



IME Phase 2  
Development Days  
Programme  
2023/4



DIOCESE OF  
**Bath & Wells**

Living the story. Telling the story.



## Welcome

As part of IME Phase 2, curates and Readers are expected to attend core training days. Not only are these essential to attend at certain points in your curacy, they also an opportunity to meet with your own cohort for mutual support. Please see the curacy handbook for dates of your core days. In addition, further development days are provided each year in a rolling programme. Stipendiary curates are expected to attend all sessions during their curacy. Ordained Self Supporting Ministers will need to be realistic with paid work commitments, with an expectation of attending 6-9 sessions in total. Readers may attend development days but there is no such obligation.

Curates can choose when to attend to fit around their own commitments and that of the parish. However, please ensure you spread them out throughout your three year curacy.

Year one: Attend 3 or 4 sessions

Year two: Attend 4 - 6 sessions

Year three: Attend 3 or 4 sessions.

Please note that some sessions are open to all clergy as part of the main Learning and Development Programme. Please also see the [Learning and Development Programme](http://www.bathandwells.org.uk/learning-development-programme) ([www.bathandwells.org.uk/learning-development-programme](http://www.bathandwells.org.uk/learning-development-programme)) for additional days you may wish to attend with your TI or other members of your parish ministry team.

**Please Note:** Booking is essential. On the rare occasion we may need to contact you to cancel/postpone a session due to unforeseen circumstances, we do not want you to have a wasted journey.

Please register for your choice of days [via this online form](https://forms.office.com/e/5n2jgWPJh0) (<https://forms.office.com/e/5n2jgWPJh0>). For your convenience, you are able to register multiple times via the same link.

Ronnie Crossman  
Ministry Training Team Leader

## Thriving rural ministry

Tuesday 19 September

Led by Rob Walrond, Rural Ministry Adviser.

### QUALITIES

Call to Ministry and Fruitfulness  
"Responds to the call of Christ.  
Has resilience and stamina"

We will meet at Pitney Farm Café where we will discuss the particular characteristics of rural ministry in current times - including the main opportunities and challenges. We will then walk to a neighbouring farm to meet the farmer and talk about current farming and environmental matters. We then walk to Pitney Church to meet the Churchwarden and hear how a small village congregation interacts with and aims to serve its community. After lunch, two rural clergy practitioners will join us to share their experiences of their varied ministries. Lots of opportunities for questions and debate!

## Differing contexts demanding different styles of preaching

Friday 10 November

A day to explore how we approach preaching in different contexts. The day is split into a series of small workshops. You will choose four. Topics are yet to be confirmed but likely to include: - Preaching at a civic occasion; Engaging a multigenerational congregation, (All Age - not a children's sermon); Using narrative as an approach; Preaching at life events i.e. pastoral offices; Expository Preaching; Online preaching, the skill of the shorter sermon and when to use it.

### QUALITIES

Love for God  
"Is rooted in scripture, the worship of the church and the living traditions of faith. Is prayerful and studies the bible. Engages with God's world"



# Chaplaincy Ministry and the local church

Wednesday 29 November

Led by Mike Haslam, Chaplaincy Adviser.

## QUALITIES

Fruitfulness

“Shares faith in Christ and can accompany others in their faith”

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 and in partnership with 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?

There will also be space for you to bring your questions and contribute your reflections.

# Making Peace with Conflict

Tuesday 23 January

Led by Simon Keyes, Diocesan  
Peacebuilding Adviser.

“If the Church is not a place both of conflict and of reconciliation...it has ceased to be the miracle of diversity in unity, of the grace of God breaking down walls.”

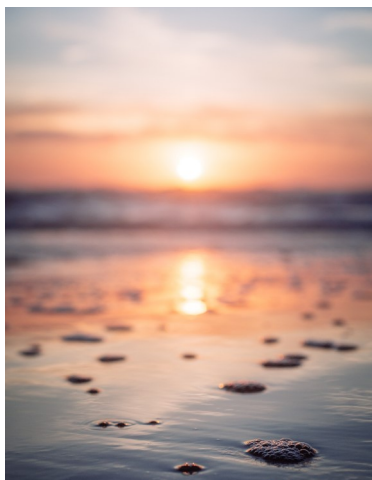
Archbishop Justin Welby May 2013

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 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.

## QUALITIES

Wisdom and Trustworthiness  
“Shows leadership that enables thriving and healthy churches, handles conflict and can lead in mission. Leads maturely which promotes safe and harmonious Christian communities”



## Growing Faith and Everyday Faith

Tuesday 20 February

Led by the Go Team.

### QUALITIES

Potential

“Grow in faith and be open to navigating the future in the company of Christ”

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.

## The distinctive nature of Self-Supporting Ministry and Shared Local Leadership

Saturday 9 March

Led by OSSM advisors and Enabling Ministries Team.

### QUALITIES

Fruitfulness

“Embraces the different and enables others to be witnesses and servants”

Ordained Self Supporting Ministers, Readers and Local Lay Ministry all play a significant role in, and make a particular contribution to, mission and ministry. The day will enable all to gain a deeper appreciation, both theologically and practically, of the nuances and varieties of ordained self-supporting ministry. Oversight and collaborative ministry is central to how we all operate within ministry. The day explores how incumbents, OSSMs, readers and other lay leaders flourish and contribute fully to the life of ministry and mission in any setting. It will include practical areas such as working agreements, mutual expectation and the setting of boundaries. The day will also include how shared local ministry is playing a significant role as we reimagine ministry in our generation and enable all to flourish using their God given gifts, enabling an environment for sustainable and realistic ministry alongside other commitments and responsibilities.

## Liturgy: Creativity, Freedom, authorized texts and rules

Saturday 20 April

As we follow the rhythm of the liturgical year, we have many resources to draw upon. We are called to create service booklets for long term use as well as, on occasions, to respond to particular situations with an appropriate liturgy. This day explores the resources available to us and to share what we have already found useful, to consider how we keep within canon law with losing freedom and creativity, and to have space to discuss and reflect together. We shall also explore working with others and how we guide and enable the gifts of others such as enabling and valuing Lay Worship Assistants.

### QUALITIES

Fruitfulness

“Shows the capacity to exercise sacramental, liturgical and effective ministry”

## Ministry beyond walls: Working in partnership with community groups

Thursday 25 April

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. 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. In many rural areas the local church may be the only community building. On this day let us share ideas and dream dreams of how our buildings can be used to serve our communities.

### QUALITIES

Love for people

“Welcomes Christ in others, listens vales and respects; cares for those in poverty and the marginalised”



# Culture of Pioneering and Mission in the diocese and context

Sunday 12 May

Led by Mandy and Richard Priestley,  
New Christian Communities  
Development Lead.

Developing new ways to live and tell the story of Jesus, and growing new Christian/worshipping communities is both part of the diocesan vision and possibly a call of God on all our lives. What does it mean to pioneer in every context? How do we enable a mixed ecology of church? What are we learning from the diocesan Pioneer Project? This day is a place to engage, to learn, to be inspired, to be encouraged and is vital for the future of mankind!

## QUALITIES

Wisdom

“See where God is working and respond with missionary imagination”



# The challenge of Carbon NetZero and responding to climate change in Eco Church

Thursday 23 May

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.

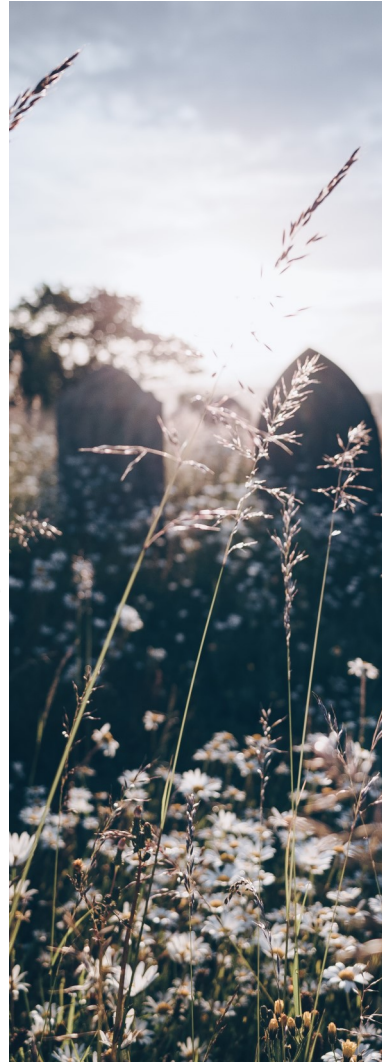
As churches - often pressed for both time and money - it can be overwhelming to think about the climate challenge and where to start in caring for creation. This day will explore the five areas Eco Church:

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

## QUALITIES

Love for people

“Shows compassion for the world”



## An afternoon at the cathedral

Thursday 6 June, 2-6pm

Led by Members of the Cathedral Chapter.

### QUALITIES

Call to Ministry

“Committed to being a public and representative person”

The afternoon explores the distinctive nature of cathedral ministry - the very public role it is often called upon to fulfil; the rhythms of the liturgical life of the cathedral; responding to the expectations and hopes of the tourist pilgrim, and the key role played by cathedral chaplains supporting visitors. There is also opportunity to meet and reflect with key staff.

## Telling our stories

Thursday 20 June

Led by The Communications Team.

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.

### QUALITIES

Call to Ministry

“Committed to being a public and representative person”



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## At a glance:

Tues 19 Sept	Thriving rural ministry
Tues 7-9 Nov	Pre-advent clergy retreats
Fri 10 Nov	Differing contexts demanding different styles of preaching
Weds 29 Nov	Chaplaincy Ministry and the local church
Tues 23 Jan	Making peace with conflict
28 Jan - 3 Feb	Everyday Faith events
Tues 20 Feb	Growing Faith and Everyday Faith
Sat 9 Mar	The distinctive nature of Self -Supporting Ministry and Shared Local Leadership
Sat 20 Apr	Liturgy: Creativity, Freedom, authorized texts and rules
Thurs 25 Apr	Ministry beyond walls Working in partnership with community groups
Sun 12 May	Culture of Pioneering and Mission in the Diocese and Context
Thurs 23 May	The challenge of Carbon NetZero and responding to climate change in Eco Church
Thurs 6 June	An afternoon at the cathedral
Mon 17 Jun	Clergy Day
Thurs 20 Jun	Telling our stories