

Clergy
Support⁺
Trust

Wellbeing Workshops



A new partnership
approach to clergy
wellbeing and
development

Welcome from the Chief Executive

As the largest and oldest charity supporting Anglican ministers and their families, we offer a range of grants and services 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 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.

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.



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 these courses, for their clergy, directly through these providers.



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 are continuing to work to improve the Wellbeing Workshops. The feedback we're receiving from clergy is essential to reforming and improving this 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'.

The Revd Ben Cahill-Nicholls

Chief Executive, Clergy Support Trust



Clergy Support Trust funds these courses through a 'course credit' model, based on diocesan headcount.



To find out more about our workshops, email us at wellbeingworkshops@clergysupport.org.uk

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

Trauma-informed Ministry

This workshop explores how recent developments in trauma theory and neurobiology can resource clergy who find themselves striving to keep going without adequate recovery following the pandemic.

Participants will learn:

- what happens in our body and brain when we are dealing with trauma, or experiencing chronic stress, anxiety and conflict
- how leaders, congregations and communities can respond pastorally, to help responses to be less reactive and more considered, creative and sustainable
- where God is in all of this, and what connections there are between our experience of trauma and our biblical and faith resources
- how our Scriptures are a robust resource in trauma, and demonstrate the power of reframing as a component of resilience



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 of conflict, 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 in ordained ministry



Participants: 12 - 16



Format: In-person, online (3 hours)



Credits: 0.5



Contact: info@thrive-worldwide.org

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, new incumbents



Participants: 12 - 16



Format: In-person, online (1 day)



Credits: 1



Contact: info@thrive-worldwide.org

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



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 in 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)



Contact: stu@londongiant.com



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How it works

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*

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, CoI, CiW, SEC); if in doubt, please contact us. Dioceses can book more courses than their 'credits' allow, but CST will only pay invoices up to the agreed threshold. We warmly encourage smaller dioceses to partner with other dioceses to 'merge' their course credits.

Feedback from participants of recent workshops

“Absolutely brilliant! Clear teaching,
generous space for discussion and
self-reflection.”

“Really practical and enjoyable content.
I feel affirmed and energised!”

“Best course I have taken part in for a
very long time. Very good and worthwhile.”

“Renewed my enthusiasm to care for myself
and gave me helpful insight into my coworkers.”

**If you need support, contact
our friendly, independent team**



0800 389 5192



grants@clergysupport.org.uk



www.clergysupport.org.uk

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