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**WHO’S WHO IN LDMT?**

We are at your service …

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Continuing Ministerial Development

Statement of Expectations

This guidance is issued under Regulation 19 of the Ecclesiastical Offices (Terms of Service) Regulations 2009, and sets out advice in relation to arrangements for Continuing Ministerial Education and Development in dioceses.

The purpose of Continuing Ministerial Development (CMD) is to strengthen and deepen a lifelong learning culture within each diocese. Good practice in both provision and participation are ultimately evidenced in spiritual and numerical growth with the Church’s ministers more fully engaged in God’s mission themselves, in the variety of roles they have been licensed to as public representative ministers, and better able to stimulate and enable the whole Church to respond to its call.

CMD focuses not just on learning and training but takes seriously the flourishing of the whole person in their ministerial context. It cannot seek to meet all the individual needs of everyone but aims to create a normative environment in which developmental learning is recognised as a hallmark of professional good practice as well as a central aspect of discipleship. It is also a means by which we exercise grateful stewardship of the talents which God has entrusted to us, both as individuals and as the Church.

**Good CMD provision is characterized by:**

- a prophetic focus on the needs of the Church of the future as well as the immediate needs of the Church of today
- a well articulated theology of CMD accompanied by a clear statement of expectation
- a responsiveness to national and diocesan vision setting and policy
- visible modelling of good practice by key people including senior staff
- appointment of qualified post holders
- allocation of financial resources in accordance to articulated priorities
- collaboration between Dioceses and ecumenical partners regionally
- shared delivery with other Diocesan departments
- alignment with IME 1 – 7
- alignment with Clergy Terms of Service and Ministerial Development Review
- particular attention to transition points in ministry
- integration of the needs of the individual with the strategic objectives of the Diocese and the priorities of the wider Church
- inclusion of all those exercising ministry in the name of the Church with attention given to their differing needs
- ready access to information and to personal advice and support
- provision of enjoyable, supportive and inspirational learning events
- regular review of provision
Good CMD participation includes:

• honouring of vocation to “be diligent in prayer, in reading Holy Scripture, and in all studies that will deepen your faith”
• for full time ministers taking personal responsibility in setting aside at least 5 days for CMD and the best part of a week for retreat each year and encouraging and enabling others to do the same
• positive engagement with ongoing developmental learning at all stages of ministry
• regular participation in Ministerial Development Review
• proactively planning one’s own learning especially in response to Ministerial Development Review
• using Ministerial Development Review to assess and apply learning undertaken
• keeping abreast of changing legal and public responsibilities
• planning ahead for possible longer periods of developmental leave
• balancing individual inclinations and enthusiasms with the needs and demands of the present role
• willingness to share knowledge and skills in order to resource the learning of others
Welcome to this year’s Continuing Ministerial Development brochure containing CMD provision for Ordained Ministers, Lay Ministers, Lay Pastoral Assistants and Lay Worship Leaders as well as opportunities for others. Follow the colour coding to find the parts that are relevant to you. Please do encourage others in your ministry teams and congregations to participate fully and to set aside time for the ongoing learning and development that is so important for our discipleship and ministry.

All the events in the Diocesan Programme are flagged OM, LM, LPA, LWL, ALL to show whether they are primarily intended for Ordained Ministers, Lay Ministers, Lay Pastoral Assistants, Lay Worship Leaders or are open to everybody. In some cases the event is only suitable for certain people or else there are funding reasons why we need to put a cap on numbers but in some cases the letters are more for guidance and it would be possible for others to be included. So if you see an event that you would like to come to which does not have your letters against it feel free to contact us and enquire.

Retired clergy are welcome to participate in CMD. We try to keep an up to date list of those who have told us that they want to take part and welcome your help in regularly drawing the CMD provision to the attention of retired clergy. Any events that are flagged OM are open to retired clergy plus any other provision for Ordained Ministers that is relevant, with the exception of the Clergy Day/ Clergy Conference.

Our Diocesan CMD expectation
If you are a licensed or commissioned Diocesan minister then you are expected to resource yourself for your ministry by regularly undertaking appropriate ongoing learning and development. This is one of the ways in which we exercise good stewardship of the gifts that God has given us. All the events in the Diocesan Programme are free of charge and within reason you can come to as many as you want.

The Continuing Ministerial Development Statement of Expectations at the front of the brochure sets out the legal expectation for clergy participation in CMD under Common Tenure. The Bishop expects all ordained ministers to participate in Ministry Review and to attend Chapter meetings regularly. The Clergy Day and any Archdeaconry Day or equivalent are expectations for ordained ministers and in addition please sign up for at least two events from the Diocesan Programme. As a guideline, ordained ministers should plan to devote no less than five days a year to some form of appropriate ongoing professional development.

Although there is no legal requirement for other ministers to participate in CMD you may find the Continuing Ministerial Development Statement of Expectations a helpful guide to why CMD is important and why we should all make it a priority. Lay Ministers who are licensed or have permission to officiate are expected to attend the LLM Annual Meeting and Admissions Service and any Archdeaconry Day or equivalent and in addition please sign up for at least one event from the Diocesan programme. Lay Pastoral Assistants and Lay Worship Leaders are also expected to participate in events that are appropriate for the development of your ministry.

Bookings
Booking CMD events is done via the online booking system. Most people are now using this quickly and easily. A Step by Step Guide to Online Booking is available on the Diocesan website at www.salisbury.anglican.org/learning. If you have any questions or difficulties relating to the online booking system don’t hesitate to contact our Team Administrator Cathryn Wright cathryn.wright@salisbury.anglican.org or 01722 411944.
Cancellations
If you find that you are unable to attend an event for which you have booked you should cancel your booking online as soon as possible. If you are cancelling at less than 5 working days’ notice you should also email cathryn.wright@salisbury.anglican.org or call her on 01722 411944. You should contact Cathryn in addition to, not instead of, cancelling online. This is particularly important at events with limited numbers as we may be able to offer your place to another person. It also helps us keep down the costs of meals, resource packs etc. If costs have been incurred on your behalf and you have not notified us that you are unable to come within a reasonable timeframe we will request a contribution from you. People have been very good about this but of course we would prefer not to do it at all so please help us by putting events straight in your diary when you book them and making every effort to keep the time free. If an event with limited numbers is over subscribed places will be allocated on a ‘first come’ basis but we will do our best to run the event again on another occasion.

Funding
All events in the Diocesan Programme are offered free of charge although a donation may be requested where a meal is provided. For those events for which there is a residential option you will be asked to cover the costs of residence yourself 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.

The standard grant for ordained ministers in 2019 is £270 (1% of stipend) and this may be applied for by stipendiary or non stipendiary ordained ministers for any relevant learning activity. Exceptional requests for larger amounts may be considered.

Ordained ministers in the first four years of ministry have a separate learning programme but are also invited to all shared events and are very welcome to any of the events in the Diocesan Programme. You are not normally eligible for individual grants as the money allocated to you has already been spent on the IME Part 2 programme. However, ordained ministers completing degrees or working for higher degrees in their first four years will be assisted with funding wherever possible. The standard grant for 2019 will be applicable for this purpose and this may be claimed by stipendiary or non stipendiary ministers.

There is no per capita grant for Lay Ministers, Lay Pastoral Assistants and Lay Worship Leaders but parishes are encouraged to contribute towards the costs of CMD for their ministers. Occasionally it may be possible for us to make a contribution from the CMD pot for a learning activity that is particularly relevant or necessary.

Funding is not available for retreats but parishes are requested to treat this as an expense of office. There is no automatic funding to Teams or Deaneries for corporate events but all or part of a number of individual grants can be released for this purpose to enable a group of people to plan something together.

If you wish to apply for a grant please put in your claim in advance and not retrospectively by contacting us with outline details of what you propose to do and the cost. Money can usually be advanced where needed. We also hold information about other possible sources of funding.
RURAL RESIDENTIAL 6 (SPRING ’19)

Ramsbury:
Led by: Bishop Andrew
When: Thursday 31 January – Friday 1 February
Where: The Ammerdown Centre, Radstock, near Bath

Sherborne:
Led by: Bishop Karen
When: Wednesday 13 – Thursday 14 February
Where: The Ammerdown Centre, Radstock, near Bath

By invitation for rural clergy

RURAL MINISTRY AND MISSION DAY: STRENGTHENING COLLABORATION
Led by: Bishop Karen and guest speakers
When: Saturday 14 September
Where: Kingston Maurward College

Want to be inspired – with a clear vision of what successful rural collaboration can achieve? This day is for you. As well as a panel of inspiring guest speakers there will be a range of interactive workshops and a host of ‘taster sessions’ on various #RuralHope courses and initiatives such as THRIVE. The day is open to mixed teams of lay and ordained leaders from rural benefices and invitations will be sent out to all rural incumbents in the New Year.
RURAL CMD DAYS

MULTI PARISH HOLY WEEK
Led by: Tom Clammer
When: Tuesday 5 February
Where: Dinton Village Hall

Holy Week is the most solemn and profound period of the Christian year. The liturgical riches are plentiful but how best to use them when ministering and worshipping in rural multi parish benefices? How can we deliver Holy Week imaginatively when our buildings are many and our resources are perhaps stretched thin? An opportunity to think theologically and creatively about how we can use available resources and devise new ones.

Tom Clammer has been a rural parish priest, and more recently Canon Precentor of Salisbury Cathedral. He is now a freelance theologian, educator and spiritual accompanier.

RURAL MINISTRY: LEARNING FROM CHAPLAINCY
Led by: Paul Burden and Andrew Todd
When: Thursday 28 February
Where: Sarum College

Rural parishes usually recognise the role and worth of the church and the priest in the wider community. Those in chaplaincy ministry have long experience of being in a similar situation, and we will explore what might be learnt to give a fresh perspective on mission and ministry in rural contexts.

Paul Burden is the Sarum College Centre Coordinator and Director of Contextual Learning. Andrew Todd is the Sarum College Centre Coordinator and Programme Leader for the MA in Christian Spirituality. He is an expert in contemporary religion and spirituality, an Anglican priest and Franciscan Tertiary.
THROUGH THE SEASONS WITH A RURAL LENS
Led by: Richard Hancock

In the Diocese of Salisbury we are blessed to live in a very beautiful part of England with superb views all around us. Each season of the year has its particular attractions. This is an opportunity for those with cameras to spend a day together indulging our hobby and honing our skills. As well as having an enjoyable time we also hope to capture some great images that can be used (with copyright acknowledgement of course!) to promote #RuralHope.

Saturday 9 March 10 am – 4 pm
Photographing Tyneham Village followed by a pub lunch at Lulworth Cove then photographing the Cove in the afternoon.

Thursday 20 June 10 am – 4 pm
Photographing Weymouth and Portland Bill, with fish and chips on the beach. Photographing a traditional seaside town and its people then onto the rugged landscape of Portland Bill.

Tuesday 10 September 10 am – 4 pm
Photographing Corfe Castle and the Swanage Railway. Capture the beauty of the castle ruins and then all the glories of the steam age.

All these days are open to beginners or keen enthusiasts. Equipment required – camera!

Richard is Vicar of Sixpenny Handley and Dorset Rural Field Officer. He is also a keen photographer. Go here for a link to his website www.richardhancocklrps.co.uk

INSPIRING MUSIC IN WORSHIP: ENGAGING WITH THE RURAL CHURCH
Led by Helen Bent
When: Tuesday 19 November
Where: Sarum College

Drawing on RSCM’s Inspiring Music in Worship series, this day aims to encourage and equip those who lead worship in rural settings. Using a workshop approach, the day will explore the many possibilities for nurturing the musical and liturgical life of small congregations with limited resources.

Helen Bent is RSCM’s Head of Ministerial Training in partnership with Praxis, and the author of the course Inspiring Music in Worship.
RURAL WORKSHOPS – a series of short workshops offering practical updates on different aspects of rural life

LONELINESS IN THE COUNTRYSIDE
Led by: Richard Kirlew
When: Wednesday 20 March 2 – 4 pm
Where: Jubilee Hall, Yetminster

Make no mistake, loneliness and isolation are killers! It is more prevalent in rural areas and is largely exacerbated by the society we live in today. In this session, we aim to explore the reasons for this and how we, as rural churches, can help to stop it.

Before coming to this Diocese in 2015, Richard was the Rural Officer for Swansea and Brecon Diocese in mid-Wales; National Lead on Rural Affairs for the Church in Wales and Rector of seven tiny parishes in the Radnor hills. He is now a House for Duty Team Vicar in The Three Valleys Team, Rural Officer for Dorset and Chaplain at Salisbury Livestock Market.

CRIME IN THE COUNTRYSIDE
Led by: Bill Cave
When: Thursday 6 June 10 – 12 noon
Where: Friends’ Meeting House, Devizes

England’s green and pleasant land? Or is the reality more complex? A workshop to examine the issue of rural crime in all its aspects, including criminal behaviour, targeting of churches, and the impact on victims. How should we as rural churches respond, both in terms of keeping ourselves safe and supporting other victims? To find out more about rural crime go here: www.wiltshire.police.uk/Ruralcommunities

Bill Cave is Senior Chaplain to Wiltshire Police.
WILDLIFE IN THE COUNTRYSIDE
Led by: Jean Coates
When: Thursday 12 September 10 – 12 am
Where: Brockbank Centre, Langford Lakes

Intensive farming, badger culling, fox hunting ... these and other hot topics can sometimes divide opinion in rural communities. What happens when the interests of wildlife and the interests of people living and working in the countryside are in tension and how are we as ministers and church members engaging with these issues?

Jean Coates was formerly the Rural Officer for Dorset and a parish priest in South Dorset for 14 years.

POVERTY IN THE COUNTRYSIDE
Led by: David Baldwin and Jo Neary
When: Thursday 21 November 2 – 4 pm
Where: Beaminster Church

Poverty, homelessness, drug use, food banks ... these may sound like urban problems but the reality is that they increasingly to be found in rural contexts too. The Pilsdon Community in Lyme Bay Deanery offers a ministry of friendship, hospitality and acceptance to those who are seeking to rebuild their lives and many local churches are also involved. Find out what is being done – and what more can be done.

David Baldwin is Team Rector and Jo Neary is Team Vicar and Pioneer Minister of the Beaminster Area Team.
Since 1972 Germinate: The Arthur Rank Centre, an ecumenical Christian charity, has served both the spiritual and practical needs of the rural community through a programme of community and social projects, resourcing and training. We provide hundreds of resources for rural churches including a comprehensive range of worship resources and rural stories, ideas and inspiration though our magazine, Country Way.

Our highly popular Rural Ministry Course has been running for over 30 years. Newer projects include Germinate Enterprise, a rural business start-up programme, Germinate Groups, learning communities for multi-church groups, and Germinate Leadership, a training programme developing the creative and entrepreneurial skills of rural church leaders. We also run a biennial Germinate Conference, a major national day conference for all those involved in rural mission and ministry. We have also developed Rural Mission Sunday, an annual celebration of the life and work of rural churches, an opportunity to remember all the things they do well, and challenge themselves to do one new thing.

We are the home of the National Rural Officers for the Church of England, Methodist and United Reformed Church; and also the hub for the church network of Rural Officers and Agricultural Chaplains. Our focus is to support and strengthen the UK’s 15,000 rural churches, so they can respond positively to change and impact the communities they serve.

Visit www.germinate.net to find out more about the work of Germinate and access resources. Contact Germinate on 024 7685 3060 or info@germinate.net or at The Arthur Rank Centre, Rural Innovation Centre, Avenue H, Stoneleigh Park, Warwickshire, CV8 2LG.

**Rural Ministry Course**
The Rural Ministry Course is offered twice a year for those who are new to rural ministry. The three day residential programme employs a variety of approaches including practical sessions, group work and workshops led by practitioners. It is designed for lay and ordained ministers across the denominations who may be entering a rural appointment for the first time, or who may already be in rural ministry but feel the need for a ‘refresher’. It attracts those who are keen to examine the challenges and opportunities that this ministry offers. Contact Clare Phillips, Rural Ministry Development Officer, on Clare.Phillips@salisbury.anglican.org for more information.

**Germinate Leadership Programme**
For those interested in the Germinate Leadership Programme go here: http://germinate.net/training/germinate-leadership. #RuralHope can fully fund two places a year on the programme and we are keen to recruit two new participants for an Autumn 2019 start. If you would like to express an interest contact Clare Phillips, Rural Ministry Development Officer, on Clare.Phillips@salisbury.anglican.org
Germinate Lecture 2019
SALT, LIGHT AND FEET OF CLAY: CELEBRATING THE MINISTRY OF LAY PEOPLE
With George Dunn CEO, Tenant Farmers Association
Wednesday 15 May, 10 am – 2 pm
John Kirkham Hall, King’s Park Conference and Sports Centre, Kings Park Road, Northampton, NN3 6LL
£15 until 31 March then £20 (including refreshments and lunch)

Often when we think about church and leadership we think immediately of clergy of various descriptions. But what about head teachers, office managers, newspaper editors, financial controllers, magistrates, farm managers, school governors, youth football coaches, scout leaders and chief executives? In rural, suburban and urban communities across the UK, congregations are peppered with individuals such as these with spheres of influence that may never be touched by traditional forms of leadership within our churches. Exercising Christian leadership in a secular context requires wisdom, sensitivity and strength. How can our rural churches find ways to nurture, support, protect and grow the leaders in our communities? And what might those leaders have to offer to our churches? This event is for anyone who is interested in the nature and exercise of leadership in the rural church. Whether you’re a clergy person, lay leader, involved in a rural church or just curious, we’d love to see you! (And since it’s you the Diocese of Salisbury will cover the cost, just contact Clare Phillips, Rural Ministry Development Officer, on Clare.Phillips@salisbury.anglican.org)

Country Way: Life and faith in rural Britain
Get ideas, information and inspiration for rural churches and communities: Country Way is about the best of Christian life and work in rural Britain. Published three times a year Country Way magazine is packed full of real life stories, resources and practical support for rural congregations and clergy.

Country Way in print
If you would like to take out a print subscription please email us (countryway@germinate.net) or phone our office team (024 7685 3060). This mean you will have an easy to use, easy to read and easy to keep version. Taking out a print subscription also helps us by contributing to the cost of producing the magazine. You can also support us financially by becoming a Friend of Germinate: The Arthur Rank Centre for £60 per year which includes a print subscription to Country Way.

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THRIVE – MULTI PARISH BENEFICE LEARNING COMMUNITIES

If you are one of the increasing number of churches in a multi-parish benefice, THRIVE may be just what you are looking for. THRIVE Communities are for lay leaders, influential lay members and clergy in multi-parish benefices. Through THRIVE, many benefices have discovered new hope, vision and creativity in mission.

A THRIVE Community is a committed gathering of people working together and learning ways to co-operate more effectively with God’s mission in the world. It combines ways to explore the experiences and wisdom of everyone in the community with fresh insights from facilitators and guest speakers.

THRIVE Groups consist of 6-8 people from each of several multi parish benefices who are willing to commit to a two year programme of development and growth. Each THRIVE Group must include the vicar or rector plus leaders – lay or ordained – with significant influence in the life of the benefice.

Participants commit to four non-residential THRIVE Community gatherings of two full day each (usually a Friday and a Saturday) over the course of two years, plus one final day for review and commissioning. Two facilitators lead the event. In the months between THRIVE Community gatherings, each THRIVE Group will work with PCCs and others in the benefice to decide the future shape of ministry and mission across the churches. At the end of each gathering, each THRIVE Group puts together an action plan for the next six months to facilitate change. A benefice is allocated a ‘supporter’ who will stay in touch between gatherings and bring outside perspective and encouragement on the plans.

THRIVE Communities are good fun, hard work and extremely stimulating. With a mixture of input, lots of discussion, exercises, prayer and sharing wisdom, each gathering looks at a different topic:

- **Journey** where have we come from and what is God’s call for us at this time?
- **Leadership** how can we best support current leaders and grow new ones?
- **Discipleship** how can we deepen our journey of faith and share faith with others?
- **Mission** how can we show God’s love in a hurting world in our actions and words?
- **Vision** what is God commissioning us to do in the years to come?

A THRIVE Community will be forming in Dorset, beginning in March, with another one planned in Wilts for later in the year and the possibility of others after that. All the costs including the travel costs of participants will be covered by the #RuralHope budget. We anticipate a lot of interest – to express yours please contact Clare Phillips, Rural Ministry Development Officer on Clare.Phillips@salisbury.anglican.org. Our four Rural Field Officers are happy to come and speak to benefices that are considering THRIVE.
REFLECTIVE PRACTICE
Led by: James Woodward and guest lecturers
When: Monday 21 – Thursday 24 January
Where: Sarum College

Reflective practice is a key area of expertise for ministry and is particularly important for those who oversee, support and enable the ministries of others. This module is particularly recommended for clergy who supervise or may in future supervise ordinands, curates and other members of their ministry teams and want to improve their understanding, personal practice and hands on skills.

James Woodward is Principal of Sarum College and Coordinator of the Centre for Human Flourishing.

All postgraduate modules validated by the University of Winchester are open to anyone who wishes to study without seeking an academic award. These students, called ‘auditors’ participate in a module in exactly the same way as students on the MA, without the requirement to prepare an essay. For full details about auditing courses at Sarum College visit sarum.ac.uk/auditing.

Please note that in order to participate in this module you must be able to commit to being present throughout. The costs of the course and meals during the day including supper if there is an evening session are covered by the CMD budget but if you wish to be residential you will need to cover the costs of bed and breakfast and any other evening meals yourself.

WISDOM FOR MISSION FROM THE CHURCH FATHERS
Led by: Patrick Whitworth
When: Tuesday 29 January
Where: Sarum College

In this day we will distil some of the teaching from the Church Fathers on mission, especially drawing from the Cappadocian Fathers of the 4th century to look at orthodoxy, action and contemplation.

Patrick Whitworth has recently completed a trilogy of books on the Church Fathers including Three Wise Men from the East: The Cappadocian Fathers and The Struggle for Orthodoxy.
FIT FOR PURPOSE

Led by: Theresa Hunt
When: Thursday 31 January 11 am – 2 pm
Where: St Francis Church, Salisbury

New Year is a time for good resolutions but how easy will they be to keep? The secret is to keep it realistic and achievable. Just 15 minutes of simple stretching exercises first thing in the morning or as a de-stresser during the day can make all the difference to physical fitness and a sense of wellbeing.

In this user friendly exercise class Theresa will teach four easy to remember short routines that can be combined into longer sequences keeping the major muscle groups toned and supple. All ability levels can benefit, normal range of movement is all that’s needed and the exercises can be tailored to individuals’ requirements.

Please bring with you an exercise mat or towel to lie on and a notebook and pen to jot down any instructions or if preferred a mobile phone to photograph the moves. A simple and healthy lunch will be provided after the session.

Theresa is an experienced Stott Pilates teacher and fitness instructor. Some of us will remember her from last year’s Clergy Conference.

NEW MONASTICISM: BOUNDARY-CROSSING COMMUNITIES

Led by: Andrew Todd
When: Thursday 31 January
Where: Sarum College

This day will explore the recent emergence of New Monasticism – usually small communities, committed to contemplation and action, who live a shared life and calling. The day will explore how these communities live historic monastic ideals in radically new ways that speak prophetically to both church and world.

Andrew Todd is Sarum College’s Centre Coordinator and Programme Leader for the MA in Christian Spirituality. He is an expert in contemporary religion and spirituality, an Anglican priest and Franciscan Tertiary.
WHY MEN DON’T GO TO CHURCH
Led by: Matt Levinsohn
When: Thursday 7 February 10 am – 1 pm
Where: St Francis Church, Salisbury

Have you ever asked this question yourself? Have you ever noticed or wondered why, statistically, there are so few men in Church communities? It’s a question that inspired Matt Levinsohn to write a dissertation addressing this perennial conundrum.

In this very practical session, Matt will share with us his research into how we can help men come to and grow in faith. We will think about the factors that keep men from our doors and from Jesus and will work together to come up with practical things we can do to help our churches reach men. An optional follow up session will be planned for 4 months after the initial training session so we can evaluate together what we have tried and the impact it has had in our churches.

Matt is curate of Salisbury St Francis and St Lawrence Stratford sub Castle.

MICHAEL PERHAM SYMPOSIUM
Led by: James Steven with invited contributors
When: Friday 8 February 2 pm – Saturday 9 February 4 pm
Where: Sarum College

This symposium is an invitation to consider the remarkably rich and diverse influence of the late Bishop Michael Perham upon worship in the Church of England. In this public forum, speakers with first hand experience of Michael’s ministry will address issues such as nurturing worship in the parish, liturgical leadership, the formation of praying people, and liturgical revision.

James Steven is the Sarum College Centre Coordinator, Academic Dean and Programme Leader for the MA in Christian Liturgy.

More about the symposium and speakers here: www.sarum.ac.uk/event/perham-shaped-worship

The costs of the course and meals during the day including supper if there is an evening session are covered by the CMD budget but if you wish to be residential you will need to cover the costs of bed and breakfast and any other evening meals yourself.
LISTENING IN SPIRIT?
Led by: Stefan Smart
When: Monday 11 February
Where: Sarum College

How do we experience the work of the Spirit in our lives and our listening? We will discuss how we listen for ourselves and for those we listen with, in ways which both acknowledge our own responsibility and yet remain open to the surprising, transforming work of the Spirit.

Stefan Smart is a trained educator, spiritual director, actor and life coach. He facilitates courses in Christian spirituality and vocation and leads quiet days and retreats.

BIBLE BREAK 1: THE BIBLE AND EMOTIONS: FAITH AND FEELING IN EARLY CHRISTIANITY
Led by: Stephen Barton
When: Monday 11 – Thursday 14 February
Where: Sarum College

We will explore new research on the emotional impact of early Christian belief and practice. Against the backdrop of the scriptures and the Greco-Roman world, we will look at such emotions as anger, grief, fear, envy, joy, and love. We will also consider the implications for faith and feeling in Christian life today.

Stephen Barton is an ordained priest and the author of a number of books about the Bible, including Holiness Past and Present and (with David Wilkinson) Reading Genesis After Darwin.

The costs of the course and meals during the day including supper if there is an evening session are covered by the CMD budget but if you wish to be residential you will need to cover the costs of bed and breakfast and any other evening meals yourself.

Forthcoming event …

Chaplaincy and Criminal Justice
Following the success of the Sarum College Training Day in Chaplaincy and Criminal Justice last October plans are being made for a follow up in Autumn 2019. Details available in the New Year from Sarum College http://www.sarum.ac.uk or via Bill.Cave@wiltshire.pnn.police.uk
THE CONTEMPLATIVE RESPONSE: LEADERSHIP AND MINISTRY IN A DISTRACTED CULTURE
Wellbeing

Led by: Ian Cowley
When: Friday 15 February
Where: Sarum College

‘The Contemplative Response’ is the sequel to Ian Cowley’s best selling book ‘The Contemplative Minister’. It will be published in January 2019 and Sarum College will be holding a book launch on Thursday 14 February at 4 pm which all are welcome to attend. In conjunction with this Ian is offering this CMD opportunity the following day.

The day will explore themes such as

Blessed are the pure in heart – the true self and the compulsions of the false self
Achievementism and detachment
Learning to live in the present moment
Self-knowledge and truthfulness

and will include a time of centering prayer

Ian Cowley was formerly Spirituality Coordinator in the Diocese of Salisbury. He now lives and ministers in retirement in the Diocese of Ely.

AWKWARD REVERENCE: EXPLORING THE POETRY OF PHILLIP LARKIN

Led by: Mark Oakley
When: Saturday 16 February
Where: Sarum College

At the centre of this introductory course are the questions: How might a person of faith approach Larkin’s work? Is there a helpful conversation to be had between his poems and Christian belief?

Mark Oakley is Chancellor of St Paul’s Cathedral. He writes and broadcasts on poetry, spirituality and human rights. He is a trustee of the Civil Liberties Trust, an Ambassador for Stop Hate UK, and a Visiting Lecturer at Kings College, London.
SO LONG, FAREWELL, AUF WIEDERSEHEN, ADIEU
Led by: Nick Papadopulos, Ed Probert and Robert Titley
When: Thursday 7 March
Where: The Stephenson Hall, Leaden Hall, Cathedral Close

The Church of England is accustomed to take a lead at times of joy and sorrow for our nation but how should we respond to Brexit? At the time of putting this brochure together we still have no clear idea what Brexit will mean in practice or even if it will happen at all. What we can be sure of is that feelings will be mixed and emotions will run high. What role will there be for church leaders and church communities in setting a positive tone and perhaps providing space for reflection and response through liturgy and prayer?

Drawing on the Cathedral’s recent experience of the Salisbury nerve agent attack, the day will offer an opportunity to think widely about the civic role of the Church of England at times of change, to consider the particular challenges and opportunities presented by Brexit, and to share resources and ideas for liturgical and other responses.

Nick Papadopulos is Dean, Ed Probert is Canon Chancellor and Robert Titley is Canon Treasurer of Salisbury Cathedral.

DEEPENING DISCIPLESHIP 1: HOW CAN WE BE SUSTAINED AND NURTURED IN MINISTRY?
Led by: Debbie Orriss

When: Tuesday 26 February
Where: Eastern Royal Village Hall, Pewsey

When: Monday 1 April
Where: Dorford Centre, Dorchester

Ministry is exciting, and challenging. This workshop is for those in authorised lay ministry and we will be considering how we exercise our ministries as followers of Jesus. What habits can we develop that will enable us to keep learning and growing as Christians and enhance our ministries? Come prepared to share what is helping you!

Debbie Orriss is Discipleship Coordinator for the Diocese of Salisbury, with over twenty years’ experience of ministry as a Church Army Evangelist, including enabling adults in ministry.
The ruined aftermath of a bloody civil war. Ruthlessly fighting to survive, the Macbeths are thrust towards the crown by forces of elemental darkness. How does this most intense of Shakespeare’s tragedies shape our thinking about the responsibilities, privileges and perils of leadership?

Directed by National Theatre Artistic Director Rufus Norris (Cabaret, London Road) and designed by Rae Smith (War Horse, This House) this new production propels Shakespeare’s classic title into a post-apocalyptic world of anarchy and uncertainty. Scottish actor Michael Nardone (BBC One's The Night Manager and Rellik, HBO's Rome) will play the title role, with Kirsty Besterman (Genesis Inc. at Hampstead Theatre, They Drink It in The Congo at the Almeida Theatre, and BBC One's Father Brown) joining the cast as Lady Macbeth.

We will make up a party to eat together before the performance, otherwise meet up at the theatre at 7 pm. If you wish to bring family members or other guests we can include them in the booking at your expense. To facilitate this please sign up as usual via the online booking system by Friday 18 January but also email cathryn.wright@salisbury.anglican.org if you wish to bring others.
TRAGEDY AND CONGREGATIONS
Led by: Christopher Southgate, Carla Grosch-Miller, Hilary Ison and Meg Warner
When: Friday 1 – Sunday 3 March
Where: Sarum College

What happens to a church when the roof falls in? Literally, or metaphorically through a sudden accident, an unexpected and tragic death, the disclosure of scandal or abuse. This weekend is for ministers, lay leaders and those with an interest in practical theology. Come and explore what trauma is, and what resilience might look like.

Christopher Southgate is Associate Professor in Interdisciplinary Theology at the University of Exeter and former Principal of the South West Ministry Training Course. Carla Grosch-Miller is Honorary Research Fellow at the University of Exeter. Hilary Ison is an Associate Member of the Oxford Centre for Ecclesiology and Practical Theology. Meg Warner is a Visiting Research Fellow at King’s College London.

The costs of the course and meals during the day including supper if there is an evening session are covered by the CMD budget but if you wish to be residential you will need to cover the costs of bed and breakfast and any other evening meals yourself.

BREFAST@9 HUB CONFERENCE
Led by: Chris Tebbutt, Sharon Cooksley and Laurence Singlehurst
When: Monday 4 March
Where: Canford Magna Church Centre

People are hungry. In more ways than one. The Breakfast Church Hub was set up a couple of years ago and since then the number of Breakfast Cafe Churches has increased across the diocese. Combining tasty breakfast, fresh coffee, a delving into the Bible and faith, Breakfast Church has proved to be a great, and increasingly popular, way of drawing people together.

Whether you are harbouring thoughts of setting up this Fresh Expression of Church, have recently set one up, have experience to share, or think you could adapt a similar format in your context, we would love to see you for this day. We are excited to have Laurence Singlehurst joining as guest speaker on the day. Laurence is Director of Cell UK and is also on the board and leadership team of HOPE and Westminster Theological College. He has written several books including the bestseller Sowing Reaping Keeping, along with Loving the Lost, Beyond the Clouds and The Gospel Message Today. He will offer wisdom from the national scene, whilst Chris Tebbutt and Sharon Cooksley, who have pioneered Breakfast@9 in Canford, will share experiences and new developments. Bring yourself, some lunch and an open mind.
## WORRY BEADS

**Led by:** Andrew Dotchin  
**When:** Friday 8 March  
**Where:** Harnham Parish Church and Hall

A day of prayer and craft centred on the Rosary. Addresses will be interspersed with quiet time, reflection and rosary making. Not just for those from a catholic tradition – many traditions make use of prayer beads in different ways so come along and find out more. Andrew will supply tools and materials for creating rosaries or strings of prayers beads – donations are invited to cover the cost. Alternatively there will be starter kits to purchase, or, if you have any unusual or beautiful beads at home that you’d like to use why not bring them along.

Andrew is Vicar of Felixstowe and Rural Dean of Colneys in the Diocese of St Edmundsbury and Ipswich. He is native to East Anglia emigrating to South Africa as a young adult in the 1970’s where he was ordained. A member of the Third Order of St Francis he has a long history of leading quiet days and retreats on a wide variety of topics and spiritual disciplines.

## MENTAL HEALTH FIRST AID

**Led by:** Nick Ellis  
**When:** Wednesday 13 March  
**Where:** SP2, St Paul’s Church, Salisbury

Lives can be saved in a medical emergency if there are people around who know what to do and can administer first aid until professional help arrives. But what if the emergency involves mental rather than physical illness? This is an increasingly frequent scenario, in our churches and community centres or even on the doorstep of our homes.

This one day course aims to raise awareness of mental health issues and reduce the stigma surrounding them, as well as equipping participants to respond in practical ways in emergency situations involving mental ill health.

Nick Ellis lives in the diocese and is a Director of JJ Ellis Ltd, a provider of training services based in London and the South of England. He has been a front line serving Police Office in London for over 16 years where he has had to deal with mental health crises as well as supporting colleagues. He is a qualified MHFA trainer.
LEADING IN A SECOND CHAIR
Led by: Tim Harle
When: Tuesday 19 March
Where: Sarum College

A chance to explore leadership challenges for those who do not appear at the top of an organisation. With a grounding in theology, we will use the latest insights from organisational studies to explore how leaders, both individually and in teams, can help themselves and their organisations to thrive.

Tim Harle is the Sarum College Centre Coordinator and Programme Leader for the MA in Christian Approaches to Leadership. He is a Visiting Fellow at Bristol Business School and an author and speaker on leadership and change.

JARS OF CLAY
Led by: Tom Clammer
When: Thursday 21 March
Where: West Lavington Village Hall

As Christians, especially if we are ministers, we are often expected to be the strong ones, indeed some seem to think we are indestructible. In reality we are just as likely to experience frailty, sickness and suffering as anyone else.

In this pastoral theology day, Tom offers scriptural and theological resources to help us explore the nature of adversity in the Christian experience. He will share his own reflections and invite us to share our own.

Tom Clammer was formerly Precentor of Salisbury Cathedral. Following a diagnosis of Multiple Sclerosis in 2014 he has been reimagining his ministry and is now a freelance theologian, educator and spiritual accompanier.
EATEN UP: FOOD, GOD AND US
Led by: Alison Webster
When: Tuesday 26 March
Where: Sarum College

Everyone has a ‘food story’. Food is essential to life, yet is contested at just about every level – from our individual relationship with it (do we under-eat, over-eat, obsess about it, not care about it?), to its wider political significances. This day will be exploratory and participatory.


JOHN OF THE CROSS: THE MUCH MISUNDERSTOOD MYSTIC
Led by: Peter Tyler
When: Wednesday 27 March
Where: Sarum College

John of the Cross (1542-1591) is one of the most significant and innovative writers in the church, yet is still sorely misunderstood. We will explore the writings, life, piety and art of this myriad-minded man through lectures, prayer, art and music.

Peter Tyler is Professor of Pastoral Theology and Spirituality at St. Mary’s University, Twickenham and author of St Teresa of Avila: Doctor of the Soul.

A HISTORY OF SIN
Led by: Angela Tilby
When: Thursday 28 – Friday 29 March
Where: Sarum College

The idea of ‘sin’ has changed through time. This course will examine various scriptural understandings of sin and then explore how these are developed in early Christian traditions of prayer. The legacy of the spiritual teacher Evagrius is central as his insights into the psychology of sin still nourish Christian spirituality today. Angela Tilby is a Canon Emeritus of Christ Church Cathedral Oxford, a broadcaster, writer and theological educator.

The costs of the course and meals during the day including supper if there is an evening session are covered by the CMD budget but if you wish to be residential you will need to cover the costs of bed and breakfast and any other evening meals yourself.
WHAT WOULD JESUS EAT?

Led by: Sue Simkins and Eve Pegler
When: Monday 1 April
Where: Sue’s Kitchen, Sue’s House, Motcombe

WWJE – when are they going to make the wristband!

In a look forward to Holy Week Sue will talk about some of the foods that Jesus would have eaten and show us how to prepare them. In particular we will look at the foods that would have been served at the last meal Jesus shared with his friends and are still served today in Jewish households at the ‘Passover Seder’. The event will end with a simple eucharist.

Sue Simkins is a keen cook and author of several cookery books. Visit her blog at http://mrssimkins.co.uk. Eve is Pioneer Minister of Gillingham and she and Sue have led a number of popular cookery and meditation days for us over the past few years.

RE-IMAGINING CHURCH IN A CHANGING CULTURE

Led by: Colin Greene and guest lecturers
When: Monday 1 – Thursday 4 April
Where: Sarum College

Go beyond the headlines about the continuing decline in church membership to critique the contemporary church using both theological and sociological tools.

All postgraduate modules validated by the University of Winchester are open to anyone who wishes to study without seeking an academic award. These students, called ‘auditors’ participate in a module in exactly the same way as students on the MA, without the requirement to prepare an essay. For full details about auditing courses at Sarum College visit sarum.ac.uk/auditing.

Please note that in order to participate in this module you must be able to commit to being present throughout. The costs of the course and meals during the day including supper if there is an evening session are covered by the CMD budget but if you wish to be residential you will need to cover the costs of bed and breakfast and any other evening meals yourself.

Colin Greene is Sarum College Centre Coordinator and Programme Leader for the MA in Theology, Imagination and Culture. His interests include biblical hermeneutics and the intersection of theology and contemporary culture.
The Culture of Invitation workshop is for churches and individuals who want to get better at becoming invitational. Most churches call themselves welcoming, but not many would name themselves as welcoming and inviting. Join us for this workshop, which will:

*Be an opportunity to research your own local situation and make a comparison with other churches*

*Be highly suited to churches who want an example of a practical outworking of how to reach people in their community*

You will leave with best practice ideas to try out immediately in your own parish which will benefit your upcoming services and events!

In 2004 Back to Church Sunday was birthed and Michael started to work with churches throughout the UK and eventually throughout the English speaking world and to his surprise started to notice a healing component in mission. He launched the first National Weekend of Invitation in June 2018. He is author of the books Unlocking the Growth and Creating a Culture of Invitation and is a member of the College of Evangelists.
CREATING ENJOYABLE AND EFFECTIVE LEARNING SPACES FOR ADULTS

Led by: Debbie Orriss

Wednesday 3 April
Market Lavington Community Hall

Wednesday 8 May
Great Hall, Church House

Thursday 20 June
The Quiet Space, Poundbury

Discernment and training for ministry is exciting and challenging. Going deeper into our faith is a great opportunity to grow as Christians. This workshop is for anyone who is a current tutor for the Lay Pastoral Assistant and/or Lay Worship Leader courses (or is thinking of becoming one), and for current and new tutors for the re-launched Aldhelm Certificate. We will be covering basic principles of adult learning and facilitation skills and exploring together how to run a successful course. The day will include working with particular course sessions.

Debbie Orriss is Discipleship Coordinator for Salisbury Diocese, with over twenty years’ experience of ministry as a Church Army Evangelist, including teaching and training adults.

SPIRE: REACHING YOUR COMMUNITY

Led by Ceri Hurford-Jones
Where: Spire FM, City Hall, Salisbury

Everything we do, as ministers and as the Church, depends on great communication but what demographic are we addressing and how can we best engage? This is a chance for those who are involved in outreach in our churches to learn from the ‘pros’. Try your hand at both audio and video presentation and receive tips and feedback. We are offering two workshops to suit different levels of experience, Dorset folk equally welcome:

Complete beginners
Thursday 4 April 10 am – 1 pm

Old hands
Wednesday 11 September 10 am – 1 pm

Spire FM is the No.1 radio station for South Wiltshire and West Hampshire, broadcasting Proper Local Radio from City Hall, Salisbury. Ceri Hurford-Jones has been its Director for 21 years. He is a member of St Laurence’s Church, Downton, and a Lay Canon of Salisbury Cathedral.
THE LEGACY OF AFRICAN-AMERICAN SPIRITUALS FOR CONGREGATIONAL SONG

Led by: Brian Castle
When: Friday 5 April
Where: Sarum College

This course will explore the theology and spirituality of African American Spirituals against their cultural and political backgrounds and assess their legacy for music today, especially for western Christian congregations. Designed for all who value the place of congregational song in worship: musicians, ministers, lay leaders and singers.

Brian Castle is an honorary research fellow at Exeter University, a visiting scholar at Sarum College, and assistant bishop in Bath and Wells diocese.

OM  LM  LWL

FAITH IN A CHANGING CLIMATE

Led by: Richard Bartlett and Rebecca Boardman
When: Tuesday 9 April 10 am – 1 pm
Where: Chitterne Village Hall

What does it mean to ‘safeguard the integrity of creation and to sustain and renew life on earth’ in the face of a changing climate? What does this mean for the mission of the Church? Climate change is the most crucial issue facing our generation. In its most recent report the UN warned that we only have 12 years to act to limit global warming to 1.5°C above pre-industrial levels, beyond which even an extra half a degree of warming will significantly worsen the risk of droughts, floods, extreme heat and other natural disasters which in turn have an effect on a broad range of other issues including livelihood security, conflict, forced migration and gender equality. As a global challenge we need a global response.

Richard Bartlett is Director of Mission Engagement at USPG. He has served as a parish priest in Dorset and London, and as a USPG Missionary in Brazil. He now leads USPG’s engagement with the Churches of Britain and Ireland. Rebecca Boardman is a geography graduate with a specific interest in ecological justice as part of the mission of the church. She spent a year on a USPG volunteer placement with the Episcopal Church in the Philippines engaging with climate-smart agriculture and natural farming systems as well as the Church’s disaster response programme following Typhoon Haiyan. In 2018 Rebecca was nominated as a Youth Advisor for the European Christian Environment Network at the Conference of European Churches. She is now a Programme Manager at USPG.

USPG is the Anglican mission agency that partners churches and communities worldwide in God’s mission to enliven faith, strengthen relationships, unlock potential and champion justice.

OM  LM  LPA  LWL  ALL
Imagine yourself as a deaf person entering a church for the first time. This course is designed to help clergy and other ministers understand how deaf people experience their journey into the Church and how we can support deaf people with their involvement in the life of the Church. Deaf awareness training and theological issues will be presented from the perspective of a deaf ordained minister in order to help the Church to equip itself for welcoming deaf people for the first time.

Neil Robinson is Assistant Curate for the Benefice of Bemerton Heath and Diocesan Minister with Deaf and Hard of Hearing People.
MINISTRY AND MISSION TO YOUNG PEOPLE

Led by: Lizzie Whitbread

Sherborne
Wednesday 1 May 1 – 4 pm
Where: St Aldhelm’s Church Centre, Weymouth

Ramsbury
Wednesday 8 May
Where: Easton Royal Village Hall

If you are reading this and thinking ‘oh, that course is just for Youth Workers” please keep reading, because this is NOT a course just for Youth Workers. Whatever your level experience, you are invited to join Lizzie as she delves into the why and how of meeting young people where they are and helping them to explore and develop faith. This is a chance to explore how you can embed children and young people in the mission and ministry of your Christian community. We will look at how drawing on Christian traditions may help or hinder your work with young people and consider some of the latest thinking about faith formation in young people.

Lizzie Whitbread is the Salisbury Diocesan Adviser for Work with Children and Young People.

HOW THE LETTER TO THE EPHESIANS CAN ENABLE YOUR LOCAL CHURCH TO GROW

Led by: Tom Stuckey
When: Thursday 2 May
Where: Sarum College

This course is for ordained and lay leaders and congregational members of all denominations. We explore the letter to the Ephesians to see how its vision can bring direction, energy and vitality to our local churches.

Tom Stuckey is former President of the Methodist Church, former Canon of Salisbury Cathedral, and a Visiting Scholar at Sarum College.
WEEPING AT THE GRAVE WE MAKE OUR SONG: FUNERAL MINISTRY AND THE CHURCH OF ENGLAND

Led by: Jeremy Brooks
When: Wednesday 8 May
Where: Sarum College

Funerals are changing. How can we ensure that we support families in the best way possible before, during and after the funeral service? This course is aimed at clergy, licensed lay ministers, and other laity interested in learning more about becoming involved in funeral ministry.

Jeremy Brooks is Team Rector of the Beaconsfield Team Ministry, and is the author of Heaven’s Morning Breaks on funeral practice.

A FRESH APPROACH TO THE ART OF LEADING WORSHIP

Led by: Tim Harle and James Woodward
When: Thursday 9 May
Where: Sarum College

This course is designed to help those involved in leading worship recover the value of this ministry and its role in the local church. Drawing upon the insights of both liturgical and leadership studies the course will explore the complex and often conflicting mixture of demands and responsibilities the role involves, including its vocational dimensions.

Tim Harle is the Sarum College Centre Coordinator and Programme Leader for the MA in Christian Approaches to Leadership. He is a Visiting Fellow at Bristol Business School and an author and speaker on leadership and change. James Woodward is Principal of Sarum College and Coordinator of the Centre for Human Flourishing.
PREPARING FOR CREATIONTIDE
Led by: Colin Brady
When: Saturday 11 May 10 am – 1 pm
Where: St Francis Church, Salisbury

A workshop looking at worship resources, prayers, and preaching suggestions for the season of Creation which runs from 1 September through to the feast of St Francis of Assisi on 4 October.

This event will be run by Colin Brady jointly with members of the Clifton Diocese Justice and Peace Group.

Colin Brady is Diocesan Social Justice Programme Manager.

DEATH AND LIFE: CHRISTIAN RESOURCES FOR LIVING WELL IN THE LIGHT OF MORTALITY
Led by: Joanna Colicutt and Victoria Slater
When: Monday 13 May
Where: Sarum College

This day course presents resources to enable churches to help people of all ages face the reality of their own mortality and engage with the hope of resurrection.

Joanna Colicutt is adviser to the Spiritual Care for Older People (SCOP) initiative in the Diocese of Oxford. Victoria Slater is the researcher on the Death and Life Project sponsored by the Diocese of Oxford.

STAINED GLASS
Led by: Sophie Hacker
When: Wednesday 15 May
Where: Sarum College

Follow the journey of a stained glass window from inspiration and design through its different processes to installation. Includes a guided tour of the Salisbury Cathedral Glass Department and opportunities to learn about innovative contemporary projects in Europe.

Sophie Hacker has artwork in public and private collections across the UK and abroad. Her current projects focus on stained glass, collaborations with musicians and poets and numerous ecclesiastical commissions.
**THE DESERT FATHERS AND MOTHERS**

Led by: Stephen Tucker  
When: Friday 17 May  
Where: Sarum College

This day is for all interested in the history of spirituality, early monasticism and spiritual direction. The day will focus on visual explorations of the desert monasteries today; three different forms of life in the desert and the most significant desert fathers and mothers; texts and spiritual themes; early spiritual direction.

Stephen Tucker studied English at New College Oxford, where he was subsequently Chaplain and taught theology.

**FAITH IN FICTION: ANGLICAN WOMEN NOVELISTS**

Led by: Judith Maltby and Alison Shell  
When: Saturday 18 May  
Where: Sarum College

The novel provided a voice for Anglican women to explore matters of faith and their relationship to the Church of England. We will study the work of selected authors from this perspective, particularly that of Dame Rose Macaulay and P.D. James.

Judith Maltby is Reader in Church History at the University of Oxford. Alison Shell is Professor of English, University College London, co-editors of Anglican Women Novelists: Charlotte Brontë to P.D. James, to be published by Bloomsbury Publishing in early 2019.
## SINGLE AND SIGNIFICANT

Led by: Colin Brady and Penny Joyce

An informal and supportive network of single people who are in ministry.

**When:** Saturday 18 May 10.30 am – 12.30 pm  
**Where:** Grove Farm House, Melbury Abbas  
Coffee, conversation, shared concerns, followed by lunch somewhere nearby

**When:** Monday 23 September 12.30 pm – 2.00 pm  
**Where:** 23 Bagber Farm Cottages, Milborne St Andrew, Blandford Forum, DT11 0LB  
Lunch hosted by Colin

Colin Brady is Diocesan Social Justice Programme Manager. Penny Joyce is a priest who has embraced the joys of retirement.

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## BIBLE BREAK 2: THE WORLD OF JESUS: ARCHEOLOGY, GEOGRAPHY AND TEXTS

Led by: Stephen Need  
**When:** Monday 20 – Thursday 23 May  
**Where:** Sarum College

We will explore the world of Jesus through archaeology, geography and New Testament texts. The course will immerse you into archaeological sites in the Holy Land, engage you with the geographical setting of Jesus’s ministry and offer an opportunity to reconsider familiar texts, as well as Jesus’s significance today.

Stephen Need teaches the New Testament and early Christianity. He is Priest in Charge of two parishes in the Diocese of Chelmsford and lived in Jerusalem for 10 years.

The costs of the course and meals during the day including supper if there is an evening session are covered by the CMD budget but if you wish to be residential you will need to cover the costs of bed and breakfast and any other evening meals yourself.
THE ROLE OF MINISTERS IN SCHOOLS
Led by: The Diocesan Board of Education Adviser Team
When: Wednesday 22 May and Wednesday 23 October
Where: Diocesan Education Centre

This training course consists of two linked days (participants need to attend both days) and will provide you with the opportunity to consider the different ways that you can be involved in supporting primary and secondary schools. It will help you to discern where you can best use your time and skills to have the most impact. The course will give you a chance to consider your role in:

**Governance** – including understanding the role of governors, foundation governors and the ex officio; governor approaches to the key opportunities and challenges facing all schools/academies; how to support and challenge a school/academy; looking at SDBE foundation role appointment policies and processes and a brief look at the current educational landscape.

**RE** – take time to think about what does ‘effective Religious Education’ look like in a school? You will learn about the statement of entitlement and the statutory requirements for RE; ways in which you can help pupils to know about and understand Christianity as a living world faith and examples of ways that schools record pupils’ work in RE will be shared.

**Collective Worship** – a chance to explore ways in which the Church community can support primary and secondary schools to develop Collective Worship that is inclusive, invitational and inspiring and helps them to express their Christian vision.

**SIAMS** (Statutory Inspection of Anglican and Methodist schools) – consider how you are enabling your school and church to work together to enable everyone to experience and live life in all its fullness and the power of a Christian vision in transforming lives.

**Day 1:** All participants will take time to think about where the different roles interrelate and recent developments in the requirements and expectations of schools. The day will give allow you to consider your current roles within primary and secondary schools and discern where, as a minister, you can be most effective.

**Day 2:** All participants will be able to choose 2 workshops that will each explore one of the 4 above areas in more depth. These will be practical sessions aimed at drawing out and sharing good practice, quality resources and practical skills to resource you in your ministry to schools.
WALKING WITH ALPACAS

Led by: Clare Smallman
When: Friday 31 May
Where: The Stables, Downswood, Great Cheverell

Want to take an alpaca for a walk? Of course you do – and now you can! This day with a difference is your chance to find out more about these friendly and fascinating creatures, feed them and take your alpaca for a short walk either round the garden or woodland path. Sounds like a photo opportunity to me ...

After a picnic lunch we will look at some alpaca fleece and see examples of things that can be made with it as well as trying various craft activities for ourselves, such as wet felting (make a scarf), needle felting (3D animal) and introduction to spinning, as well as making items from weaving wild vines, such as Old Man’s Beard.

Places limited and will be offered on a ‘first come’ basis.
JUNE

SEX AND THE CITY OF GOD: MARRIAGE, SINGleness AND CELIBACY
Led by: Sean Doherty, Andrew Goddard and Jeanette Howard
When: Tuesday 4 June
Where: Dinton Village Hall

The Church of England is wrestling with issues of sexual ethics as it awaits the report of the House of Bishops 'Living in Love and Faith' group in 2020. This day looks particularly at the traditional Christian understanding of marriage, including biblical foundations and pastoral practice in our fast-changing context. As part of the 'Sex and the City of God' series of CMD days, the day is designed to contribute to navigating the changing world in which we live and minister.

The day will include three sessions:
Christian understanding of marriage
What does the Bible say?
A personal perspective

Sean Doherty is Director of Studies and Lecturer and Tutor in Christian Ethics at St Mellitus College in London. Andrew Goddard is Senior Research Fellow at the Kirby Laing Institute for Christian Ethics in Cambridge. Jeanette Howard is an author and speaker with a focus on how same-sex attraction interacts with Christian discipleship.

OM LM LPA LWL ALL

RICHARD HOOKER, APOSTLE OF ANGLICANISM
Led by: Angela Tilby
When: Thursday 6 June
Where: Sarum College

An introduction to the life and thought of Anglicanism’s leading apologist showing the relevance of his godly, sane and humane vision of Christian life to the dilemmas and conflicts of Anglican identity today.

Angela Tilby is a Canon Emeritus of Christ Church Cathedral Oxford, a broadcaster, writer and theological educator.
SERVANT LEADERSHIP

Led by: Tim Harle, Richard Mann and James Woodward
When: Monday 10 June
Where: Sarum College

This day will explore the nature of servant leadership and invite participants to reflect upon
the growth and well-being of the people and communities to which they belong.

Tim Harle is the Sarum College Centre Coordinator and Programme Leader for the MA in
Christian Approaches to Leadership. Richard Mann is Consultant for Leadership Development,
Thames Valley and Wessex Leadership Academy. James Woodward is Principal of Sarum
College and Coordinator of the Centre for Human Flourishing.

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CHANGE AND CONFLICT

Led by: Tim Harle and guest lecturers
When: Monday 17 – Thursday 20 June
Where: Sarum College

Critically examine theoretical and practical aspects of change and conflict through a number
of disciplines, especially theology, ecology, psychology and complexity theory. This
postgraduate module is open to wider participation.

Tim Harle is the Sarum College Centre Coordinator and Programme Leader for the MA in
Christian Approaches to Leadership.

All postgraduate modules validated by the University of Winchester are open to anyone who
wishes to study without seeking an academic award. These students, called ‘auditors’,
participate in a module in exactly the same way as students on the MA, without the
requirement to prepare an essay. For full details about auditing courses at Sarum College visit
sarum.ac.uk/auditing.

Please note that in order to participate in this module you must be able to commit to being
present throughout. The costs of the course and meals during the day including supper if
there is an evening session are covered by the CMD budget but if you wish to be residential
you will need to cover the costs of bed and breakfast and any other evening meals yourself.
TELLING YOUR STORY
Led by: Hilary Bond
When: Tuesday 18 June 10 am – 1 pm
Where: Michael Herbert Hall, Wilton

Stories are powerful and we love them! We watch them on TV, listen to them on the radio, read them in books, and even create and tell them on social media or over a coffee with friends. Jesus understood the power of a good story. He came from a tradition that greatly valued storytelling, and he used them to great effect.

Join storyteller extraordinaire Hilary Bond for this morning which will be about different ways of telling stories; bible stories, other stories that convey biblical truth, and the story that many of us want to share but often find hard to do – our own story. We will try out our skills on one another, and hopefully learn some new ones. It will be fun - come and see.

Hilary Bond is Assistant Curate in the Lytchetts and Upton Benefice.

THE LANGUAGE OF TEARS: EXPLORING THEIR GIFT, MYSTERY AND MEANING
Led by: David Runcorn
When: Thursday 20 June
Where: Dinton Village Hall

Tears are present in every part of life – not just sad or painful times. In the history of the church and in many cultures, they were particularly listened to as a sign of God’s presence and as a gift of prayer. By contrast, society and church today more often find them embarrassing. We hide them. Something so present and expressive in life is not welcomed. Drawing on themes from his recently published book, David will explore the lost gift, mystery and meaning of tears.

David Runcorn is a ‘free range priest’ – a speaker, writer, theological teacher, retreat leader and spiritual guide. He has worked in various ministry roles including parish priest, theological training, a Diocesan Director of Ministry and most recently as Director of Ordinands and Warden of Readers in the diocese of Gloucester. He lives in Tiverton. You can meet him on his website www.davidruncorn.com
**BODY AND SOUL**

Led by: Sue Simkins and Eve Pegler  
When: Monday 24 June  
Where: Sue’s Kitchen, Sue’s House, Motcombe

Food should not only do us good it should also help us feel good. This day focuses on healthy recipes that are delicious to eat and nourish both body and soul. The picture opposite is from a previous Wellbeing day: ‘Home Cooking in the Spirit of Remembrance’ – you can see what fun we had. The Anzac biscuits and the Potato Peel Pie were particular favourites – recipes available!

Sue Simkins is a keen cook and author of several cookery books. Visit her blog at http://mrssimkins.co.uk. Eve is Pioneer Minister of Gillingham and she and Sue have led a number of popular cookery and meditation days for us over the past few years.

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**WHAT IS OUR STORY OF OLD AGE? LISTENING AND LEARNING FROM THE EXPERIENCE OF AGEING**

Led by: James Woodward  
When: Wednesday 26 June  
Where: Sarum College

This day will present a range of different stories encouraging participants to listen carefully to the nature of narration. We will reflect upon the experience of ageing, drawing from key thinkers in this area. Ideal for those who wish to think deeply about their own ageing or their role as a carer.

James Woodward is Principal of Sarum College and Coordinator of the Centre for Human Flourishing.
An adventurous guided walking trip on Dartmoor, probably starting and finishing at Walkhampton and camping, champing or staying in B&Bs as we go. Walks are likely to be around 10 miles a day. We will put together a detailed plan once we know who is interested in coming.

Dartmoor is an ancient and austerely beautiful landscape famous for its tors, rivers and prehistoric remains. Many myths and legends are also associated with it, including one about a certain hound …

Alan Ryan is Rector of the Winterborne Valley and Milton Abbas Benefice: He is a keen and experienced walker.

This year’s M4M events ...

- WHY MEN DON’T GO TO CHURCH (February)
- BREAKFAST @9 HUB (March)
- BUILDING A CULTURE OF INVITATION (April)
- MINISTRY AND MISSION TO YOUNG PEOPLE (May)
- TELLING YOUR STORY (June)
- PIONEERING FOR ORDINARY PEOPLE (July)
- THE MISSIONARY WORK OF A CHAPLAIN (September)
- PRAY + SERVE = GROW? (October)
- WHO’S MISSING (November)
ACCOUNTING DEMYSTIFIED
Led by: Liz Ashmead and the Diocesan Finance Team
When: Tuesday 2 July
Where: Church House, Salisbury

Among the things that clergy were not taught at theological college or during ministerial training was how to manage the parish finances. Churchwardens and PCC members too need these basic skills if we are to play a responsible part in scrutinising budgets and accounts and making financial decisions. This practical day event will provide a simple overview of parish finances and an introduction to the basic skills needed to interpret them, including:

The role of the Benefice, PCC and Treasurer
Trustee responsibilities
Charity accounts – the basics
Share and how it is calculated
Parochial fees
The Parish Giving Scheme
An explanation of the DBF Accounts

Liz is our Diocesan Head of Finance.

CHAMPING FOR BEGINNERS
Led by: Richard Hancock
When: Friday 5 July
Where: Holme Lacy, near Hereford

What is champing, we hear you cry? Simply, it is the art of camping in ancient churches in beautiful places. Clergy who attended the rural residential last November were introduced to the idea in a fascinating presentation by Neil Best, Champing Champion for the Historic Churches Conservation Trust. Find out all about it here www.champing.co.uk.

Various of us are now interested in pursuing this idea as a potential fund raise or novel form of outreach, so what better way to take things forward than to try it out for ourselves. We will overnight together in St Cuthbert’s Church with candlelight compline and take supper and breakfast at the nearby Mytton and Mermaid Coaching Inn. Come and bring your parishioners – number limited to 8 but if there is a lot of interest we will book more than one trip.

Richard Hancock is Vicar of Sixpenny Handley and Dorset Archdeaconry Rural Field Officer.
When you hear the word Pioneering does the thought ‘I could never do that, I’m just an ordinary person!’ pop into mind? If so this is the course for you!

For many people the very concept of ‘pioneering’ is an intimidating one. As is the word ‘mission’. In many cases far too many people rule themselves out as insignificant, unable or unqualified, believing that Pioneer is a title for very special, extraordinary people. Nothing could be further from the truth.

Come and join the discussion of how you can take a simple skill or passion and create a platform for reaching out to your community. You might be surprised at how much it isn’t rocket-science!

Ali Bridewell is Rector of Wellsprings Benefice. Jo King is Lay Worship Leader at Salisbury St Mark and Laverstock St Andrew and Executive and Volunteer Manager for Alabaré Christian Care and Support. Mike Partridge is Trustee of Rise 61 and a Change Coach.

‘We’re all going on a summer holiday
No more working for a week or two’

*Tralala etc*

See you in September everybody!
INTRODUCTION TO BIBLICAL HEBREW

Led by: Jon Riding
Where: Sarum College

Part 1
Wednesday 4 – Friday 6 September

Part 2
Monday 9 – Wednesday 11 September

Reading the Old Testament in Hebrew provides a much stronger sense of the original culture and perspective of its writers and their communities. Such insights can help us to appreciate better not only the Old Testament text but also its pivotal role as ‘scripture’ for the 1st century Jewish communities from which the New Testament and the early church emerged.

Hebrew Part 1 and Hebrew Part 2 together form ‘An Introduction to Biblical Hebrew’. Hebrew Part I is designed for the complete beginner whilst Hebrew Part 2 takes the study a little further. Both courses are based on John Dobson’s popular book ‘Learn Biblical Hebrew’. Hebrew Part 1 covers the first seven chapters of Dobson. Having a copy of Dobson (2nd edition) is a pre-requisite for both courses, Anyone intending to take Hebrew Part 2 should ensure that they have covered Dobson as far as the end of chapter seven before attending the course. By the end of the two courses the student is ready to begin reading portions of the Old Testament with the help of a lexicon.

Jon Riding spends most of his time working with United Bible Societies as a translation consultant where he leads the Machine Assisted Translation research team. Jon has taught NT Greek and Biblical Hebrew for various institutions in the UK and abroad. He worked closely with John Dobson as technical editor of the second edition of Learn New Testament Greek and the initial preparation for Learn Biblical Hebrew. He is also the director of the Sherborne Abbey Insight Programme: www.insight.sherborneabbey.com

For information about the cost of the courses please contact Sarum College. Clergy may use their annual CMD allowance towards the cost. Others are able to undertake the courses on a self funding basis.
FRANCIS AND THE SULTAN

Led by: Andrew Todd
When: Monday 16 – Tuesday 17 September
Where: Sarum College

This conference will explore the meeting in 1219 during the Fifth Crusade of St Francis of Assisi and Sultan Malik al-Kamil, as inspiration for Christian-Muslim dialogue today. The event is offered in partnership with the Third Order SSF.

Andrew Todd is Sarum College’s Centre Coordinator and Programme Leader for the MA in Christian Spirituality. He is an expert in contemporary religion and spirituality, an Anglican priest and Franciscan Tertiary.

The costs of the course and meals during the day including supper if there is an evening session are covered by the CMD budget but if you wish to be residential you will need to cover the costs of bed and breakfast and any other evening meals yourself.

I WILL LIFT UP MY EYES TO THE HILLS: A LAKELAND RETREAT

Wellbeing

Led by: Alan Jeans
When: Monday 16 – Friday 20 September
Where: The Lakes and Fells of Cumbria

An opportunity to spend time away in the Lake District; praying, walking, and reflecting with a small group. We will travel up on the Monday, sharing cars where possible, walk Tuesday – Thursday, and travel home again on Friday. Accommodation will be in or near Keswick.

The walks will aim to be up to ten miles each day and the terrain can be quite challenging! We will reflect on scripture and explore prayer during the day. Evening reflections will aim to be a gathered experience in a local hostelry. Proper fell walking equipment including good boots and water proofs is essential.

Alan is Archdeacon of Sarum and a keen and experienced walker.
DEEPENING DISCIPLESHIP 2: ENABLING OTHERS TO DISCOVER AND DEEPEN THEIR FAITH THROUGH OUR MINISTRIES

Led by: Debbie Orriss and Steve Inglis

When: Tuesday 17 September
Where: Durweston Village Hall

When: Wednesday 2 October
Where: Urchfont Village Hall

Building on work done in Deepening Discipleship 1, this workshop will focus on the missional nature of authorised lay ministry. How do we enable those we minister amongst to discover and deepen their faith?

Debbie Orriss is Discipleship Coordinator for the Diocese of Salisbury with over twenty years’ experience of ministry as a Church Army Evangelist, including enabling adults in ministry. Steve Inglis is Diocese of Salisbury Ministry for Mission Resource Officer with experience of working in diverse missional contexts.

THE MISSIONARY WORK OF A CHAPLAIN

Led by: Bishop Karen and guest chaplains
When: Wednesday 25 September
Where: Durweston Village Hall

Join Bishop Karen and a number of Chaplains from various contexts as we reflect on the missionary work of a Chaplain. Together we will explore faith sharing, handling spiritual conversations, being a Christian presence in a secular institution and what being a bridge between church and community can look like.

Whether you are already a Chaplain, exploring it as a potential vocation, involved in a similar context or keen to learn from transferable good practice, whatever your situation, we would love to see you there.

Bishop Karen is Bishop of Sherborne with responsibility for encouraging, supporting and resourcing the work of chaplaincy in the diocese.
ADDICTION AND SPIRITUALITY  
Led by: Jean Boulton Reynolds  
When: Thursday 26 September  
Where: Market Lavington Community Centre

It is quite likely that we have amongst those to whom we minister at least one person who is caught in addiction in one of its many forms. How much do we understand about the nature of addiction? Why is spirituality seen by many as an important concept in addiction treatment? How can faith based spirituality contribute to an effective recovery for those suffering with addiction?

It is hoped that the workshop will encourage participants to explore the often misunderstood world of addiction. It will be of particular interest to those involved in parish ministry, chaplaincy, and pastoral care.

Jean Boulton-Reynolds has been a parish priest since 1996 and subsequently trained as an Addiction Counsellor. For ten years she was on the staff team of a residential alcohol treatment centre in South London where she was additionally responsible for the spiritual aspect of the treatment programme.

FINDING OUR VOICE IN ADVENT  
Led by: Tom Clammer and James Steven  
When: Friday 27 September  
Where: Sarum College

This day will explore the range of liturgical opportunities for marking the season of Advent. At a time when many people in our local communities make their annual visit to church, careful consideration will be given to how the spiritual and liturgical themes of Advent can connect with people’s hopes and fears.

Tom Clammer is a freelance theologian, educator and spiritual accompanier. James Steven is Sarum College Centre Coordinator, Academic Dean and Programme Leader for the MA in Christian Liturgy.

‘O come, O come, Emmanuel’
**OF WATER AND THE SPIRIT**

**Led by: Tom Clammer**

**When: Tuesday 1 October**

**Where: Glebe Hall, Winterbourne Earls**

This day is for all those who participate in the Church’s ministry of baptism, whether as officiating ministers or as those involved in baptism preparation and follow up. How do we interpret the baptismal liturgy meaningfully, both for the parents and godparents of infant candidates and for those approaching baptism as adults? And how do we enable it to speak to those who are already members of Christ’s body in a way that deepens faith and renews commitment? Focusing particularly on the Decision, the Promises, and the symbols of light, water and oil, we will explore this rite of initiation that is both familiar and challenging.

Tom Clammer has been a rural parish priest, and more recently Canon Precentor of Salisbury Cathedral. He is now a freelance theologian, educator and spiritual accompanier. His doctorate focused on the Church of England’s theology of evil.

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**THE NOBLE QUINCE**

**Led by: Sara Jacson**

**When: Saturday 5 October**

**Where: Grove Farm House, Melbury Abbas**

Raw quinces are unattractive, they are knobbly, hard and sour, but simmered with sugar and spices they are transformed as if by magic into the fragrant dark red paste that the Spanish call ‘membrillo’. Enjoy with manchego or any hard cheese.

Spend a day at Grove Farm House harvesting quinces and learning how to make membrillo and other quince themed goodies such as chutney and jelly to take home. Apples, blackberries and rowanberries may make an appearance too.

Sara is your hostess at Grove Farm House and is well known for her culinary skills. She enjoys Autumn with all the hunter gathering of nature’s harvest. After harvest comes preserving which is much more fun when done in company! Places limited to 6.
REFLECTIVE JOURNALLING
Led by: James Woodward
When: Friday 11 October
Where: Sarum College

Explore how journalling helps to reflect on the shape of our living in the context of our work and world. Practical advice and support in developing a personal style of journalling.

James Woodward is Principal of Sarum College and Coordinator of the Centre for Human Flourishing.

IMAGINING TRANSCENDENCE: FROM THE CATACOMBS TO THE GOTHIC CATHEDRAL
Led by: Gesa Elsbeth Thiessen
When: Tuesday 15 October
Where: Sarum College

Western Christianity developed not only through the written word but by the story of Christ, the saints and central Christian beliefs depicted through the various media of visual art and architecture. This study day offers an illustrated introduction to how Christian faith found expression in the early Christian Roman catacombs, the Ravenna mosaics, in medieval Irish illuminated manuscripts and in the Gothic Cathedral.

Gesa Elsbeth Theissen is Adjunct Professor in the Department of Religion and Theology, Trinity College Dublin.
ALORS, C’EST LE GOLF TRIP!

Led by: Antony Macrow Wood
When: Wednesday 16 – Friday 18 October
Where: Northern France

The CMD programme would not be complete without this annual favourite – a 48 hour golfing trip to France in the company of fellow keen golfers. Catch the ferry on Wednesday evening from Poole to St Malo where we will play our first game. Then on to Caen for a second game before catching the ferry home on Friday evening in time for the weekend.

We will travel in car loads of four to take advantage of the seasonal discount. Antony can offer three places in his car, or if numbers are higher we will be looking for the offer of another car and driver. Overall costs of the trip are likely to be in the region of £150 for which you may use your CMD allowance.

Antony is Archdeacon of Dorset and an enthusiastic and experienced golfer.

PREACHING THE OLD TESTAMENT

Led by: Paul Burden
When: Thursday 17 October
Where: Sarum College

This day will take an overview of the issues and questions that need to be addressed when preaching from the Old Testament, suggesting different ways in to difficult passages and applying these ideas to a specific case study.

Paul Burden is the Sarum College Centre Coordinator and Director of Contextual Learning.
PRAY + SERVE = GROW?

Led by: Jill Hopkinson, Lindy Cameron, John Rennie and Gerald Osborne
When: Wednesday 23 October
Where: Salisbury Methodist Church

Pray + Serve = Grow. A simple equation. Done, box ticked. Or is it? We are ‘praying’ and ‘serving’ so surely we are growing, personally, corporately and numerically, correct? Or are we? Is there perhaps a bit more to this than we think?

Whatever your experience, and whatever your context, join Jill Hopkinson, Lindy Cameron, John Rennie and Gerald Osborne as we dive into unpacking this hugely significant topic and explore questions such as:

- How do we move from social to missional? And what is the difference?
- What about timing? With the seeming demand for the immediate, are we ultimately missing out through impatience?
- What do we mean by growth? What about the word mission? What do we mean when we use the word?
- How do we make prayer central to all we do?
- If we ‘serve’ without a missional thrust is it like watching a film with the sound turned off? Is it not complete? Likewise if we watch a film with the visual turned off – it does not make sense. Maybe we need to consider watching the film as it was intended – sound and visual working together to draw us into the story

Come, bring your voice to the discussion so that we can see and hear for ourselves!

Jill Hopkinson is Tutor in Rural Ministry at Sarum College, Lindy Cameron is Licensed Lay Pioneer Minister of Swanage and Studland, John Rennie is Lay Training Tutor for Sherborne and former Deanery Missioner and Gerald Osborne is Rural Dean of Pewsey and Associate Priest of The Vale of Pewsey.

SENSE AND STIGMA IN THE GOSPELS: DEPICTIONS OF SENSORY-DISABLED CHARACTERS

Led by; Louise Lawrence
When: Wednesday 30 October
Where: Sarum College

This course seeks to initiate a variety of interdisciplinary dialogues with disability studies and sensory anthropology in a quest to refigure characters with sensory disabilities featured in the gospels and provide alternative interpretations of their conditions and social interactions.

Louise Lawrence is Associate Professor of New Testament Studies at the University of Exeter and author of Sense and Stigma in the Gospels: Depictions of Sensory-Disabled Characters.
This day is the third of our ‘Sex and the City of God’ study days, exploring the issues around human sexuality from a variety of perspectives. In this day, which is also All Saints’ Day, we will be asking whether there are limits to the diversity of conviction and belief that the Church is able to live with and if so, where those limits are and what happens when they are reached. We will consider the differing world views of Provinces of the Anglican Communion, the multi faceted witness of scripture and the practical steps that the Church is taking to respond faithfully amid current tensions and concerns.

Ed Condry was formerly the Bishop of Ramsbury. Prior to that he was Canon Treasurer and Director of Education at Canterbury Cathedral where he was responsible for organising theological education for priests and bishops from around the Anglican Communion.

Jayme Reaves is a public theologian who has over 20 years’ experience as a consultant, researcher, facilitator, and lecturer in the US, UK, Former Yugoslavia, and Northern Ireland on the intersections between theology, biblical studies, gender, peace/conflict, and memory. She is Coordinator for the Centre for Encountering the Bible at Sarum College.

Alastair McKay was formerly Director of Bridge Builders and has worked extensively in the field of mediation and conflict transformation.

Forthcoming event …

We will be running a fourth ‘Sex and the City of God’ study day early in 2020:

SEX AND THE CITY OF GOD: BIOLOGY, GENDER AND IDENTITY

Watch the online booking system for details.
### BIBLE BREAK 3: DIGGING INTO ISAIAH

Led by: Howard Peskett  
When: Monday 4 – Thursday 7 November  
Where: Sarum College

In this study break we will read all the text of these 27 lyrical, carefully edited chapters, much quoted in the New Testament. We will look at the famous Servant Songs, a sermon by William Carey, some poems, some music, a famous picture. Through calm attentiveness we will refresh and fortify our hearts for faith and mission.

After studying Hebrew in Cambridge and in Jerusalem, Howard has spent most of his life in Asia, in Bristol and in Cornwall, encouraging and training people to read and dig into the bible for themselves.

The costs of the course and meals during the day including supper if there is an evening session are covered by the CMD budget but if you wish to be residential you will need to cover the costs of bed and breakfast and any other evening meals yourself.

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### SPEAK UP!: USING THE BREATH AND VOICE IN WORSHIP

Led by: Colin Heber Percy  
When: Tuesday 12 November  
Where: Great Hall, Church House, Salisbury

‘God breathed into his nostrils the breath of life; and the man became a living being.’ This day offers a practical introduction to using our breath, our bodies and voices in worship and preaching.

We will work on techniques, skills and tips that enhance our ability to speak effectively in public. Through workshops and exercises we will approach the body and the breath as living expressions of an incarnational theology.

Colin trained and worked as an actor before becoming a screenwriter whose work has won numerous awards and been broadcast all over the world. He still regularly works with actors. He is currently curate in the Vale of Pewsey Benefice and now finds that the theatre training comes in handy.
LEADING BY STORY

Led by: David Sims
When: Wednesday 13 November
Where: Sarum College

We tell stories; we live in stories; we lead by story. Jesus told stories, and congregations invite others (or not) to join their story. The social sciences have taken a ‘narrative turn’ which offers new ways for thinking about how we work together. Participants will work on the stories they lead by.

David Sims is Emeritus Professor of Organisational Behaviour at Cass Business School and co-author of Leading by Story: Rethinking Church Leadership.

WHO’S MISSING?

Led by: The Team at St Mary Longfleet
When: Tuesday 19 November 10 am – 1 pm
Where: St Mary Longfleet

Everyone loves Where’s Wally. The popular books contain pages filled with activity and the famous red and white striped character hidden somewhere in the midst, waiting to be found. But unless you know who you are looking for, it’s just a lot of activity on a page – you would not know if Wally was missing and ultimately you would miss the whole point.

Could there be a similar issue in your Church? Do you ever look at your Church Community and ask yourself, who is missing? Could it be that in all the ‘activity’ we fail to see the missing people from our surrounding community and because we don’t know who or where to look we miss an opportunity to join in the mission of God?

On the other hand, perhaps it is glaringly obvious, and you are all too aware of a missing generation or missing demographic within your Church Community.

Whatever your situation, come along and join the team from St Mary Longfleet, to explore how we identify and reach those who are missing in the Church. This morning will be a fantastic opportunity to assess our own Church cultures and look at ways we may inadvertently keep people at bay, as well as explore what it looks like to live out authentic faith in community.

We’d love to see you there – we don’t want you to be missing from this conversation!
GOSPEL OF MATTHEW
Led by: David Catchpole
When: Wednesday 20 November
Where: Sarum College

No shunner of controversy with Jews or, for that matter, Christians of an alternative outlook, Matthew invites us once again to understand and make up our own minds about his convictions concerning Jesus, his perspectives on ethics, his apparent conservatism on matters of ethnicity and gender, and a host of other tantalizing issues.

David Catchpole has taught and researched throughout his career on the Gospels, historical Jesus, and Pauline studies.

WILLIAM BLAKE: THE ARTIST
Led by: Bishop Nicholas
When: Wednesday 27 November
Where: Tate Britain

William Blake (1757 – 1827) was an English poet, painter and printmaker. Largely unrecognized during his lifetime, Blake is regarded today as a major, if iconoclastic figure, and a religious visionary whose art and poetry prefigured, and came to influence, the Romantic movement. Many people know him as the author of the words of the hymn ‘Jerusalem’, that unofficial English national anthem.

This new exhibition showcases paintings, prints and watercolours from the Tate’s unrivalled collection to provide an overview of Blake’s unique and original art. We will meet up at St Matthew’s Westminster where a member of the Blake Society will give an introductory talk then move across to the Tate Britain where we will lunch and visit the collection.
DEMENaIA: WHO CARES FOR THE CARERS
Led by: Peter Kevern
When: Friday 29 November
Where: Sarum College

The majority of people living with a diagnosis of dementia are cared for at home by a family member. This hidden army of carers is often overlooked. We will hear carers’ stories and reflect on their needs for practical and spiritual support.

Peter Kevern is Associate Professor in Values in Care at the University of Staffordshire. His work explores the interface between religion and health, ageing and/or death.

This year’s Wellbeing events …

FIT FOR PURPOSE (January)
MACBETH: A LEADERSHIP PARABLE (February)
WORRY BEADS (March)
WHAT WOULD JESUS EAT (April)
SINGLE AND SIGNIFICANT (May)
WALKING WITH ALPACAS (May)
BODY AND SOUL (June)
A WALK ON THE WILD SIDE: DARTMOOR (June)
CHAMPING FOR BEGINNERS (July)
I WILL LIFT UP MY EYES TO THE HILLS: LAKE DISTRICT (September)
THE NOBLE QUINCE (October)
ALORS, C’EST LE GOLF TRIP (October)
WILLIAM BLAKE: THE ARTIST (November)
NOW BRING US SOME FIGGY PUDDING (December)
Christmas pudding is the most traditional of festive dishes and the shops are full of them at this time of the year but have you ever thought of making your own? It’s simpler than you might think and the results are delicious. In this festive workshop Sue will introduce us to pudding recipes to suit different tastes and will guide us through the creation of a figgy treat to give as a gift or serve to our guests on Christmas Day.

Sue Simkins is a keen cook and author of several cookery books. Visit her blog at http://mrssimkins.co.uk. Eve is Pioneer Minister of Gillingham and she and Sue have led a number of popular cookery and meditation days for us over the past few years.
RESOURCES FOR ORDAINED MINISTERS

CLERGY DAY
Transforming Lives, Transforming Communities: Discipleship in the 21st Century
Keynote speaker: Mark Russell
When: Wednesday 10 July
Where: Bryanston School

About Mark Russell ...

In Mark’s role as CEO of Church Army, he leads a team of over 600 people working across the UK and Ireland. He is a sought after conference speaker and preacher and has addressed major Christian gatherings all over the world. Alongside this, Mark is a member of General Synod and the Archbishops’ Council of the Church of England. He is best known for his passionate commitment to issues facing young people, and to social justice.

Please keep the whole day and the evening free to avoid having to leave before the end of the day because of other commitments – thank you!

NEXT CLERGY CONFERENCE – ADVANCE NOTICE

The next Clergy Conference will be held from Monday 12 – Thursday 15 July 2021 at The Hayes Conference Centre, Swanwick.

Please put the date in your diary and also pass it on to any new clergy who may join your Team or Chapter in the meantime – thank you!

MINISTERING IN RETIREMENT DAY

Led by: Bishop Andrew
When: Tuesday 29 October
Where: Port Regis School

Annual day for all clergy with permission to officiate. Keynote speaker (to be confirmed), workshops, worship, lunch and fellowship – you will receive a personal invitation and further information nearer the time.
THE TRUSTWORTHY LEADER
Led by: Veronica Hope Hailey
Where: SP2, St Paul’s Church, Salisbury

These workshops are for all licensed clergy and take the place of Archdeaconry Days in this year’s CMD programme. Those who didn’t book a place on the workshops last year are invited to do so now.

To participate in ‘The Trustworthy Leader’ you need to sign up for Workshop 1 followed by Workshop 2 at a later date. The first workshop is 2 hours long and sets the scene. Participants then undertake a structured piece of personal research between workshops and the second workshop is 3 hours long and explores findings and implications.

First workshop: Thursday 24 January am OR pm
Second workshop Tuesday 12 March am OR pm OR Tuesday 26 March am OR pm

The workshops will be offered on a ‘first come’ basis and we will not be running any more of these so please book your place as soon as possible.

INDUCTION RESIDENTIAL

Monday 23 – Tuesday 24 September

By invitation to clergy and other ministers new to the Diocese

DAY CONSULTATION FOR ASSOCIATE CLERGY
Led by: Bill Rogers
When: Saturday 19 October
Where: St Nicholas Church, Corfe Mullen

Following on from last year’s day for House for Duty Clergy and a day in 2017 for Associate Clergy, we are offering a further day for all Associate Clergy this year. This event is an opportunity for the significant number of those who are licensed on a self-supporting basis to come together and explore the dynamics and challenges of this distinctive form of ministry.

There will be plenty of time to discuss and share experiences and we will also consider whether there are any points or recommendations that we wish to feed back to the diocese.

Bill Rogers is Bishop’s Adviser for Associate Ministry.

By invitation to Associate Clergy
TRANSITIONS IN MINISTRY

These residential consultations are run on a Regional basis. Attendance is by invitation to those for whom they are appropriate.

Rural/Area Deans
Monday 14 – Wednesday 16 January
Sarum College

Renaissance
Monday 4 – Wednesday 6 February
Sarum College

New Post (1)
Tuesday 26 – Thursday 28 February
St Columba’s House, Woking

First Responsibility (1)
Tuesday 12 – Thursday 14 March
Sarum College

Preparing for Retirement (1)
Monday 18 – Wednesday 20 March
Sarum College

Working with the Newly Ordained
Tuesday 17 – Wednesday 18 September
Sarum College

New Post (2)
Tuesday 17 – Thursday 19 September
Douai Abbey

Preparing for Retirement (2)
Monday 23 – Wednesday 25 September
Sarum College

First Responsibility (2)
Tuesday 5 – Thursday 7 November
Douai Abbey

Renaissance
Monday 9 – Wednesday 11 December
Sarum College
GROWING BRIDGEBUILDERS
Led by: Alastair MacKay and Jane Willis
When: Wednesday 27 – Thursday 28 February
Where: Dinton Village Hall

This intensive two day course and will equip you to deliver the ‘Growing Bridgebuilders’ course in your Parish, Benefice or Deanery or on behalf of the Diocese as a recognised ‘Growing Bridgebuilders’ trainer.

Participants will have previously completed Bridge Builders ‘Transforming Church Conflict’ foundation course. If you have completed the required previous training and have not yet signed up for this course but would be interested in doing so, please contact Jane Charman as soon as possible.

T: 01722 411944 E: jane.charman@salisbury.anglican.org

UNCONSCIOUS BIAS TRAINING
Led by: Diocesan trainers

This two hour training is of benefit to all those with leadership roles in pastoral ministry. It is of particular value to those who manage appointment processes, conduct ministry reviews or are regularly involved in interviewing. It is hoped that as many clergy as possible will undertake this training over the coming year. More dates will be offered if needed.

When: Monday 13 May 2 – 4 pm
Where: Great Hall, Church House, Salisbury

When: Wednesday 15 May 10 am – 12 noon
Where: West Lavington Village Hall

When: Thursday 16 May 7 – 9 pm
Where: St Nicholas Church, Corfe Mullen
INDIVIDUAL CONSULTANCY

The Diocese provides access to different kinds of individual support for those wishing to work on specific issues. Coaching, mentoring and work consultancy can all be offered.

Jane is also interested in hearing from people with coaching, mentoring and work consultancy skills to offer.

For a discussion about any of the above contact Jane Charman
T: 01722 411944   E: jane.charman@salisbury.anglican.org

MINISTRY REVIEW

All licensed clergy participate in the Diocesan Ministry Review Scheme. Retired clergy with Permission to Officiate may choose to participate if they wish. The Scheme offers a Ministry Review every 18 months. This alternates between a Peer Review (conducted by a Reviewer selected from the Diocesan list) and a Senior Staff Review (conducted by a Bishop or Archdeacon). Full details of the Scheme including the Scheme Manual and associated paperwork are available on the Diocesan website.

Clergy exiting IME Part 2, those new to the Diocese and any new Reviewers will be invited to an induction event before participating in the Scheme.

For all enquiries please contact the Ministry Team Office
T: 01722 411944   E: jane.charman@salisbury.anglican.org

MINISTRY DEVELOPMENT LEAVE

Ministry Development Leave (MDL) creates the possibility for those moving into a new post or role to undertake a short period of targeted learning focussed specifically on their new responsibilities. MDL recognises that Initial Ministerial Education cannot provide any of us with all the knowledge and skills that we will need for a lifetime of ministry, especially as we cannot know in advance where God may lead us. We need to be lifelong learners, regularly undertaking new developmental learning and widening, enhancing and updating our skills. This is particularly relevant at the point of moving to a new post or into a new role.

MDL may be undertaken either before or after a move or change in ministry or by arrangement it may be undertaken in the transition period between posts. It may take the form of eg attending a course or conference, completing a module from a relevant programme, arranging a short placement or working with a mentor or consultant. Some funding is available at the discretion of the Diocese. MDL is negotiated with the Bishop and Archdeacons through the Director of Ministry.

For all enquiries please contact the Ministry Team Office
T: 01722 411944   E: jane.charman@salisbury.anglican.org
EXTENDED MINISTRY DEVELOPMENT LEAVE (SABBATICAL)

Extended Ministry Development Leave (EMDL) can take many shapes and forms – such as study, research, reading, rest, reflection, recreation, travel or pilgrimage. Ideally everybody should have such a period of leave every seven years, following the biblical principle of sabbatical. The intention is that EMDL should enrich a person’s spiritual life and ministry in a deeper way than is usually possible through a regular holiday, retreat or study period.

The Diocese currently funds 8 EMDLs a year with a contribution of up to £1000 each. These are normally granted after at least 11 years in stipendiary ministry (7 years after the end of IME Part 2 and ideally every 7 years thereafter). EMDL is for a period of up to three months. EMDL funding is sought after and there is usually a waiting list. Some people fund or part fund their own EMDL or seek alternative funding from other sources which means that EMDL can often be taken sooner.

If you are considering taking EMDL it is important that you begin to plan around 2 years in advance. You will need to seek the goodwill of the community in which you serve and of your Rural Dean, Archdeacon, and Area Bishop. They will discuss with you how your parochial or other responsibilities can be covered for the period of your absence. You will then need to contact the Director of Ministry to begin planning an application. Applications involving a request for funding are considered towards the end of each year for the year next but one.

For all enquiries please contact the Ministry Team Office
T: 01722 411944  E: jane.charman@salisbury.anglican.org

REFLECTIVE PRACTICE GROUPS

Reflective Practice Groups provide a space where ordained ministers can reflect with each other on all matters relating to their ministry. Groups normally have up to 6 members meeting together with an external professional facilitator once a month (except Advent and August) for two years. They assist in the development of long term, sustainable and creative ministry and are designed to give time, space and attention to work/life balance by addressing complex issues such as discerning priorities and developing healthy boundaries.

Groups normally start in September and are arranged geographically with groups running in both Ramsbury and Sherborne. If you would be interested in joining a group or finding out more, please contact Sue Chandler.

T: 01722 411944  E: sue.chandler@salisbury.anglican.org
CLERGY TRANSITIONS SERVICE

The Clergy Transitions Service (CTS) provides free, confidential, personal support for clergy who are at a vocational crossroad, or who are looking for a fresh opportunity.

The CTS caters for all backgrounds and traditions in the Church of England – from clergy currently in parochial posts, sector ministry, new forms of church and mission agencies, as well as ordained people currently employed or engaged in contexts other than the church. It is open to those currently serving in self-supporting posts who are seeking a stipendiary role.

As well as practical help with developing a personal profile, job applications, and interview skills, the service can work with individuals to develop a deeper understanding of their strengths and talents. By encouraging participants to develop greater self-awareness, reflect on personal values and think prayerfully about context and culture CTS can support the process of transition.

The CTS opens access to a wide range of resources to support a lifelong, fulfilling service to the Church, including access to a network of practitioners inside and outside the Church.

For more information about CTS including how to access the service go here: www.churchofengland.org/clergytransitions

WOMEN’S CONTINUING MINISTERIAL EDUCATION TRUST (WCMET)

The object of the Trust is ‘to further the continuing ministerial education of women in the Church of England and the Scottish Episcopal Church by means of grants to assist their work and professional ministry’.

The Trust receives approximately 120 applications per annum and has limited funds. It is able to help most applicants but cannot usually fund all applications fully. It cannot fund initial ministerial education including IME Part 2 but is willing to support ongoing study eg. a PhD or DMin over a period of years. Applications require an endorsement from the Diocesan CMD Officer or equivalent.

Full guidance notes including application forms and the dates of the Advisory Panel’s meetings can be found on the Church of England website here: www.churchofengland.org.
# RESOURCES FOR LAY MINISTERS

## LLM ADMISSIONS SERVICE AND ANNUAL MEETING

**Saturday 28 September**

11 am Admissions and Licensing service, Salisbury Cathedral

Lunch and Annual Meeting at the Salisbury and South Wilts Museum

It is hoped that all LLMs will attend this event, our annual opportunity to come together to reaffirm our commitment to ministry and to welcome new LLMs and those transferring from other dioceses. Do invite your clergy and others from your benefice to join us for the service.

## PRE ADMISSIONS QUIET DAY

Led by Bishop Karen, Warden of LLMs

When: Friday 27 September 10 am – 4 pm

Where: The Pightle, Teffont, SP3 5QP

A day of prayer and reflection for all candidates about to be admitted and licensed as LLMs.

## CENTRAL READERS’ COUNCIL AGM

When: Saturday 13 April

Where: St Peter’s, Vere Street, London W1G 0DQ

This is normally attended by Warden, Associate Warden and one other LLM from each diocese. Please contact Judy Anderson, judy.anderson@salisbury.anglican.org if you are interested in attending. Travel expenses will be reimbursed.

Find out more about the work of the Central Readers’ Council here: [www.readers.cofe.anglican.org/crc_about.php](http://www.readers.cofe.anglican.org/crc_about.php)

## ADAMS-MYLAND FUND

The Central Readers’ Council administers the Adams-Myland Fund which makes grants to LLMs for continuing ministerial development, learning and training.

READERS WEBSITE

The Anglican Readers’ website is a treasure trove of all things to do with the ministry of LLMs/Readers.

Find it here: www.readers.cofe.anglican.org/index.php

READER MAGAZINE

The Diocese provides The Reader magazine free of charge to all our Lay Ministers. If you don’t receive it and would like to (or you are receiving it and don’t wish to any longer) please contact Andrea Dredge on 01722 411944 or andrea.dredge@salisbury.anglican.org. You can also read back numbers of The Reader magazine online.

LLM QUIET DAYS

Sherborne: Accompaniment, exploring how we accompany others and how God accompanies us
Led by: Jonathan Herbert
When: Tuesday 7 May
Where: Hilfield Friary

A quiet day in the beautiful surroundings of Hilfield Friary, where we'll take a look at how the theme of accompaniment runs through the scriptures and the Christian tradition.

Jonathan Herbert is a member of the Hilfield Community, an experienced Retreat giver and works for the Diocese with Gypsies and Travellers.

Ramsbury: Faithful Love
Led by: Pat Clegg
When: Tuesday 9 July
Where: New House, Redlynch

‘The faithful love of the Lord never ceases’ Lam.3.22a is the context for this Quiet Day. Together we will explore its promise in relation to the Hebrew Bible and in the Gospel narratives. In the quiet times, there is the opportunity to reflect upon one’s own experience of God’s faithful love.

Pat Clegg is a spiritual accompanier and a popular leader of Quiet Days and retreats.
**LLM DAY**

Led by: Bishop Karen and others  
When Saturday 8 June 10 am – 4 pm  
Where: St Nicholas Corfe Mullen

This day replaces the gatherings with Bishop Karen. In the morning there will be a keynote speaker followed by a service of Holy Communion, and a choice of workshops will be offered in the afternoon. Further details will be circulated in due course.

**FUNERALS TRAINING**

Led by: Bishop Karen, Judy Anderson, Deb Smith and Sarah Musgrave  
When: Saturday 23 March 9.30 am – 1 pm  
Where: Church House, Salisbury

This is an opportunity for LLMs to discover more about funeral ministry. The morning will cover some practical tips, a session on what makes a good funeral, and the opportunities that funerals present. Participants are invited also to come with their questions. If you already exercise this ministry or are being asked to develop your ministry in this area, then this morning is for you.

**COMMUNION BY EXTENSION TRAINING**

Led by: Judy Anderson, Associate Warden of LLMs

When: Saturday 2 March 10 am – 12 noon  
Where: Quiet Space, Poundbury

When: Saturday 22 June 10 am – 12 noon  
Where: Dinton Village Hall

Public Worship with Communion by Extension is an exceptional provision, authorised by the House of Bishops principally for use in multi-parish benefices. It should not be used as part of the regular pattern of services, or to cover during a Vacancy.

Before booking, please read the diocesan guidelines, which may be found at [www.salisbury.anglican.org/resources-library/ministry/lay-ministry](http://www.salisbury.anglican.org/resources-library/ministry/lay-ministry) and ensure that the necessary consultation takes place in advance. If at all possible, your Incumbent or another Priest from your benefice should attend with you.
RESOURCES FOR LAY PASTORAL ASSISTANTS

LPA QUIET DAYS

Sherborne: He Watches Over Us
Led by: Caroline Ellerby, Sue Allen and Maggie Robertson
When: Saturday 23 March
Where: Quiet Space, Poundbury

The day will include a Godly Play presentation of Psalm 23: The Good Shepherd in the morning and a reflection on Psalm 121 in the afternoon. The Poundbury Quiet Day team will be leading the day. The team consists of four experienced Spiritual Directors/Accompaniers, trained with Salisbury Diocese, who have been leading regular Quiet Days in the Dorchester area for over five years.

We are very happy for participants to come for half a day – morning or afternoon – as they are able.

Sarum: Saints Alive!
Led by: Pat Clegg
When: Thursday 27 June
Where: Brockbank Centre, Langford Lakes

Falling close to the Feast of Sts. Peter and Paul this day will explore the saints of yesteryear and reflect on those of today. Personal quiet times will enable participants to wander and ponder their own understanding of saintliness.

Pat Clegg is a spiritual accompanier and a popular leader of Quiet Days and retreats.

Dorset: God’s Rich Harvest
Led by: Lynne Morris
When: Thursday 19 September
Where: St Mary’s Church, West Moors

An opportunity to reflect on the richness and abundance of God’s harvest, both in the natural world and season, and in our lives. For those frequently caring for others, this day offers some quality time and space especially for you. The day may include some creative options, as well as time and space to reflect.

Lynne Morris is an Associate Priest and a Spiritual Director. She loves helping others to explore the great benefits of taking time out to be still and listen and grow in the Lord.
Wilts: A Quiet Day For Creations tide
Led by: Ali Green
When: Tuesday 24 September
Where: Legge House, Wroughton

A day for creating time and space to enjoy the goodness and abundance of creation and reflect on our place within it. There will be the opportunity to engage with scripture and to respond through stillness and creativity, both individually and in the group.

Rev Dr Ali Green was ordained in the Diocese of Bath and Wells, served for several years in the Province of Wales and currently ministers in the Diocese of Salisbury. She is also a spiritual accompanier, a retreat giver, pilgrimage leader, theologian and published author. Trained in the Ignatian tradition, she regularly leads short interactive group retreats and silent individually guided retreats. A former teacher and co-founder of an ecological consultancy, she finds inspiration for prayer and creative expression in nature, both close to home and across the world.

If you are unable to attend the Quiet Day in your own Archdeaconry you would be equally welcome to attend one of the others.

BOUNDARIES IN PASTORAL CARE
Led by Jo and Darren Haine

When: Wednesday 20 March 10 am – 12 noon
Where: Emmanuel Church Weymouth

When: Thursday 26 September 2 – 4 pm
Where: Burbage Village Hall

LPAs may work with those who are vulnerable and going through challenging times of life, often supporting people with emotional and mental health needs. This workshop will give an insight into the psychological reasons why boundaries are an essential element to pastoral care. It will examine why people can become dependent on pastoral support and will give an opportunity to explore how to set and maintain appropriate boundaries.

Jo is Team Vicar at Emmanuel and St Mary’s church in Weymouth. Prior to ordination Jo worked as a Registered Mental Health Nurse for fifteen years. She specialised in Forensic Mental Health, working with violent and sex offenders and people who presented with significantly challenging behaviour.

Darren is an LPA at Emmanuel and St Mary’s Church. He works as a Registered Mental Health Nurse on an acute assessment unit with adults of working age. He also has significant experience working in child and adolescent Mental Health Services.
DEMENTIA FRIENDS
Led by: Susan Brown

When: Thursday 11 April 2 pm
Where: Stratton Village Hall

When: Thursday 10 October 2.00 pm
Where: Glebe Hall, Winterbourne Earls

The Dementia Friends programme supported by the Alzheimer's Society aims to raise awareness and increase understanding of dementia and inspire people to take action to support people living with dementia in their community. The session will focus on five key messages that everyone should know about dementia. The information session lasts between 45-60 minutes with time to discuss.

Being a dementia friend is voluntary. Everyone that has understood the key messages and committed to an action (there is no action too big or too small) can be a Dementia Friend. The session is led by a Dementia Friends Champion.

HOSPITAL VISITING
Led by: The Salisbury District Hospital Chaplaincy Team

Tuesday 7 May 7 – 9.30 pm
Thursday 19 September 2 – 4.30 pm

As LPAs, you may be asked to visit the sick from your parish who are in hospital. That may not feel comfortable if you are not familiar with the hospital environment. The Chaplaincy Team offer a session on how to do a ‘good visit’ in a sensitive and easy manner. Or you may be a keen hospital visitor who would like to explore becoming a Lay Chaplain. This is an opportunity to find out more about what’s involved.

You may also like …

MENTAL HEALTH FIRST AID (March)
DEAF AWARENESS (April)
DEATH AND LIFE (May)
ADDICTION AND SPIRITUALITY (September)
RESOURCES FOR LAY WORSHIP LEADERS

QUIET DAYS FOR LWLs

Sherborne: Ministering as Leaders of Worship
Led by: Rona Orme
When: Saturday 1 June
Where: St Aldhelm’s, Crossways

An opportunity to reflect on our ministry as leaders of worship. We will use a range of activities, silence and worship as we listen to God together.

Rona has been a Licensed Lay Minister since 1991 and is now based at Branksome St Aldhelm’s.

Ramsbury: Creation and Transformation
Led by: Sue Armitage
When: Monday 16 September
Where: Great Chalfield Manor

The day will offer opening and closing worship, two talks and plenty of time for relaxation and reflection in the beautiful surroundings of Great Chalfield Manor and Gardens.

Sue is a retired parish priest, still assisting in the Marlborough Team and the Ridgeway Benefice. She is a member of the North West Spiritual Directors’ Group.

You may also like …

A FRESH APPROACH TO THE ART OF LEADING WORSHIP (May)

THE LANGUAGE OF TEARS (June)

OF WATER AND THE SPIRIT (October)

WHO’S MISSING (November)
SPIRITUALITY RESOURCES

PILGRIMAGES

ST ALDHELM PILGRIMAGE
Led by: Bishop Karen
When: Saturday 25 May
Where: St Aldhelm’s Chapel to St Aldhelm’s Head

Annual Pilgrimage to St Aldhelm’s Chapel. Meet at Renscombe Farm car park at 10 am for a 10.30 am slow walk to the Chapel. There will be a Eucharist at 12 noon followed by a picnic lunch. All are welcome, please wear suitable footwear and bring your own lunch.

OM LM LPA LWL ALL

RETREATS AND QUIET DAYS

BEGGING FOR JUSTICE
Led by: Colin Brady
When: Thursday 21 March 10 am – 4 pm
Where: Hilfield Friary

A reflective day sharing ideas for church social action and campaigns for social justice. Using insights from the Carmelite and Franciscan traditions of Mendicant spirituality.

Tea and coffee provided, bring a packed lunch.

Colin Brady is Diocesan Social Justice Programme Manager.

OM LM LPA LWL ALL
A ‘NOT SO QUIET’ QUIET DAY for LPAs
Led by: Chris Robins and Maggie Garratt
When: Saturday 15 June
Where: Marden House, Calne

Not everyone is comfortable spending a day of contemplation and silence however wonderful the quiet time may be. And yet it is good for us, as LPAs, to meet together and spend time with each other, away from the daily round. As LPA’s, some of us are ‘Marthas’ and some of us are ‘Marys’ and most are an interesting mix of both characters. This day draws on the Martha and Mary theme which will hopefully encourage and enable the best of both aspects of our LPA work and spiritual lives.

Bring your thoughts, ideas, skills and prayers with you to this very different Quiet Day. A day to use the gifts that God has given to us in a stimulating, creative and productive way. A day for those of us with artistic or craft skills, those with culinary skills who would like to work with others, for all who have a contemplative nature and would welcome a quiet space to be apart for a while or would like to peacefully paint or write some poetry or prose. A day in which we shall get to know each other better as brothers and sisters in Christ.

Indeed, it is a day with space for all talents and you are free to choose Martha and Mary activities as you wish.

Chris Robins is LPA in Marden Vale and Calne Deanery LPA representative. Maggie Garratt is an LPA in Marden Vale

Christ in the House of Martha and Mary by Diego Velázquez
CREATED TO CREATE: A CHRISTIAN CRAFT RETREAT

Led by: Jo Davis
When Monday 15 – Wednesday 17 July
Where: Milton Abbey

A chance to explore the creativity of God and all the potential he has created us with, though some new and more traditional craft activities, with time for reflection and to enjoy the beautiful surroundings of Milton Abbey. No previous experience required, and many of us proclaim not to be artistic. All sessions are led by people experienced in their craft, and looking forward to passing on their passion.

Arrival from 4 pm on Monday, with refreshments. All meals included, with tea and coffee making facilities available throughout. Finish at 12:30 pm on Wednesday, with optional picnic lunch/ or packed lunch for those needing a swift departure.

Included in the package is an introduction to Bible Journaling, Smart Phone Photography around Milton Abbey, and a choice of two other craft sessions including: Glass Fusing, Bread Making, Dorset Button Making, Silk Painting and Machine Weaving.

There is then the opportunity for one extended session of your choice, with a varying extra cost: Advanced Glass Fusing, incorporating Dichroic jewellery (£15), Advanced Techniques in Bible Journaling (£25), Basket Weaving (£15), and TBC – Make Your Own Clergy Top.

More here www.eventsatmiltonabbey.co.uk or email createdtocreate@miltonabbey.co.uk. We are also exploring the possibility of providing pre-school childcare to enable parents to join us. Cost per residential participant £150 Non-residential £90. Clergy may use their CMD allowance towards the cost of this course.

Jo Davis is Chaplain and Head of Religious Education at Milton Abbey School.
REFLECTIONS OF THE HEART: A LIGHTLY GUIDED RETREAT

Led by: Karen Rizzello  
When: Monday 22 July  
Where: Great Chalfield Manor

‘Blessed are the pure in heart, for they will see God’. Matthew 5.8.

We offer a lightly guided retreat exploring the human heart and our relationship with God through readings from scripture and prayers punctuated with ample time for silent reflection. The day will appeal to those who are seeking time out with a framework which provides reflective thought and exploration of our own journey to free our hearts and open ourselves to God’s voice. It will run from 10 am to 4 pm with Morning, Mid-day and Afternoon reflections.

In order to open our hearts we need to know ourselves: ‘As for you, my son Solomon, know the God of your father, and serve Him with a whole heart and a willing mind; for the LORD searches all hearts, and understands every intent of the thoughts. If you seek Him, He will let you find Him; but if you forsake Him, He will reject you forever.’ 1 Chronicles 28.9.

Please bring your own packed lunch. Drinks available with donations.

Karen Rizzello has a background in international business and has recently answered the call to Holy Orders. She is a Lay Canon Emeritus of Salisbury Cathedral. Before ordination, Karen practiced group reflective meditation for over 20 years. Since ordination, she is developing her own reflective practice in the exploration of silence, meditation and Celtic Traditions. Karen does not see herself as an expert in this discipline but feels called to sit alongside others to explore and liberate our spiritual selves.
TEMPERAMENT AND SPIRITUALITY

Led by: Jane Gibbs  
When: Tuesday 10 September  
Where: St Paul’s, Canford Heath

The four temperaments have been thought, written and talked about since classical times. This leisurely session will be a game of two halves. First we shall look at what the four temperaments are and examine our own leanings. Then we shall look separately at four different approaches to relating to God, with time to explore them in the quietness.

Does your approach match your temperament? Or do you diverge from the expected route? Expect some surprises.

If the weather plays ball, you might want to spend some time walking in the neighbourhood, so suitable clothing and shoes would be an asset. Otherwise you need no preparation or previous knowledge to participate – we’ll learn together.

This workshop is presented by Jane Gibbs, who has been involved in education for much of her adult life. She has been a Myers Briggs practitioner for nearly 20 years and loves to see people’s faces light up in these sessions when they understand a bit more about themselves.

CREATIVE PRAYER: A RESOURCE FOR WORSHIP LEADERS

Led by: Bishop Karen  
When: Saturday 12 October  
Where: Phoenix Hall, Netheravon

This day is aimed at LLMs and LWLs and others who lead worship and want to share ideas to enable people to pray – be that all ages, families, or people in their homes.

We shall take a look at prayer spaces, creative use of festivals and resources that are available.

Participants are encouraged to bring their own ideas too.

Bishop Karen is Bishop of Sherborne and chair of the PRAY Forum.
RESOURCES FOR SPIRITUAL ACCOMPANIERS

DAY OF CELEBRATION AND RENEWAL: A DAY FOR ALL THOSE IN THE MINISTRY OF SPIRITUAL ACCOMPANIMENT

Led by: Jean Boulton-Reynolds and Helier Exon
When: Saturday 2 March
Where: The Conference Centre, The Gryphon School, Sherborne

This day of celebration and renewal is the annual event to coincide with the yearly registration for all those who are registered with us on the Diocese of Salisbury Spiritual Accompaniment Network (DSSAN) and for those who would like to apply for the first time.

There will be an opportunity to renew our commitment to and be blessed for this ministry within an act of worship together. We are delighted that Bishop Karen will be with us for the day and will offer us a theme of Boundaries in Spiritual Accompaniment with opportunity for us to enjoy small group discussion. We shall have plenty of time to get to know each other and share news and views to enrich ourselves and one another.

Please bring your own packed lunch. Drinks will be provided. More information on this event will be circulated as it becomes available.

ASPECTS OF WELLBEING: A TRAINING DAY FOR THOSE IN THE MINISTRY OF SPIRITUAL ACCOMPANIMENT

Led by: Jean Boulton-Reynolds and Helier Exon
When: Saturday 8 June
Where: Community Hall, Market Lavington

This training day for those in the ministry of spiritual accompaniment will explore how we as accompaniers can identify need and encourage wellbeing in those with whom we walk. In particular, when and how do we refer for additional support? Our guest speaker will be Robert Kelso, Bishop’s Adviser for Confidential Care and Counselling.

More information on this event will be circulated as it becomes available.
These Network Half Days for those in the ministry of spiritual accompaniment will offer an opportunity for us to build relationship with one another and update each other on any items of interest. We shall also explore together a theme of our ministry which will be introduced by one of our group and which has been selected from the many suggestions made to us over the past year.

**When:** Thursday 2 May 10 am – 1 pm  
**Where:** St John’s Church Hall, Trowbridge

**When:** Tuesday 21 May 10 am – 1 pm  
**Where:** The Aylott Room, Stratton Village Hall

**When:** Tuesday 9 July 10 am – 1 pm  
**Where:** The Reading Room within The Village Hall, Stratford sub Castle

**When:** 17 October 10 am – 1 pm  
**Where:** St Mary’s Church, Ferndown

You are welcome to book on more than one if you wish as each venue will cover a different theme. More information will be circulated additionally as details become available.

**SARUM COURSE IN SPIRITUAL DIRECTION**

This two year course offers a balanced learning environment, blending personal and spiritual formation with skills development. Participants undertake this training as part of a group: the learning environment will be experiential, developmental and group focused.

Given the nature of training full attendance at all sessions is required. Applicants will have been in spiritual direction for some time and are expected to continue throughout the course. The certificate is not a licence for practising spiritual direction, but is evidence of training in the area.

Tutors: Julia Mourant is Lecturer in Spiritual Direction at Sarum College and Tutor and Lecturer in the Centre for Formation and Ministry. She is the author of ‘Listening to Your Life: Creatively Discerning Your Calling’. She specialises in spiritual direction and the training and supervision of spiritual directors. Ellen Farmer is a tutor on the London-based Ignatian Spirituality Course and a visiting retreat guide at St Beuno’s Jesuit Spirituality Centre.

Applications: courses@sarum.ac.uk or 01722 424826.

The 2018-20 course is fully booked. Places for 2019 – 21 are now being accepted. Early applications are advised. Go to courses@sarum.ac.uk or call 01722 424826.
WELLBEING RESOURCES

MEDIATION

In situations of pastoral difficulty or relationship breakdown the Diocese is able to offer professional mediation services. Within the Region we have a team of mediators who operate reciprocally between Dioceses. Our mediators are trained by Bridge Builders and usually work in pairs but are able to adapt in response to the dynamics of particular situations. The first step in setting up mediation is to have an informal discussion about your needs and hopes.

We are usually able to offer mediation without charge but the expenses of the mediators such as travel should be covered by those using their services. The Diocese can help with these costs if necessary.

If you would like to discuss mediation in confidence contact Jane Charman
T: 01722 411944 or E: jane.charman@salisbury.anglican.org

RETREATS

It is expected that all stipendiary clergy will make an annual retreat, typically the inside of a week, and other clergy and ministers are encouraged to do the same. At present there is no Diocesan funding available for retreats but parishes are asked to treat ministerial retreats as an expense of office.

The Retreat Association is a registered charity and is an excellent source of information with downloadable publications about all aspects of making a retreat and online links to many retreat centres nationwide. You can also order a copy of their annual journal from

The Retreat Association, Kerridge House, 42 Woodside Close, Amersham, Bucks, HP6 5EF
T: 01522 527846 E: info@retreats.org.uk W:www.retreats.org.uk

SOCIETY OF ST MARY AND ST MARTHA

The Society of St Mary and Martha at Sheldon near Exeter is an open and welcoming retreat house run by a resident lay Christian Community assisted by staff and volunteers.

Their specialist work is to support people in Christian ministry, especially at times of stress, crisis, burnout or breakdown. This rather discreet aspect of their work sits within a much more broadly based retreat and education resource open to everyone.

The founding story of Sheldon centres around Jesus’ encounters with Mary, Martha and Lazarus - rich stories which continue to challenge and inspire us today.

To find out more about the resources at Sheldon visit www.sheldon.uk.com
ST LUKE’S HEALTHCARE FOR THE CLERGY

St Luke’s supports the physical and mental health of the Anglican clergy. We want the clergy and their families to be physically and psychologically healthy and able to carry out their ministry free from stress and preventable health problems.

When they are ill, we help the clergy get back to an active role in their communities as quickly as possible. We do this in a number of ways, depending on need. Care and advice is delivered in a compassionate and timely way, with complete confidentiality.

Because we take a ‘whole person’ approach to health, St Luke’s has recently developed services that take a preventative approach to mental health and wellbeing. These resources are available to clergy via their diocese, and are in addition to one-to-one therapy and counselling that St Luke’s can offer in certain cases.

Clergy and their families who have used our services tell us what a difference St Luke’s has made to their lives and ministries. We understand clergy needs because we have been caring for the health and wellbeing of the Anglican clergy since 1892.

For more information about St Luke’s go here: [https://stlukeshealthcare.org.uk](https://stlukeshealthcare.org.uk)
WELLBEING SUPPORT CONTACT POINTS

MINISTERS AND THEIR FAMILIES

CONFIDENTIAL HELP AND COUNSELLING:
Robert Kelso, 01258 881550, robert@kelso.org.uk

SPIRITUAL DIRECTION:
Jean Boulton-Reynolds (North) 01793 854259, jean.boulton-reynolds@salisbury.anglican.org
Helier Exon (South) 01258 881732, helier.exon@salisbury.anglican.org

MINISTRY OF HEALING:
Post currently vacant

MINISTRY OF DELIVERANCE:
Stephen Robbins, 07867 809507, venstephen@gmail.com

THE RETREAT ASSOCIATION:
01494 569056, Web page www.retreats.org.uk

WELLBEING GROUP DIOCESAN AREA CONTACTS:
Sherborne - Jonathan Foster, vicar@stclementspoole.org.uk
Ramsbury - Ann Keating, rev.ann.keating@btinternet.com

SAFEGUARDING:
Heather Bland, 01722 411922, heather.bland@salisbury.anglican.org
Web page www.salisbury.anglican.org/parishes/safeguarding

DIGNITY AT WORK (including harassment and bullying):
Judith Wilson, 01722 411922, judith.wilson@salisbury.anglican.org

CLERGY AND THEIR FAMILIES ONLY

REFLECTIVE PRACTICE GROUPS:
Sue Chandler, 01722 411944, sue.chandler@salisbury.anglican.org

BISHOP’S VISITORS TO CLERGY SPOUSES:
Hugh Privett, 01935 850294  Kate Woodhouse, 01305 267944

ST LUKES HEALTHCARE FOR THE CLERGY:
Web page www.stlukeshealthcare.org.uk

FAMILY FRIENDLY POLICY GUIDANCE:
Judith Wilson, 01722 411922, judith.wilson@salisbury.anglican.org
Almighty and everlasting God,

by whose Spirit the whole body of the Church is governed and sanctified:

hear our prayer which we offer for all your faithful people

that, in their vocation and ministry,

each may serve you in holiness and truth

to the glory of your name;

through our Lord and Saviour Jesus Christ,

who is alive and reigns with you in the unity of the Holy Spirit,

one God, now and forever. Amen.

Collect for the Fifth Sunday after Trinity