

Clergy
Support
Trust

Wellbeing Workshops



A new partnership
approach to clergy
wellbeing and
development

Welcome from the Chief Executive

For almost four hundred years, Clergy Support Trust has served those who spend their lives serving others.

As the largest and oldest charity supporting Anglican ministers and their families, we offer a range of grants and services seeking to help with the financial, mental and physical health of clergy households across the Church of England, Church of Ireland, Church in Wales, and Scottish Episcopal Church.

Listening to clergy, and learning from them, is core to our mission – and it's that which has led to our new Wellbeing Workshops.

From various conversations, including with diocesan leaders, we discerned a desire and a need for high-quality spaces where clergy might come together, reflect on their own wellbeing, and receive training to support them in that.

Critically, we were told that this training needed to be clergy-specific and focused on smaller groups allowing for detailed discussion, rather than larger, more corporate-style offerings which might distract from, or feel less relevant to, the context in which most clergy serve.

The model for our new Wellbeing Workshops:



We've worked with five exceptional providers to curate courses which, we hope and pray, reflect the gaps we were told about.



Dioceses can now book those courses, for their clergy, direct with these providers.



Clergy Support Trust will fund these courses via a 'course credit' model, based on diocesan headcount.

We hope it proves useful for, and that it contributes in some small way to, a family of clergy across the Churches we serve who are able to thrive in ministry and in their personal lives.



Partnership is at the heart of this programme. That partnership includes dioceses, who will be responsible for selecting and booking courses (and finding participants!), and our amazing training providers, with whom we will work to improve the Wellbeing Workshops. Clearly, feedback from clergy will also be essential to reforming and improving this new area of work

Nor is the list of courses set in stone; we hope it will grow with time as you suggest new additions.

At a time when ministry, for all its joys, can prove deeply challenging, our prayer is that these Wellbeing Workshops make a useful contribution to the lives and ministry of those extraordinary women and men who do so much for so many others.

We are privileged to walk alongside them.

A handwritten signature in black ink, reading "Ben Cahill-Nicholls", with a horizontal line underneath.

The Revd Ben Cahill-Nicholls
Chief Executive, Clergy Support Trust

To find out more about the Wellbeing Workshops programme, email us at wellbeingworkshops@clergysupport.org.uk.

If you wish to book Workshops for your clergy, please e-mail providers directly.

Thank you to our training provider partners for their involvement and continued support.

Mental Health First Aid

Accredited by Mental Health First Aid England, training in Mental Health First Aid (MHFA) will equip participants with a practical framework for supporting those experiencing mental health concerns.

- Grounded in research, and developed with clinical practitioners, MHFA is designed to enhance participants' knowledge and confidence in how best to help others, whilst also looking after their own wellbeing
- Within a church context, this programme can help participants reflect afresh on their theology of suffering, healing and recovery
- All participants will receive a 100-page printed workbook, and access to digital resources for up to three years post-training, including the MHFA App which provides 24/7 digital support
- The training has been warmly received by cohorts of curates, parish priests, chaplains, area deans, and archdeacons



Audience: All in ordained ministry



Participants: Up to 12



Format: In-person or online (2 days)



Credits: 1.5



Contact: hello@humantalk.co.uk

Please note that there are limited slots available for MHFA delivery before January 2024, which will be booked with dioceses on a first-come first-served basis. You are encouraged to book early.

Trauma-informed Ministry: Reflecting on Covid and moving forward in a changed world

This Workshop will explore the emotional and psychological impact of the pandemic on clergy and their congregations.

Participants will:

- Look to the future, at our human need for connection and relationships with others, and what helps to equip and sustain us for the challenges we face in pastoral ministry and church leadership
- Have the chance to process what happened during the pandemic and the effect it had on their wellbeing, ministry and vocation
- Draw on neurobiology and trauma theory alongside biblical and faith resources, considering 'where we are now' - living in a time of uncertainty and change within the Church as we emerge from the pandemic



Audience: All in ordained ministry



Participants: 12 - 18



Format: Online (half-day), in-person (full-day)



Credits: 0.5 (half-day) - 1 (full-day)



Contact: hilary@isons.org.uk



The Reverend Hilary Ison gained experience in Organisational Consultancy, Systems Leadership and Systems Constellations, after her initial theological training and ordination. She was a member of a research team on Tragedy and Congregations from 2017-21, and is a Trustee of St Luke's for Clergy Wellbeing.

Building a Healthy Team and Dealing with Conflict

In the company of an expert faith-informed facilitator, this training will explore the specific ministry context, and develop the skills participants need to deal with conflict in the best way.

Participants will:

- Discover how conflict often arises and how it can be resolved
- Understand the principles of building a healthy team
- Recognise how past life experiences can impact working relationships
- Develop listening skills to support team relations
- Gain confidence in having difficult conversations

Participants will also 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



Audience: All clergy



Participants: 12 - 16



Format: In-person, online (3 hours)



Credits: 0.5



Contact: info@thrive-worldwide.org

**Thrive
Worldwide**

Thrive Worldwide is a cross-cultural and multidisciplinary team of clinicians, consultants and coaches providing health, wellbeing and leadership support. With extensive experience supporting dioceses, our team of specialist training facilitators will help clergy build their resilience to enable them to thrive in their role.

Stress and Resilience: Starting Well

The pressures of ministry can take their toll and can have a detrimental impact on physical health, mental health and in some cases can lead to burnout.

Participants will:

- Understand what is meant by personal resilience
- Increase their awareness and normalisation of common experiences of stress and burnout in themselves and in those around them
- Be introduced to mirroring/vicarious trauma when caring for others
- Explore coping strategies such as self-compassion, reframing, self-awareness and self-care
- Develop skills that facilitate their own self awareness (eg. emotional intelligence)
- Develop strategies to effectively manage/reduce stress in a personal thriving action plan



Audience: Curates and first incumbents



Participants: 12 - 16



Format: In-person, online (1 day)



Credits: 1



Contact: info@thrive-worldwide.org

**Thrive
Worldwide**

Thrive Worldwide is a cross-cultural and multidisciplinary team of clinicians, consultants and coaches providing health, wellbeing and leadership support. With extensive experience supporting dioceses, our team of specialist training facilitators will help clergy build their resilience to enable them to thrive in their role.

Leadership Training for Emerging Leaders

This Workshop will establish solid leadership foundations for the future, for those taking their first steps in leadership. If you are a more experienced leader, explore GiANT's second course.

Participants will:

- Increase their self awareness of personality wiring in order to understand behavioural tendencies: strengths, challenges, blind spots and stress behaviours that leaders will need to watch out for
- Develop collaborative leadership skills that draw out the strengths of others and enable a healthy culture in ministry and mission, and in united and effective teams (from staff teams to PCCs)
- Learn about intentional multiplication, learning from the example of Jesus to help leaders prioritise who they give their time to in the parish
- Discover skills to build healthy rhythms for work and rest for long term flourishing in ministry, identifying both the season the church, and the leader, are in and how to lead through the potential variance



Audience: Curates, new incumbents



Participants: 12 - 20



Format: In-person, online, hybrid



Credits: 0.5 (half-day) - 1.5 (two-day)



Contact: stu@londongiant.com

GiANT

The Reverend Stu Wright has over 25 years' leadership experience, has been ordained for 15 years, and has led churches in some of the most challenging places in the UK. He is a Partner at GiANT London, a specialised leadership consulting group. Stu oversees a team of experienced coaches.

Leadership Training for Established Leaders

This Workshop will benchmark current leadership, refine leadership skills and enhance character formation and personal development to lead with excellence.

Participants will:

- Move from plateauing/struggling in leadership to identifying pain points and building a resilient plan for the next season
- Have a personality deep-dive to identify patterns of behaviour and leadership tendencies for personal growth
- Learn skills for leading under pressure and stress, and how to stay healthy and be both present with family and productive in ministry, despite the challenges
- Learn about intentional investment into team leadership – effective delegation, having difficult conversations which liberate and dealing with conflict and organisational change well, in order to increase the health and efficacy of teams
- Increase the ability to pass on gifts, skills and competencies to other less experienced leaders through wise relational and professional development
- Hone their organisational leadership skills in terms of vision, values, roles and responsibilities, structures and strategies for thriving churches and ministries



Audience: Incumbents, Associates and Senior Clergy



Participants: 12 - 20



Format: In-person, online, hybrid



Credits: 0.5 (half-day) - 1.5 (two-day)



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Reflective Practice Groups

Reflective Practice Groups are most effective for groups of 5-6 clergy with a trained, independent facilitator, meeting regularly over two years.

- St Luke's for Clergy Wellbeing believes that clergy who are involved in pastoral care need the training and discipline of frequent, ongoing support or supervision to sustain their work and help them flourish
- Regular reflection in a group has been shown to reduce feelings of isolation, support boundary-setting and develop self-awareness
- Dioceses can request funding for their existing groups, or dioceses wanting to set up new groups can contact St Luke's for help with the process, and this will be funded by the wellbeing workshops programme
- Each group supported, for one year, will count as one course credit



Audience: All in ordained ministry



Participants: 5 - 6 (per group)



Format: In-person (preferred), online



Credits: 1 (per group, per year)



Contact: wellbeing@stlukesforclergy.org.uk

St Luke's
for clergy wellbeing

St Luke's for Clergy Wellbeing offer a range of preventive resources, training and services in support of clergy wellbeing, made available via the dioceses, as well as one-to-one psychological therapy for individual clergy. They help clergy to flourish in their ministry.

Funding and Administration

The last thing we want is for this programme to prove burdensome to clergy and diocesan staff who are, in many cases, already overworked! We've kept the administrative side simple.

Diocese



Appoint a diocesan lead to identify and select which Workshops they wish to access
Contact a training provider directly to discuss dates, logistics, and further details
Select participants and arrange logistics for the Workshop (venue, catering, etc)*

Training Providers



Deliver the agreed Wellbeing Workshop
Provide any related materials i.e. workbooks, follow-up conversations
Invoice Clergy Support Trust

Clergy Support Trust

Pay training providers' costs, including expenses
Monitor feedback from course participants and from diocesan leads
Develop workshops list around ongoing dialogue with clergy and dioceses

To find out more about the Wellbeing Workshops programme, please email the Trust at wellbeingworkshops@clergysupport.org.uk. If you are the diocesan lead and wish to book workshops for your clergy, please e-mail providers directly.

*Dioceses will be required to cover their own internal costs, such as catering and venue.

Course Credits

Each diocese will receive a number of 'course credits' per calendar year, based on headcount of stipendiary + SSM clergy:

1 - 150 clergy	2 course credits
151 - 200 clergy	3 course credits
201 - 300 clergy	4 course credits
301 - 450 clergy	5 course credits
451+ clergy	6 course credits

Headcounts do not include retired clergy, though they can attend. Numbers are based on the most recent available ministry statistics for each Church we serve (CofE, Col, CiW, SEC); if in doubt, please contact us. Dioceses can book more courses than their 'credits' allow, but CST will only pay invoices to the agreed threshold. We warmly encourage smaller dioceses to partner with other dioceses to 'merge' their course credits.

Clergy Support Trust

If you need support, contact
our friendly, independent team



0800 389 5192



grants@clergysupport.org.uk



www.clergysupport.org.uk

Honorary Presidents:

The Archbishops of Canterbury and York
The Bishops of London and Worcester
The Lord Mayor of the City of London

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