wells Diocese](#)

Clergy Housing: [Clergy housing - Bath and Wells Diocese](#)

Lay Ministry: [Shared local ministry - Bath and Wells Diocese](#)

Sign up for the diocesan newsletter. Connect is emailed around every two weeks and is a good source of information about what is coming up from around the diocese.

[Connect - Bath and Wells Diocese](#)

Sign up for the monthly magazine style newsletter: Manna often focuses on a topic and shares stories from around the diocese. It is a good source of information for parish newsletters and magazines.

[Manna - Bath and Wells Diocese](#)

Group WhatsApp. Most curate cohorts find it is really useful to set up a group chat. It helps you stay in touch with each other and to check in when something might need clarifying. However, a brief word of caution. If there is an uncertainty about a training date or a submission date, or process for placements, please ensure this is checked with the Training Team to avoid inaccurate information being taken as the truth.

Social Media sites. The key thing to remember about engaging with social media is that any information you share is public. No matter how robust your security settings. You hold a public office so be cautious of what you post. Please refer to section 11.11 of the clergy code for professional conduct. [The Guidelines | The Church of England](#)

And to the Church of England guidelines for engaging with social media.

[Social media community guidelines | The Church of England](#)

Introduction to curacy

The length of curacy is currently a total of three years and seven months.

Most curates serve 12 months as a deacon before ordination to the priesthood.

A further 18 months before a final interview after which they have a year to explore their next post.

Throughout curacy you remain a curate in training. Areas of responsibility will increase, and you will gradually take on areas of leadership. The Training Incumbent retains responsibility for the benefice. The working relationship will change throughout curacy and is a source of reflection.

By the end of August you will have met with your incumbent, discussed and agreed two key documents. You will be sent electronic templates

- **A Curacy Agreement**
- **A Development Plan**

The curacy agreement clearly sets the boundaries for curacy. Self-supporting curates will have to carefully consider what is realistic and work out percentages of time for study and parish work alongside their secular commitments. All curates will need to agree time off and study time, ensuring family life is not neglected and a healthy balance is maintained. TIs and curates are encouraged to plan their leave in advance. Stipendiary curates are expected to take 36 hours away from duties each week and a period of 48 hours once a month. They are also entitled to 36 days or six weeks of annual leave of which six days are Sundays.

You will also agree the pattern of supervision and planning meetings.

The Development Plan identifies the areas you will focus on to gradually gain the experiences you need to grow in ministry. This will take into consideration your past experiences and the opportunities as they arise within the context of your curacy. With your TI you will identify six key areas to focus on in your first year of curacy. This will be reviewed each year.

Both documents will need to have been discussed and completed by the 31st August and will be discussed at the training day with Training Incumbents and AIMEOs.

Curacy is a balance of

- Discovering more about self, leadership styles and qualities for ministry
- Acquiring additional gifts and skills as you develop pastoral ministry, liturgical confidence, confidence as a spiritual leader, preaching, teaching and facilitation.
- Gaining more knowledge around church structures such as legal requirements, safeguarding requirements faculty processes, charity law and people management.

You will work through these core skills with your Training Incumbent in context.

You will attend training days addressing key topics.

You will demonstrate the qualities through your active ministry.

The Core Components

Practical Experience in your local context

It is worth thinking about what is meant by “local context.” For many full-time stipendiary curates this is likely to be your benefice. This will be a mixture of church-based activities, as well as community and school engagement. Some curates may also be actively engaged in a chaplaincy role and this too forms part of your local context. You may therefore have a supervisor in the chaplaincy, but you will only have one named Training Incumbent. It is important to discuss how these two contexts will be balanced out in advance and to ensure it forms part of the curacy agreement. Full time stipendiary curates are expected to devote a day a week to study, which includes IME2 days and your submission documents.

Curates in secular employment will need to carefully work out with their incumbent how much time they have available to engage with the benefice. It is however worth noting that you are always a full-time minister wherever you are. You are encouraged to reflect on how you exercise ministry in your secular paid role which is also your local context. Please remember that you need time off to rest and for refreshment as well as time for study and reflection. Try and find a balance that works for you and your family, gives you opportunity to gain experience in your local church, and honours the commitment you make to your paid employment.

Meetings between TI and Curate

Regular meetings between curate and incumbent are essential to discuss the activities of the parish, division of responsibility, development of ideas etc. In a larger benefice regular meetings may be held with a larger ministry team, and it is expected that the curate will become a key member of this team.

Supervision Sessions

Regular supervision forms a key part to the formation of ministry. This is different from the staff meetings above. It is a significant period of time set aside on a regular basis to dig deeper into a particular situation in ministry. You may find using the reflective pastoral cycle useful. Training incumbents will have training in offering supervision and it is discussed at a day with TIs, Curates and AIMEOs at an IME2 training day.

Stipendiary curates are expected to meet with their TI for formal supervision at least once a month, although it is expected this is more frequent in the first year of curacy on average once a fortnight.

Self-supporting curates may find it difficult to meet as often as once a month and are to agree a pattern that works for them and their incumbent, although the expectation would be an absolute minimum of four times in the first year.

For all curates find a regular time that fits in your and your TI's diary and stick with it. It is your responsibility to keep a record of the meetings and to ask your TI to write a sentence or two each time. A template for this is available and you will be asked to submit these broad outline notes as evidence of reflection and development.

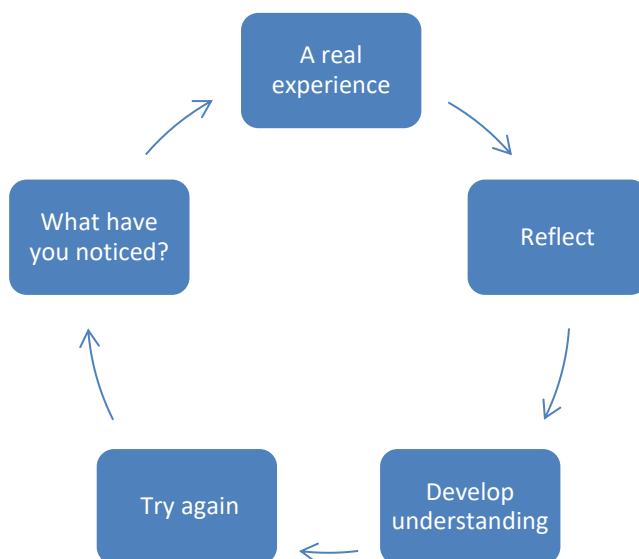
Meetings with AIMEO

Meeting with your AIMEO should be seen as an important part of your development and support. These conversations offer a space to discuss your own development and the experiences you are gaining in both your local context and the wider IME2 program. They will ask you about your wellbeing and reflect about the balance between work, parish and personal life. The expectation is that you will meet with your AIMEO around every 6-8 weeks. This may be in person, or on zoom. Depending on geography and availability this may be in a small group. Your AIMEO will discuss how best to be in contact between these meetings.

Once a year either the AIMEO or the IME2 Officer will arrange to meet with you and Training Incumbent to chat about the place and effectiveness of supervision and what you are noticing about working together.

Reflective Practice

At the heart of our formation as effective spiritual leaders is the ability to reflect on real situations and how we develop our understanding and adapt to different situations in different contexts. The art of thinking reflectively is explored as part of supervision, in group work on IME2 training days and with your AIMEO. During your time as a curate, we ask you to reflect upon the qualities expected of a minister. You will already be familiar with these during your early discernment and formation.



The diagram is a combination of Kolb's and The Gibbs reflective cycle which you may already be familiar with. Different colleges and courses approach reflective practice and written work in different ways. At the beginning of curacy there is an opportunity to explore this as part of ongoing development.

We ask for evidence of that reflection by submitting 4-7 pieces of work during your curacy. All stipendiary curates will be expected to submit 7. Self-supporting curates at least 4. These pieces of work explore a real experience in ministry whilst reflecting on the qualities of ministry. Whilst many curates submit written pieces, we also encourage and value different approaches such as artwork, poetry, videoed interviews. As a guide, written pieces need be no more than 2000 words. A video no more than 10 minutes. You will be invited to share one of your reflections with a larger group on an IME2 Training day.

Qualities for Ordained Ministry: IME Phase 2

Ministry division has identified seven qualities to be found in an ordained minister in the Church of England. Each of these qualities is demonstrated in terms of our relationship with Christ, The Church, the World and Self. Below are qualities expected for a priest.

Priest	Christ	Church	World	Self
Love for God	Is reliant on God – Father, Son and Holy Spirit - and lives out an infectious, life-transforming faith	Is rooted in scripture, the worship of the Church and the living traditions of faith	Whole-heartedly, generously and attractively engages with God's world	Is prayerful and studies the Bible
Call to Ministry	Responds to the call of Christ to be a disciple	Understands the distinctive nature of ordained priestly ministry	Is committed to being a public and representative person	Articulates an inner sense of call grounded in priestly service
Love for People	Welcomes Christ in others, listens, values and respects; cares for those in poverty and the marginalised	Builds relationships which are collaborative and enabling	Shows God's compassion for the world	Has empathy and is aware of how others receive them
Wisdom	Is inquisitive, curious and open to new learning	Shows Leadership that enables thriving and healthy churches, handles conflict, and can lead in mission	Is robust and courageous and prepared to take risks	Is a mature and integrated person of stability and integrity
Fruitfulness	Embraces the different and enables others to be witnesses and servants	Shows the capacity to exercise sacramental, liturgical and effective and enabling teaching ministry	Shares faith in Christ and can accompany others in their faith	Has resilience and stamina
Potential	Grow in faith and be open to navigating the future in the company of Christ	Manage change, and see the big picture	See where God is working in the world and respond with missionary imagination	Be adaptable and agile
Trustworthiness	Follows Christ in every part of their life	Leads maturely which promotes safe and harmonious Christian communities	Lives out their life as a representative of God's people	Has a high-degree of self-awareness

“But you are a chosen race, a royal priesthood, a holy nation, God's own people, in order that you may proclaim the mighty acts of him who called you out of darkness into his marvellous light.”

1 Peter 2.9

Core Skills Check list

The Checklist is to be found in the template's booklet. It acts as a useful framework to ensure a broad range of experience. Using the numbering system given, progress can be recorded throughout curacy. It is useful to refer to this tool when reviewing your annual development plan. You will gain experience in most areas; it is not expected that curates will have an opportunity to experience all areas. Curates with an incumbent focus will be expected to be able to perform tasks independently and to be confident enough and to demonstrate an ability to enable others. Those with an associate focus will be able to perform tasks without supervision. Previous experiences can and should be taken into account, although both curate and TI need to be mindful and reflect on differences and expectations from an ordained perspective.

Training Days

To support your ministry development a number of training days are held each year. The sessions provide input as well as an opportunity to reflect on your current experience in local context. The full program is sent in a separate document. You will find several core days which all stipendiary curates with an incumbent focus are expected to attend. Self-supporting curates for whom work commitments make this difficult are asked to discuss this with the Ministry Training Team Leader. In addition to core days are development days, some of which are open to all clergy and readers as part of the wider program. There is greater flexibility with the development program with similar topics being offered each year. Curates can therefore plan their development days over the duration of curacy. Development Days should be planned as part of your Annual Development Plan in discussion with your Training Incumbent.

Training days usually take place at Flourish House, Wells starting at 9.45am and finish by 4pm. Some will be arranged in other contexts. It is expected that you will attend the full day.

Safeguarding

Safeguarding is everyone's responsibility and as a diocese we are striving to provide the tools and support to help us grow our depth of knowledge. Core safeguarding training modules aim to promote a safer church across church communities, from members of our congregations to our senior leaders. All curates are required to have in date safeguarding training to leadership level. Check and make a note of your last leadership training and ensure you know when you have to update your training. We encourage all curates to go online and refresh the foundation and basic modules. Please ensure you have also completed the national online safer recruitment online training. You are very likely to be alongside and encouraging others into roles very early on in your curacy.

You will also complete spiritual abuse safeguarding training during your curacy.

Make a note of the date of your enhanced DBS clearance. This needs to be refreshed every three years. You are not permitted to exercise ministry without an in date DBS clearance.

Get to know your parish safeguarding officer and familiarise yourself with Parish Dashboards

Visit the diocesan safeguarding pages [Safeguarding](#)

Placements

You are expected to complete two placements during your second year of curacy. These are to be agreed by the beginning of October in your second year.

The first placement is in an educational setting, ideally in a local Church of England School. You will look for the Christian distinctiveness in all aspects of school life and explore the relationships between school, church and family. The School Placement is usually for one week and must be completed before Easter of your second year ready for a review and reflection with the education team after Easter. For those with considerable experience in schools you are encouraged to broaden your experience further and engage with a college or university chaplaincy. Self-supporting curates may not be able to spend a whole week in a school, but those who are able to attend the training day with the education team are asked to spend at least one full school day in a local school. The school placement agreement with further information is available in the template booklet.

The second placement is an opportunity to explore a different kind of ministry from those you have already experienced as a Christian. For example, if all of your experience has been in large single parish urban churches, you will be encouraged to spend time in a multi-parish rural setting. It may be to explore a different style of worship. Or to explore ministry in a chaplaincy setting. Some curates chose to travel to a different country.

The placement takes place at some point after Ascension and has to be completed by the end of September ready to reflect on the experience with your cohort in October. For stipendiary curates the length of the placement is between two to four weeks. Self-supporting curates are asked to dedicate a similar length of time to the placement as you usually commit to the parish. For example, two weekends in a different setting.

Your TI and AIMEO will help you discern what sort of placement will best nurture your development. There is no additional funding for placements other than an agreed contribution to travel within the diocesan boundary. Curates wishing to travel further will need to self-fund or access external grants. A template for the long placement agreement is available in the template booklet.

Additional short placements to broaden your experience in your third year of curacy can be arranged. Short placements must be agreed in advance with your TI and the MTTL.

Evidence of development and formation - portfolio

It is a requirement by the House of Bishops that curates demonstrate their understanding and capabilities within the qualities for ministry and readiness to transition into the next stage of ministry at the completion of curacy. Each diocese assesses this in a slightly different way. You are responsible for providing evidence of your development and ongoing formation throughout the curacy. Evidence is discussed with your TI and AIMEO and is submitted to The Ministry Training Team Leader to be held securely on an electronic file.

Evidence will include theological reflections, notes from supervision sessions, the core skills checklist, written placement reflections and TI and Curate reports. Additional documents to be submitted that support this evidence are curacy agreements and development plans and a record of training days; those offered as part of the IME2 program and any additional days or conferences you have attended.

A table showing submission dates is provided in the template booklet. Dates are carefully planned to allow time for submissions to be reviewed by the MTTL in advance of interviews with Bishops. Adherence to these dates provides evidence of organisational ability, working with others and an ability to prioritise.

The evidence required will be looked at on your induction day and on subsequent core IME2 days. Your TI and AIMEO are alongside to enable you to build up this evidence.

Episcopal interviews.

Curates meet individually with one of the bishops prior to ordination, at the end of the first year of curacy and finally towards the end of curacy in anticipation of “sign off.” Dates are circulated from the Bishops Office. An Archdeacon may be asked to conduct this interview on behalf of the bishop.

If difficulties arise

Working relationships

Ministry involves working in teams and in relationship with others. The most obvious in curacy is the working relationship between curate and TI. Both curate and TI will also be part of other teams and will be working with a number of volunteers. If something doesn't feel right, please raise this immediately with your TI. This may be something that doesn't feel right in your engagement with your TI, or with another person with whom you are working or have responsibility for. It is often that expectations have been mis-communicated or mis-understood and often easily resolved. If it still doesn't feel right please discuss this with your AIMEO or the MTTL. It is always much easier to help sort a small problem than it is when it has been left to grow into a large problem.

Clergy Housing

For stipendiary curates in diocesan housing it is important to know that to report a problem with the property you need to fill out an online form by following the on the clergy housing section on the diocesan website. <https://www.bathandwells.org.uk/ministry/clergy/clergy-housing/> Please ensure you visit the link and familiarise yourself with the [housing guide](#) as soon as possible.

Financial strain

If you are experiencing financial strain, please don't be embarrassed to ask for help. You can approach either the MTTL or your Archdeacon for a discreet chat. The Clergy Support Trust offers a number of grants to those in ministry stipendiary and self-supporting. There is also a list to other grant funding bodies available from their website. [Clergy Support Trust](#)

Sickness and special leave

Curates are required to inform their incumbent if they are unable to fulfil their duties because of sickness. Stipendiary curates are required to complete a Clergy Payroll SC2 form. Full details are found in the diocesan guidelines for clergy. [Guidelines for clergy](#) Section 3. You will also find guidelines for other forms of leave.

Practical Points.

Travel to and from an IME Training Day

The cost of travel to an IME day is split between the diocese and your training parish. You should complete the form 'Claim for Travelling Expenses to and from IME Events' claiming half your mileage from the diocese. Please claim the rest from your parish. All other expenses for other events you may attend are covered by your parish.

Parish Boundary Payment

If you are entitled to claim for Parish Boundary Payment, you may claim for one return trip per day, from your home to the parish boundary. These should be listed by day (please do use a separate sheet if this helps; we will need a copy of this). Additional travel in some circumstances may be claimed if agreed in advance with the MTTL.

Please submit your diocesan travel on the appropriate form either monthly or quarterly to the administrator. The final claim must be submitted by 2nd January or you risk missing the deadline for the previous year's payments and the central fund may not be able to pay them.

Both forms can be found in the template booklet and on the Diocesan website: [Curates - Bath and Wells Diocese.](#)

Parish expenses

Along with a contribution towards IME2 travel, curates will need to submit other parish expenses such as contribution to phone, hospitality stationary etc to their parish. Most parishes adopt the practice of a TI signing off expense claims, rather than a curate apply directly to the treasurer, but practice will differ from parish to parish. TIs will offer guidance. In addition, the following link to the Church of England website may provide helpful guidance as to what can be claimed, according to HMRC. [Contents \(churchofengland.org\)](#)

Further study

The diocese has an 'Further Study Grants' fund. Application may be made towards the cost of further study such as an MA. Successful applicants generally receive up to a third of the course fees which at the moment is up to a maximum which at publication stands at £650. Should you wish to undertake further study you will need to discuss this with the Ministry Training Team Leader in the first instance. Further study is not normally undertaken during the first year of curacy.

Work related assistance

If you need assistance for example if you are living with dyslexia, you may have already received assistance through college. If you require specialist equipment and you have been unable to retain this beyond college you may be eligible for an access to work grant. [Access to work](#). Please do make the ministry training team aware of additional needs and discuss these needs with your Training Incumbent and AIMEO.

The First Three Months

For curates who have moved to a new location it is important that time is given to settle into your new home and to find out about the new community. Take time to walk around your neighbourhood and get to know key people in your church and community. Get used to being seen in a clerical collar. This is an opportunity to gradually begin to build an effective working relationship with new colleagues, especially your TI. This has been a busy time even if you haven't moved house. You will have been busy completing college work. The experience of ordination whilst exciting may also have been quite draining. If you can take a break and have a holiday. Training Incumbents are asked not to throw too much at you too quickly.

Useful Contacts

Websites

Clergy: [Clergy - Bath and Wells Diocese](#)

Curates: [Curates - Bath and Wells Diocese](#)

Lay Ministry: [Shared local ministry - Bath and Wells Diocese](#)

Clergy well-being

Sally Walters: Adviser in Clergy Counselling & Wellbeing

sally.walters@bathwells.anglican.org

Mobile - 07973 844292

Website: [Counselling and wellbeing - Bath and Wells Diocese](#)

Spiritual Direction: You will find information on the diocesan website and by following this link.

Website: [How spiritual direction works - Bath and Wells Diocese](#)

Self-Supporting Ministry Advisors

Website: [Self-supporting Ministry Advisors - Bath and Wells Diocese](#)

Throughout curacy both stipendiary and OSSMs will develop their understanding of sharing in ministry with ordained and lay colleagues to serve God in the context in which we serve.

Revd Joy Hawes (Wells) joy.hawes@bathwells.anglican.org

Revd Simon Taylor (Taunton) simon.taylor@bathwells.anglican.org

There is currently a vacancy for an advisor for Bath Archdeaconry

Support for clergy families.

Website: [Life to the Max and Family Max - Bath and Wells Diocese](#)

The following two charities are also good sources of support financially and for your wellbeing.

Clergy Support Trust: www.clergysupport.org.uk/

St Luke's for Clergy Wellbeing: www.stlukesforclergy.org.uk/