



# Equipping for ministry

Learning and development  
opportunities

February 2024



DIOCESE OF  
**Bath & Wells**

Living the story. Telling the story.



Thank you for all you do as leaders of Churches and key members of our communities, sharing in ministry, lay and ordained.

The Equipping for Ministry programme holds opportunities in response to our emerging vision of the future to which God is calling us as a diocese working together. As you look through the programme please identify sessions that will help you develop not only your own ministry but the ministry of others. Some of the events provide an ideal opportunity for key people to explore and learn together, such as fellow ministers, churchwardens and PCC members. You will also find suggestions for external training opportunities and other support. The training team will be pleased to hear from you to discuss the needs you have and to signpost you to grants that may be available to assist you. Thank you for all you bring to ministry.



Bishop 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 September 2024. A new edition will be circulated in August.

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.

In January we launched the Lay Ministry Pathway with a revised set of resources. This offers greater flexibility for participants exploring lay ministry. The revised Lay Pastoral Assistants and Lay Worship Assistants core gifts and skills resources are available for local people to deliver in local areas. The new foundation course is a starting point for all ministry and some may prefer to start with this resource. Whilst we encourage courses to be run locally this is not always possible and therefore in response to specific requests we are running zoom sessions for the foundation course just after Easter. Do look on page 16 for more detail. In addition a course for equipping LWAs is available from 17 May details on page 11, and a weekend course as a starting point for equipping LPAs on 21-22nd September.

Further pathways are currently being developed, such as a local preaching course and resourcing Local (Focal) Ministers, ready for roll out later this year.

Do also ensure you take a look on pages 16-19 which signpost you to other external courses, opportunities for other spiritual support.

Please remember that the whole of diocesan support services are here to support you in your ministry. Drop us an email:

[training@bathwells.anglican.org](mailto:training@bathwells.anglican.org) or phone central reception 01749 670777 and you will be signposted to the information or support you need.

**Reverend Prebendary Ronnie Crossman**  
Ministry Training and Support 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 [bathandwells.org.uk/calendar](http://bathandwells.org.uk/calendar)

## What's on

### Praying with my camera

Thursday 22 February 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 Lent and ideas to share with others. There will be a small amount of preparation prior to the day.

Please register via the [Equipping for Ministry booking form](#).

## Creative arts day

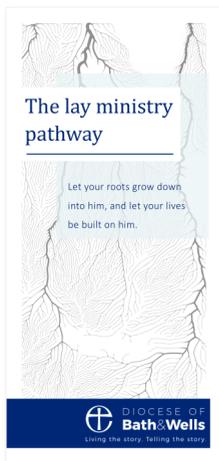
Saturday 24 February Flourish House

Dig deep into the many ways the arts inspire us to engage afresh with God's story! No experience necessary, just willingness to have a go. Led by Gill Sakakini, Pioneer Priest in the Arts and Ruth Slade, Go Team Advisor. This is a free event but please bring your own lunch. You can [book online via this link](#).

## Administrators training day

Tuesday 27 February 10.30am - 3pm Flourish House

Recognising the key role of our administrators, this day will focus on all things tech-related, as well as being an opportunity to meet with other administrators from Bath and Wells. [Register via the online form for this free event](#) - lunch included!



## Lay ministry pathway taster sessions

Tuesday 27 February 7 - 9pm via Zoom

Thursday 7 March 10am and 2pm Flourish House

Join the Ministry Training team for these two hour sessions which will introduce you to the resources and materials for the lay ministry pathway. [Please book using the online registration form](#).

Further information about the pathway can be found here [bathandwells.org.uk/lay-ministry-pathway](http://bathandwells.org.uk/lay-ministry-pathway)

## After the flood - the Church, slavery and reconciliation

Saturday 9 March 1.45 - 4.45pm Cedar Halls, Wells, BA5 2ST

An afternoon of film, refreshments, and Q&A with our panel of speakers.

This 67 minute feature documentary shows how the 18th century Church became embroiled in chattel slavery. We discover how the Church justified its involvement in the trade and its lasting impact. The film then explores what this means for Christian reconciliation today. With guest speaker Robert Beckford, Professor of Climate and Social Justice at Winchester University;

BAFTA award winning film maker and the narrator in 'After the Flood'. [Tickets available via the Eventbrite booking page](#)



## LWA voice workshop

Tuesday 9 April 7 - 9pm via Zoom

This online workshop aimed at Lay Worship Assistants, 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.

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

## Keeping God at the centre of PCCs

Thursday 18 April 1.30 - 4pm Flourish House

The way in which we make decisions as a church says a lot about what we believe. PCC meetings can often become overwhelmed with a to-do list which means we have more work to do but sometimes feels like we are losing sight of why we are doing what we are doing. The practice of 'Seeking God's Way Together' will be shared at this training session. It is a practice, not just another tool to fix things or manage our way out of a situation, based on a bold determination to put God at the centre of our decision-making.

We are a Christian community. As such, we seek to make decisions by listening attentively to God and each other, discerning the way forwards together. This is a consciously different approach from lobbying for our particular view or voting to find the most popular solution. Register for this event via the [Equipping for Ministry registration form](#).

## Transforming parish conflict

Saturday 20 April St Andrew's Community Church, Bath. BA2 5QA

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.

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

[Register via the online booking form.](#)



## Ministry beyond walls

Thursday 25 April 10am - 4pm Flourish House (joint day with curates)

Our churches play a significant role within the life our community. The day will consider how we partner with organisations such as Foodbanks, Christians Against Poverty, Street Pastors, community chaplains, and we shall think about the role of a chaplain to various community groups, such as a Parish Council, uniformed organisations, care homes etc. This is the ministry we are called to inhabit beyond our church walls. Register for this event via the [Equipping for Ministry registration form](#).

## Alternative chaplaincies

Tuesday 30 April 10am - 4pm Flourish House

Led by Mike Haslam, Chaplaincy Development Adviser. If you've ever thought that chaplaincies were just for full-time ordained priests in hospitals, prisons, universities and the Armed Forces, then this, perhaps is your chance to think again.

We will explore chaplaincy within the context of the local church. We will look at a wide range of contexts and models, from chaplaincy to hedgerows, allotments, pubs and cafes, estates, villages and beaches, and more. There will be chances for you to envisage and plan for your local contexts. Register for this event via the [Equipping for Ministry registration form](#).

## Youth and Children workers and Education Chaplains day

Tuesday 7 May 10am - 1pm and 2 - 4.30pm Flourish House

These sessions are for paid youth and children workers and education chaplains, the morning will include plenty of space to network with others in similar roles and input from Chaplaincy and the Go team. Lunch will be provided from 1pm.

We are also offering an optional afternoon 'Additional and Special Needs' training session with Mark Arnold from 2 - 4.30pm.

[Book this free event via the online booking form.](#)



## Walking pilgrimage

Thursday 16 May 9.30am - 4pm Quantock Hills

A day of prayerful exploration of the combes, woods and high moors of the Quantock Hills, with Mike Haslam, Chaplaincy Development Adviser. The walk will be 8-10 miles long, on tracks, with some substantial hills. Well-behaved dogs are as welcome as well-behaved humans. Please bring your own lunch, snacks, drinks and suitable walking boots and clothing. The meeting point and route will be confirmed nearer the time, once there is an updated weather forecast. Register for this event via the [Equipping for Ministry registration form.](#)

## LWA core gifts and skills

Friday 17 May 10am - 4pm Flourish House

Many deaneries are currently running LWA and LPA equipping courses and we encourage local courses for local context whenever possible. However for those places where this is not currently possible, we are offering occasional courses to assist in equipping for ministry. The first day of this two day in-person course for those exploring the path to become a Lay Worship Assistant. The second day will take place on Saturday 8 June, giving time for participants to complete tasks within their context. To register or find out more, please contact [training@bathwells.anglican.org](mailto:training@bathwells.anglican.org)

## The challenge of Carbon NetZero

Thursday 23 May 10am - 4pm Flourish House (joint day with curates)

Led by Caroline Pomeroy, Director of Climate Stewards, and Sara Emmett, Diocesan Climate Justice and Environment Adviser. As Christians, we are called to be good stewards of the earth which God has entrusted to us. We are also called to love our neighbours; this includes our global neighbours who are feeling the effects of climate change first and worst; and our future neighbours, who will inherit this world from us. As churches - often pressed for both time and money - it can be overwhelming to think about the climate challenge and where to start in caring for creation. This day will explore the five areas Eco Church:

- Worship and teaching
- Management of church buildings
- Management of church land
- Community and global engagement
- Lifestyle

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

## LWA core gifts and skills

Saturday 8 June 10am - 4pm Flourish House

Many deaneries are currently running LWA and LPA equipping courses and we encourage local courses for local context whenever possible. However for those places where this is not currently possible, we are offering occasional courses to assist in equipping for ministry. This is the second day of this two day in-person course for those exploring the path to become a Lay Worship Assistant.

To register or find out more, please contact [training@bathwells.anglican.org](mailto:training@bathwells.anglican.org).

## Clergy Day 2024



Monday 17 June 9.30am - 4pm Canalside Conference Centre, Bridgwater TA6 6LQ

For all clergy currently licenced to an incumbent or incumbency equivalent role to gather and meet with their Bishop and Archdeacons for a day of fellowship, worship, hospitality and theological input.

We are delighted to welcome Rachel Jordan -Wolf from Hope Together who will be sharing with us her work on [evangelism and Talking Jesus](#). Further information and registration will be available shortly via the [events and training calendar](#).

## Telling our stories

Thursday 20 June 10am - 4pm Flourish House (joint day with curates)

Want to get better at telling the stories from your context to a wider audience? Join our Communications team and guests for a practical session to help you identify, shape and share your stories - as well as how to manage the media should things go wrong. You will pick up some tips and tricks from our experienced team and also hear from clergy who have communication expertise to share. Register for this event via the [Equipping for Ministry registration form](#).

## Celebration of Lay Ministries

Saturday 22 June St Pauls Weston-super-Mare

Each year we celebrate all that lay people give to the life of the church and to community in a special service with the Bishop where different gifts and ministries are valued. For some, this will have been a new venture, through a course, or through the new lay ministry pathway, and others will be affirmed in their existing role or ministry. You can discover the diverse range of ministries through hearing people's stories, but also through the different displays and stalls. This annual event is for lay and clergy to come together to give thanks for the ways we see God moving and working today.

Come and join the celebration! It's for everyone!

Further information and how to register can be found on the [events and training calendar](#) later in the year.

## Oversight ministry and managing change

Tuesday 25 June 10am - 4pm Flourish House

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](#).

## Life in the Psalms

Thursday 4 July 10am - 4pm Flourish House

The Psalms are treasured texts within both Jewish and Christian traditions, and yet they can also be difficult even forbidding, coming from an ancient and very different world. On this study day we shall touch on what these texts are, when they were written and out of what contexts they emerged; but mainly we shall explore the power of their meanings for us today, and how they can nourish a deep life of prayer and contemplation, enabling us to see ourselves and our world differently.

Patrick Woodhouse is a writer and Anglican Priest. His books include 'Life in the Psalms, Contemporary Meaning in Ancient Texts' (Bloomsbury 2015) and 'Etty Hillesum, a Life Transformed' (Bloomsbury 2009) the story of a young Jewish diarist who died in Auschwitz. Patrick was Precentor of Wells Cathedral from 2000 – 2012.

This day is for clergy and Readers and can be booked via the [Equipping for Ministry registration form](#).

## Churchwardens' Day

Saturday 13 July 10am - 4pm Flourish House

The first 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.

[Registration for this event will be available shortly on our website.](#)

### Looking ahead

Thursday 5 September	Clergy wellbeing day
Tuesday 17 September	Chaplaincy Gathering
Saturday 21 - Sunday 22 September	LPA Core gifts and skills
Thursday 26 September	World mission (USPG)
Saturday 28 September	Churchwardens Day
Saturday 5 October	Annual Readers Day
Monday 21 October	Rural Forum 2024

## Additional opportunities

### Lay ministry pathway: Foundation course

Following the launch of the lay ministry pathway in January, several courses are now being run in local contexts.

In addition and in support of all ministry and especially as people begin to explore a role as an LWA or LPA, we can now offer the Foundation course as an online course beginning Wednesday 24 April and continuing every Wednesday until 12 June (with a break on 15 June). The course will run from 7 - 8.30pm via Zoom. A gentle step into exploring topics such as Faith, Prayer, Mission, Bible, Creation, Church, Listening, Call.

To register for this course, please email [training@bathwells.anglican.org](mailto:training@bathwells.anglican.org). For further information about the pathway, visit [bathandwells.org.uk/lay-ministry-pathway](http://bathandwells.org.uk/lay-ministry-pathway)

### Pioneering Parishes

For church leadership groups and clergy wanting tools to help their parishes become more pioneering, a series of four fortnightly webinars are held online throughout the year.

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 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. [Register here to receive the Zoom 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 1-2 May. For further information, [please visit the Arthur Rank Centre website.](#)

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

This series of podcasts which began in October and continues 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: [churchofengland.org/digital-labs-webinars](https://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](https://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](https://faraday.cam.ac.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](https://praxisworks.uk)

[praxisworship.org.uk](https://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 [sarum.ac.uk/library](https://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.

## 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 [bathandwells.org.uk/ministry/exploring-ministries/](http://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](http://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 [bathandwells.org.uk/ministry/clergy/counselling-and-well-being](http://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)

## Family Max

Family Max is our outdoor activity-based fun day for clergy families with children aged 0-11 in the Diocese of Bath and Wells, with the aim of enjoying a range of fun activities together and meeting other clergy families with similar aged children. The 2024 event will be on the 8 June at Mendip Activity Centre.

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



## At a glance:

Thurs 22 Feb	Praying with my camera this Lent
Sat 24 Feb	Creative arts day
Tues 27 Feb	Administrators training day
Tues 27 Feb	Lay ministry pathway online taster session
Thurs 7 Mar	Lay ministry pathway taster session
Sat 9 Mar	After the flood - the Church, slavery and reconciliation
Thurs 9 Apr	LWA voice coaching
Thurs 18 Apr	Keeping God at the centre of PCCs
Sat 20 Apr	Transforming parish conflict
Thurs 25 Apr	Ministry beyond walls
Tues 30 Apr	Alternative chaplaincies
Tues 7 May	Youth and Children Workers and Education Chaplains day
Thurs 16 May	Walking pilgrimage
Fri 17 May	LWA core gifts and skills (day 1 of 2)
Thurs 23 May	The challenge of Carbon NetZero
Sat 8 Jun	LWA core gifts and skills (day 2 of 2)
Mon 17 Jun	Clergy Day 2024
Thurs 20 Jun	Telling our stories
Sat 22 Jun	Celebration of Lay Ministries
Tues 25 Jun	Oversight ministry and managing change
Thurs 4 Jul	Life in the Psalms
Sat 13 Jul	Churchwardens Day