Continual Ministerial Development (CMD)





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Making Jesus Known

Our Vision

To make Jesus Christ known in every place so that all might flourish and grow, seeking His Kingdom, here and now.

"The Spirit of the Lord is upon me, because he has anointed me to bring good news to the poor.

He has sent me to proclaim release to the captives, recovery of sight to the blind, to set free those who are oppressed, to proclaim the year of the Lord's favour." Luke 4: 18-19





Revd Canon Jonathan Triffitt Director of Mission & Ministry

Welcome to this term's Continual Ministerial Development (CMD) learning programme, which contains CMD provision for Ordained Ministers, Licensed environment in which all leaders, lay and ordained, can flourish and Make Lay Ministers, Chaplains, Lay Pastoral Assistants, Lay Worship Leaders, and Commissioned Lay Pioneers.

In June, the Diocesan Synod affirmed the Diocesan vision to Make Jesus Known. Together, under the leadership of Bishop Stephen, we have prayerfully discerned that our vocation, calling and purpose as the Diocese of Salisbury is 'To make Jesus Christ known in every place so that all might flourish and grow, seeking His Kingdom, here and now.'

OUR VISION IS SUPPORTED BY 5 STRATEGIC PRIORITIES

Creative Partnerships in Local Mission, Working for Justice, Championing Climate Justice, Courageous Christian Leadership, Financing the Future Sustainably.

The Diocese of Salisbury is committed to creating and sustaining an Jesus Known, courageously and confidently and in doing so, together we build the Kingdom of God here and now.

Over the coming months, we will be exploring how the CMD can best support, equip, resource, and empower your ongoing wellbeing, formation and learning in line with the Diocesan vision.

As we enter a period of engagement with the wider diocese reflecting on what our vision looks like and means for you in your locality, please do let Jonathan Triffitt, Director of Mission & Ministry know what support and resources will help you to Make Jesus Known.

During the Autumn we will be running a series of webinars, introducing the Diocesan vision and strategy. Each webinar, will give an overview of each strategic objective, offering examples of good practice and provide space for discussion and reflections. These webinars will be recorded and made available for wider circulation.

Webinars		
Creative partnerships in local mission	When: 27 September 16:00-17:00	Book here
Working for justice	When: 11 October 16:00-17:00	Book here
Championing climate justice	When: 15 November 16:00-17:00	Book here
Courageous Christian leadership	When: 22 November 16:00-17:00	Book here

Our Diocesan CMD Expectations

It is important to note that those holding office under Common Tenure (including those with freehold), are required to participate in CMD, as set out under Regulation 19 of the Ecclesiastical Offices (Terms of Service) Regulations 2009. National guidelines recommend that full time ministers take personal responsibility for setting aside at least five days each year for CMD.

Our Package of Support and Learning

The CMD provision includes: Regular teaching / training events on vocation, wellbeing, and practical aspects of ministry; An annual CMD Grant for licensed clergy; Reflective Practice Groups (RPG) Spiritual Accompaniment; Opportunities for Extended Ministerial Development Leave (EMDL)

Sarum College continues to offer a wide range of learning opportunities. Several of their courses are available free of charge, as part of CMD, and can be found within this brochure. More information about the wider Sarum learning programme for the autumn can be found here.

As members of the South-Central Regional Learning Partnership, we offer courses to support those at times of transition within their ministry, including: Post of First Responsibility, Working with the Newly Ordained, Rural / Area Deans Consultation, Preparing for Retirement Consultation.

Funding

All events within the CMD Programme are offered free of charge, unless otherwise stated.

Attendance by Diocesan invitation at a range of external courses and consultations is funded on behalf of those for whom they are relevant. Funding is also available on a discretionary basis to individuals who are planning their own learning.

A CMD grant is available to support the ongoing learning and formation of stipendiary and non-stipendiary ministers, which equates to 1% of stipend. Exceptional requests for larger amounts may be considered. Please note that up to 50% of the CMD grant can be used to cover the costs of an annual retreat.

Ordained ministers in the first four years of ministry have a separate learning programme (Initial Ministerial Educations – IME) but are also invited to attend events in the Diocesan Programme. However, curates are not normally eligible for individual grants as the money allocated to you has already been received to fund the IME Part 2 programme.

Currently there is no per capita grant for Licensed Lay Ministers, Lay Pastoral Assistants, Lay Worship Leaders, and Commissioned Lay Pioneers but parishes are encouraged to contribute towards the cost of CMD for their ministries.

To apply for your CMD grant please complete the <u>application form</u> and send to Jonathan Triffitt: <u>jonathan.triffitt@salisbury.anglican.org</u>

All courses can be booked online. The booking link is included with the course description for each course in this brochure.

• DBF courses can be found on the diocesan website

www.salisbury.anglican.org/learning/courses

• DBE courses can be found on the Learning Community

sdbe-onlinelearning.thinkific.com

• Sarum courses can be found on the Sarum College website

www.sarum.ac.uk/short-courses

Contact us

We are here to help. Any hyperlinks in this document will be underlined and clickable through to the site you require.

Please contact us if we can support you with your CMD enquiry or booking.

Phone: 01722 411922

Email: parishsupport@salisbury.anglican.org



In the Diocese of Salisbury we are committed to embedding safeguarding at the heart of the Church's mission as we realise our vision to be a safe space for everyone.

Effective safeguarding learning is one of the key means by which we can achieve this.

The House of Bishops have set out a range of different courses which are required for all leaders (ordained and lay), and those working or volunteering on behalf of all church communities.

For more information about which roles need to undertake which level of training, please see the DBS and training matrix available on the diocese website.

Training available			
Basic Awareness	For anyone who has a role within church.	Available online via the Church of England Training Portal.	
Foundation Level	For anyone working with children, young people or vulnerable adults.	Available online via the Church of England Training Portal.	
Leadership Pathway	For leaders who significantly shape the culture of the church body concerned, for example all clergy, Licenced Lay Ministers, and Parish Safeguarding Officers. This course is delivered by the diocesan safeguarding trainer.	Available online via zoom, and bookable via the Diocese Website.	



Training available		
Permission to Officiate Pathway	For retired clergy who hold Permission to Officiate. This course is delivered by the Diocesan Safeguarding Trainer and is available face-to-face and a limited number of online zoom courses.	Available to book via the Diocese website.
Understanding Domestic Abuse	For clergy (including retired clergy with Permission to Officiate), Licenced Lay Ministers, Parish Safeguarding Officers, and those in pastoral roles.	Available online via the Church of England Training Portal.
Train the Trainer	Led by the Diocesan Safeguarding Trainer, this course equips local trainers to deliver Basic Awareness and Foundations level training in their own church context.	Available to book via the Diocese website.
Safer Recruitment and People Management	For line managers, anyone involved in the recruitment of staff or volunteers within a church setting, those involved in administering DBS and Parish Safeguarding Officers.	Available online via the Church of England Training Portal.
PSO Induction	Essential for Parish Safeguarding Officers and Church Safeguarding Officers. This course is delivered by the Diocesan Safeguarding Team through online zoom courses. This year the team are also running some PSO workshops in person.	Available to book via the diocese website.



Working with the DAC When 15 August 2023, from 13:00-14:00 Where Zoom Led by Church Buildings Team Audience ΑII What Join the Church Buildings Team and members of the Diocesan Advisory Committee to discuss why we have a DAC, what the DAC do and how to get the best of the committee in relation to your List B and faculty application. To book click here.

Exploring spiritual pain		
When	13 September 2023, from 10:00-12:30	
Where	Zoom	
Led by	Sarum College: Revd Canon Professor James Woodward	
Audience	Ordained and Lay Ministers	
What	This short online course will explore spiritual pain. It will offer an overview of how spirituality is pictured and defined. It will break open some of the literature that explores the nature of spiritual pain.	
	To book click here.	

Revisiting advent and Christmas: Liturgical, theological and pastoral opportunities

When 21 September 2023, from 09:30-12:00 Where Zoom Led by Sarum College: Revd Dr Tom Clammer **Audience** Ordained and Lay Ministers What As we look towards Advent and Christmas, an opportunity to revisit the distinctive themes, opportunities and challenges of ministering in this season. We will remind ourselves of the wonderful variety of opportunities for worship, pastoral ministry and teaching, explore some of the challenges, and share best practice. To book click here.

Anna Chaplaincy information evening

 Where Zoom Led by Bishop Karen, Karen Hutchinson, and Debbie Ducille from BRF Audience Ordained Ministers, LLM, LPA, LWL What Find out more about Anna Chaplaincy, a ministry amongst older people. Might this be a way of making Jesus known in a particular setting in your benefice? Maybe you are a Lay Pastoral Assistant or LLM feeling called to a care home ministry – how can the BRF support you with their resources? This evening will introduce Anna Chaplaincy to the Diocese of Salisbury and give you some food for thought. 	When	26 September 2023, from 19:00-20:30
Audience Ordained Ministers, LLM, LPA, LWL What Find out more about Anna Chaplaincy, a ministry amongst older people. Might this be a way of making Jesus known in a particular setting in your benefice? Maybe you are a Lay Pastoral Assistant or LLM feeling called to a care home ministry — how can the BRF support you with their resources? This evening will introduce Anna Chaplaincy to the Diocese of Salisbury and give you some food	Where	Zoom
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SEPTEMBER

Photographing Corfe Castle and Swanage

When 27 September 2023, from

10:00-16:00

Where Meet at Corfe Castle National Trust Carpark

and Visitor Center BH20 5DR

Led by Canon Richard Hancock

Audience ΑII

What

The days are open to ALL skill leaves all that is needed is a camera (or good quality smart phone) a sense of fun and a will to have a go.

Entrance fee will apply if you are not a NT member.

Entrance to Corfe Castle dose include a steep climb so maybe challenging to those will mobility issues please contact the Nation Trust for advice.

The afternoon in Swanage is suitable for those with mobility issues. Lunch will be fish and chips on the seafront please bring cash.

To book click here

Vision and strategy: Creative partnerships in local mission

When 27 September 2023, 16:00-17:00

Where Zoom

Led by Bishop Karen and Revd Canon Jonathan Triffitt

Audience ΑII

What

During the Autumn we will be running a series of webinars, introducing the Diocesan vision and strategy.

Each webinar, will give an overview of each strategic objective, offering examples of good practice and provide space for discussion and reflections. These webinars will be recorded and made available for wider circulation.



SEPTEMBER/OCTOBER

Rural pioneering

When	27 September 2023, from 10:00-16:00
Where	Sarum College
Led by	Sarum College: Revd Jo Neary
Audience	Ordained and Lay Ministers
What	This course will focus on exploring some of the current issues in rural ministry and how pioneering might offer creative methods and examples for engaging in a fresh way with ministry in the countryside. This course is for anyone interested in growing faith and community in the rural context.
	To book click here

The Bible with and without Jesus

When	3 October 2023, from 10:00-16:00
Where	Zoom
Led by	Sarum College: Dr Ann Conway- Jones, with Professor Amy-Jill Levine
Audience	Ordained and Lay Ministers
What	Jews and Christians are separated by a common Bible! Based on The Bible with and without Jesus by Amy-Jill Levine and Marc Zvi Brettler, this day will explore the rich, multi-faceted traditions of biblical interpretation in both faith communities. Professor Amy-Jill Levine will join us online for the early afternoon session.
	To book click here





Migration and refugees: Where is God?

When 4 October 2023, from 19:00-21:00 Where Zoom Led by Sarum College: Dr Susanna Snyder **Audience** Ordained and Lay Ministers What With around 103 million forcibly displaced people across the globe today and many more living outside their countries of origin for other reasons, migration has become one of the most pressing issues of our time. This course will offer an introduction to theologies of migration as well as explore ways in which we might engage and respond.

To book click here.

Quiet day for Lay Ministers

When	9 October 2023, from 10:00-16:00
Where	The Greenhouse Christian Centre, Poole
Led by	Rona Orme
Audience	LPAs, LWLs, CLPs and LLMs
What	Pause to listen. Take time out to listen closely. Short talks, reflective activities and plenty of opportunity to be silent or still before God.
	To book click here.



Vision and strategy: Working for justice

When 11 October 2023, from 16:00-16:00

Where Zoom

Led by TBC

Audience All

What

During the Autumn we will be running a series of webinars, introducing the Diocesan vision and strategy.

Each webinar, will give an overview of each strategic objective, offering examples of good practice and provide space for discussion and reflections. These webinars will be recorded and made available for wider circulation.

To book click here.

Reading scripture together: Money and faith

When 11 October 2023, from

10:00-16:00

Where Zoom

Led by Sarum College: Dr Jayme Reaves and Rabbi

Shoshana Boyd Gelfand

Audience Ordained and Lay Ministers

What

This online day will explore two stories told by Jesus: the Rich Man and Lazarus, and the Pharisee and Tax Collector. These stories are often interpreted as teaching to be humble about one's faith and to not rely on earthly positions for heavenly reward, but are also often used as fodder for negatively stereotyping Jewish people in relation to money and faith practices. What was Jesus really saying when he shared these stories with his followers, and how might we read these texts in a way that makes sense without perpetuating the legacy of anti-semitism that unhelpful interpretations have fueled by for centuries?





Bites-sized deaf communications (including sign language) skills

When 12 October 2023, from 13:30-15:30 Where The Foyer, St Paul's Centre, Salisbury Led by Revd Neil Robinson **Audience** ΑII What The aim of this course is to develop knowledge and basic skills to be able to communicate effectively with deaf and hard of hearing people to ensure they can fully participate in your sphere of activity.

To book click here.

Ramsbury day for clergy and LLM's

When	16 October 2023
Where	Godolphin School, Salisbury
Led by	Bishop Andrew
Audience	Clergy and LLM's
What	Invitations will be sent at the start of September 2023 with details.

OCTOBER/NOVEMBER

Quiet day for Lay Ministers: Breath of life

When	26 October 2023, from 10:00-16:00
Where	Sarum College, Anderson room
Led by	Revd Ali Green
Audience	LPAs, LWLs, CLPs and LLMs
What	An opportunity to step back from our daily busyness and find refreshment through worship, reflection, stillness and contemplation.
	The day will include short periods of prayer, meditation on scripture, listening to one another, silence and creativity.
	To book click here.

Preaching from the Old Testament

When	1 November 2023, from 10:00-16:00
Where	Sarum College
Led by	Sarum College: Revd Paul Burden
Audience	Ordained and Lay Ministers
What	Most preachers are committed to preaching from the whole Word of God, and yet the Old Testament can often be neglected. This day will take an overview of the issues and questions that need to be addressed when preaching from the Old Testament, exploring the challenges, delights and blessings that we find in it.
	To book click here.



Statements of significance and need

When 7 November 2023, from 13:00-15:00

Where Conference room, DEC, Wilton

Led by Dan Crooke

Audience All

What

Join the Church Buildings Team to delve into all things related to statements of significance and need. This focused training session will cover what the documents are for and their place in the faculty process before explaining each section and what information is needed. Bring your writing pens and thinking caps as each delegate will receive a blank template and will get the chance to fill them in as the session progresses.

To book click here.

Funeral ministry

When 8 November 2023, from 10:00-15:30
 Where Sarum College, room 208
 Led by Bishop Karen and Sarah Musgrave
 Audience LLMs
 What An opportunity to share experiences, gain new skills and be better equipped.



Vision and strategy: Championing climate justice

When 15 November 2023, from 16:00-17:00

Where Zoom

Led by TBC

Audience All

What

During the Autumn we will be running a series of webinars, introducing the Diocesan vision and strategy.

Each webinar, will give an overview of each strategic objective, offering examples of good practice and provide space for discussion and reflections. These webinars will be recorded and made available for wider circulation.

To book click here.

Cost of living crisis: What do Sabbath economics have to say to us today?

When 15 November 2023, from 19:00-21:00

Where Zoom

Led by Sarum College: Dr Jayme Reaves

Audience Ordained and Lay Ministers

What

What does the Bible have to say about today's cost of living crisis and economic difficulties many are facing? There is a strong tradition of economic justice in the Bible, based primarily on the Sabbath principles in both the Hebrew Bible and Jesus' teachings, that present solutions that are designed to care for everyone in society, including the most vulnerable.



Leadership training for established church leaders

When 20 and 27 November 2023, from

09:30-16:30

Where Conference room, DEC, Wilton

Revd Stu Wright, GiANT (through

Clergy Support Trust)

Audience Incumbents, Associates and Senior Clergy

What

This is a two day course for clergy who are already established leaders in their context. This workshop will benchmark current leadership, refine leadership skills and enhance character formation and personal development to lead with excellence. Course leader Revd Stu Wright has over 25 years' leadership experience, has been ordained for 15 years, and has led churches in some of the most challenging places in the UK.

To book click here.

Everything happens for a reason? A rough guide to the doctrine of providence

When 21 November 2023, from 10:00-13:00

Where Zoom

Led by Sarum College: Dr Beth Dodd

Audience Ordained and Lay Ministers

What

A common response to questions about why things are the way things are is: 'everything happens for a reason'. This half-day online course explores to what extent this widespread belief has anything to do with a Christian doctrine of providence- an understanding of the world as enfolded in or guided by God's loving care.





Vision and strategy: Courageous Christian leadership

When 22 November 2023, from 16:00-17:00 Where Zoom Led by Bishop Andrew **Audience** ΑII What During the Autumn we will be running a series of webinars, introducing the Diocesan vision and strategy. Each webinar, will give an overview of each strategic objective, offering examples of good practice and provide space for discussion and reflections. These webinars will be recorded and made available for wider circulation. To book click here.

Is theology still relevant today? A conversation

When 23 November 2023, from 19:00-21:00 Where Zoom Led by Sarum College Faculty **Audience** Ordained and Lay Ministers What So, what is in a word? What does theology mean? Where has it come from? Who invented it? These are some of the questions we hope to explore in conversation with you. James Woodward will facilitate a conversation with members of the Sarum Faculty and participants to

explore with you the relevance of

society and human flourishing. We

from you about the challenges and

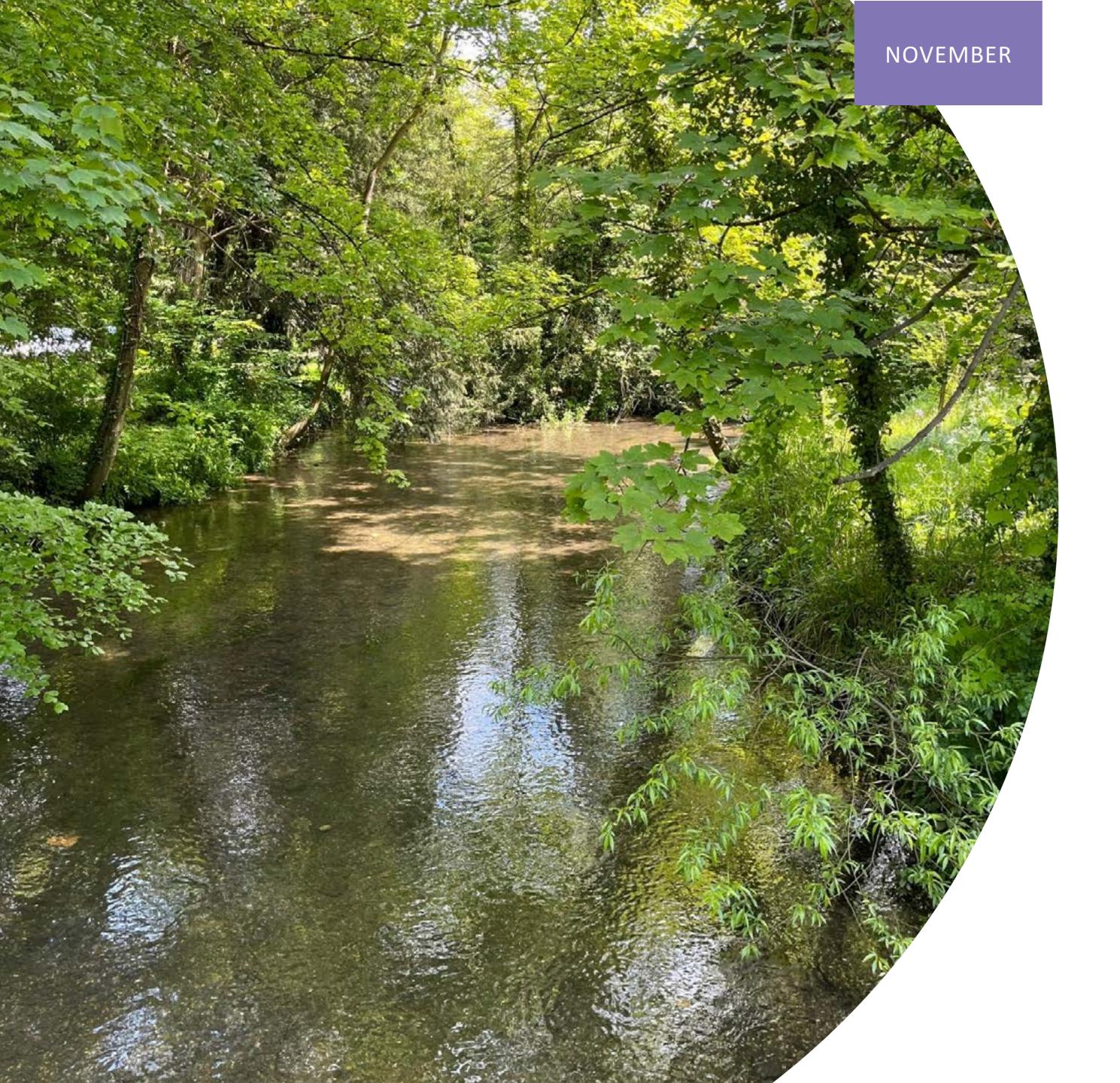
theology and how it has shaped

shall be interested to learn more

possibilities of theology in your

To book click here.

living and learning.



Reading scripture together: Emmanuel and the servant songs in Isaiah

When	28 November 2023, from 10:00-16:00		
Where	Sarum College		
Led by	Sarum College: Rabbi Shoshana Boyd Gelfand, Dr Jayme Reaves		
Audience	Ordained and Lay Ministers		

What

This in-person day will offer an opportunity to read the texts in Isaiah which serve as foundational texts for the Christian Advent season.

From a Jewish reading, to whom is Isaiah referring when he speaks of Emmanuel and writes of the suffering servant in the Servant Songs? How are these texts understood within the Jewish imagination? Whilst Christians most often hear and read Jesus into these texts, what other ways might we read and interpret these texts for a fuller understanding of what Isaiah may be offering us as people of God?

The courses below are offered by the College of Preachers and must be booked and paid for via their website. For further support or enquiries please contact the college directly on 03331 302281.

Preaching in Advent		Preaching the Parables		Preaching the Christmas story	
When	21 October 2023, from 10:30	When	6 November 2023, from 14:00	When	28 November 2023, from 10:00- 16:00
Where	Zoom	Where	Zoom	Where	Zoom
Led by	Victoria Johnson, Canon Precentor at York Minster	Led by	John Perumbalath, Bishop of Liverpool	Led by	Jennifer Brown, Director of Training, College of Preachers
What	In this workshop, we will consider themes appropriate to the season of Advent and how we can approach and present these in creative ways to preach sermons that connect with both those who are regular church attenders and those who engage with church less often, but may well be present in our congregations at this special time of year.	What	How should we understand the parables and the messages they convey? How are they relevant for the Church's life today? And how can we preach about them in a way that is faithful to Jesus' use of parables and engages our listeners, helping them to think in new ways about big issues? This workshop will explore these questions and how we can effectively preach the parables.	What	The Christmas story is a familiar one. So much so, in fact, that it can be daunting to preach it. In this workshop, we will look at the Christmas readings from Luke's and John's Gospels, and consider how we can approach these from new angles and fresh perspectives in our preaching.

Relationships

- Bridge Builders Ministries: supports Christian people in the challenging task of living as models of reconciliation.
- National Family Mediation Helpline: gives information about suitable local mediation services.
- **Broken Rites**: supports clergy/spouses/partners who are experiencing difficulty in their relationships or situations.
- <u>Women's Aid:</u> is a provider of safe confidential services for women and children who have experienced any form of domestic abuse at any time in their lives.
- **Refuge:** is a provider of specialist support for women and children who experience domestic abuse and other forms of gender-based violence.
- ManKind: provides help for men suffering from domestic violence or domestic abuse by a current or former wife or partner (including same-sex partner).
- <u>LawWorks:</u> is a charity offering legal advice to those who are not eligible for legal aid and cannot afford to pay.

Finance

- Clergy Support Trust: provides financial grants to Anglican clergy households.
- <u>Churches' Mutual Credit Union</u>: is a mutual society, a savings and loans co-operative owned and controlled by its members.
- Money Helper: is a government website giving free, impartial advice on money matters.

Health - Physical and Mental

- <u>St Luke's Healthcare for the Clergy</u>: offers to work with any diocese to enhance clergy wellbeing and mental health through resilience training workshops and reflective practice groups.
- Mind: Information, guidance and signposting to support around mental health
- **Sheldon Hub:** is for people in ministry to share ideas, advice and resources for wellbeing confidentiality.
- The Retreat Association: Provides advice on taking a retreat, finding a spiritual director and links to over 200 retreat centres across the UK.

Other Clergy Resources

- **CofE Digital Labs:** a hub of free resources for your church.
- **Everyday Faith:** resources to inspire, equip and encourage you in your everyday faith.
- **CPAS**: Making Mission possible- to help every person in the UK and ROI to hear and discover the good news of Jesus Christ through the ministry of local churches.
- Faraday Institute for Science and Religion: a Cambridge-based interdisciplinary research institute improving public understanding of science and religion.
- <u>The Arthur Rank Centre:</u> is an ecumenical national charity, which resources, trains and advocates for rural Christians, rural churches, and the communities they serve.

DIOCESE OF SALISBURY WELLBEING CONTACTS

Confidential help and counselling referrals

Sarah Pestell 07887 615181 sarah.counselling@btconnect.com

Spiritual accompaniment

Julie Dunstan julie.dunstan@salisbury.anglican.org

Ministry of Wholeness and Healing

Revd Lucyann Ashdown lucyann.ashdown@gmail.com

Ministry of Deliverance

Archdeacon Penny Sayer adsherborne@salisbury.anglican.org

Bishop's Advisor for associate clergy

Revd Julian Poppleton 01722 334272 julian.poppleton@salisbury.anglican.org

Safeguarding

Jem Carter 07469 857888 jem.carter@salisbury.anglican.org

Tracie Hancock 07500 664800 <u>tracie.hancock@salisbury.anglican.org</u>

Suzy Futcher will return from maternity leave in September 2023
suzy.futcher@salisbury.anglican.org

Safeguarding webpage

Dignity at work (Including harassment and bullying), family friendly policy guidance

Olatunde Adebambo (HR manager) olatunde.adebambo@salisbury.anglican.org

Reflective practice groups

Canon Sue Chandler 07554 425971 <u>sue.chandler@salisbury.anglican.org</u>

Bishop's Visitor to clergy spouses

Dorset: Hugh Privett, 01935 850294

Wiltshire: Canon Sarah Musgrave, 01672 511286

Dean of Women's Ministry

Revd Canon Jane Curtis 01793 977395 jane@chelmsworth.com

Bishop's Adviser for minority ethnic concers

Revd Canon Rachma Abbott 01793 731134 reverendrachma@gmail.com

Retirement Officer

Sherborne area: Revd Canon John Wood johnsamwood@me.com

Ramsbury area: Vacant – in interim contact Ramsbury Area Office ramsbury.off@salisbury.anglican.org