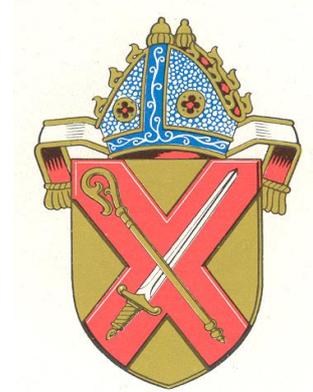


IME Phase 2 Programme 2017-18



Walthamstow Town Hall



Diocese of Chelmsford

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Welcome from Graham Hamborg



Welcome to the programme of IME Phase 2 days for 2017-18.

It was good to have been with a curate and their incumbent recently, and have the experienced incumbent say in respect of the two curates currently licensed to the Team Ministry, and others before them, that they hardly ever came back from a curate training day saying that it had been a waste of time or not worth going to.

This is my final offering of a year's worth of IME Phase 2 days and evenings. In the time that I have been in post I have endeavoured to make sure that the days are practical and related to mission and ministry, but also I hope with some points at which they link to the theological awareness and knowledge that curates arrive with from their course or college. I have tried to listen to feedback, and I am grateful to those who have given it. I am grateful, too, to many course leaders who give their time voluntarily as contributors to the programme. We don't have the budget that pre-ordination training institutions have, and without the goodwill of course leaders the programme would be a lot sparser.

Obviously I anticipate that my successor will change and develop the programme in future years. Indeed, if I were to be continuing, I would have made changes anyway. Specifically, while those in Years 2, 3 & 4 of curacy will recognise the shape of the programme from previous years, for those being ordained in 2017 it would have been my intention to keep the

current first-year programme as a foundation year, but then to introduce a different approach in Years 2 onwards, with a menu of options, and days to be attended being agreed by curate, incumbent and CMD Adviser. You will have to wait and see whether my successor goes down such a route, or develops it in other ways.

The IME Phase 2 programme seeks to cater for all, from those in full-time parish ministry through to those who hold full-time secular work. The one occasion in which we all come together is for the annual residential weekend, which this year is being led by the Bishop of Chelmsford and a team that he will form for it.

Full-time parish curates should attend all the days relating to their year group. Those in full-time secular work should attend all the evening sessions, plus the residential weekend and any Saturdays. Those with part-time parish focus should decide with their incumbent and Area CMD Adviser what days and/or evenings they will join, and these should be written into the Annual Training & Development Plan as firm commitments.

The pages that follow set out the programme for the year September 2017 – June 2018. Please ensure that you enter all dates relevant to you in your diary, and keep them clear so that you can attend. As stated in the *Handbook for Curates and Training Incumbents*, if there is a clash between diocesan IME Phase 2 and parish activities, the bishops are clear that IME Phase 2 takes precedence. Best, of course, is to avoid such clashes arising by having these dates in your diary from the outset.

The usual timing of days is arrivals and coffee from 9.30, for a prompt 9.50 or 10.00 start, with a finish time no later than 4.00pm. Please assume this to be the case unless it is specified otherwise.

A schedule of the day is generally sent out two or three weeks ahead, and at this point you will be asked to confirm to our CMD Administrator, Sue Denham, that you will be attending, or to give your apologies if some unavoidable important circumstance necessitates it. May I underline the importance of responding to this e-mail when it comes: it is frustrating, and should be unnecessary, for Sue to have to chase people up.

Most days are on a 'bring your own packed lunch' basis, but sometimes lunch is provided. For this purpose, Sue needs to know of any dietary needs: she keeps a note of these, but it is up to you to let her know them at the outset and to let her know if they change at all.

I wish you every blessing as we share in these opportunities for learning, growth and fellowship.

A handwritten signature in blue ink that reads "Cusack Hamburg".

April 2017

Annual Residential Weekend for Curates in Years 1, 2 & 3

Intentional Evangelism

Leader The Bishop of Chelmsford & team

Date 12-14th January 2018

Place High Leigh Conference Centre, Hoddesdon, Hertfordshire

This weekend is part of our response to a national Church of England initiative in which bishops are invited to partner with ordinands and curates in intentional evangelism. Bishop Stephen will be a major and significant contributor to the weekend, along with others who will be drawn together into a group to work with him.

There will be opportunities to join in working evangelistically with our bishops and archdeacons during the summer of 2018, so that training and practice go hand in hand.

All three Area CMD Advisers will be present throughout the weekend.



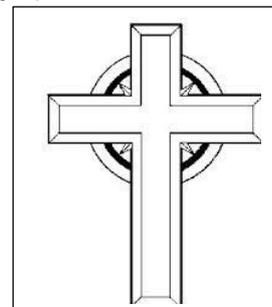
Rt Revd Stephen Cottrell
Bishop of Chelmsford



IME Phase 2 for Year 1 Curates

Funerals and Bereavement

Leader Revd Canon David Tudor & Revd Jenny Heinink
Date Thursday 19th October or Saturday 25th November 2017
Place Christ Church, Warley (19th October)
 The Library, Diocesan Office (25th November)



This day is both for Year 1 curates, and any recently licensed or about-to-be-licensed lay ministers.

Some full-time parish curates will, by the time these days take place, already have conducted some funerals; and some curates who have previously been readers will have longer experience still. Others will not yet have taken one. Whether we are refreshing our skills and reflecting on our practice, or preparing for what will be a new ministry, this day gives opportunity to consider the purpose of funerals, the context in which we minister, and our own beliefs and feelings in respect of death, funerals and bereavement.

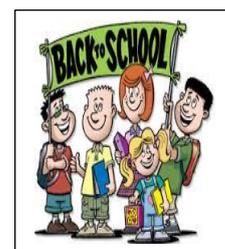
David Tudor is Team Rector of Canvey Island and Area Dean of Hadleigh.

Jenny Heinink is locally-deployed minister at St Luke's, Cranham.

There is some preparatory work to be done for this day, details of which will be sent to you.

Ministry in Schools

Leaders Revd Canon Tim Elbourne, and colleague(s) from the diocesan
 Education Team
Date Thursday 30th November 2017
Place St Cedd's Hall, Chapter House, Chelmsford



Parish-School links can and should be a vital part of the Church's mission and ministry. So we need to understand how schools work, what different kinds of school there are, how we can build links, and what kinds of opportunities may be open to us as clergy.

Taking school assemblies will be something that some of us enjoy and do well, but which others find daunting, demanding and stretching.

This day will recognise that participants come with varying degrees of experience of school life, from some who have been teachers and governors to others who have had little, if any contact with a school, and it will aim to have something for everyone.

Tim Elbourne is the diocese's Director of Education. He will be joined in leading the day by one of the diocesan Schools Advisers.

IME Phase 2 for Year 1 Curates (continued)

Ministerial Identity: Inhabiting the Role, Adapting to Public Ministry

Leaders IME Phase 2 Coordinator & Revd Ann Coleman

Date Tuesday 27th February 2018

Place The Retreat House, Pleshey



Five or six months in, what is ordained life doing to our sense of who we are? And to our prayer lives? Can we be professional in our conduct and also be ourselves? How are we finding it being clearly in the public eye?

This day will be a mixture of input and conversation, with some space to reflect on where our ministry is up to.

Ann Coleman is priest-in-charge of All Saints, Doddinghurst, and coordinates the diocesan Spiritual Direction network.

EIG Financial Seminar

Leader Mr Richard Wood, of the Ecclesiastical Insurance Group

Date Wednesday 25th April 2018 (9.45-2.00)

Place The Boardroom, Diocesan Office

Please note that this session is primarily for those in stipendiary ministry. Self-supporting ministers are welcome to come, but need not. The session ends with a sandwich lunch (provided)

Preparing to Preside at Holy Communion

Leaders IME Phase 2 Coordinator and invited speakers

Date Tuesday 10th July 2018

Place The Retreat House, Pleshey



This is not a “how to do it” day – we assume that training incumbents provide instruction on this – but a reflective day on which three speakers of different traditions share their thoughts, and invite conversation, on questions such as:

- What it means to them, and what they feel, when they preside at Holy Communion;
- Their theological view on what is happening in the Eucharist, and all that goes with it;
- How their personal perceptions have changed over time (if they have);
- How they think the Eucharist is viewed by their congregation(s);
- The Eucharist as a context for pastoral care, healing and mission;
- The place of children at Holy Communion;
- What ‘ceremonial’ ingredients they do or don’t include, and why they do or don’t include them (e.g. hand-washing, elevation).

IME Phase 2 for Year 2 Curates

Personal Safety in Ministry

Leader Mr Paul White
Date Wednesday 11th October 2017 (to be notified whether morning only or
Place The Orchards, Mascalls Way, Great Baddow afternoon too)

As ordained ministers we wish to be available to others. But we also need to be aware of the risks to us in the course of our ministry, and how we may take sensible and practical steps to minimise such risks.

Paul White worked for the Metropolitan Police as head of the Counter Terrorism Security Unit that advises businesses and individuals on protective security strategies and measures, a role which he now heads up nationally. He is also a regular member of his Anglican church, just outside our diocese.

The Church as a Healing Community – Issues of Mental Health

Leader Revd Nigel Copsey and colleagues
Date Tuesday 14th November 2017
Place St Cedd's Hall, Chapter House, Chelmsford

Clergy are not mental health professionals, but we nevertheless find ourselves alongside those struggling with mental health issues. This day will aim to increase our understanding and awareness, and to help us know how we and our churches can support people.

Nigel is Team Leader for Spiritual Care at the East London Foundation Trust, which provides mental health services to East London; prior to this he was priest-in-charge at the Ascension, Victoria Dock.

Church Schools Placements

As described in *Handbook for Curates and Training Incumbents*, it is now a regular feature of curacy for **Year 2 stipendiary curates** to undertake a week's block placement in a Church School. While this is normative for all stipendiary curates, any self-supporting curates who wish to undertake such a placement may do so: please contact the IME Phase 2 Coordinator.

Dates will be negotiated between the curate and the headteacher of the school with which the curate is linked, but all will be in the term between Christmas and Easter 2018.

There is a **preparatory seminar** ahead on the afternoon of **Wednesday 29th November 2017**, and a **follow-up reflection seminar** on the afternoon **Wednesday 18th April 2018**. Both will be held in the Library, Diocesan Office with sandwiches (provided) at 1.00pm followed by the seminar.

IME Phase 2 Days for Year 2 Curates (continued)

Understandings of Mission

Leader IME Phase 2 Coordinator and invited speakers

Date Tuesday 6th February 2018

Place St Cedd's Hall, Chapter House, Chelmsford

It is readily agreed that 'Mission' must have a high priority in the church's life. But what do we understand 'Mission' to be? On this day three speakers from varied church traditions will share their views with us.

The speakers will be asked to address questions such as:

- What are your own personal priorities in mission?
- What balance do you hold between Christian presence in the community and building up the Christian community?
- When you speak of 'Growing the Church', what are your priorities among growth in numbers, growth in spiritual depth and reality, growth in community, growth in effectiveness of discipleship, or any other kinds of growth?
- What part do Evangelism, Pastoral Care, and Social Concern play in your understanding of Mission?
- What part does Sunday worship play in forwarding your priorities?
- How does your engagement with people through the occasional offices relate to your priorities? What are your practices and policies relating to them? (e.g. open baptism policy, or requirement to attend a course and/or church; marriage after divorce)
- How do you see your ministry contributing to the priorities of 'Transforming Presence'?
- How do you help lay people develop as disciples?
- How do you help lay people to articulate their faith?
- What else is important for you in your participation in the *Missio Dei*?
- How much does your congregation (or congregations) share your understanding of mission?

Caring for Life, Preparing for Death

Leaders Revds Vickie Peters, Gill Moore, and Lucyann Ashdown

Date Thursday 3rd May 2018

Place St Helena's Hospice, Colchester



Gill Moore and Vickie Peters job share the chaplaincy at St Helena's Hospice.

Lucyann Ashdown is chaplain of Farleigh Hospice, Chelmsford.

This day will invite us to look at our own attitudes to and feelings about death. A consultant specialist in palliative care will outline the history of the hospice movement, and lead us into discussion of current issues in palliative care, such as the growing pressure from some to legislate for assisted suicide. We shall understand the role of a chaplain in such a setting, and see how chaplaincy fits into the life of a hospice.

IME Phase 2 for Year 3 Curate

Giving, Stewardship and Finance in Christian Discipleship

Leaders Revd Canon Martin Wood and Mr Robin Stevens

Date Tuesday 3rd October 2017

Place St Cedd's Hall, Chapter House, Chelmsford

The perception of some people is that 'the Church is always after your money', and perhaps that's why some clergy find it difficult to talk about money or teach about giving. Anyway, how do we approach the whole topic? Is it simply a question of needing to pay our bills and give a bit away? Or is giving a discipleship issue? How can PCCs and diocesan synods be good stewards? What resources does the Church of England and the Diocese of Chelmsford have to offer to help us?

Martin Wood is Mission & Ministry Adviser for the Bradwell Episcopal Area. Robin Stevens is a Reader at All Saints, Springfield, and has been the Church of England's national Stewardship Adviser, and Stewardship Adviser to the Barking Episcopal Area.

Young People and the Church

Leaders Hannah Robinson and Mark Tiddy

Date Thursday 16th November 2018

Place Christ Church, Warley

What are the features of current youth cultures? What is recent research showing us about young people and the Church? How can we encourage the faith development of young people? What do young people themselves say about participation in "church"? What are the pros and cons of paid, employed church youth workers? And how do we encourage and support the many volunteer youth workers in our churches?

Hannah Robinson and Mark Tiddy are the Barking and Bradwell Episcopal Area Youth Advisers (and if a Colchester Area Youth Adviser has been appointed by the time this day comes round, he/she may well join in leading).

IME Phase 2 for Year 3 Curate (continued)

Moving On

Leaders IME Phase 2 Coordinator & Jill Mowbray
Dates Tuesday 20th – Wednesday 21st February 2018
Place The Retreat House, Pleshey

The conference will run from mid-morning on Tuesday until Wednesday afternoon. Those intending to apply for an incumbency or priest-in-charge post after curacy should be present throughout the conference. Those intending to move into Associate Ministry should attend for the first day only.



At this point in the curacy it is time to think about “What next after the curacy?” For stipendiary curates, it is likely to be a move to an incumbency or other post. For self-supporting curates it may be a change to an Associate Ministry post in a different parish or within the same parish. What are the options? How does the Church of England’s appointments process work? What do curates need to do to find the right move?

This event will explain the processes of the Church of England in appointments. It will allow participants to reflect on their curacy so far, and on what they are sensing their next step may be. There will be opportunity to ‘decode’ advertisements in the Church Times, and interpret parish profiles. Attention will be paid to writing applications, interviewing and presenting in a church appointments process.

There is some preparatory work to be done for this event.

The Area Bishops will meet with each stipendiary curate in or around March, and SSM curates later on, and ask that curates wait to take part in this conference, have that meeting with their bishop, and be “signed off” before applying for posts.

Team Working

Leaders The Ven Mike Lodge, Archdeacon of Southend
Date Wednesday 9th May 2018
Place The Orchards, Mascalls Way, Great Baddow

Collaborative ministry and team-working are biblical and theologically sound principles. So how do we work them out in practice in grass-roots, local church life? How do we lead teams well? How do we participate well as team members when someone else is in the ‘team leader’ position? What tools are available to us?

Before becoming Archdeacon of Southend, Mike Lodge formed and led parish teams in his ministry in Cheltenham and then as Team Rector of Rayleigh.

IME Phase 2 for Year 3 Curates (continued)

Moving into Incumbency

Leaders IME Phase 2 Coordinator and one or both of Revd Jill Mowbray & Revd Canon Dr Roger Matthews

Date Tuesday 26th – Wednesday 27th June 2018

Place Chigwell Convent

This conference is for those moving into an incumbency post; and any already appointed to an incumbency, or who may even have moved, are still invited to this event. It will run from mid-morning on Wednesday to tea time on Thursday. It will explore the opportunities and challenges of moving into incumbency.

The day will explore questions such as

- How is life different when the buck stops with you?
- How do you maintain your sanity, and a balanced life?
- What spiritual discipline or rule of life will sustain you?
- Where do you get the help and support you need?
- What church law and regulations do you need to be aware of?



Evening IME Phase 2 for Curates in Secular Work

These sessions are specifically provided for those unable to attend midweek IME Phase 2 days. They are all held **on Thursdays**, so that we can share supper (full hot meal) with St Mellitus College before our session.

Times for all of them are:

6.30 Supper in the Cathedral (enter through vestry door, north side)

7.10 Leave to go over to the Boardroom in the Diocesan Office

7.15 Session

8.30 Finish

In order to send out an e-mail about each evening two or three weeks ahead, we need to know who is unable to attend midweek days and therefore needs to be invited to these sessions. Please contact Sue Denham (01245 294450 or sdenham@chelmsford.anglican.org) to let her know if that includes you.

Giving, Stewardship and Finance in Christian Discipleship

Leader Revd Canon Martin Wood

Date Thursday 5th October 2017

Martin Wood is the Bradwell Area Mission & Ministry Adviser. His brief includes working with parishes on stewardship, finance, and major capital projects. This session will draw from the Year 3 midweek day that he will have led two days previously.

Young People and the Church

Leaders Hannah Robinson and Mark Tiddy

Date Thursday 30th November 2017

Hannah Robinson and Mark Tiddy are the Barking and Bradwell Episcopal Area Youth Advisers (and if a Colchester Area Youth Adviser has been appointed by the time this day comes round, he/she may well join in leading)

This session will draw from the Year 3 midweek day that Hannah and Mark will have led two weeks previously.

Evening IME Phase 2 for Curates in Secular Work (continued)

Workplace Chaplaincy

Leader Revd Andy Hudson

Date Thursday 1st March 2018

What is workplace chaplaincy? And how does it relate to Christians seeking to live out their discipleship in the workplace, and to those who are ordained or licensed ministers in the workplace?

Andy Hudson is vicar of St Stephen's, Purfleet, in the Mardyke Team Ministry, and chaplain to Thurrock & Lakeside shopping centres. He also chairs the diocesan network of workplace chaplains. The diocese has chaplains to Braintree, Chelmsford, Colchester, Epping, Harlow and Romford town centres; Stratford City Westfield and Thurrock & Lakeside Shopping Centres; Essex Fire and Rescue Service; Essex Police Service; Essex University; London Stansted Airport; Snaresbrook Crown Court; and Southend & Adventure Island.

How do Ministers in Secular Employment fit into Diocesan Strategy?

Leader Rt Revd Roger & Revd Sally Morris

Date Thursday 3rd May 2018

Roger Morris is Area Bishop of Colchester. Sally Morris is Headteacher of Manningtree High School and Associate Priest in Lawford, the Bromleys and Little Bentley.

Team Working

Leader The Ven Mike Lodge

Date Thursday 7th June 2018

Before becoming archdeacon of Southend, Mike Lodge formed and led parish teams in his ministry in Cheltenham and then as Team Rector of Rayleigh.

Collaborative ministry and team-working are biblical and theologically sound principles. So how do we work them out in practice? How do we lead teams well? How do we participate well as team members when someone else is in the 'team leader' position? What tools are available to us?

This session will draw from the Year 3 midweek day that Mike will have led a month previously.