

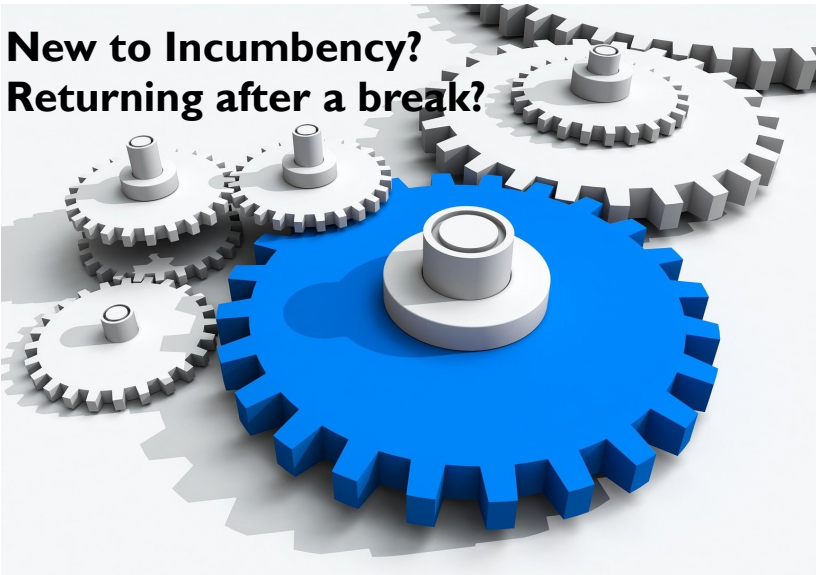


DIOCESE OF
GLOUCESTER

INTO INCUMBENCY

TRAINING PROGRAMME Sept 2023 - Jul 2024

**New to Incumbency?
Returning after a break?**



DEPARTMENT OF MISSION AND MINISTRY

Introduction

The transition from curacy, or associate ministry, to incumbent status can't be overestimated. Suddenly you are 'the vicar' with all kinds of decisions being deferred to you, and congregations and communities having an expectation of you which can feel way beyond your own understanding of your position or experience.

Alternatively you may be very experienced in sector ministry and everyone assumes you should somehow have absorbed everything you need for parish ministry.

Into Incumbency is an annual programme, planned and run by the CMD Team, to prepare and equip those preparing for, recently started, or returning to an incumbent role.

The programme consists of seven one-day workshops, with two sessions on each day, covering aspects of church leadership in which the incumbent has a distinctive role.

The sessions are led by experts from within the Diocese. It is expected that all third year curates moving on to incumbency take part while curates moving to assistant licences are also welcome to any of the sessions they think might be particularly useful. Any days that are missed may be picked up the following year, especially if you move to an incumbency in the diocese. Any clergy who would like to be updated or refreshed in aspects of their ministry are very welcome. The sessions are led in 'workshop' style, with case studies and discussion. Each session 'stands alone'.

To book in please use the online booking forms on the website:

<https://forms.office.com/e/h7NbYIsQKw>



When and Where

Held on Wednesdays in the Jerusalem meeting room at 4 College Green. 9.45am coffee for a 10am start and close by 3.30pm.

Sessions are 10am-12.30pm and 1pm – 3.30pm. Lunch is included.

Car Parking

Parking is not available outside the offices of 4 College Green. Details for local NCP car parks can be found by visiting their website which can be found below:

<https://www.gloucester.gov.uk/parking-transport-and-streets/parking/gloucester-city-car-parks/>

Cost

Curates: The cost will be covered as part of your training.

Clergy: The cost for each session (£10) will be taken from your CMD allowance.

Refreshments

Refreshments will be provided throughout the day, with a sandwich lunch served at approximately 12.30pm

How to book

Simply complete the course booking form indicating which session(s) you plan to attend.

Book your place on the CMD page of the diocesan website or go to the Events Calendar and click on individual events.

Please note that while third year curates are expected to attend, booking is still necessary to help us plan for group discussion and catering.

Inhabiting A Changing Role

2 October 2023

10am - 12.30pm

To explore the distinctive role of the incumbent and its relationship to our mission context and to thinking about the theological and practical implications of holding authority and considering how this role can be lived out with integrity.

Tutor: David Heywood - Interim Coordinator of Curate Training

Wellbeing

2 October 2023

1pm - 3.30pm

Forming habits of wellbeing will help you flourish in the challenges of incumbency.

Tutor: David Heywood - Interim Coordinator of Curate Training



Enabling and Sharing Ministry

29 November 2023

10am - 12.30pm

Part of every minister's role is to enable the ministry of all God's people. It is often easier to talk about collaborative ministry than to put it into practice. In this session we will consider some of the theories of how to develop teams and work with them and what that actually looks and feels like in the parish setting. We will also explore how this impacts the notion of being a leader.

Tutor: Pauline Godfrey - Head of Discipleship & Vocations
& Deputy Director of the Department of
Mission & Ministry

Parish Finances and Stewardship

29 November 2023 - To be confirmed

1pm - 3.30pm

To explore the particular role that the incumbent has in the financial management of the parish. This includes the basics of reading balance sheets and annual accounts, how to work well with the treasurer and how to approach stewardship and encourage congregational giving.

Tutor: Head of Finance



Hassle to Harmony

17 January 2024

10am - 12.30pm

Being an incumbent necessarily involves handling disagreement and conflict. This session helps us identify the importance of, and how to enable, different voices to be heard. Thus moving from conflict to more productive relationships.

Tutor: Pauline Godfrey - Head of Discipleship & Vocations
& Deputy Director of the Department
of Mission & Ministry

David Heywood - Interim Coordinator of Curate Training

Chair of the PCC and APCM

17 January 2024

1pm - 3.30pm

Archdeacons Hilary and Phil help us understand the legal aspects of the PCC, the responsibilities of the incumbent, and consider how to chair good and fruitful PCC meetings.

Tutor: Archdeacon Phil Andrew & Archdeacon Hilary Dawson



Supervision Skills

21 February 2024

10am - 12.30pm

Supervision is the art of helping someone develop in their ministry or role. At its heart it is offering someone thinking space so they can think through what they are learning. It also brings in managerial and pastoral aspects. This session will help you think through how you supervise others and how you might be even more effective in that role.

Tutor: David Heywood - Interim Coordinator of Curate Training

Legal Matters

21 February 2024

1pm - 3.30pm

This session covers some of the main areas where legal issues impact on day to day ministry. This includes: Marriage - banns, qualifying connections, common and special licenses and marriage registers. Baptism - canon law requirements and issues relating to the baptism of children and young adults. Burials and internments of cremated remains.

Tutor: Jos Moule - Diocesan Registrar, will draw on practical examples of where matters can go wrong so that clergy can be alert to the potential difficulties in these areas.

Church Schools

20 March 2024

10am - 12.30pm

Exploring the ways that the incumbent can engage with children, staff and pupils in their schools and to help us understand the important aspects of children's spirituality, as well as the basics of governance.

Tutor: Director of Education & CEO of DGAT

Environment and Faith

20 March 2024

1pm - 3.30pm

Against the background of the climate and biodiversity emergencies, the Diocese is giving increasing priority to exploring environmental concerns as a core discipleship priority. We achieved bronze Eco Diocese accreditation in February 2021 and are working towards silver, recognising both that it is something we are called to do in God and that it is increasingly becoming a missional barrier when churches are not seen to be taking this seriously. This session explores both the theological underpinning and practical outworking of environmental commitment within church life.

Tutor: Cate Williams - Environmental Engagement Officer



Building and Faculties

15 May 2024

10am - 12.30pm

This session is designed to help clergy navigate the broad and potentially complex range of issues affecting buildings and churchyards. Putting buildings within their wider missional context and not simply considering the practical implications which buildings present, the session covers the role of the DAC, resources available to help you, permissions (including faculties), and grants.

Tutor: Archdeacon Phil Andrew,
Adam Klups - DAC Secretary & Churches Officer
Hilary Menendez - Assistant Church Buildings Officer

Positive Safeguarding

15 May 2024

1pm - 3.30pm

Looking at the specific role of the incumbent in safeguarding: where the responsibilities lie, how to develop the safeguarding work of the parishes and oversight of those involved, and how the Safeguarding Department can support you.

Tutor: Led by members of the HR and Safeguarding team

The ABCD of Community

10 July 2024

10am - 12.30pm

Asset **B**ased **C**ommunity **D**evelopment encourages good practice for churches engaging with local communities. The ABCD approach resonates with the Christian understanding of 'mission dei' - finding out what God is doing and joining in - and with our understanding that everyone God has made is of value and has something worthwhile to offer. Explore the practicalities of the ABCD model and how it may dovetail with the theology and practice of mission.

Tutor: James White, Pioneer Minister

Keep on Running the Race

10 July 2024

1pm - 3.30pm

With our commitments to those we serve we also need a commitment to ourselves - to what keeps us growing as human beings, as disciples and as ministers.

This session will gather together insights from the Into Incumbency course and provide space to look at what habits we need to develop if we are not only to survive, but to flourish.

Tutor: Bishop Rachel & David Heywood - Interim Coordinator of Curate Training

Contacts

If you would like more information please contact:

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