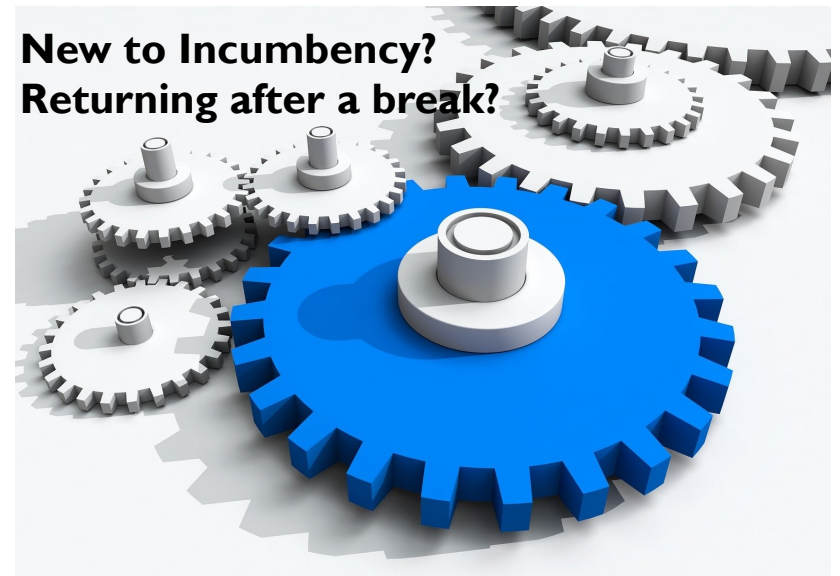




INTO INCUMBENCY

TRAINING PROGRAMME Sept 2024 - Jul 2025



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/sGKCmg4eBM>

Contacts

If you would like more information please contact:

The Revd David Treharne
Collaborative Ministry: Foundational Learning

Tel No: 07503 949751
Email: dtreharne@glosdioc.org.uk

Julie Mansfield
Secretary to the Interim Coordinator of Curate Training

Tel No: 07754 099756
Email: JMansfield@glosdioc.org.uk



The ABCD of Community

9 July 2024

10.30am - 1pm

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

9 July 2024

1.30pm - 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 Treharne- Collaborative Ministry Officer

When and Where

Held on Wednesdays in the Jerusalem meeting room at 4 College Green. 10.15am coffee for a 10.30am start and close by 3.30pm. Sessions are 10.30am-1pm and 1.30pm – 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 1pm

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

18 September 2024

10.30am - 1pm

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: Sandra Millar Director of the Department of
Mission & Ministry

Wellbeing

18 September 2024

1.30pm - 3.30pm

Forming habits of wellbeing will help you flourish in the challenges of incumbency. Heather McCartney, a psychotherapist, is working with people in ministry in a number of dioceses, offering psychotherapy, pastoral supervision and training.

Tutor: David Treharne Collaborative Ministry Officer

Building and Faculties

21 May 2024

10.30am - 1pm

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

21 May 2024

1.30pm - 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



Environment and Faith

19 March 2025
10.30am - 1pm

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

Church Schools

19 March 2024
1.30pm - 3.30pm

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: Jane Borgeaud Director of Education

Enabling and Sharing Ministry

20 November 2024
10.30am - 1pm

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

20 November 2024
1.30pm - 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: Lisa Gardner Director of Finance, Property & Giving



