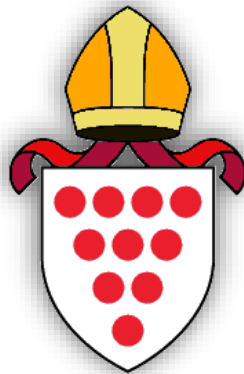


Training & Learning Programme

AUTUMN 2024

*A range of training and events in the
Diocese of Worcester*



Dear Colleagues,

On behalf of the various teams of the DBF, it gives me great pleasure to introduce our latest training and learning programme. As always, this draws together our various training opportunities intended to support mission and ministry in our parishes. We have been greatly encouraged by your feedback telling us how much you appreciate having a range of opportunities presented in a single place, but please do be in touch if there are ways we can develop our offerings further, or if there are particular learning or training needs you would value being addressed.






The observant of you will notice that we are now labelling this joint programme as the “Training and Learning Hub” rather than “FCiLL” (Foundation Certificate in Local Leadership”). This change of name is intended to reflect the way in which many people access our training on a case-by-case basis. Like the renaming of ‘Marathon’ to ‘Snickers’ or ‘Jif’ to ‘Cif’, though, only the name is changed. We still aim to offer the same nutritious and wholesome learning as before (if perhaps with less ‘caramelly goodness’ or ‘powerful cleaning action’!

Seriously, we are always keen to hear from the parishes if there are things we can do to help you better. All the teams here at the DBF are only here because you are, and supporting the ministry and mission of our local churches is our primary concern. We are asking people to complete a short survey here to tell us about their training and learning needs and what they would like us to offer in the future. Please do take a few minutes to let us know how we can best serve you by clicking on the link here <https://forms.office.com/e/XORmsy6fS0>

Yours in Christ

A handwritten signature in blue ink, appearing to read 'Roger', with a stylized flourish at the end.





Revd Dr Roger Latham
Director of Mission and Ministry
Diocese of Worcester

Key		
Ministry and Leadership	Buildings and Churchyards	Governance and Compliance
Finance and Administration	Education	Enrichment
 Online	 In-person	 Both available

Contents

Course Title	Date	Location
Stewardship for PCC Members	10 September	Online
Clergy Study Day	12 September	In Person
Lunchtime Learning – Faith in Pottery	17 September	Online
Overview of SIAMS	17 September	Online
Apologetics – Invitation to a Book Club	19 September	Online
SIAMS Framework: Day 1 - Vision and Leadership	19 September	In Person
Elevate Your Message: YouTube Training	19 September	Online
New Treasurers Training	25 September	In Person
Overview of Governance in a Church School	26 September	Online
Cornerstone (national grants database training	1 October	Online
Finance for PCC Members	1 October	Online
Being an Ex-Officio or Bishop’s Representative	2 October	Online
Creating and Embedding a Theologically-rooted Christian Vision	3 October	In Person
Manifesto for Hope	3 October	In Person
Worcester Diocesan Spirituality Gathering ‘For the failure of language there is no redress’ - The visual arts and spirituality	5 October	In Person
Governor’s and Governance Professionals’ (Clerks’) Briefings	7 October OR 10 October	Online
Smaller Churches One Day Conference	9 October	In Person
Running a Legacy Campaign	9 October	Online
SIAMS Framework: Day 2 - The Impact of Collective Worship	15 October	In Person
Lunchtime Learning: Faith in Photography	15 October	Online
Transforming Conflict	18, 19 October AND 14 November	In Person Online
Unleash the Power of Communication Training	23 October	Online
Writing your Will for Free	31 October	Online
Enabling governors, foundation governors and Ex-Officios to monitor the impact of the school’s Christian Vision	5 November	Online

Exploring St Luke's Gospel	6 November	In Person and Online
SIAMS Framework: Day 3 The Effectiveness of Religious Education	7 November	In Person
Annual Treasurers Meeting	12 November OR 28 November	Online In person
Lunchtime Learning: Faith in Poetry	13 November	Online
Doing Communion by Extension Well	13 November	Online
Your Church and the Law	14 November OR 28 November	In person Online
Canva Training	14 November	Online
Financial Planning During your Ministry & Beyond	18 November	In person
PCCs as Employers – What you need to know!	18 November	Online
Writing your Will for Free	19 November	Online
Breaking the Mould: a Fun and Engaging TikTok Training	28 November	Online
Getting the most out of Endowment Funds	5 December	Online

Finance and Administration	<p>Stewardship for PCC Members</p> <p>A chance for members of the PCC to find out more about stewardship, how giving can be encouraged in your church and the different ways that people can give. In this session, we will be looking particularly at the Parish Giving Scheme, online and contactless giving as key mechanisms in encouraging gifts, thinking about how to link people's gifts with what you do as a church, and how to say thank you in a way that people understand. We will also think about the spirituality of giving and how this plays into our lives as Christians.</p> <p>To book: https://forms.office.com/e/uJZTa7Bd2d</p>	<p>10 September, 14:00 – 16:00</p> 
Enrichment	<p>Clergy Study Day</p> <p>Study day for clergy with the Rt Rev'd Mark Tanner- Bishop of Chester</p> <p>Location: Chapter House Worcester</p> <p>To book: email Fleur Fisher ffisher@cofe-worcester.org.uk</p>	<p>12 September, 09:30 – 15:30</p> 
Enrichment	<p>Lunchtime Learning - Faith in Pottery</p> <p>Led by Mary Flitcroft, Bishop's Spirituality Advisor</p> <p>Pottery seems to be the art that gets the most mentions in the Bible. In this session Mary Flitcroft will explore how faith and pottery go together.</p> <p>Mary works as an artist in both clay and paint to create abstract, contemplative works, including a set of the Stations of the Cross called 'Stopping Places'. The creation of these was a key moment in her own journey of spirituality. She also teaches ceramics. She is a spiritual director and retreat leader, drawn to the teachings of the mystics.</p> <p>Mary is the Bishop's Advisor for Spirituality in the Diocese and a member of the planning group for the National Forum of Spiritual Directors.</p> <p>To book: https://forms.office.com/e/ujMeqTWPBJp</p>	<p>17 September, 12:30 – 13:30</p> 
Education	<p>Overview of SIAMS</p> <p>This course is particularly suitable for governors, school leaders and clergy.</p> <p>The session provides delegates with an overview of the SIAMS Framework 2024 for Inspection. It outlines the importance for each school in determining a distinctive Christian vision and gives a sum-mary of the 7 questions which make up the Framework.</p> <p>To book: https://forms.office.com/e/8V2gXr2xtz</p>	<p>17 September, 18:00 – 20:00</p> 

Apologetics – Invitation to a book club

Starting 19 September, 12:30 – 13:30

Enrichment

The first letter of Peter tells us: “Always be prepared to give an account of the hope that is in you.” (1 Pet 3:15) However, we – clergy and lay people alike – get very little training in how to give either a defence of our faith to those who attack it, or how to offer reasonable explanation of it to those who are confused about what we believe. This is the discipline traditionally known as apologetics, from the Latin *apologia* – defence.

This is an invitation to a lunchtime book club to read and reflect on Alister McGrath’s new book, *Christian Apologetics: An Introduction* (Wiley Blackwell, 2023 ISBN 978-1119906933). We will discuss one chapter at each session. The group which was formed at the preliminary meeting agreed 9 Thursdays over the autumn and winter as listed below. Anyone joining the group needs to commit to attending a majority of the sessions.

This book club might be of particular interest to clergy and Licensed Lay Ministers, but is open to everyone.

The dates are all Thursdays, on Zoom, 12.30-1.30pm




19 September
3 October
24 October
7 November
21 November
16 January
30 January
13 February
6 March

You will need to buy or borrow your own copy of the book.

You can read Bishop John’s review of this book here: [Book review: Christian Apologetics: An introduction by Alister E. McGrath \(churchtimes.co.uk\)](https://www.churchtimes.co.uk/news/2023/09/19/book-review-christian-apologetics-an-introduction-by-alister-e-mcgrath/)

To book: <https://forms.office.com/e/xnSqt9g3zd>



Education	<p>SIAMS Framework: Day 1 19 September, 10:00 – 15:30 Vision and Leadership - Focusing on Inspection Questions 1, 2, 4 & 5</p> <p>This course is particularly suitable for governors, school leaders and clergy.</p> <p>This course is run in conjunction with <i>SIAMS Framework 2024 Day 2: The Impact of Collective Worship</i> and <i>SIAMS Framework 2024 Day 3 The Effectiveness of Religious Education</i>. This course focuses on question 1 Vision and Leadership, helping schools to interpret the requirement of adopting a vision rooted in theology.</p> <p>Questions 2,4 and 5 will also be explored in detail, as well as systems for self-evaluation.</p> <p>To book: https://forms.office.com/e/WBySWvfVd5 Location: Diocese of Worcester Office Lowesmoor Wharf, Worcester</p> 
Finance and Administration	<p>Elevate Your Message: YouTube Training 19 September, 14:00</p> <p>Elevate your church's online presence and connect with your community on a whole new level through the power of YouTube! This interactive training session is designed specifically for parishes in our diocese.</p> <p>This YouTube training will equip you to create inspiring video content. Learn about filming, editing, and crafting engaging messages that resonate with your audience. Explore live streaming for events and discover how to build a thriving online community. Share the power of faith in a whole new way!</p> <p>To book: email: annika@nexuscl.com</p> 
Finance and Administration	<p>New Treasurers Training 25 September, 14:00 – 16:00</p> <p>An afternoon for new treasurers to look at the peculiarities of church finances within the Diocese of Worcester. Becoming a Church Treasurer can often be daunting, with lots of new things to learn even if you are used to accounting. This afternoon, for treasurers, will provide you with the opportunity to come and meet the Finance team at Lowesmoor, who are always here to help, and your fellow new treasurers. We will cover a lot of the basics of church and charity accountancy, such as Parish Finance Returns, Gift Aid and Stewardship, and allow space for you to discuss and develop ideas within your own setting.</p> <p>To book: https://forms.office.com/e/9sSve7hHx2 Location: Diocese of Worcester Office Lowesmoor Wharf, Worcester</p> 

Overview of Governance in a Church School**26 September,****17:00 – 18:30 (Maintained Schools)****19:00 – 20:30 (Academy Trusts)**





Suitable for governors who are either new to a church school, or who wish to refresh their knowledge and understanding, this training session will address the following key areas:


- statutory responsibilities and core function of governance
- church schools
- Church of England developments in education
- the role of a school governor
- the responsibilities of a foundation governor
- SIAMS church school inspection
-




The Department for Education (DfE) has published 2 new governance guides to replace the Governance Handbook 2019. To reflect this change we now offer two different sessions for this training appropriate to the different types of schools.



To book: <https://forms.office.com/e/u7RSfySJEU>



<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Finance and Administration</p>	<p>Cornerstone (national grants database) training 1 October, 12:00 – 13:00</p> <p>Cornerstone is the new national grants database provided for free through the national Church of England. In this session, we will be demonstrating how you can log on and sign up other individuals from your church, as well as how you can find grants, apply and keep track of the grants your successes.</p> <p>To book: https://forms.office.com/e/dGhfmsA496 </p>
<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Finance and Administration</p>	<p>Finances for PCC Members 1 October, 14:00 – 16:00</p> <p>A chance for members of the PCC, who are not involved with the finances, to find out what they need to know about their church finances in order to ensure your trustee duties are fulfilled and help better plan for mission and ministry.</p> <p>In this session we will be looking at what your responsibilities are with the finances as a PCC member. We will look at how to read accounts and interpret what they mean, why budgeting is important and how to do it, the different kinds of funds a PCC can hold, and look briefly at how we integrate this into our faith.</p> <p>To book: https://forms.office.com/e/NFyFEDTiRH </p>
<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Education</p>	<p>Being an Ex-Officio or Bishop’s Representative 2 October, 18:00 – 19:30</p> <p>This session will look at the unique role of the clergy Ex-Officio or approved Bishop’s Representative on the governing body of a church school. We will review their responsibilities and provide an understanding of the position within the governing board and how it relates to other key stakeholders within the school.</p> <p>Additionally, this session offers an opportunity for the Ex-Officio or Bishop’s Representative to explore further ways for the school and church communities to work effectively together.</p> <p>To book: https://forms.office.com/e/gQeMt7f9d9 </p>
<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Education</p>	<p>Creating and Embedding a Theologically-rooted Christian Vision 3 October, 10: - 15:30</p> <p>This course is aimed at headteachers, senior leaders, governors and clergy.</p> <p>A clear vision helps to drive the strategic direction of the school. It supports the context in which the school sits and helps to enable flourishing for all. As a church school, the vision that we have should be distinctively Christian and rooted in a clear theology. In this session we will look at:</p> <ul style="list-style-type: none"> • the importance of vision • what does theologically-rooted mean • how to create a vision involving stakeholders • ensuring everything reflects the vision. <p>To book: email https://forms.office.com/e/tAzYaZqpbP</p> <p>Location: Diocese of Worcester Office Lowesmoor Wharf, Worcester </p>

Enrichment	<p style="text-align: right;">3 October, 18:30 – 21:00</p> <p>Manifesto for Hope</p> <p>Founder of the Oasis Trust and social activist, the Revd Steve Chalke, will be coming to Top Church in Dudley to launch his new book, <i>Manifesto for Hope: Ten Principles for Transforming the Lives of Children, Young People, and Their Families</i>.</p> <p>Aimed at local church leaders and their teams who are looking to develop their engagement with local communities, but open to all, Steve will speak to those gathered about investing in new and better ways of approaching community development that really improve people's lives. He believes that we need a radical reset; one that empowers churches, local charities, grassroots movements and other faith groups, in a far more imaginative, less bureaucratic, more collaborative approach to community development. His book, <i>Manifesto for Hope</i>, sets out how to develop joined-up, cost-effective, community-empowering work, gleaned from the hard-won experience that has sat at the heart of Steve Chalke's work over the last four decades.</p> <p>The event will take place from 6.30pm and will be an opportunity to think about how churches and others might take Steve's principles forward through practical action. Tickets are free of charge but must be booked in advance via Eventbrite using the following link.</p> <p>To book: https://www.eventbrite.co.uk/e/manifesto-for-hope-tickets-929101657067</p> <p>Location: Top Church Dudley, DY1 1QD</p> 
Enrichment	<p style="text-align: right;">5 October, 10:00 – 12:30</p> <p>Worcester Diocesan Spirituality Gathering 'For the failure of language there is no redress' - The visual arts and spirituality</p> <p>This morning is led by Helen Stanton, theologian, spiritual director, and Warden of Holland House. A lay woman, before coming to Holland House, Helen trained people to be Anglican and Methodist clergy. She is also a painter in oils. She writes: 'In R S Thomas' poem, The Combat (below), Thomas stresses the failure of language to engage with God adequately. In the face of what Thomas calls God's resistance, there is, however, for me, a compellingly argument that the arts, (and social justice): music, painting, sculpture etc, and the peculiarly distilled language of poetry, provide some redress in wrestling with God's mysteriousness. 'Although it is certainly true that presentations of the Christian narrative in music and the visual arts have provided a tradition of interpretation – think about how we understand the parable of the prodigal son in conversation with Rembrandt's painting – my particular interests are in a more oblique approach, and an engagement with God which is at once more abstract and highly visceral. 'In this Gathering we will explore a number of works of art, narrative and abstract, which are redolent of God, and consider how they might be insightful and employed in the work of spirituality within the Christian tradition.'</p> <p>Free Simple Lunch: Stay for up to a further hour until 1.30pm to meet and share over a soup and roll lunch. If you wish to do so, please book in beforehand (by Monday 30th September)</p> <p>There is no charge for attending the Gathering, but we will be inviting donations towards the expenses of the session.</p> <p>To book: Elaine Voice (elaine.voice7@gmail.com or 07747607216). It would help us to know beforehand if you plan to attend, but pre-booking is not a requirement - just turn up on the day!</p> <p>Location: St. Peter's Hall, Inkberrow – WR7 4DZ</p> 

Education	<p>Governors' and Governance Professionals' (Clerks') Briefings</p> <p>Topics covered at the termly briefings will include</p> <ul style="list-style-type: none"> • SIAMS, • Ofsted, • Governance, • Monitoring, • Multi-Academy Trusts, • Headteacher recruitment, • Data, attainment and progress, • Staff and governor wellbeing. • <p>To book: https://forms.office.com/e/AcRyMVWTnH</p>	<p>7 October, 18:00 – 19:00 OR 10 October, 18:00 – 19:00</p> 
Enrichment	<p>Smaller Churches One Day Conference</p> <p>Bishop Martin is looking forward to welcoming you to a diocesan day celebrating our Smaller Churches. These play a key role of the life of the Diocese of Worcester and we want to encourage mutual flourishing and support through this day conference. If you are involved in a Smaller Church, whether you are lay or ordained, you are invited to this day conference. Come and meet with others and hear what they are doing, along with updates from members of the diocesan parish support team.</p> <p>During the day we will hear news from a group of three benefices that are sharing resources and working together in a single Rural Mission Area. We will have updates on ways parishes are setting up New Worshipping Communities and working with Children and Young People, as part of our shared diocesan priorities. We will hear what's happening on buildings and how parishes are responding to being eco churches and wrestling with Net Zero targets.</p> <p>The day will run from 9.30am to 4.00pm and refreshments and lunch will be provided.</p> <p>To book: https://forms.office.com/e/CdD0dmpz2X Location: The Pear Tree Hotel Worcester, WR3 8SY</p>	<p>9 October, 09:30 -</p> 
Finance and Administration	<p>Running a Legacy Campaign</p> <p>Legacies can be a substantial additional income for your church, but for people to leave you these generous gifts they need to be asked. As we discuss how to run a successful legacy campaign in your church, we will include why October and November are the perfect time to do this, how you can get free resources for your Church, how to address this tricky topic with your congregation, and how your congregation can get free wills through the National Church.</p> <p>To book: https://forms.office.com/e/xNMkFL9X9p</p>	<p>9 October, 14:00 – 16:00</p> 

Education	<p style="text-align: right;">15 October, 10:00 – 15:30</p> <p>SIAMS Framework: Day 2 The Impact of Collective Worship - Focusing on Inspection Question 3</p> <p>This course is particularly suitable for governors, school leaders and clergy.</p> <p>High quality Collective Worship has always been at the heart of an effective church school and this expectation is built into the SIAMS Framework 2024. This course will identify the main features of effective practice in Collective Worship and highlight current resources available to help schools enrich the quality of their worship.</p> <p>To book: https://forms.office.com/e/VNU5GCKeNs Location: Diocese of Worcester Office Lowesmoor Wharf, Worcester</p> 
Enrichment	<p style="text-align: right;">15 October, 12:30 – 13:30</p> <p>Lunchtime Learning – Faith in Photography</p> <p>Led by Doug Chaplin, Discipleship and Lay Training Officer</p> <p>Visual art has been a part of church furnishings for many centuries, as both a vehicle for teaching and a focus of prayer. People have prayed through both making and looking at these works of art. Photography stands in that tradition, and in this workshop Doug Chaplin will both explore how taking photographs can be an exploration of spirituality, and how looking at photographs can lead us into prayer.</p> <p>Canon Doug Chaplin is diocesan Discipleship and Lay Training Officer, the Bishop’s Worship and Liturgy Advisor, and photography is his main hobby.</p> <p>To book: https://forms.office.com/e/FKhv1G3nFO</p> 

Transforming Conflict**18 and 19 October (In Person) AND
14 November, (Online)**

Transforming Ministry in a Changing Church

A course for (post-curacy) clergy of the West Midlands who want to transform their handling of conflict in their parish(es) or ministerial contexts.

The archbishops have called on us to re-imagine ministry. Reducing numbers of stipendiary clergy are leading to changed patterns of ministry, with the majority of stipendiary clergy now responsible for more than one church or parish. Collaboration with lay leaders, self-supporting ministers and other licensed or authorised ministers has become a more important aspect of leadership within the parish. The expectations of the laity within our parishes are sometimes unchanged as are the expectations of the local community. All this and many other factors of parish life, such as buildings, can lead us to situations of conflict.

This course offers an opportunity to look at conflict in the church differently. Participants will develop skills that enable them to engage with difficult behaviours, heightened emotions and conflict. The skills will encourage participants to respond authentically, building confidence and ability. Tools and skills will be practical; each participant will be encouraged to identify how they will apply what they have learned in the relationships within their context.

The course will be hosted and led by Sandra Cobbin.



This course is for clergy and ministers of the West Midlands. It is part of a suite of three courses dealing with power, conflict, and change, and may be taken at any stage of licensed ministry. Whilst many people choose to take all three courses, each of the three is a standalone course and may be taken on its own.



18 and 19 October location: [Shallowford House, Shallowford, Stone ST15 0NZ](#)




14 November location: Online

To book: For further information or to register your interest please email Ruth Shearn training@cofe-worcester.org.uk



<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Finance and Administration</p>	<p>Unleash the Power of Communication Training 23 October, 14:00</p> <p>Strengthen your church's voice! This interactive training, designed specifically for parishes in our diocese, will equip you with the skills to navigate the ever-evolving communication landscape and connect with your audience in meaningful ways.</p> <p>Learn how to:</p> <ul style="list-style-type: none"> • Craft compelling stories: Share your church's mission and values through impactful storytelling, connecting with your audience on a deeper level. • Tailor your message: Understand your target audience and tailor your communication accordingly, ensuring your message resonates with the right people. • Build a strategic plan: Develop a comprehensive communication strategy that reaches your community and achieves your church's goals. <p>Empower your church to connect!</p> <p>To book: email annika@nexuscl.com</p> 
<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Finance and Administration</p>	<p>Writing your Will for Free 31 October, 13:30 – 13:30 (also repeated 19 November 12:30 – 13:30)</p> <p>You can write your Will for free with the Church of England!</p> <p>Chris Boden and Robyn Rooney, will talk about how you can access this service and their own experiences of writing their Wills. We will include what you need to have prepared to make the experience easier, how the writing process works, and what some of the technical terms mean.</p> <p>To book: https://forms.office.com/e/6UnFF70aPw</p> 

<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Education</p>	<p>Enabling governors, foundation governors and Ex-Officios to monitor the impact of the school's Christian Vision</p> <p style="text-align: right;">5 November, 18:00 – 20:00</p> <p>This session will give governors, foundation governors and Ex-Officios an understanding of their responsibilities with regards to monitoring the impact of the effectiveness of the Christian vision within a church school. Delegates will be given the practical resources to enable them to monitor the impact of the school's Christian vision.</p> <p>To book: https://forms.office.com/e/RWpKN1B7u1</p> 
<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Ministry and Leadership</p>	<p>Exploring St Luke's Gospel</p> <p style="text-align: right;">6 November, 10:00 – 12:30 (in person) OR 6 November, 19:00 – 20:30 (online)</p> <p>For whom: this workshop, originally arranged as part of the LLM continuing ministerial development programme, is open to all who preach, clergy as well as Readers.</p> <p>In Advent 2024 the church begins the final year of its three year cycle of readings with St Luke's gospel providing the focus for the year. This workshop is being run over a morning, beginning with refreshments at 10.00am and moving to learning at 10.30am. A slightly shortened version of the learning is being presented online in the evening.</p> <p>St Luke's gospel is many people's favourite gospel, and that reflects his skill as a storyteller, who is also more interested than the other gospel writers in the short stories Jesus tells. Famous and much loved parables like the story of the prodigal son and the good Samaritan only occur in Luke's gospel. Luke also pays quite a lot attention to themes of money and possessions, shows us more of Jesus at prayer, and generally makes women more visible in his story. He is also, of course, the only gospel writer to write a sequel!</p> <p>Doug Chaplin, Discipleship and Lay Training Officer, will reflect with those attending on Luke as someone seeking to preach on it over the coming year. This will include ways informed by recent trends in biblical criticism, and addressing the contexts in which we read scripture to inform our individual and corporate following of Jesus today. What are some of the emphases Luke brings to our relationship with Jesus that we can draw out in our preaching through the coming year?</p> <p>The workshop will have a mix of input and discussion, as we also share our own insights and experience with one another.</p> <p>Location for in person training: The Old Library Centre Droitwich (to park please use Covercroft Car Park (WR9 8HE)) Please note this is NOT Droitwich Library!</p> <p>To book: https://forms.office.com/e/LFgt1xgbr2</p> 

Education	<p>SIAMS Framework: Day 3 7 November, 10:00 – 15:30</p> <p>The Effectiveness of Religious Education - Focusing on Inspection Question 6 & 7(VA)</p> <p>This course is particularly suitable for governors, school leaders and clergy.</p> <p>We will look in detail at RE within the SIAMS Framework 2024, the importance placed on RE, including the requirements for subject leaders, headteachers and governors.</p> <p>To book: https://forms.office.com/e/FGL1wJtJZZ Location: Diocese of Worcester Office Lowesmoor Wharf, Worcester</p> 
Enrichment	<p>Lunchtime Learning – Faith in Poetry 13 November, 12:30 – 13:30</p> <p>Led by Nicola Slee, Poet and Professor</p> <p>Poetry has been and is a vehicle for prayer and spiritual expression both for those who read it and those who write it. Nicola Slee is a poet theologian who has published widely in the fields of theology, spirituality and poetry. She has wide experience of teaching, leading retreats and running workshops using poetry to explore different aspects of faith and theology. Her most recent publication which includes poems and prayers, is <i>Abba Amma: Improvisations on the Lord's Prayer</i> (Canterbury Press, 2022).</p> <p>Professor Slee is currently Professorial Research Fellow at the Queen's Foundation, Professor of Feminist Practical Theology at the Vrije Universiteit, Amsterdam, and Visiting Professor at the University of Chester.</p> <p>To book: https://forms.office.com/e/MbMJsuNP2i</p> 
Ministry and Leadership	<p>Doing Communion by Extension well 13 November, 19:00 – 20:30</p> <p>When necessary, the bishop gives parishes permission to use a service of Holy Communion by Extension instead of a Service of the Word. Parishes need to persuade the bishop that there are exceptional circumstances, and the bishop will grant permission for a set period of time, or specific occasion. When this happens, permission is given to the parish, and will name the people who are going to lead this extended distribution of Holy Communion.</p> <p>The bishop expects that parishes will normally ask Licensed Lay Ministers first, then ALM Worship Leaders, but other appropriate lay leaders may also be named. You may therefore particularly benefit from this training if you are an LLM or Worship Leader ALM.</p> <p>The session will be delivered by Doug Chaplin, who is the Bishop's Advisor on Worship and Liturgy as well as the diocesan Discipleship and Lay Training Officer.</p> <p>To book: https://forms.office.com/e/kr31SnYshD</p> 

Your church and the Law

**14 November 10:00 – 13:00 (In Person)
OR 28 November 19:00 – 21:00 (Online)**

Who is it for? Clergy and Churchwardens.

Led by the Diocesan Registrar, Kirsty Duxbury LLM

The Church of England is governed by a whole body of Ecclesiastical law, which affects all areas of church life, and is something clergy are often poorly trained in, but often have to deal with. This training session is intended to give you an overview of church law, and focus on three key areas where it helps to have a clear understanding.

After an introduction to the subject, exploring the framework we live with, Diocesan Registrar Kirsty Duxbury will look in more detail at the faculty system (including handling private petitions), at issues around churchyards (including memorials and closure) and at the legal situation of PCCs, and their powers, duties and charitable status.

This course will run in a daytime in-person version and a condensed evening online version. Because places are limited bookings for the morning session on 14 November are open to clergy only (all clergy) before 31st August, and to all churchwardens after that date. Bookings for the evening online session on 28 November are open to everyone.

About Kirsty


Kirsty is based in the village of Mellor Brook in the North West and studied at the University of Central Lancashire Law School, working at a local law firm during this time assisting the Diocesan Registrar of the Diocese of Blackburn, where she continues to serve as Deputy Registrar.




Kirsty has considerable experience in diocesan matters, having spent the last twelve years dealing with matters of ecclesiastical law and is also Registrar of the Diocese of Sheffield. She is now based at Anthony Collins Solicitors, a firm well known for its expertise in the UK's charity and faith sectors.



To book: <https://forms.office.com/e/1GZf7hSVc5>

Location for in person training: [St George's Church Hall, Worcester WR1 1UG](#)



Finance and Administration	<p>Canva training 14 November, 14:00</p> <p>Calling all church creatives! Due to overwhelming interest, we're bringing back our popular Canva training session.</p> <p>Whether you missed the first two Canva trainings or simply want a refresher, this session is for you! Join us for an interactive workshop on mastering Canva, the free design platform, to create stunning visuals for your church.</p> <p>Learn how to set up a brand kit, how to create and utilise brand templates and other design elements Canva offers to create eye-catching visuals for your church events and communications and how to add people from your church to collaborate on designs.</p> <p>Newcomers will gain essential skills while returning participants can explore advanced techniques like importing templates.</p> <p>Sharpen your design skills and skills and elevate your church's visual communication!</p> <p>To book: email annika@nexuscl.com</p> 
Finance and Administration	<p>Financial Planning During your Ministry & Beyond 18 November, 09:30 – 13:00 followed by lunch and the opportunity for 1:1 conversations with the presenters after the main presentations</p> <p>Speakers: Subject experts from The Church of England Pension Board, clergy pension and housing teams; plus independent financial advisers from Ecclesiastical Financial Advisory Services</p> <p>This session is aimed at helping clergy (and their partners if applicable) demystify financial matters and helping you plan for your financial future no matter how far you may be from retirement. The speakers will address personal financial planning issues and questions that in their experience face most clergy at various times in their ministry.</p> <p>In the financial planning session in addition to a session from the pensions board and housing teams we include:</p> <ul style="list-style-type: none"> • The importance of planning ahead • General financial planning hints and tips (including but not limited to, budgeting, claiming allowances, having an emergency fund, the importance of Wills and powers of attorney (it is important to point out that we cover the key points of wills and POA's but we are not legal advisers so we don't provide will writing or other legal services ourselves and signpost to solicitors, but no particular firm is recommended)) • Housing options including buying property (or remortgaging) during your ministry. • Options for saving more for retirement and understanding what to do with non-church pensions you might have. • Protecting the family (depending on the age group, this is usually more relevant to younger age groups)

	<ul style="list-style-type: none"> • Saving & investing hints and tips including tax on pensions & investment and tax efficiency, investment risks and ethical investment options • Inheritance Tax issues (if there is sufficient time) • Answering your financial questions (questions from the audience are encouraged) • short 1:1 meetings with the speakers about Church housing options, pensions and financial advice will be available. If you are interested in a 1:1 conversation please indicate in your response the topics you would like to discuss (Clergy Pension, Church retirement housing and/or financial advice or more than one topic). we usually allow 15/20 minutes per slot if this is something you would like to include or we can just cover off 1:1 conversations at coffee and during lunch) <p>To book: https://forms.office.com/e/2Fy2CffVV8 Location: Diocese of Worcester Office Lowesmoor Wharf, Worcester</p> 
<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Governance and Compliance</p>	<p>PCCs as employers – what you need to know! 18 November, 19:00 – 21:00</p> <p>Being or becoming an employer can seem daunting but the key is to get the basics right. This training course will help you navigate the administrative and legal side of employing someone in your parish (including administrators, youth or family workers, caretakers or other paid staff).</p> <p>Led by the Diocesan HR team, it will offer clergy and PCC members information, guidance and best practice in an easy to understand, interactive format including the use of short videos and case studies. A range of resource templates will be provided as well as signposting for more complex queries.</p> <p>Jo Hyrons and Becky Lowe hold the role of HR Coordinator on a job-share basis, providing practical employment advice and access to a wealth of templates all specifically tailored to the Church environment as well as offering practical advice for clergy on a range of topics from wellbeing to common tenure! They are ably assisted by Liz Toone who has recently joined the team to support the HR process.</p> <p>To book: https://forms.office.com/e/xAYrW5AkiD</p> 
<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Finance and Administration</p>	<p>Writing your Will for Free 19 November, 12:30 – 13:30 (also on 31 October)</p> <p>You can write your Will for free with the Church of England!</p> <p>Chris Boden and Robyn Rooney, will talk about how you can access this service and their own experiences of writing their Wills. We will include what you need to have prepared to make the experience easier, how the writing process works, and what some of the technical terms mean.</p> <p>To book: https://forms.office.com/e/6UnFF70aPw</p> 

<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Finance and Administration</p>	<p>Break the Mould: A Fun and Engaging TikTok Training 28 November 14:00</p> <p>Calling all creative church representatives! Ever wondered how to reach younger audiences on TikTok? This training equips you to create engaging videos that share your church's message in a fun and relatable way.</p> <p>This interactive training session, designed specifically for church and parish representatives within the Diocese of Worcester, will equip you with the knowledge and confidence to create engaging and inspiring content for TikTok.</p> <p>Learn about trending sounds, filming techniques, and content ideas perfect for churches. Discover how to build a positive online community and share the joy of faith with a new generation. Join us and become a TikTok star for your church!</p> <p>To book: email annika@nexuscl.com</p> 
<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Finance and Administration</p>	<p>Annual Treasurers Meeting 12 November 19:00 – 21:00 (Online) OR 28 November 14:00 – 16:00 (In Person)</p> <p>We will be getting an update of changes that affect our church and parish finances, considering upcoming legal changes, the finances of the Diocese and stewardship practices and opportunities.</p> <p>We will also be hearing from Andy Todd Diocesan Secretary, and Mark Carter, the Church Buildings Officer.</p> <p>To book: https://forms.office.com/e/dfzjSBZ2Sa Location for 28 November: Claines Church Institute WR3 7RN</p> 

Getting the most out of Endowment Funds

5 December, 13:00 – 14:00

Some churches hold endowment funds, pots of money where traditionally the capital cannot be spent and only the income can be used for restricted purposes. However, there are ways that the capital can be used, either by winding up the fund, borrowing against the capital, or applying a total returns policy. This training will look at the options available to your PCC to practically utilise your endowment funds and consider the pros and cons of each action.

To book: <https://forms.office.com/e/w25UGemLBw>



West Midlands CMD Courses

Ministry and Leadership

Transforming Conflict:

23 – 24 October (In person)
20 November (Online)

A course for (post-curacy) clergy of the West Midlands who want to transform their handling of conflict in their parish(es) or ministerial contexts. For 2024, the first part will be a two-day residential at Shallowford House, Staffordshire, on 23 - 24 October 2024, from 10am on the 23rd to 4pm on the 24th. The second part is then an online follow-on day on 20 November 2024, 10am to 4pm.

For further information: <https://www.westmidlandscmd.org/training/transforming-conflict/>

Location: [Shallowford House Retreat Centre, Shallowford, Stone, Staffs,](#)

To book: email Janet Fox jfox@cofe-worcester.org.uk



Safeguarding

Governance and Compliance

View all safeguarding training and resources on the Diocesan website: <https://bit.ly/3F58oqv>

Basic Awareness course

Preparatory module and useful basic knowledge for anyone who is interested. This module is available via the [Safeguarding Training Portal](#).



Foundation course

Required learning for all PCC members, those working with children and/or vulnerable adults, and as pre-requisite learning for anyone needing to complete 'Leadership module'. Available via the [Safeguarding Training Portal](#).



Leadership Course

For Clergy, Licensed Lay Ministers (Readers), Authorised Lay Ministers, PSOs & Churchwardens. Takes place over two Zoom meetings plus some preliminary and post-course reflections; further information and dates on the [Diocesan Website](#).



Leadership Course – PTO Pathway

For those holding Permission to Officiate; an invitation will be sent at time of renewal.



Safer Recruitment Training

For Parish Safeguarding Officers, DBS Administrators, and anyone involved in parish recruitment, this is now available as an online course, accessible through the [Safeguarding Training Portal](#).

