



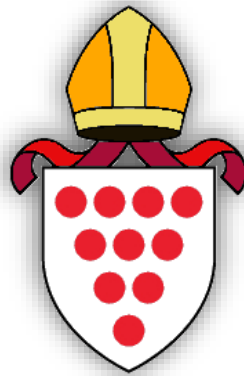
THE CHURCH
OF ENGLAND

DIOCESE OF WORCESTER

Training & Learning
Programme

AUTUMN 2025

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



Kingdom People

love • compassion • justice • freedom

Dear friends,

It's a great privilege to introduce myself as I begin in the role of Director of Mission and Ministry. I've recently joined the DBF after many happy years working in theological education and national church governance. It's exciting, as a native West Midlander, to be back in Worcestershire and the Black Country, where the deep history of Christian witness meets the vivid, complex realities of contemporary life!



This term's training programme offers a whole buffet of useful things and seeks to offer support, encouragement and practical help to all who minister in our parishes, schools and communities. Whether you are lay or ordained, new to ministry or long-established, I hope you'll find in these pages something to equip you, deepen your confidence, nourish your spirit or simply pique your interest.




We want this programme to be shaped by the needs and gifts of our clergy and lay leaders, so let us know what you'd like to see in future training and events programmes, or if there's anything you'd like to offer and, of course, do encourage others to come along.

I'm looking forward to getting to know everyone in the months ahead, and to walking together as we seek to grow as Kingdom People across the diocese.

With every blessing,

Joseph

Joseph Diwakar
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




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Data Protection: Caring for One Another's Privacy	8 October	In Person OR Online
Short-Form Video Magic: Engage Your Community	9 October	Online
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Learning about Joint Councils	5 November	In Person
Transforming Conflict	5 and 6 October and 3 December	In Person Online
SIAMS Framework: Day 3 The Effectiveness of Religious Education	6 November	In Person
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Introduction to the Buildings Management Portal	12 November	In Person
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Employment Essentials for PCC's: What you Really Need to Know	17 November OR 19 November	In Person OR Online
Teach the Faith	18 November	In Person
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Annual Treasurers Meeting	25 November	In Person
Canva Design for Churches: Create Stunning Visuals	27 November	Online

September 2025

Finance and Administration	<p>Cornerstone – Grants Database Wed 10 September, 12:30 – 13:30</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. There will also be some top tips on grant writing and where else you can find funding. We will also look at what's to come from the Cornerstone project.</p> <p>To book: https://forms.office.com/e/7L4FsEvEF4</p> 
Enrichment	<p>Clergy Study Day Thurs 18 September, 09:30 – 15:30</p> <p>This year's Clergy Study will be led by Canon Tim Reid, Diocesan Director of Education and Executive Director of Education for the Diocese of Hereford and the Diocese of Worcester. The theme for the day will be: <i>Churches and Schools as Partners in Mission</i> and will focus on effective relationships and collaborative working.</p> <p>Registration will be from 9.30 for a 10.00 am start and the day will conclude at about 3.30 p.m. Lunch will be provided. Please note this event is for Licensed Clergy only.</p> <p>Location: St Andrews, Pump Street, Worcester</p> <p>To book: email Fleur Fisher ffisher@cofe-worcester.org.uk</p> 
Finance and Administration	<p>New Treasurers Training Thurs 18 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/siw1dKtUWz</p> <p>Location: Diocese of Worcester Office Lowesmoor Wharf, Worcester</p> 

Education	<p>Overview of SIAMS Thurs 18 September, 18:00 – 20:00</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 for Inspection. It outlines the importance for each school in determining a distinctive Christian vision and gives a summary of the 7 questions which make up the Framework.</p> <p>To book: https://forms.office.com/e/UxVUZJXSGT </p>
Ministry and Leadership	<p>Building Healthy Teams Tues 23 September, 10:00 – 13:00 (also on 12 November)</p> <p>A half day online training for clergy and self-supporting colleagues which explores how to respond to conflict in a way that builds rather than erodes your team's unity and cohesion.</p> <p>Whatever the cause, if it stays unresolved, conflict will drain team morale, wellbeing and productivity.</p> <p>However, if it is approached with skill, sensitivity and care, conflict can be resolved in a way that makes a team stronger and more able to face any future challenge.</p> <p>In the company of an expert faith informed facilitator, this training will explore the specific ministry context and develop the skills you need to deal with conflict in the best way. You'll learn that a healthy team is not absent of conflict, but rather one that is able to address conflict when it arises, and find creative, constructive ways to move forward together.</p> <p>You'll also become more confident in your authentic self and find it easier to demonstrate genuine curiosity as you interact with members of your team at parish or diocesan level.</p> <p>To book: https://forms.office.com/e/SxTsHMuA0R </p>
Enrichment	<p>Lunchtime Learning – Poetry as Prayer Mary Oliver Tues 23 September, 12:30 – 13:30</p> <p>Mary Oliver, 1935-2019, was one of the most prolific spiritual poets of the 20/21st century. Writing in the United States of America, and a Pulitzer Prize winner, Mary Oliver is claimed by a number of denominations: she worshipped in the episcopal tradition but was often regarded as in some sense unitarian because of her focus on God as creator, and the creation as an especial revelation of the nature of God. The focus of her poetry is overwhelmingly that of nature, but she also celebrates the numinous in other aspects of ordinary life. She is often regarded as a feminist poet but receives considerable criticism from some feminists. She is seen as belonging to the tradition of Whitman and Thoreau.</p> <p>Helen Stanton is a theologian, writer and spiritual director, who formerly worked for the Cambridge Theological Federation, where she taught literature and pastoral theology, and latterly for the Queen's Foundation in Birmingham. Helen currently works as Warden of Holland House Retreat Centre, near Pershore.</p> <p>To book: https://forms.office.com/e/jCVe9R6F1d </p>

Buildings and Churchyards	<p>Introduction to the Buildings Management Portal (National Church team) Tues 23, Wed 24, Thurs 25 September, Timings tbc</p> <p>As you may have heard by now, the Buildings Management Portal will be replacing the Online Faculty System in October. The National Church will be running some training for parishes on its use.</p> <p>If you're already a regular user of the Online Faculty System, and have a good-grounding in Faculty rules, you may want to attend one of these National Church training sessions on the new system just to bring you up to date.</p> <p>We have provisional dates for this training as below, with further details to be confirmed by the National Church Team.</p> <p>If you think you'd benefit from more in-depth training, and didn't book on to one of our sessions in June, then you may want to attend our Diocesan training- listed separately in this brochure. (Wednesday 12th November 10.30-13:00, Diocesan Offices)</p> 
Governance and Compliance	<p>Learning about Joint Councils Wed 24 September, 10:00 – 12:00 (also repeated on 5 November)</p> <p>If you are part of a multi-parish benefice it is important that you are giving consideration to the benefits of forming a Joint Council to reduce the burden of governance and administration and lighten the workload of parish officers and incumbents. Even if you think this is not for you, you are warmly encouraged to come along and explore with others if your feeling is right. There is the potential to reduce the number of PCCs operating in the diocese by up to 100. Just imagine the time, energy and resources that could be saved, all without the loss of a single church. This workshop is for anyone interested in learning more or looking for help to move towards implementing a Joint Council.</p> <p>To book: https://forms.office.com/e/ON8wUN9FZQ Location: Diocese of Worcester Office Lowesmoor Wharf, Worcester</p> 
Governance and Compliance	<p>Good Governance for PCC Members Wed 24 September, 19:00 – 20:00</p> <p>This will be led by Discipleship and Lay Training Officer, Doug Chaplin. In this session we will cover the basics of PCC membership, and the responsibilities you share as a PCC member. We will look at what policies you are required to have, what policies you might find it helpful to have, and suggest a system for using those policies well. The responsibilities of a charity trustee, which is what you are as a PCC member can sound quite daunting when they're listed out, but in reality a lot of them are simple common sense. We aim to demystify them, and make them practical, so that you can better work with your incumbent in carrying out "the whole mission of the Church" in your parish, the principal charitable purpose of every PCC.</p> <p>This session will also be repeated 30 September at the diocesan offices as part of the 'On the PCC? Support for Church Council Members' training which will also include 'Finances for PCC Members' and 'Buildings for PCC Members'.</p> <p>To book: https://forms.office.com/e/hdE6J2C1V6</p> 

Finance and Administration	<p>Find Your Church's Story: An Interactive Workshop Thurs 25 September, 11:00 – 13:00</p> <p>Discover your church's unique story and learn how to share it with the world. This interactive workshop will guide you through a storytelling process that will help you connect with your audience on a deeper level.</p> <p>Bring your laptop or another device to this interactive training session.</p> <p>This training is being run by external agency Nexus in association with the diocesan communications team. Contact annika@nexuscl.com for more information and to book.</p> <p>Location: Diocese of Worcester Office Lowesmoor Wharf, Worcester</p> 
Education	<p>Overview of Governance in a Church School Thurs 25 September, 17:00 – 18:30 (Maintained Schools) 19:00 – 20:30 (Academy Trusts)</p> <p>This course is mandatory for foundation governors who are new or have been reappointed to a church school, and encouraged for who those wish to refresh their knowledge and understanding, this training session will address the following key areas:</p> <ul style="list-style-type: none"> ▪ statutory responsibilities and core function of governance ▪ a history of church schools and how context is key ▪ Church of England developments in education ▪ the role of a school governor ▪ the responsibilities of a foundation governor ▪ SIAMS church school inspection: increase your understanding and discover how to strengthen your role in this process <p>To book: https://forms.office.com/e/iTnfYm1SkL</p> 
Education	<p>Being a Clergy Ex-Officio or Bishop's Representative 30 September, 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 church and school communities to work effectively together. This will include an overview of the Church and School Partnership Award.</p> <p>To book: https://forms.office.com/e/5fCw6zxqTB</p> 

On the PCC? Support for Church Council Members**Tues 30 September, 10:00 – 13:00
(also repeated on 5 November)**

All PCCs are charities in law, whether you've yet registered with the Charity Commission (as a lot of PCCs now have) or not. That means that PCC members are charity trustees, and have particular responsibilities for the running of the church and parish. The PCCs charitable purposes are very widely drawn: the first function listed in law is "co-operation with the minister in promoting in the parish the whole mission of the Church, pastoral, evangelistic, social and ecumenical".

This autumn we're offering a series of linked learning events for PCC members (or those who are thinking about becoming PCC members) to help you carry out your responsibilities as well as you can, and support you in doing so.

We are offering all three events in a single morning, onsite at the diocesan office, and each as an individual hour online on evenings through the autumn.

Good Governance for PCC members (Also as a single session on 24 September, 19:00 – 20:00, online)

In this session we will cover the basics of PCC membership, and the responsibilities you share as a PCC member. We will look at what policies you are required to have, what policies you might find it helpful to have, and suggest a system for using those policies well. The responsibilities of a charity trustee, which is what you are as a PCC member can sound quite daunting when they're listed out, but in reality a lot of them are simple common sense. We aim to demystify them, and make them practical, so that you can better work with your incumbent in carrying out "the whole mission of the Church" in your parish, the principal charitable purpose of every PCC.

Finances for PCC members (Also as a single session on 22 October, 19:00 – 20:00, online)

PCC members, who are not themselves directly involved with the finances, need to be able to understand and engage with the treasurer's reports. This session will cover what you need to know about your church finances to ensure your trustee duties are fulfilled and help better plan for mission and ministry. 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.

Buildings for PCC members

You may not know your architrave from your clerestory, but as a PCC member you share a general responsibility to work with your churchwardens and incumbent to maintain your church building ("care, maintenance, preservation and insurance of the fabric of the church and the goods and ornaments thereof" – as the law says) and the churchyard or if you don't have a churchyard, the area around the church. In this session, we will cover what's involved in basic care of the building, health and safety issues, security and insurance, and outline the faculty system which is the legal framework for making any alterations or repairs, and mainly replaces planning permission.

To book: <https://forms.office.com/e/hdE6J2C1V6>

Location: [Diocese of Worcester Office Lowesmoor Wharf, Worcester](#)



Financial Planning During your Ministry & Beyond

Wed 1 Oct, 09:30 – 13:00

Finance and Administration

Speakers: Subject experts from The Church of England Pension Board, clergy pension and housing teams; plus independent financial advisers from Ecclesiastical Financial Advisory Services.

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.




In the financial planning session in addition to a session from the pensions board and housing teams we include:



- 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)
- 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)



Location: [Diocese of Worcester Office Lowesmoor Wharf, Worcester](#)



To book: <https://forms.office.com/e/mL1F1Fkwqr>








Education	<p>SIAMS Framework: Day 1 Thurs 2 October, 10:00 – 15:30</p> <p>Vision and Leadership</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 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>Focusing on inspection question 1, 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/KedqA5ikVT</p> <p>Location: Diocese of Worcester Office Lowesmoor Wharf, Worcester</p> 
Finance and Administration	<p>How to run a Legacy Campaign Thurs 2 October 12:30-1:30</p> <p>Legacies can be a substantial additional income for your church, but in order for people to leave you these generous gifts they need to be asked. Join us for this lunchtime session to talk about how to lead a successful legacies campaign. 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/HhsVZtBKDS</p> 
Enrichment	<p>Worcester Diocesan Spirituality Gathering Thurs 2 October, 10:00 – 12:30</p> <p>'Where now is your God?' - Spiritual journeying through illness and disease.</p> <p>Speakers: David Ryan and Helen Glithero, Chaplains, Worcestershire Acute Hospitals NHS Trust.</p> <p>This event is free and open to anyone who is interested. There will be the option of booking a simple soup lunch to follow the session.</p> <p>Further details to follow.</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: https://forms.office.com/e/9QhxZiyiGC or email 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> 

Ministry and Leadership	<div> <div> Everything you ever wanted to know about the Church of England (but were afraid to ask) </div> <div> Mon 6 October, 10:00 – 12:00 onsite 19:00 – 20:30 online </div> </div> <p>In response to requests from parishes and deaneries, Doug Chaplin and Sam Setchell will be running this session again this autumn. This will be particularly helpful for people newly elected to PCCs and Deanery Synods (or thinking of joining them), or those new to the Church of England. However, anyone is welcome and will find something of interest.</p> <p>The Church of England is a complicated body, and it is dispersed across lots of different structures and contexts. Even just understanding some of the features of your parish organisation can be hard enough. We have our own organisational language: parish, benefice, team ministry, deanery, diocese, synod, to which we've now added oversight ministry, pioneers, new worshipping communities and a whole host of other things. Then there's the alphabet soup: PCC, DCC, BMO, DBF and so on.</p> <p>In this session, Sam and Doug hope to demystify as much of the Church of England as possible, and answer your questions. The booking form for this session will have a box for you to write in your own most burning question, so that we can do our best to make sure we can find out the answer. After the session, and with your active participation, we shall create a jargon-buster and list of frequently asked questions for our website.</p> <p>Sam is the Diocesan Director of Communications, and Doug is the Discipleship and Lay Training Officer.</p> <p>Location for in person training: Diocese of Worcester Office Lowesmoor Wharf, Worcester To book: https://forms.office.com/e/0bQQfbRKJj</p> 
Enrichment	<div> <div> Retreat with Feet </div> <div> Tues 7 October, timings and venue to be confirmed </div> </div> <p>On July 7th October we will be running our next 'Retreat with Feet' well-being walks. This will offer the opportunity for a small group of licensed clergy (10) to simply spend time walking, talking, reflecting and connecting.</p> <p>Further details to be confirmed however if you would like to register your interest, please email Liz McKinnon lmckinnon@cofe-worcester.org.uk</p> 

Education	<p>Governors' and Governance Professionals' (Clerks') Briefings</p> <p style="text-align: right;">6 October, 18:00 – 19:00 OR 9 October, 18:00 – 19:00</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. • Statutory responsibilities & compliance • <p>To book: https://forms.office.com/e/XmvcgRSuST</p> 
Governance and Compliance	<p>Data Protection: caring for one another's privacy</p> <p style="text-align: right;">Wed 8 October, 10:30 – 12:00 onsite 19:00 – 20:00 online</p> <p>People speak about “GDPR” in various ways, sometimes as a reason not to do something, sometimes as a burden, sometimes as a swearword. But the General Data Protection Regulations (which is what GDPR stands for) are largely a mix of common sense, and about how we take reasonable steps to protect one another’s privacy.</p> <p>This session is intended to cover the basics of GDPR as they affect parish life, and to demystify terms like “legitimate interest” or “contractual obligation” by explaining where and how they affect parish administration.</p> <p>Our news often carries reports of a hack or data breach at some large company or other, accompanied by at least annoyance and sometimes real anger that these large corporations have let their customers down. We know that it matters to us that companies take care of our data. This training is about helping us be good stewards of the personal data of the people we serve and care for.</p> <p>Doug Chaplin (Discipleship and Lay Training Officer) and Judith Nex (Pastoral and Governance Administrator) will lead this workshop.</p> <p>Location for in person training: Diocese of Worcester Office Lowesmoor Wharf, Worcester</p> <p>To book: https://forms.office.com/e/qVwBXxpHuL</p> 

Finance and Administration	<p>Short-Form Video Magic: Engage Your Community Thurs 9 Oct, 14:00 – 15:00</p> <p>Learn how to create captivating short-form videos to share your church's message and connect with your audience. This session will cover tips and tricks for creating engaging content that stands out as well as video filming techniques, storytelling tips, and various platforms' best practices.</p> <p>This training is being run by external agency Nexus in association with the diocesan communications team. Contact annika@nexuscl.com for more information and to book.</p> 
Ministry and Leadership	<p>Stress and Resilience Starting Well: Tues 14 October, 10:00 – 16:30 Learn to build your resilience at the start of your ministry journey.</p> <p>Learn to take care of yourself by actively building and maintaining your capacity to deal with stress and adversity, also known as your 'personal resilience'.</p> <p>This one-day training course specifically for curates and first-time incumbents will look into a variety of approaches to stress in order to increase resilience and prevent burnout at the start of your vocation.</p> <p>When starting out, the challenge of a new role can be positive and motivating, encouraging deep learning and growth, shifting thinking patterns to new perspectives and possibilities.</p> <p>However, those in ministry roles can also face a range of challenges from managing problematic congregations or individuals, ongoing pressures on time and resources, to significant events within the parish. In the long run these pressures can take their toll, and the capacity to deal with it can slowly erode. This can have a detrimental impact on physical health as well as on ministry and personal lives, and in some cases can lead to burnout.</p> <p>In the company of an expert faith informed facilitator, this training will explore the ministry context and use evidence based identifiable factors to help develop and grow the skills needed to thrive in the role.</p> <p>Location: Worcestershire County Cricket Club To book: https://forms.office.com/e/ayv1AgBcAG</p> 

Ministry and Leadership	<p>Lectionary - Matthew's Gospel Thurs 16 October, 10:00 – 12:30</p> <p>This coming Advent we will again embark on a year of reading Matthew's Gospel at our principal services. Matthew is often considered important for its presentation of Jesus' teaching (most notably in the Sermon on the Mount). It also seeks to present Jesus as the fulfilment of the Old Testament traditions, which gives it a distinctive theological flavour and offers interesting questions on how Christians should relate to the Hebrew Bible. Matthew also has a strongly apocalyptic theological underpinning, which can make for challenging reading for contemporary readers. Matthew has a distinctive voice among the Gospels, and this workshop will aim to help us draw out that voice in preaching.</p> <p>This workshop is part of the LLM continuing development programme, but is also open to clergy and others. Led by Rev'd Dr Roger Latham, Vicar of Malvern Priory, it will look at Matthew's shape, theme, and theology, and how these can connect with the concerns and questions of our congregations.</p> <p>Roger was a student of literature to postgraduate level before ordination, and spent 15 years as a full-time theological educator specialising in literary approaches to the Bible (which were the focus of his doctoral research). He is also a passionate amateur military historian and wargamer, self-confessed Tolkien geek and steampunk.</p> <p>Location: St Wulstan's Church, Worcester To book: https://forms.office.com/e/rBG2DdsqxP</p> 
Education	<p>SIAMS Framework: Day 2 Thurs 16 October, 10:00 – 15:30 The Impact of Collective Worship</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. 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. This course focuses on inspection question 3.</p> <p>To book: https://forms.office.com/e/Mj3XFGdwsJ Location: Diocese of Worcester Office Lowesmoor Wharf, Worcester</p> 
Finance and Administration	<p>How to write your Will for free through the National Church Thurs 16 October, 12:30 – 13:30</p> <p>You can write your Will for free with the Church of England!</p> <p>Join us to talk about how you can write your will for free through the Church of England. Robyn Rooney, stewardship officer, will talk about her own experiences of writing her Wills through this service. 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/xwSs4gaAuS</p> 

Enrichment	<p>Lunchtime Learning – Poetry as Prayer Gerard Manley Hopkins</p> <p>Wed 22 October, 12:30 – 13:30</p> <p>Gerard Manley Hopkins is one of the greatest Victorian poets, who died young at the age of 44. Born and brought up an Anglican (his father was for a time churchwarden of St John’s, Hampstead, but while he was a student at Oxford, he was received into the Roman Catholic Church by St John Henry Newman. Soon after leaving Oxford, he entered the Jesuits and was eventually ordained.</p> <p>His poetry shows both a deep and profound appreciation of God’s creation and an often-agonised reflection on his own periods of doubt and depression, probably related to internal struggles over his faith and sexuality. He also developed a unique style that pushed the boundaries of then accepted poetic conventions, and helped pave the way for later free verse to develop. Although most of his poetry was unpublished in his lifetime, in the twentieth century he increasingly became appreciated as one of the greatest English poets.</p> <p>His poems reflect a deep faith both in joy and despair, expressed in a language that plays with sound in ways that make it impossible to read him silently. Many of his poems are often read as prayers, especially God’s Grandeur and Pied Beauty, which chime with many of today’s concerns about creation.</p> <p>Wyn Beynon, who is leading this session, is a recently retired parish priest, now learning to be a clergy spouse, and with a deep interest in poetry and spirituality. He is the author of a set of poetic meditations on ministry, <i>For This I Came</i> (Canterbury Press, 2023) and is also the Chair of the Diocesan Spirituality Network.</p> <p>To book: https://forms.office.com/e/eUX7jBGYjR</p> 
Buildings and Churchyards	<p>Workshop: Statements of Significance and Need & supporting documents for Faculties</p> <p>Wed 22 October, 14:00 – 17:00</p> <p>Are you finding statements of significance and need difficult to draw together for your project? In this session we’ll be looking at:</p> <ul style="list-style-type: none"> • where to find information for statements of significance, and how to access them; • how to shape your argument in the statement of needs; • what data to start collecting in support of your proposals, and how to highlight it in your statements. <p>There will be an opportunity to work through some “live” examples, and we’d encourage attendees to bring along their own existing statements of significance.</p> <p>We will also consider other forms of supporting information for Faculties, including:</p> <ul style="list-style-type: none"> • how many/what type of plans may be required; • how to get the best out of supporting information in your proposal, such as photos and quotes. <p>To book: https://forms.office.com/e/BL4FXPkf27</p> <p>Location: Diocese of Worcester Office Lowesmoor Wharf, Worcester</p> 

Finances for PCC Members

Wed 22 October, 19:00 – 20:00

This will be led by Parish Resources Officer, Chris Boden.

PCC members, who are not themselves directly involved with the finances, need to be able to understand and engage with the treasurer's reports. This session will cover what you need to know about your church finances to ensure your trustee duties are fulfilled and help better plan for mission and ministry. 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.

This session will also be run 30 September at the diocesan offices as part of the 'On the PCC? Support for Church Council Members' training which will also include 'Good Governance for PCC Members' and 'Buildings for PCC Members'.

To book: <https://forms.office.com/e/hdE6J2C1V6>



November 2025

Education	<p>Enabling governors, foundation governors and Ex-Officios to monitor the impact of the school's Christian Vision</p> <p>Tues 4 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/Km8Z0yiNi7</p> 
Finance and Administration	<p>Annual Treasurers Meeting</p> <p>Tues 4 November 19:00 – 21:00 (this session will also be repeated in person on 25 November)</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>To book: https://forms.office.com/e/n4nF1AQ9KE</p> 
Governance and Compliance	<p>Learning about Joint Councils</p> <p>Wed 5 November, 10:00 – 12:30 (also on 24 September)</p> <p>If you are part of a multi-parish benefice it is important that you are giving consideration to the benefits of forming a Joint Council to reduce the burden of governance and administration and lighten the workload of parish officers and incumbents. Even if you think this is not for you, you are warmly encouraged to come along and explore with others if your feeling is right. There is the potential to reduce the number of PCCs operating in the diocese by up to 100. Just imagine the time, energy and resources that could be saved, all without the loss of a single church. This workshop is for anyone interested in learning more or looking for help to move towards implementing a Joint Council.</p> <p>To book: https://forms.office.com/e/ON8wUN9FZQ Location: Diocese of Worcester Office Lowesmoor Wharf, Worcester</p> 

Transforming Conflict

Wed 5 and Thurs 6 November (In Person) AND
Wed 3 December, (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.

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.

Who is it for?

This course is for clergy and ministers of the West Midlands. It sits alongside our other programmes and complements our Working with Change programme and may be taken at any stage of licensed ministry.

Cost:



The cost of the programme will be borne by the diocese; your contribution would be travel only.



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 Donaldson training@cofe-worcester.org.uk



Education	<p>SIAMS Framework: Day 3 The Effectiveness of Religious Education</p> <p>Thurs 6 November, 10:00 – 15:30</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, the importance placed on RE, including the requirements for subject leaders, headteachers and governors. This course focuses on inspection questions 6 & 7 (VA).</p> <p>To book: https://forms.office.com/e/Fm8QvK7r9N Location: Diocese of Worcester Office Lowesmoor Wharf, Worcester</p> 
Ministry and Leadership	<p>Building Healthy Teams</p> <p>Wed 12 November, 10:00 – 13:00 (also on 23 September)</p> <p>A half day online training for clergy and self-supporting colleagues which explores how to respond to conflict in a way that builds rather than erodes your team's unity and cohesion.</p> <p>Whatever the cause, if it stays unresolved, conflict will drain team morale, wellbeing and productivity.</p> <p>However, if it is approached with skill, sensitivity and care, conflict can be resolved in a way that makes a team stronger and more able to face any future challenge.</p> <p>In the company of an expert faith informed facilitator, this training will explore the specific ministry context and develop the skills you need to deal with conflict in the best way. You'll learn that a healthy team is not absent of conflict, but rather one that is able to address conflict when it arises, and find creative, constructive ways to move forward together.</p> <p>You'll also become more confident in your authentic self and find it easier to demonstrate genuine curiosity as you interact with members of your team at parish or diocesan level.</p> <p>To book: https://forms.office.com/e/SxTsHMUa0R</p> 

Buildings and Churchyards	<p>Introduction to the Buildings Management Portal Wed 12 November, 10:30 – 13:00</p> <p>As you may have heard by now, a replacement for the Online Faculty System is coming in October. If you have responsibility for your Church building or are a key lead for fabric projects, then you'll want to join us for this introduction to the new Buildings Management Portal.</p> <p>The training will address everything you need to know to log List A works, make a successful application for List B (Archdeacon's) permission or a full Faculty online using the new system. We'll be able to show you all the steps, from registration, to how to submit an application, including how to upload and organise documents to support your proposals. In addition to the practicalities of the system, we'll share tips for making successful applications; such as templates that are available to make certain steps of the process easier, and how to arrange photos to best support your proposals.</p> <p>We will be running this in-person session to supplement those run in June this year -if you attended one of the June sessions, please do not book for this session, as the material will be the same.</p> <p>If you'd like to attend with others from your PCC or Benefice we would welcome this (provided all parties make an individual booking in advance), as we know that it can be valuable to have another person to discuss queries with when you get back to your Church (though we will of course be on-hand when the new system is introduced).</p> <p>To book: https://forms.office.com/e/Usi3neKAGN Location: Diocese of Worcester Office Lowesmoor Wharf, Worcester</p> 
Buildings and Churchyards	<p>Buildings for PCC Members Wed 12 November, 19:00 – 20:00</p> <p>This will be led by Olivia Sparks from the Church Buildings Team. You may not know your architrave from your clerestory, but as a PCC member you share a general responsibility to work with your churchwardens and incumbent to maintain your church building ("care, maintenance, preservation and insurance of the fabric of the church and the goods and ornaments thereof" – as the law says) and the churchyard or if you don't have a churchyard, the area around the church. In this session, we will cover what's involved in basic care of the building, health and safety issues, security and insurance, and outline the faculty system which is the legal framework for making any alterations or repairs, and mainly replaces planning permission.</p> <p>This session will also be run 30 September at the diocesan offices as part of the 'On the PCC? Support for Church Council Members' training which will also include 'Good Governance for PCC Members' and 'Finances for PCC Members'.</p> <p>To book: https://forms.office.com/e/hdE6J2C1V6</p> 

Governance and Compliance	<p>Employment Essentials for PCC's: What you Really Need to Know</p> <p>Mon 17 November, 19:00 - 21:00 (Online) Wed 19 November, 10:00 – 12:00 (In Person)</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>Location for in person training: Diocese of Worcester Office Lowesmoor Wharf, Worcester To book: https://forms.office.com/e/WUnGtN7Mrz</p> 
Ministry and Leadership	<p>Teach the Faith</p> <p>Tues 18 November, 10:00 – 12:00</p> <p>One of the key planks of Reader Ministry (Licensed Lay Ministry) as well as ordained ministry is to teach the faith. That can be done in a variety of ways, from sermons to home groups to individual conversations. Back in the day when our Prayer Book was first devised, it involved teaching people to memorise, and understand a catechism, a set of questions and answers that taught key elements of faith and practice.</p> <p>What is the basic content of the faith that we need to include in Christian Basics courses or Confirmation Courses? What do we need to teach as part of our ongoing follow-up after Baptism and / or Confirmation? What do we teach about the faith as Anglicans understand it to those who join us from another denomination?</p> <p>If one set of questions is all about content, then another is about method. What helps people learn? How do we teach skills like finding your way round the Bible? Is there still a place for learning some things by heart – key scripture verses, the Lord's Prayer, the Apostles' Creed? All these are questions that traditionally come under the heading of catechetics.</p> <p>In many parts of the world Anglican and other churches train specific people as catechists. The Roman Catholic church has both a very developed catechism and published guidance for catechesis. Are there lessons we can learn from elsewhere?</p> <p>This workshop is a conversation which Doug Chaplin, Discipleship and Lay Training Officer and John Fitzmaurice, Director of Vocations and Ordinands, are hosting for those who are interested in asking, exploring and answering these questions. It is particularly aimed at Licensed Lay Ministers, but is open to all who engage in this ministry of catechesis.</p> <p>To book: https://forms.office.com/e/iTMu3wNy5K Location: Diocese of Worcester Office Lowesmoor Wharf, Worcester</p> 

Enrichment	<p>Lunchtime Learning – Poetry as Prayer T S Eliot Mon 24 November, 12:30 – 13:30</p> <p>T S Eliot (full name Thomas Stearns Eliot) was an American who became a very English poet (even renouncing his American citizenship, and in whose poetry over the years we see reflected a journey from arid despair (<i>The Waste Land</i>) through his conversion to Christianity (<i>Ash Wednesday</i>) to a masterpiece of maturity and profound faith (<i>The Four Quartets</i>).</p> <p>This workshop will especially focus on the last of these works, <i>The Four Quartets</i>, while also looking at some other works, and explore how the resources of this poem have so much to teach us about prayer.</p> <p>Eliot writes out of both a wide literary and spiritual background, and a deeply complex and at times troubled personal life. England with both its real and mythic history became central to his sense of who he was, and that was reflected both in his poetry, and the way he served his local parish as churchwarden. He once described his views as “classicist in literature, royalist in politics, and anglo-catholic in religion.” He remains one of the most important and influential poets of the twentieth-century.</p> <p>Doug Chaplin, the Discipleship and Lay Training Officer who is leading this session, has been a fan of Eliot’s poetry from finding echoes of his teenage disillusion in <i>The Waste Land</i>, through to still ongoing resources for his prayer and spiritual reflection in <i>The Four Quartets</i>.</p> <p>To book: https://forms.office.com/e/Zy8FZerwVE</p> 
Finance and Administration	<p>Annual Treasurers Meeting Tues 25 November 19:00 – 21:00 (this session will also be online on 4 November)</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>To book: https://forms.office.com/e/n4nF1AQ9KE Location: St Stephen’s Church, Worcester</p> 
Finance and Administration	<p>Canva Design for Churches: Create Stunning Visuals Thurs 27 Nov, 14:00 – 15:00</p> <p>Back by popular demand! Learn how to create professional-looking designs for your church using Canva. We will cover how to use the platform and tips on creating stunning visuals for your church’s social media, website images, posters, magazines, prayer sheets and other print materials. This session is perfect for beginners and experienced designers alike.</p> <p>This training is being run by external agency Nexus in association with the diocesan communications team. Contact annika@nexuscl.com for more information and to book.</p> 

Authorised Lay Ministry (ALM)

Ministry and Leadership

There will be some ALM courses running this autumn, for Children and Youth Workers and for Worship Leaders. As with all of our ALM courses, applicants must be supported by their parish priest and their PCC. [The link to the ALM application form is here](#)

ALM Children's and Youth Worker course

This autumn, we are hoping to run 2 cohorts of our ALM Children and Youth worker training, in the north and south of the diocese.

If you feel called to work with and pray for children and young people, supporting them in their Christian faith journey through leading ministry in church, school and community, then this could be the course for you!

It is delivered over 8 sessions, helping participants to reflect on their context and experience, consider a theology for children and youth ministry and learn the nuts of bolts of planning, leading and reflecting on ministry together. Our aim is to deliver sessions at a time and location most convenient to the group members, beginning late September /early October 2025.

If you are interested in finding out more about this, then please come along to our information session on Tuesday 16th September at 7pm on Zoom **to book your place:**

<https://forms.office.com/e/dbq765VCQv>

Further information about the ALM Children and Youth Worker course and a role description [can be viewed here](#)

ALM Worship Leader course

We are expecting two courses for Worship Leaders to run this autumn. Starting on 7th October 2025 and running until 25th November, there will be a course at St Leonard's Church in Beoley.

Although the dates have not yet been finalized, we are also expecting a course to run in the Severn Parishes (probably based in Ombersley).

Both these courses have a core group in the local area, but will warmly welcome applicants from parishes elsewhere in the diocese.

An ALM Worship Leader is to lead corporate worship on behalf of the church, and help individuals, groups and congregations worship God. A typical worship leader role description might include some or all of these responsibilities:

- Leading Sunday worship in the local church.
- Leading weekday worship in the local church.
- Leading acts of worship in non-church venues.
- Leading a prayer group or other house group.
- Helping run a Fresh Expression.
- Supporting visiting LLMs or clergy by ensuring the church is prepared well.
- Leading community acts of worship e.g. at Christmas, Harvest or for a Pet Service.
- Leading services in residential care homes
- Taking holy communion to the sick or housebound

Further information about the ALM Worship Leader course and a role description [can be viewed here](#)

To register your interest for one of these courses please complete [the application form here](#): We will then make sure you have the contact details of the leaders of these courses.



Bishop's Certificate

Ministry and Leadership

What is the Bishop's Certificate?

This is a study course using tried and tested diocesan material which is offered in different places each year and run by volunteer tutors. It's designed to help you learn more about the bible and the great themes of Christian faith and life, and to relate these to your own experience and locality. It will encourage you to explore and reflect as you learn with, and from, the other people on your course. It's a great way to get to know people from neighbouring churches and different Christian traditions.

There are 30 sessions, and each one lasts about 1½ to 2 hours. Most courses run on a weekly basis over three terms, with the usual breaks for holidays, but each group can plan its own timetable.

What will I learn?

The course includes a mix of input from the course materials and from the tutor (everyone has their own copy of the full notes for every session), as well as discussion, personal reflection and looking at passages from the bible together. This is a course that invites everyone to get involved in sharing their ideas and experiences, but only as much as they wish to. Listening to, and learning from, each other is a significant ingredient of the whole experience.

The main subjects covered are:

- an introduction to the Old Testament and its central themes
- the person, life and teaching of Jesus
- Pentecost and the Holy Spirit
- Christian faith and creeds
- baptism, prayer and the Eucharist
- living and growing as Christians in today's world

As you explore these topics you will be learning about yourself and other people, as well as exploring your own faith.

How much does it cost?

It's £30 per person, to cover materials and administration.

When and where will the course happen?

We are hoping there will be four courses starting this autumn in the following parishes or locations. All the groups will welcome people from anywhere in the diocese.

- Cradley Heath – Starting October 2025
- Inkberrow - Starting September 2025
- Quarry Bank – Starting September 2025
- Worcester – Starting September 2025

For further information or to download an application form please see: <https://www.cofe-worcester.org.uk/your-faith/courses-group-resources/bishops-certificate/>

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 are also welcome, although no longer required to attend unless the parish is in vacancy. 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](#).



Raising Awareness of Domestic Abuse

Required learning for all Clergy, PTOs, Licensed Lay Ministers, PSOs and those working with children and/or vulnerable adults. It is recommended for PCC members, but not mandatory. We recognise the sensitive nature of the material and would encourage anyone who requires support to contact the [Safeguarding Team](#).

Modern Slavery & Human Trafficking

Optional learning for anyone interested, available via the [Safeguarding Training Portal](#).



The new Assistant Diocesan Safeguarding Advisor for Training has now started with the Safeguarding Team. She will be reviewing the training offer throughout July before publishing a new program of training dates on the Safeguarding Training webpage, for courses running September to December 2025. We have listened to your feedback and there will now be some face-to-face training sessions offered. There will be a new booking process to follow but please don't worry, there will be a how to guide available on the webpage. So please do check online over the summer and book yourself into the courses you need to complete.