Dear Brothers and Sisters,

This is the **third and final** *Ad Clerum* before Christmas!

There are 3 important matters that I wish to bring to your attention:

1. Resources for Christmas 2020 and Lent 2021
2. Training for clergy: resources in early 2021
3. International development aid: lobbying your MP
4. **Christmas 2020 and Lent 2021**
5. The Christmas carol service recording, accessible through the QR code or the link chichestercathedral.org.uk/carol-service-2020. It includes prayers, readings, carols and a short homily. There is no charge for using this resource, which is available from 5 December.
6. Christmas carols and other music for Christmas, recorded by the choir of Chichester cathedral will also be available for use, free of charge, from 5 December.
7. All services for Christmas, New Year and Epiphany from Chichester cathedral will be streamed: details are available on the Diocesan website.
8. We are grateful to the Dean and Chapter and the choir of Chichester cathedral from making this available.
9. A sermon for Christmas by the Bishop, for Sunday 27 Dec by Bishop Will and for Sunday 3 Jan by Bishop Ruth.
10. N.B. It is very important that you make whatever arrangements are necessary to ensure a post-Christmas break, including time before the lockdown resumes to visit family and friends within your bubble.

 vii The Lent Course, *Cracked Wide Open*, is launched today, details are available on

 the Diocesan website, and a recorded introduction from me can be downloaded

 at <https://www.chichester.anglican.org/lent-2021/>

1. The course offers podcasts, written material, sermons, discussion notes, liturgical resources, and prayer diary. All material will be available on the Diocesan website.
2. **Training for clergy: resources in early 2021**
3. **Unconscious bias** training will be provided for all licensed clergy in February 2021. It will be undertaken by Zoom in groups of 30, led by Dawn Lewinson, who has a proven track record of working with clergy, understanding our needs, diversity and circumstances.
4. The dates for these training sessions are:

**January**

[Tuesday Jan 5th 10-12.30](https://www.eventbrite.co.uk/e/what-is-unconscious-bias-for-chichester-clergy-only-tickets-131056711151?utm_campaign=post_publish&utm_medium=email&utm_source=eventbrite&utm_content=shortLinkNewEmail)

[Monday Jan 11th 10 - 12.30](https://www.eventbrite.co.uk/e/what-is-unconscious-bias-for-chichester-clergy-only-tickets-131058652959?utm_campaign=post_publish&utm_medium=email&utm_source=eventbrite&utm_content=shortLinkNewEmail)

[Monday Jan 18th 13.00-15.30](https://www.eventbrite.co.uk/e/what-is-unconscious-bias-for-chichester-clergy-only-tickets-131059316945?utm_campaign=post_publish&utm_medium=email&utm_source=eventbrite&utm_content=shortLinkNewEmail)

[Tuesday Jan 19th 13.00-15.30](https://www.eventbrite.co.uk/e/what-is-unconscious-bias-for-chichester-clergy-only-tickets-131059746229?utm_campaign=post_publish&utm_medium=email&utm_source=eventbrite&utm_content=shortLinkNewEmail)
[Thursday Jan 28th 13.00-15.30](https://www.eventbrite.co.uk/e/what-is-unconscious-bias-for-chichester-clergy-only-tickets-131060165483?utm_campaign=post_publish&utm_medium=email&utm_source=eventbrite&utm_content=shortLinkNewEmail)

**February**

[Tuesday Feb 2nd 10-12.30](https://www.eventbrite.co.uk/e/what-is-unconscious-bias-for-chichester-clergy-only-tickets-131060725157?utm_campaign=post_publish&utm_medium=email&utm_source=eventbrite&utm_content=shortLinkNewEmail)

[Thursday Feb 4th 10-12.30](https://www.eventbrite.co.uk/e/what-is-unconscious-bias-for-chichester-clergy-only-tickets-131061066177?utm_campaign=post_publish&utm_medium=email&utm_source=eventbrite&utm_content=shortLinkNewEmail)

[Monday Feb 8th 10-12.30](https://www.eventbrite.co.uk/e/what-is-unconscious-bias-for-chichester-clergy-only-tickets-131061377107?utm_campaign=post_publish&utm_medium=email&utm_source=eventbrite&utm_content=shortLinkNewEmail)

[Tuesday Feb 9th 10-12.30](https://www.eventbrite.co.uk/e/what-is-unconscious-bias-for-chichester-clergy-only-tickets-131061888637?utm_campaign=post_publish&utm_medium=email&utm_source=eventbrite&utm_content=shortLinkNewEmail)

[Wednesday Feb 10th 13.00-15.30](https://www.eventbrite.co.uk/e/what-is-unconscious-bias-for-chichester-clergy-only-tickets-131062033069?utm_campaign=post_publish&utm_medium=email&utm_source=eventbrite&utm_content=shortLinkNewEmail)

[Tuesday Feb 16th 10-12.30](https://www.eventbrite.co.uk/e/what-is-unconscious-bias-for-chichester-clergy-only-tickets-131062215615?utm_campaign=post_publish&utm_medium=email&utm_source=eventbrite&utm_content=shortLinkNewEmail)

[Wednesday Feb 17th 13.00-15.30](https://www.eventbrite.co.uk/e/what-is-unconscious-bias-for-chichester-clergy-only-tickets-131062717115?utm_campaign=post_publish&utm_medium=email&utm_source=eventbrite&utm_content=shortLinkNewEmail)

You can sign up for these sessions using *Eventbrite* by clicking on your chosen date above.

1. There is no cost to you for this training. It is as important as your Safeguarding training.
2. Unconscious bias training invites us to explore our attitudes in a range of contexts and to identify what drives how we respond to each other. The training does not presume that some are biased, while others are not. It begins with the reality that there is bias in all of us. The issue is how and whether we know what it is, and act accordingly in the light of that knowledge.
3. If you are licensed in the diocese but are unable to attend any of the training sessions, please let your archdeacon know.
4. **Living in Love and Faith**, and introductory day led by Dr Eeva John and other members of the LLF team will take be a Zoom event on 7 May 2020. It will be an introductory day for clergy, outlining the process that has been undertaken in preparation for the LLF publications, and the scope of listening and of learning that those publications seek to make possible.
5. This training day is a prelude to the wider introduction of LLF that is expected of every diocese. The handling of that introduction will be discussed at Bishop’s Council and then presented in the Diocesan Synod in May.
6. The training event will give information; it will not seek to form or canvass any particular viewpoint.
7. N.B. Both these areas of training have arisen from local circumstances and national debate in the Church and in wider society. The bishops and archdeacons of this diocese are committed to resourcing and supporting you in responding well to these issues that touch us all.
8. N.B. We are mindful of the sensitivity attached to these areas of training. We are providing this training because we believe that it will build your confidence in handling pastoral, theological and cultural issues, and because we believe that you deserve to be equipped in this way.
9. N.B. As we prepare for this training, I hope that we would be aware of the claims of Christian faith upon us and of the imperative to speak to each other and about each other in ways that will bear scrutiny by the Lord to whom we shall render an account of how we served in his name.
10. **International development aid: lobbying your MP**
11. You will have seen that in the Government’s spending review there is a proposal to reduce our contribution to international development aid of 0.7% of Gross National Income.
12. The commitment to this aid was a landmark cross-party achievement and it represented a moral imperative to work for the eradication of poverty as a source of conflict, in which women and children are the first casualties, and the environment is often the second.
13. The present Government campaigned in the last election on the basis of commitment to this 0.7% contribution. Honouring that commitment should withstand the economic challenges of the pandemic, since we remain one of the world’s wealthiest nations and have an important contribution to make to its peace, stability, and recovery of reverence for the earth, our common home.
14. If you wish to register your support for this statement of moral commitment to international development, please write to your MP, and encourage members of your congregation to do the same.
15. This is the email that I have sent to all MPs whose constituency is within this diocese:-

*The Archbishop of Canterbury has been among those who have questioned the proposal to cut our commitment to overseas development aid. That commitment to 0.7% of Gross National Income was the fruit of cross-party consensus, and a substantial political achievement.  The cut has rightly drawn criticism from across the political spectrum and beyond it.*

*I write to ask you to resist this cut.*

*Justin Welby described this commitment as “one of the greatest achievements of the country”.   In moral and ethical terms, I hope you would agree.  I believe it is also a statement of human solidarity, answering a Biblical question, “Who is my neighbour?” in a modern way that is informed by global awareness with all its environmental implications.*

*As we know, poverty is one of the causes of political instability, extremism, and the violation of law and human dignity, locally and internationally.  Poverty can be a breeding ground for terrorism.  At its best, investment in the eradication of poverty is investment in a safer world.*

*Nor can this work be short term.  Over the past year, questions and debate in the House of Lords have repeatedly focused on the dire situation in Yemen.  We know that a short-term response to the humanitarian crisis there will not solve its deeper causes.  Our aid needs to be secure and consistent if it is to effect change.  So it is important that we retain the focus on development as one of the objectives in this work.*

*A cut in our contribution to this global commitment to development will undermine work for a better and a safer environment and put at risk the benefits of our investment hitherto.  For us as a nation it will signal departure from political consensus on a matter of moral principle.*

*I hope that because of the importance this matter has at home and abroad, you will feel able to withstand a decision to cut our 0.7% commitment.*

May Jesus Christ, whose birth was heralded by the message of peace on earth among people of goodwill, gladden your hearth this Christmas with the reality of that hope.

***+Martin***