



The Church of England  
in Essex and East London

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Diocese of Chelmsford

# IME Phase 2 Programme

## 2022-23

Diocese of Chelmsford

[www.chelmsford.anglican.org/continuing-ministerial-development/curates](http://www.chelmsford.anglican.org/continuing-ministerial-development/curates)

# Contents

<b>Introduction</b>	Page 3-5
How do I choose events?	Page 3
How many events do I need to attend?	Page 3
What if I am on a Pioneering Path?	Page 4
Record Keeping	Page 4
How to book	Page 4
Format of events	Page 4
Resources	Page 4
Contacts	Page 5
<b>Compulsory and optional training events available</b>	Page 5-7
<b>—by pathway and year</b>	
Incumbent Path	Page 5-6
Associate Path	Page 6
Pioneer Path	Page 6-7
LLM	Page 7
<b>Detailed information on each training event—listed in date order</b>	Page 8-22
<b>Resources</b>	Page 22-23
Registering with Moodle	Page 22
Safeguarding	Page 23
The Year 1 Schools and Children’s Work Module	Page 23

**Please note** if you are accessing the training programme via a printed copy of this brochure you should go online to check the latest updates—[www.chelmsford.anglican.org/continuing-ministerial-development/](http://www.chelmsford.anglican.org/continuing-ministerial-development/) curates

## Introduction

Welcome to the programme of the IME Phase 2 training for 2021-2022.

This booklet includes all the details you will need to plan, book and attend your training for the year.

### How do I choose events?

#### Curates

It is YOUR responsibility to plan and book the training events, ensuring that you attend all compulsory events for your stage of curacy. At the beginning of each year you will need to craft a training plan in consultation with your training incumbent and send this to your CMD Adviser by the **5th September**. The contents of this training programme will focus on what you need for the unique vocation God has crafted for you.

Once your programme is crafted and agreed, please book all dates *in your diary* and *via Eventbrite*. If you are not booked onto an event you will be marked absent. If you are booked and fail to attend you will be marked absent. Failure to attend training will be discussed and recorded in your end of year report and may result in a non-completion of curacy.

#### LLMs

Speak to your supervisor and decide what will enhance your unique vocation that God has crafted for you. Some courses are compulsory for new LLMs (these are indicated on page 7).

Once your programme is crafted and agreed, please book all dates *in your diary* and *via Eventbrite*. If you are not booked onto an event, you will not be expected, even if they are compulsory for you.

### How many events do I need to attend?

#### Curates

20% of your ministerial time should be spent on supplementary modes of learning, which includes supervision with your TI, writing theological reflections, your own reading and attending training events.

Some events are compulsory, depending on your cohort and your pathway. These are listed on pages 5-7. The events listing (pages 8-22) indicates the amount of hours we expect the event to take (including any prior preparation and subsequent project or follow-up work).

For curates in full-time ministry (average 44 hours a week for 46 weeks a year) 20% will be 400 hours of supplementary modes of learning, of which about half should come from the IME2 programme.

For curates offering fewer hours than full-time, the amount of hours spent in training needs to be reduced pro rata, keeping to the 20% rule where possible.

#### LLMs

There are three compulsory events for new LLMs. There is no set pattern for how many hours training you should undertake. Most other events are open to you and should be attended as part of an agreed training programme, including the annual residential in January, if you wish to.

## **What if I am on a Pioneering Path?**

There is a programme of compulsory training courses, curated by Ian Hilton and run in partnership with Church Mission Society, designed to continue the training and understanding of curates who have followed a pioneering path in IME1. You will need to attend both the pioneer training and the relevant compulsory events for your particular stage of curacy.

Please note that if you sign up for the Pioneer training, you are expected to attend *all* the sessions as there is a cost levied to the Diocese for each person on the CMS course.

## **Record Keeping**

### Curates

It is vital that you keep an up-to-date list of modules you have attended in your portfolio. Frequent checks are made against our records and yours to ensure that you are fulfilling your training obligations and meeting your Formation Criteria.

## **How to book**

All events (except Moodle modules) need to be booked in advance via Eventbrite. There is a booking link in the course details (pages 8-22). Please ensure that you sign up for each event at the beginning of each year.

## **Format of events**

Events are delivered via:

- face-to-face learning—group sessions in a venue to which you will have to travel, where refreshments are provided but not lunch unless stated, often with preparatory work, such as reading an article, watching a video, observing services. Please note some face-to-face events are delivered via Zoom
- E-learning—via Moodle, accessed via [discipleship.cofelearning.org](http://discipleship.cofelearning.org)
- a mixed apprentice-style learning—consisting of some face-to-face input, some reading and preparation, an apprentice piece of work (project, placement etc) and assessment

Details of learning modes and venues are given in the events' listings from page 8 onwards.

## **Resources** (click on link)

[How to register with Moodle](#)

[Safeguarding](#)

[Year 1 schools and children's work module—information for TIs](#)

## Contacts

### Curates:

Enquiries on course content and advise on training programmes: Andy Griffiths  
(agriffiths@chelmsford.anglican.org)

Barking CMD Adviser: Vacant

Barking CMD Assistant Adviser: Alex Summers (asummers@chelmsford.anglican.org)

Bradwell CMD Adviser: Andy Griffiths (agriffiths@chelmsford.anglican.org)

Colchester CMD Adviser: Ian Hilton (ihilton@chelmsford.anglican.org)

Pioneer training: Ian Hilton (ihilton@chelmsford.anglican.org)

Bookings advice: Sue Denham (sdenham@chelmsford.anglican.org)

### LLMs:

Enquiries on course content and advise on training programmes: Caroline Harding  
(charding@chelmsford.anglican.org)

Bookings advice: Sue Denham (sdenham@chelmsford.anglican.org)

## Compulsory and optional training events available—by pathway and year

Please click on the link provided to find out date, venue and details of the event.

### Incumbent Path

#### Year 1:

Compulsory (127 hours)

[Briefing Day](#); [Community Organising 1](#); [Introduction to Moodle](#); [Induction Day](#); [Community Organising 2](#); [Funerals; Younger](#); [Community Organising and congregational development](#); [Joseph, Justice and Talent-spotting](#); [Community Organising 3](#); [Listening and Power](#); [Children, families and schools](#)

Options (possible 57 hours)

[Preaching from Matthew](#); [Chairing a meeting](#); [Mental Health First Aid](#); [Extempore Prayer](#); [John's Gospel](#); [Preaching at Weddings](#); [Sound in churches](#); [James Cone](#); [Preaching at Funerals](#); [Personal Safety](#); [Ministerial Spirituality](#); [Rethinking leadership](#); [Your voice, and caring for it](#); [The work of the DAC](#)

#### Year 2:

Compulsory (127 hours):

[Community Organising 4](#); [Schools placement briefing and debriefing](#); [Community Organising 5](#); [Younger](#); [Community Organising and congregational development](#); [Joseph, Justice and Talent-spotting](#); [Community Organising 6](#); [Multi-parish ministry](#); [Practical Theology, Service of the Word, Communion by Extension](#).

Options (possible 57 hours):

[Ministry of Reconciliation](#); [Preaching from Matthew](#); [Chairing a meeting](#); [Mental Health First Aid](#); [Extempore Prayer](#); [John's Gospel](#); [Preaching at Weddings](#); [Sound in churches](#); [James Cone](#); [Preaching at Funerals](#); [Personal Safety](#); [Ministerial Spirituality](#); [Rethinking leadership](#); [Your voice, and caring for it](#); [The work of the DAC](#)

### Year 3:

Compulsory (85 hours):

[What I wish someone had told me about incumbency](#); [Schools placement debrief \(re-scheduled\)](#); [Younger](#); [Basic Finance](#); [Next Steps](#); [Community Organising and congregational development](#); [Joseph, Justice and Talent-spotting](#); [Multi-parish ministry](#)

Options (possible 57 hours):

[Ministry of reconciliation](#); [Preaching from Matthew](#); [Chairing a meeting](#); [Mental Health First Aid](#); [Extempore Prayer](#); [John's Gospel](#); [Preaching at Weddings](#); [Sound in churches](#); [James Cone](#); [Preaching at Funerals](#); [Personal Safety](#); [Ministerial Spirituality](#); [Rethinking leadership](#); [Your voice, and caring for it](#); [The work of the DAC](#)

### Associate Path

#### Year 1:

Compulsory (71 hours):

[Briefing Day](#); [Community Organising 1](#); [Introduction to Moodle](#); [Induction Day](#); [Funerals](#); [Younger](#)

Options (possible 57 hours):

[Preaching from Matthew](#); [Chairing a meeting](#); [Mental Health First Aid](#); [Extempore Prayer](#); [John's Gospel](#); [Preaching at Weddings](#); [Sound in churches](#); [James Cone](#); [Preaching at Funerals](#); [Personal Safety](#); [Ministerial Spirituality](#); [Rethinking leadership](#); [Your voice, and caring for it](#); [The work of the DAC](#)

#### Year 2:

Compulsory (44 hours):

[Younger](#); [Community Organising and congregational development](#); [Practical Theology, Service of the Word, Communion by Extension](#)

Options (possible 57 hours):

[Ministry of reconciliation](#); [Preaching from Matthew](#); [Chairing a meeting](#); [Mental Health First Aid](#); [Extempore Prayer](#); [John's Gospel](#); [Preaching at Weddings](#); [Sound in churches](#); [James Cone](#); [Preaching at Funerals](#); [Personal Safety](#); [Ministerial Spirituality](#); [Rethinking leadership](#); [Your voice, and caring for it](#); [The work of the DAC](#)

#### Year 3:

Compulsory (44 hours):

[Younger](#); [Community Organising and congregational development](#); [Joseph, Justice and Talent-spotting](#)

Options (possible 57 hours):

[Ministry of reconciliation](#); [Preaching from Matthew](#); [Chairing a meeting](#); [Mental Health First Aid](#); [Extempore Prayer](#); [John's Gospel](#); [Preaching at Weddings](#); [Sound in churches](#); [James Cone](#); [Preaching at Funerals](#); [Personal Safety](#); [Ministerial Spirituality](#); [Rethinking leadership](#); [Your voice, and caring for it](#); [The work of the DAC](#)

### Pioneer Path

#### All years:

Compulsory (39 hours)

[Pioneering I](#); [Pioneering II](#); [Pioneering III](#); [Pioneering IV](#); [Pioneering V](#); [Pioneering VI](#)

## Year 1:

Compulsory (71 hours):

[Briefing Day](#); [Community Organising 1](#); [Introduction to Moodle](#); [Induction Day](#); [Funerals](#); [Younger](#)

Options (possible 57 hours):

[Preaching from Matthew](#); [Chairing a meeting](#); [Mental Health First Aid](#); [Extempore Prayer](#); [John's Gospel](#); [Preaching at Weddings](#); [Sound in churches](#); [James Cone](#); [Preaching at Funerals](#); [Personal Safety](#); [Ministerial Spirituality](#); [Rethinking leadership](#); [Your voice, and caring for it](#); [The work of the DAC](#)

## Year 2:

Compulsory (44 hours):

[Younger](#); [Community Organising and congregational development](#); [Practical Theology, Service of the Word, Communion by Extension](#)

Options (possible 57 hours):

[Ministry of reconciliation](#); [Preaching from Matthew](#); [Chairing a meeting](#); [Mental Health First Aid](#); [Extempore Prayer](#); [John's Gospel](#); [Preaching at Weddings](#); [Sound in churches](#); [James Cone](#); [Preaching at Funerals](#); [Personal Safety](#); [Ministerial Spirituality](#); [Rethinking leadership](#); [Your voice, and caring for it](#); [The work of the DAC](#)

## Year 3:

Compulsory (44 hours):

[Younger](#); [Community Organising and congregational development](#); [Joseph, Justice and Talent-spotting](#)

Options (possible 57 hours):

[Ministry of reconciliation](#); [Preaching from Matthew](#); [Chairing a meeting](#); [Mental Health First Aid](#); [Extempore Prayer](#); [John's Gospel](#); [Preaching at Weddings](#); [Sound in churches](#); [James Cone](#); [Preaching at Funerals](#); [Personal Safety](#); [Ministerial Spirituality](#); [Rethinking leadership](#); [Your voice, and caring for it](#); [The work of the DAC](#)

## LLM

### All years:

Compulsory (17 hours): (preferably in first year after licensing)

[Introduction to Moodle](#); [Funerals](#); [Practical Theology, Service of the Word, Communion by Extension](#)

Options (possible 113 hours):

[Preaching from Matthew](#); [Chairing a meeting](#); [Mental Health First Aid](#); [Extempore Prayer](#); [John's Gospel](#); [Preaching at Weddings](#); [Younger \(residential\)](#); [Sound in churches](#); [James Cone](#); [Community Organising 3](#); [Preaching at Funerals](#); [Children, families and schools](#); [Personal Safety](#); [Ministerial spirituality](#); [Rethinking Leadership](#); [Your voice and caring for it](#); [The work of the DAC](#)

## Detailed information on each training event—listed by date order

**Topic:** Briefing Day and Community Organising 1 (summer project)

**Date:** 3rd July 2022, 9.30 am—evening

**Total learning hours:** 20

**Mode of learning:** Mixed Apprentice Style Module

**Venue:** Chapter House

**What's involved:** The Training Team introduce themselves and your curacy, and explain the arrangements for the summer. Curates are licensed as lay ministers, and there is a barbeque at Bishops Court. The day launches the first of six apprentice-style modules constituting an introduction to community organising

Live input: At the briefing day

Reading/viewing material (3 hours approx.): via Moodle

Apprentice piece (10 hours approx. including assessment): the summer project (see handbook)

Assessment: your first theological reflection, which should be sent to your CMD adviser by the end of September. Please bring your “map” to the induction day, and complete the module by the end of September.

Past curates have found the choice of “one thing”, which they believe God is highlighting to them about their community, particularly formative. What one thing are you sensing God wants to take action on for justice – not in you or the church, but in the part of the world God has given you to care about?

**Compulsory for:** 1st year curates, incumbent path, pioneer path and associate path

**Booking Link:** [Tickets Briefing Day](#)

**Topic:** Introduction to Moodle

**Date:** During July 2022

**Total learning hours:** 2

**Mode of learning:** E-learning

**Venue:** Moodle

**What's involved:** This module simply involves registering with Moodle and doing some “introductory activities” to get the hang of the systems. [Click here](#) for instructions on signing in.

**Compulsory for:** 1st year curates, incumbent path, pioneer path and associate path; 1st year LLMs

**Topic:** Induction Day

**Date:** 3rd September 2022, 9.30 am—4 pm

**Total learning hours:** 7



**Mode of learning:** Face-to-face learning

**Venue:** Chapter House

**What's involved:** We share our maps, and cover supervision and diocesan vision.

**Compulsory for:** 1st year curates, incumbent path, pioneer path and associate path

**Booking Link:** [Tickets Induction Day](#)

**Topic:** Ministry of Reconciliation

**Date:** 10th September 2022, 10.30 am—12 noon

**Total learning hours:** 2

**Mode of learning:** Face-to-face learning

**Venue:** St Saviours, Westcliff

**What's involved:** Bishop John Perumbalath will be conducting a session on the subject of individual confession. It will be a practical exploration of how this priestly ministry can be exercised, rather than a chance to discuss confession in the abstract.

St Saviour's is a short but steep walk from Westcliff station, and there is ample parking on surrounding streets.

**Option for:** 2nd year curates; 3rd year curates

**Booking Link:** [Tickets Ministry of Reconciliation](#)

**Topic:** What I wish someone had told me about incumbency

**Date:** 10th September 2022, 1 pm—3.30 pm

**Total learning hours:** 3

**Mode of learning:** Face-to-face learning

**Venue:** St Saviour's, Westcliff

**What's involved:** Elise Peterson & her invited guests are all people who recently became incumbents. This is a very honest examination of incumbency in the Church of England today.

**Compulsory for:** 3rd year curates, incumbent path

**Booking Link:** [Tickets What I wish](#)

**Topic:** Schools placement de-brief (re-scheduled)

**Date:** 15th September 2022, 1.30 pm—3 pm

**Total learning hours:** 3

**Mode of learning:** Face-to-face learning

**Venue:** Diocesan Offices

**What's involved:** Carrie Prior & Andy Griffiths do what they had planned to do last term, now that the placements are completed and the journals written

**Compulsory for:** all 3rd year curates (who did the 2022 school placement); all LLMs (who did the 2022 school placement)

**Booking Link:** [Tickets Schools placement de-brief \(re-scheduled\)](#)

**Topic:** Preaching from Matthew

**Date:** 4th October 2022, 10 am—3 pm

**Total learning hours:** 5

**Mode of learning:** Face-to-face learning

**Venue:** Chapter House

**What's involved:** Nicholas Henshall, the Dean of Chelmsford, gives a theological and practical introduction to preaching on next year's lectionary gospel.

**Option for:** everybody

**Booking Link:** [Tickets Preaching from Matthew](#)

**Topic:** Community Organising 4 —Planning

**Date:** 8th October 2022, 9.50 am—12 noon

**Total learning hours:** 14

**Mode of learning:** Mixed Apprentice Style Module

**Venue:** St Peter's, Harold Wood

**What's involved:** Jonathan Cox leads us in planning action in our communities. What can we do, and enable others in our community to do, to bring justice with regard to the "one thing" you identified in the first summer of your curacy?

**Compulsory for:** 2nd year curates, incumbent path

**Booking Link:** [Tickets Community Organising 4](#)

**Topic:** Chairing a meeting

**Date:** 8th October 2022, 1 pm—3.15 pm

**Total learning hours:** 3

**Mode of learning:** Face-to-face learning

**Venue:** St Peter's, Harold Wood

**What's involved:** Elise Peterson helps us think about what chairing a meeting entails.

**Option for:** everybody

**Booking Link:** [Tickets Chairing a meeting](#)

**Topic:** Mental Health First Aid

**Date:** 17th October 2022, 1pm—4 pm

**Total learning hours:** 4

**Mode of learning:** Face-to-face learning

**Venue:** Chapter House

**What's involved:** What's the first thing you do when someone you do not know well presents some form of distress? Andy Campbell from Qawah will be presenting a simple four-part model for mental health first aid, and helping us think about the ways that boundaries keep us safe.

**Option for:** everybody

**Booking Link:** [Tickets Mental Health First Aid](#)

**Topic:** Extempore Prayer

**Date:** During the Autumn term

**Total learning hours:** 3

**Mode of learning:** E-learning

**Venue:** Moodle

**What's involved:** If you aren't used to extempore prayer, why not spend some time, with the assistance of Sam Wells, Rector at St Martin in the Fields, building this skill?

**Option for:** everybody

**Topic:** John's Gospel

**Date:** During the Autumn term

**Total learning hours:** 3

**Mode of learning:** E-learning

**Venue:** Moodle

**What's involved:** Paula Gooder and Richard Bauckham help us think about John's Gospel in general, and its message for the individual and the church

**Option for:** everybody

**Topic:** Pioneering I

**Date:** 3rd November 2022, 10 am—3 pm

**Total learning hours:** 5

**Mode of learning:** Face-to-face learning

**Venue:** Diocesan Offices

**What's involved:** Over the six sessions, drawing on relevant texts, resources and experience you will explore what contextual pioneering looks like and what it means to be a pioneer leader. Topics covered will include Listening in Context, Pioneer Leadership, Pioneer Priest and Pastor, Pioneer Spirituality, Resilient Pioneer Ministry and Pioneer Ecclesiology.

**Compulsory for:** Pioneer path Curates

**Booking Link:** [Tickets Pioneering 1](#)

**Topic:** Pioneering II

**Date:** 8th November 2022, 10 am—3.30 pm

**Total learning hours:** 10

**Mode of learning:** Face-to-face learning

**Venue:** Oxford

**What's involved:** Over the six sessions, drawing on relevant texts, resources and experience you will explore what contextual pioneering looks like and what it means to be a pioneer leader. Topics covered will include Listening in Context, Pioneer Leadership, Pioneer Priest and Pastor, Pioneer Spirituality, Resilient Pioneer Ministry and Pioneer Ecclesiology.

We join with the national CMS-pioneering cohort

**Compulsory for:** Pioneer path Curates

**Booking Link:** refer to online version on website

**Topic:** Community Organising 2

**Date:** 8th November 2022, 7 pm—9 pm

**Total learning hours:** 15

**Mode of learning:** Mixed Apprentice Style Module

**Venue:** Zoom

**What's involved:** The second of six modules constituting an introduction to community organising

Live input: By Zoom with Rev Dr Sara Batts-Neale, Anglican Chaplain to the University of Essex

Reading/viewing material (3 hours approx.): via Moodle

Apprentice piece (7 hours approx. including assessment): 10 “121” conversations with people in the community between Nov 2021 and Feb 2022

Assessment: one paragraph on a Moodle forum by the end of Feb 2022

**Compulsory for:** 1st year curate, incumbent path

**Booking Link:** [Tickets Community Organising 2](#)

**Topic:** Schools Placement Briefing and De-briefing

**Date:** 17th November 2022, 1 pm—3 pm and 22nd May 2023, 1 pm—3pm

**Total learning hours:** 36

**Mode of learning:** Face-to-face learning

**Venue:** Diocesan Offices

**What's involved:** It is now a regular feature of curacy for Year 2 incumbent path curates to undertake a week's block placement in a Church School. 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 2023.

There is a preparatory seminar, and a follow-up reflection seminar. Assessment is by means of a journal.

**Compulsory for:** 2nd year curates, incumbent path

**Booking Link:** 17/11/22—[Tickets Schools placement briefing](#)  
22/5/22—[Tickets Schools placement de-briefing](#)

**Topic:** Funerals

**Date:** 26th November 2022 or 1st December, 10 am—3 pm

**Total learning hours:** 9

**Mode of learning:** Face-to-face learning

**Venue:** Diocesan Offices (26/11) or St Luke's, Cranham (1/12)

**What's involved:** Having started to observe some funerals in the summer (record your observations using the template on Moodle), our session together, led by Ann Coleman and Jenny Heinink, will help you think about your own funeral ministry.

**Compulsory for:** 1st year curates, incumbent path, pioneer path and associate path; 1st year LLMs

**Booking Link:** 26/11/22—[Tickets Funerals Diocesan Offices](#)  
1/12/22—[Tickets Funerals St Luke's Cranham](#)

**Topic:** Community Organising 5—Action

**Date:** 1st December 2022, 7 pm—9pm

**Total learning hours:** 15

**Mode of learning:** Mixed Apprentice Style Module

**Venue:** Zoom

**What's involved:** In the fifth of six modules on community organising, Jonathan Cox debriefs us on our

planning and helps us get ready to take action on the “one thing” we’ve identified.

Live input: By Zoom with Jonathan Cox

Reading/viewing material : via Moodle, ‘action through public story-telling’

Assessment: reflection in the spring of 2023 on how your action went

**Compulsory for**: 2nd year curates, incumbent path

**Booking Link**: [Tickets Community Organising 5](#)

**Topic**: Preaching at Weddings

**Date**: 7th January 2023, 10 am—3 pm

**Total learning hours**: 5

**Mode of learning**: Face-to-face learning

**Venue**: Chapter House

**What's involved**: Paul Beasley-Murray, author of the recent book “Preaching at Weddings”, and Ade Eleyae, Director of St Mellitus College, Chelmsford, lead us in thinking about how our own preaching at weddings can be enhanced

**Option for**: everybody

**Booking Link**: [Tickets Preaching at Weddings](#)

**Topic**: Younger (residential conference)

**Date**: 13th January 2023, 7 pm—15th January 2023, 1 pm

**Total learning hours**: 33

**Mode of learning**: Face-to-face learning

**Venue**: High Leigh Conference Centre

**What's involved**: Mary Hawes, previously National Children and Youth Adviser for the Church of England, leads our weekend, with contributions from the Haywood family, +Guli and the Mustard Seed team. We think about baptism, children, families and young people.

**Compulsory for**: All curates

**Booking Link**: [Tickets Younger Residential](#)

**Topic**: Basic Finance

**Date**: 21st January 2023, 9.30 am—12 noon

**Total learning hours**: 5

**Mode of learning**: Face-to-face learning

**Venue**: St Alban’s, Becontree

**What's involved:** Approaches to church finance, reading a balance sheet, how to care for a treasurer, what to watch out for. If you have extensive experience in this area, talk to Andy Griffiths, who may excuse you from the session. This *isn't* a session on “stewardship”, but on understanding accounts. There will be suggested further reading and exploration after the session.

**Compulsory for:** 3rd year curates, incumbent path

**Booking Link:** [Tickets Basic Finance](#)

**Topic:** Next Steps (residential conference)

**Date:** 25th January 2023, 2 pm—26th January 2023, 4 pm

**Total learning hours:** 30

**Mode of learning:** Face-to-face learning

**Venue:** Diocesan House of Retreat, Pleshey

**What's involved:** What do incumbent path 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, and interpret parish profiles. Attention will be paid to writing applications, interviewing and presenting in a church appointments process. There is some preparatory online work to be done for this event, which will be led by Archdeacon Ruth Patten, Andy Griffiths and Ian Hilton.

**Compulsory for:** 3rd year curates, incumbent path

**Booking Link:** [Tickets Next Steps](#)

**Topic:** Community Organising and congregational development

**Date:** 28th January 2023, 10 am—3 pm

**Total learning hours:** 5

**Mode of learning:** Face-to-face learning

**Venue:** St Mary's, Walthamstow

**What's involved:** Angus Ritchie and Dave Edmondson present a model of change, derived from community organising and based in a relational culture and listening, which can revolutionise congregational development.

**Compulsory for:** 1st year curates, incumbent path; all 2nd year curates; all 3rd year curates

**Booking Link:** [Tickets Community Organising and congregational development](#)

**Topic:** Sound in churches

**Date:** TBC (Spring 2023), 7 pm—9 pm

**Total learning hours:** 2

**Mode of learning:** Face-to-face learning

**Venue:** St Mary's, Walthamstow

**What's involved:** Dave Edmundson leads a practical, experimental session on use of sound equipment in churches

**Option for:** everybody

**Booking Link:** TBC

**Topic:** Pioneering III

**Date:** 2nd February 2023, 10 am—3 pm

**Total learning hours:** 5

**Mode of learning:** Face-to-face learning

**Venue:** Diocesan Offices

**What's involved:** Over the six sessions, drawing on relevant texts, resources and experience you will explore what contextual pioneering looks like and what it means to be a pioneer leader. Topics covered will include Listening in Context, Pioneer Leadership, Pioneer Priest and Pastor, Pioneer Spirituality, Resilient Pioneer Ministry and Pioneer Ecclesiology.

**Compulsory for:** Pioneer path Curates

**Booking Link:** [Tickets Pioneering 3](#)

**Topic:** James Cone

**Date:** During the Spring Term

**Total learning hours:** 3

**Mode of learning:** E-learning

**Venue:** Moodle

**What's involved:** Ralph Watkins introduces the work of James Cone, perhaps the most influential exponent of Black Theology. You will read a chapter of his seminal work *The Cross and the Lynching Tree*, and hear Cone's own explanation of his position

**Option for:** everybody

**Topic:** Joseph, Justice and Talent-spotting

**Date:** 25th February, 10 am—3.15 pm

**Total learning hours:** 6

**Mode of learning:** Face-to-face learning

**Venue:** St Helen's and St Giles' Rainham



**What's involved:** Dave Meita is known as a church leader, a Barrister, and “the People’s Poet”. Part of the Diocesan Task and Finish Group on racial justice, he is passionate about seeing every church identifying and championing the gifts of all its members, including and especially those from the global majority or on the margins in various ways.

The day will end with a short presentation from Paul Kennington, the Diocesan Lead for Deliverance Ministry.

**Compulsory for:** 1st year curates, incumbent path; 2nd year curates, incumbent path; all 3rd year curates

**Booking Link:** [Tickets Joseph, Justice and Talent-spotting](#)

**Topic:** Community Organising 3—Listening

**Date:** 1st March 2023, 7 pm—9 pm

**Total learning hours:** 11

**Mode of learning:** Mixed Apprentice Style Module

**Venue:** Zoom

**What's involved:** The third of six modules on Community Organising.

Live input: via Zoom, Jonathan Cox (Deputy Director, Citizens UK) leads a session on curious listening, and the place of listening in leadership development.

Reading/viewing material (3 hours approx.): via Moodle

Apprentice piece (6 hours approx.): a listening project in your local context

Assessment: A workshop on May 6 (see below)

**Compulsory for:** 1st year curates, incumbent path

**Booking Link:** [Tickets Community Organising 3](#)

**Topic:** Preaching at Funerals

**Date:** 4th March 2023, 10 am—3 pm

**Total learning hours:** 5

**Mode of learning:** Face-to-face learning

**Venue:** Hartley Brook Church

**What's involved:** Paul Beasley-Murray, author of the recent book “Preaching at Funerals”, and Caroline Harding, Lay Ministry Adviser for the Diocese of Chelmsford, lead us in thinking about how our own preaching at funerals can be enhanced

**Option for:** everybody

**Booking Link:** [Tickets Preaching at Funerals](#)

**Topic:** Community Organising 6—A seat at the table

**Date:** 6th March 2023, 7 pm—9 pm

**Total learning hours:** 7

**Mode of learning:** Mixed Apprentice Style Module

**Venue:** Zoom

**What's involved:** In the last of six modules on Community Organising, Andy Griffiths helps us think through what all this has to do with negotiation, evangelism, the Eucharist and inclusion. Project work builds on the action already done and finds creative ways to record the impact on the community.

**Compulsory for:** 2nd year curates, incumbent path

**Booking Link:** [Tickets Community Organising 6](#)

**Topic:** Pioneering IV

**Date:** 9th March 2023, 9.30 am—1 pm

**Total learning hours:** 7

**Mode of learning:** Face-to-face learning

**Venue:** Zoom

**What's involved:** Over the six sessions, drawing on relevant texts, resources and experience you will explore what contextual pioneering looks like and what it means to be a pioneer leader. Topics covered will include Listening in Context, Pioneer Leadership, Pioneer Priest and Pastor, Pioneer Spirituality, Resilient Pioneer Ministry and Pioneer Ecclesiology.

We join with the national CMS-pioneering cohort

**Compulsory for:** Pioneer path Curates

**Booking Link:** refer to online version on website

**Topic:** Pioneering V

**Date:** 27th April 2023, 10 am—3 pm

**Total learning hours:** 5

**Mode of learning:** Face-to-face learning

**Venue:** Diocesan Offices

**What's involved:** Over the six sessions, drawing on relevant texts, resources and experience you will explore what contextual pioneering looks like and what it means to be a pioneer leader. Topics covered will include Listening in Context, Pioneer Leadership, Pioneer Priest and Pastor, Pioneer Spirituality, Resilient Pioneer Ministry and Pioneer Ecclesiology.

**Compulsory for:** Pioneer path Curates

**Booking Link:** [Tickets Pioneering 5](#)

**Topic:** Children, families and schools

**Date:** 4th May 2023, 9.50 am—3 pm

**Total learning hours:** 12

**Mode of learning:** Mixed Apprentice Style Module

**Venue:** Zoom and Diocesan Offices

**What's involved:** An online module about governance and ministry with children, followed by a face-to-face day. [Click here](#) for further information, and share this with your training incumbent. Helen Craig leads on Collective Worship for the Diocese, Mike Simmonds on governance and Ruth Everett on RE.

**Compulsory for:** 1st year curates, incumbent path

**Booking Link:** [Tickets Children, families and schools](#)

**Topic:** Community Organising 3 (workshop)—Listening and Power

**Date:** 6th May 2023, 9.50 am—3 pm

**Total learning hours:** 5

**Mode of learning:** Face-to-face learning

**Venue:** Diocesan Offices

**What's involved:** Andy Griffiths and Dave Edmondson debrief us about our listening projects, and we have space for contemplative prayer. As we start to think about planning, we consider the uses and pitfalls of power.

**Compulsory for:** 1st year curates, incumbent path

**Booking Link:** [Tickets Community Organising 3](#)

**Topic:** Personal Safety

**Date:** 7th May 2023, 2.30 pm—5.30 pm

**Total learning hours:** 4

**Mode of learning:** Face-to-face learning (partners welcome)

**Venue:** Diocesan Offices

**What's involved:** We 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, and now works nationally as a consultant.

**Option for:** everybody

**Booking Link:** [Tickets Personal Safety](#)

**Topic:** Ministerial spirituality

**Date:** 7th, 14th, 21st, 28th May 2023, 7.15 pm—9.15 pm

**Total learning hours:** 8

**Mode of learning:** E-learning

**Venue:** Zoom

**What's involved:** Andy Griffiths, Gary Edwards, Nicholas Henshall, Marianne Hayward, Emma Wylie and others help us think about what spirituality “being a minister” entails. There are recordings of last year’s series on Moodle.

**Option for:** everybody

**Booking Link:** [Tickets Ministerial Spirituality](#)

**Topic:** Pioneering VI

**Date:** 16th May 2023, 9.30 am—1 pm

**Total learning hours:** 7

**Mode of learning:** Face-to-face learning

**Venue:** Zoom

**What's involved:** Over the six sessions, drawing on relevant texts, resources and experience you will explore what contextual pioneering looks like and what it means to be a pioneer leader. Topics covered will include Listening in Context, Pioneer Leadership, Pioneer Priest and Pastor, Pioneer Spirituality, Resilient Pioneer Ministry and Pioneer Ecclesiology.

We join with the national CMS-pioneering cohort

**Option for:** Pioneer path curates

**Booking Link:** refer to online version on website

**Topic:** Multi-parish ministry

**Date:** 20th May 2023, 10 am—3 pm

**Total learning hours:** 5

**Mode of learning:** Face-to-face learning

**Venue:** Little Halingbury

**What's involved:** Janet Nichols, Tim Goodbody and Sue Hurley help us think about styles of ministry that thrive in multi-parish contexts

**Compulsory for:** 2nd year curates, incumbent path; 3rd year curates, incumbent path

**Booking Link:** [Tickets Multi-parish ministry](#)

**Topic:** Rethinking leadership

**Date:** During the Summer term

**Total learning hours:** 3

**Mode of learning:** E-learning

**Venue:** Moodle

**What's involved:** Interact with thinkers such as James Lawrence and Julia Belser, then participate as we together create a nuanced view of leadership.

**Option for:** everybody

**Topic:** Your voice and caring for it

**Date:** During the Summer term

**Total learning hours:** 3

**Mode of learning:** E-learning

**Venue:** Moodle

**What's involved:** Practical guidance from Brigid Main

**Option for:** everybody

**Topic:** Practical Theology, Service of the Word and Communion by Extension

**Date:** 1st July 2023, 9.50 am—3 pm

**Total learning hours:** 6

**Mode of learning:** Face-to-face learning

**Venue:** Diocesan Offices

**What's involved:** Dr Elizabeth Jordan, who leads Leadership Development for the Diocese, leads a day on practical theology and liturgical forms with Andy Griffiths.

**Compulsory for:** all 2nd year curates; 1st year LLMs

**Booking Link:** [Tickets Practical Theology](#)

**Topic:** The work of the DAC

**Date:** TBC (Summer 2023), 9 am—4 pm

**Total learning hours:** 6

**Mode of learning:** Face-to-face learning

**Venue:** Coach Trip

**What's involved:** A coach trip with members of the DAC, the committee that works with churches looking to make alterations to their buildings; you will see some churches that have been sympathetically reordered, and hear about the role of the committee.

**Option for:** everybody

**Booking Link:** TBC

## Resources

### Registering with Moodle

You will need to register with Moodle before you can access some of these modules. Here's what you do:

- a. Please go to: **discipleship.cofelearning.org** and click on <Create new account>. (If you have already registered, simply Log in and go to d. below.)
- b. You'll be asked to consent to the privacy policy after which a form will appear – complete it with your details and choice of username and password. The password is tricky: it must be more than 8 characters long, contain a lower case letter, an upper case letter, a number and an 'other' character (such as ! or & or # or -). Note your details down! I find bible verses (like John3:16, but something more obscure) work well.
- c. Click on <Create my new account> at which point you'll be told to check your emails. You'll find one that tells you to click a link to confirm that the email address you entered was real.
- d. Do it, and you'll arrive at your dashboard. Go to "site home", "miscellaneous", and then **ime2 '21- This site offers an alphabetical list of all courses, but it ISN'T a place to upload written work – that's best done by sending your CMD adviser an email attachment.** It also includes access to lots of books and resources from the national church, though please note it may take a few days after you enrol on Chelmsford Moodle, before you can access the hub.
- e. If you're asked for an Enrolment Key, please refer to an email sent by me (Andy). Just get in touch if you don't have it.
- f. If all is well, you will move to the 'course' home screen, which will become very familiar territory to you. It's where you'll find resources, the messaging system, the forums for discussing specific topics or to generally network with other ministers.
- g. The first thing to do is to click on "Introductory Activities".

## Safeguarding

Safeguarding Training is a compulsory component of a minister's post. Please note that the Church of England requires all ministers to undertake safeguarding training to leadership level on a three-yearly basis, and therefore during your curacy, or the first three years of your Licensed Lay Ministry, you will all be required to complete this.

The Safeguarding Team, based in the Diocesan Office, administer all Safeguarding training and will be in touch with you separately when it is your turn to undertake the training.

Please treat this as a priority and make the time for this important training when you are required to do it.

## The Year 1 Schools and Children's Work Module

Dear Training Incumbent,

Some First Year Curates and New LLMs will be completing the module "Schools and Children's Work". It is compulsory for those on the incumbent pathway. As part of this module they will be set three "tasks", for which they need your help.

### TASK A

First, they will be asked, from a check list of activities bringing church, school and families together, to identify at least one thing they'd like to do, and could realistically do with a bit more confidence and a team. *Please talk through with them whether, and how, this might be achievable in the next 2-3 years.* It will probably be important for you to help them identify team members who could be recruited to work alongside them.

### TASK B

Second, they will be introduced to the Growing Faith Principles (there are three of them). *In Supervision, let them brief you on what the Principles are, and how they can be useful in your context.*

### **TASK C**

Thirdly, they will think about the fifth mark of mission, and its relevance in our work with children and young people. *In Supervision, ask: in what practical ways can you work together with schools to encourage and support their environmental activities?*

Thank you very much.