

To

- all licensed clergy
- those holding PtO
- LLMs

18 October 2021

Luke the Evangelist

Dear Friends

On this St Luke's Day, I am reminded of our call to be heralds of the good news of Jesus Christ and, as the Ordinal reminds us, to join in the work of pastoral care in searching out the poor and weak, the sick and lonely, and to minister to them. Thank you for the part you all play in that across the diocese. I am also aware at this time how hard all of that is with different demands coming at us as we establish new patterns in a Church which has been changed by Coronavirus.

God requires us to be faithful and the number of times Christ spoke about anxiety reassures me that God understands the reality of stress and worry in the world. Please do not be overwhelmed and use the resources available to you to step away from ministry from time to time, to pray, to retreat, to have fun and, if required, to receive counsel.

We are also in a time of considerable change globally, nationally and as a Church. Sharing the burdens one with another will, therefore, be important as we grapple with the realities facing us, as well as having faith in God who created the heavens and can work miracles. Thank you to those of you who have embraced the Generous Giving Campaign this last month. We hope the resources were helpful to you. They will continue to be on the website, so do make use of them in the future should you wish.

#### Diocesan personnel

Diocesan personnel are also changing so please do pray for some good appointments as the DBF uses its resources wisely and well to employ key people to support the work of clergy and parishes. Two important appointments will be being made towards the end of the year.

The first will be to support and develop lay ministry, with responsibility for commissioned and licensed ministries, and helping us develop our pioneer and chaplaincy ministry. There has been a huge gap in that provision for some time. Thank you for your patience in making sure all our Lay Pastoral Assistants (LPAs) and Lay Worship Leaders (LWLs) have been DBS checked, safeguarding trained and recommissioned for the next three years. It will be good to have someone overseeing all of that process as we equip people and give those in our Churches confidence as Christ's followers today.

The second appointment will be for someone who focuses on developing online learning and our CMD programme. The diocese has begun to partner with Sarum College for which we are grateful. We are, however, aware that there is a need to bring together training/resourcing for parish officers, as well as lay ministers and yourselves so that we can offer a rich provision of wellbeing and theological resources as well as practical training.

We hope that you will see the benefit of people bringing expertise to these areas and will encourage anyone you think may be suitable to apply when the posts are advertised.

Diocesan staff are keen to get out and about to meet parishes so please do invite them to deanery chapters, retired clergy gatherings or synods to engage with you as we share in ministry and mission together.

### Safeguarding

One of the reasons I am sending this ad clerum now is to continue to highlight the importance of safeguarding and to update you on the changes for training, which, I hope, will make courses more accessible and ministry specific.

The National Church has produced a new framework for safeguarding which is in effect from September 2021. The core training courses continue to be Basic Awareness, Foundation and Leadership. Training needs to be completed every three years, but it is not necessary to repeat all the courses in three years' time, just the one at your highest level.

Basic Awareness and Foundation are both accessed online via the [Church of England Training Portal](#) and are self-taught, easy to follow and interactive. Basic Awareness is for all volunteer roles in the Church and Basic Awareness and Foundation level is now the training required for those who work with children, young people, or vulnerable adults (for example, youth workers, children's workers, leaders of groups, LPAs, LWLs, choir leaders, and church wardens).

If you would like to deliver the Foundation course face-to-face within your parish, Jonathan Whiter will be facilitating 'Training the Trainer' courses so someone from your Church can run this course locally. The Leadership course will be available to attend as a Zoom course led by Jonathan and a limited number of courses delivered face-to-face.

The Leadership Course is only for those who lead a congregation or are significantly involved in shaping the culture of the Church (mainly licensed clergy, and Licensed Lay Ministers (LLMs)). Bell Tower Captains are still required to complete the Leadership course.

There is also now a new PTO course for those holding PTO. This means that those who hold PTO have the choice of either attending a face to face one day PTO course specific for those who do not hold responsibility for others in a parish or continuing to join with the online Leadership Course (a number of sessions). Both of these will be advertised via [the web site](#) (where the PTO specific module is called Safeguarding Face-to-Face Leadership Training Course).

The National Church has also produced two new training courses on the topics of Safer Recruitment and Understanding Domestic Abuse. Safer Recruitment is available online from the Church of England Training Portal, and Domestic Abuse will soon be offered online and as face-to-face sessions throughout 2022.

Details of all of this have been sent to parish safeguarding officers. As part of the compulsory training, all licensed clergy are now required to attend Domestic Abuse training and therefore a number of training days for this purpose will be held across the diocese in 2022 to which all licensed clergy will be invited. Other ministers (LPAs, LLMs, PCC members and others) will be encouraged to undertake the training throughout 2022.

Finally, from January 2022 the DBS cycle will last for three years instead of five. All PTOs issued from January 2022 will, therefore, be granted for three years to tie in with this change.

### Vocations and Confirmation

It was a joy recently to attend an evening for all those involved in supporting vocation in the diocese and I am grateful to all those who give additional time to that role. Please use the vocation network to support those in your parish who may be feeling a calling to a specific ministry. A number of vocation days are being held throughout the year and these are open to anyone who wishes to know more about particular ministries or who senses God's call. For many it is often a nudge or tap of a shoulder from a church leader that encourages enquiry so do continue to be proactive in vocation spotting!

For many of you, Church life following the pandemic probably means concentrating on regular worship and nurture. There are those who have discovered the local Church over the last year or so and it is heartening to see people gathering to learn more about the Christian faith. Confirmation can mark a significant step in a faith journey, following on from or including baptism. Bishop Andrew and I are both committed to being responsive to any requests for a Confirmation service or to others attending services already arranged.

Please find on [the attached sheet](#) Confirmation services planned for the next six months across the diocese. We are delighted to have services at the Cathedral back in the diary, and it is not too late should you have candidates to bring on the 6<sup>th</sup> November. Please let Sally Ruffer ([Bishop.Admin@salisbury.anglican.org](mailto:Bishop.Admin@salisbury.anglican.org)) at The South Canonry know if you and your candidates would like to attend. Please contact either the Sherborne or Ramsbury offices regarding additional services.

We continue today to pray for all those whose lives have been affected by Covid, very mindful of the continued rise in cases, particular amongst our young people and those who have been vaccinated. Do continue to take care, follow guidance being aware of your local congregations and your own vulnerabilities.

As Luke enjoyed the company of others in the early Church, I too am grateful for our partnership in the gospel and for your prayers at this time. Thank you. Please do join me in continuing to pray for the Vacancy in See process and for the appointment of the next

Bishop of Salisbury.

With every blessing

+ *Karen Sherborne*

**The Rt Revd Karen Gorham**

**Bishop of Sherborne and Acting Bishop of Salisbury**

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