



The Church of England
in Essex and East London

Diocese of Chelmsford

IME Phase 2 Programme

2023-24

Diocese of Chelmsford

[www.chelmsford.anglican.org/support-for-ministers/
continuing-ministerial-development/ime2-curates-and-
new-llms](http://www.chelmsford.anglican.org/support-for-ministers/continuing-ministerial-development/ime2-curates-and-new-llms)

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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—<https://www.chelmsford.anglican.org/support-for-ministers/continuing-ministerial-development/ime2-curates-and-new-llms>

Introduction

Welcome to IME2 2023/24! Whether or not you are embarking on your first year of curacy, preparing for priesting or discerning where God may be calling you to following your sign off from curacy, this information is designed to let you know the learning opportunities that are available for you as part of your ongoing formation as an ordained minister in the Church of England.

For those of you embarking on your second and third year of curacy you will see that there are some differences in what is being offered than from previous years. This is due to the change in the national criteria for formation which has introduced seven distinct criteria against which ministerial development will be measured (*Ref: Formation Framework IME2 for Ordained Distinctive Diaconal and Priestly Ministry in the Church of England*)

Appendix One of this document sets out these criteria in more detail but briefly they are as follows :-

- Love for God
- Call to Ministry
- Love for People
- Wisdom
- Fruitfulness
- Potential
- Trustworthiness

Both the familiar and the new learning opportunities have each been mapped against these criteria to ensure that the learning and development you undertake enables you to meet the framework and thus provides a firm foundation for your future ministry.

Appendix Two sets this out and as you will see some activities can be mapped across more than one of the qualities. You will also see that each activity has been grouped into a thematic module, namely:-

- Practical Skills for Ministry
- Mission and Discipleship
- Pastoral Care for Others and Self
- The Development of Liturgical Practice
- Theological and Spiritual Growth

This modular approach is designed to facilitate a growth in skills and development in the foundational aspects of ministry, being mindful of personal growth and self-care in order that you can flourish as a whole person called to serve God in ordained ministry.

Appendix Three sets out the suggested route through each module. This should build on both the

learning you have already gained through IME1 and 2 as well as the contextual learning that you are immersed in. While this timetable is the recommended route please note that there is flexibility within this to enable activities to be undertaken at different points in your journey. Thus if you are unable to participate in an activity recommended for Year 1 or Year 2, there is the opportunity to revisit this in subsequent years.

What should I expect from the IME2 Curriculum?

The aims of the curriculum are:

- To nurture ministerial formation and develop professional integrity, building on the formation work begun from initial discernment and through IME1.
- To provide you with opportunities for ongoing learning and development through a range of activities both online and in person which will equip you for your ordained ministry and build the foundations for sustainable lifelong learning.
- To provide you with the tools to build networks of mutual support, encouragement and pastoral care from curacy onwards.
- To enable you to satisfactorily complete your curacy under the Church of England's *Formation Framework IME2 for Ordained Distinctive Diaconal and Priestly Ministry*
- To affirm you in your calling to ordained ministry and enable you to grow in your vocation to serve God.

The training modes for IME2 are as follows:

Context: the bulk of your training takes place in your parish/pioneer context with your Training Incumbent (TI) as your supervisor

Cohort: to complement the training you will undergo in your context, there will be regular sessions of IME2 training throughout the year. Some of these will be specific to your year group and context while others will be with curate colleagues at all stages of training.

Self-led: in order to consolidate your context and cohort training, there will be some training that will be undertaken on an individual basis with the emphasis of this being on theological reflection. There is more information about undertaking theological reflection in the 2023 Handbook for Curates and Training Incumbents

Context

Your context is your primary place of training and ministerial formation and your relationship with your TI is central to your training. Good supervision is foundational to a thriving curacy and is distinct from staff meetings and diary planning. It is imperative that both you and your TI feel comfortable to raise any issues or concerns as soon as they arise so they can be dealt with in a timely fashion. It is therefore recommended that for those in full time curacy a weekly session is diarised and for those in part time curacy fortnightly or monthly sessions are ideal. Your working agreement should set out the expectations that both of you have for supervision and the framework for your curacy. Each working agreement will look different, and it is important that you take time to talk this through with your TI before finalising and sending to your CMD Advisor.

Cohort

Much of the learning that you will participate in will be alongside other curates from across the Diocese. Some training activities are undertaken in year group or pathway specific groups while others will be done across these boundaries.

There will also be opportunities to meet for fellowship specifically within your Episcopal Area cohorts which will be organised by your CMD Advisor.

Self-led

As well as interactive training it is important that you take time to reflect and grow in your personal spirituality. This may include taking retreats, going to Quiet Days or simply taking time out for personal prayer and study.

What to expect in each year

In year one as a newly ordained Deacon, the focus is on adjusting to:

- Life as an ordained minister in the Diocese of Chelmsford within the wider context of the Church of England
- Your curacy context, be that a new place or one that you are familiar with and building strong relationships both within your parish and with the wider community.
- Getting to know colleagues in your Deanery.
- Developing a pattern of life that will sustain you in your ministry both now and beyond curacy.

In year two, as a newly ordained Priest you will:

- Establish your priestly ministry.
- Strengthen your relationships both within and beyond your parish.
- Continue to develop your portfolio and engage with theological reflection.
- Continue to build a sustainable pattern of life that encompasses your whole being.

In year three as you prepare to be signed off from curacy you will:

- Consolidate the practical skills required for your future ministry.
- Begin to discern where God may be calling you to next.
- Ensuring your portfolio is complete and provides sufficient evidence to demonstrate that you have met the competency framework for curacy.

The Curriculum is designed to support and enhance your journey through curacy. The activities are there to enable you to consolidate your existing knowledge and to stretch you as you seek to serve God.

You are encouraged to complete the evaluation forms available after you have completed an activity to enable an iterative and continuous process of review to be undertaken.

With every blessing in your ministry, The CMD Team.

Practicalities

Course details

The following pages contain a list of courses, subdivided by year group, in date order. The details include the topic covered, the module the training comes under, the mode of learning, the date and time and venue for the training, the content of the course and the relevant pathway.

How to book

All training courses/events (except Moodle modules) need to be booked in advance via Eventbrite. All communication regarding the courses is done via Eventbrite, so joining instructions, online links and changes to any of these are only sent to those who are booked on. This also forms the official register for attendance.

There is a booking link in the course details in the following pages.

Please ensure that you sign up for each event at the beginning of the year.

Please ensure that you only book in once. Sometimes there are limited spaces and so it is helpful if multiple places are not taken by the same name.

If you find that you can't book and the event is compulsory for you, please get in touch with Sue Denham, Sarah Wilson or Jane Richards and we can ensure that there is a space for you.

Contacts

The IME2 Team Diocesan Office, 53 New Street, Chelmsford CM1 1AT

CMD Adviser for Barking Area (and Lead Adviser for Training & IME2 curriculum lead)

Revd Canon Jane Richards, jrichards@chelmsford.anglican.org

CMD Adviser for Bradwell Area (and Lead Adviser for Wellbeing & Formation)

Revd Canon Andy Griffiths, 07976673087, agriffiths@chelmsford.anglican.org

CMD Adviser for Colchester Area (and Lead Adviser for Pioneering & Mission)

Revd Canon Ian Hilton, 01206 618652, ihilton@chelmsford.anglican.org.

The CMD Administrator

Sue Denham, 01245 294450, sdenham@chelmsford.anglican.org

Eventbrite Coordinator

Sarah Wilson, 01245 294458, swilson@chelmsford.anglican.org

The Training Team is part of the department of **Mission and Ministry**, and has other members not involved in IME2 on a regular basis.

Training events—listed by year group and date order

Year 1 Deacons (deaconed in 2023) and Year 1 LLMs (licensed in 2023)

Topic: Briefing Day/Barbeque

Module: N/A

Mode of learning: Face-to-face

Date: 2nd July 2023, 9.30 am—evening

Venue: Chapter House/Bishops court

Content: 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.

Pathway: All year 1 Deacons

Booking Link: N/A

Topic: Introduction to Moodle

Module: N/A

Mode of learning: E-learning

Date: July/August 2023—2 hours

Venue: Home based

Content: This session simply involves registering with Moodle and doing some “introductory activities” to get the hang of the systems. Click here for instructions on signing in

Pathway: All year 1 Deacons and Year 1 LLMs

Booking Link: N/A

Topic: Induction Day

Module: N/A

Mode of learning: Face-to-face

Date: 2nd September 2023, 9.30 am—4 pm

Venue: St Saviours Westcliff

Content: An opportunity to share our learning over the summer, discuss supervision and reflect on the diocesan values set out in Travelling Together

Pathway: All year 1 Deacons

Booking Link: [Induction Day](#) Tickets

Topic: Personal and Household Safety

Module: Pastoral Care for Others and Self

Mode of learning: Face-to-face

Date: 7th October 2023, 1.30 pm—4.30 pm

Venue: Diocesan Offices

Content: A session designed to raise awareness of the risks that might arise during the course of our ministry and how these might affect not just us but also other members of our households. This will include practical advice on how we can take steps to minimise risks

Pathway: All year 1 Deacons, All year 1 LLMs (Partners are also very welcome to attend)

Booking Link: [Personal Safety](#) Tickets

Topic: Funeral Ministry

Module: Pastoral Care for Others and Self

Mode of learning: Face-to-face

Date: 25th November 2023, 10 am—3 pm or 2nd December 2023, 10 am—3 pm

Venue: Diocesan Offices or St Luke's Cranham

Content: A chance to reflect on funeral ministry led by experienced practitioners. (Content on the two days will be identical – come to whichever suits you best)

Pathway: All year 1 Deacons, All year 1 LLMs (optional for those who already have considerable experience in funeral ministry)

Booking Link: 25/11/23 [Funeral Ministry Tickets](#)

2/12/23 [Funeral Ministry Tickets](#)

Topic: “All are welcome” - what does diversity look like in our parishes and communities?

Module: Mission and Discipleship

Mode of learning: Face-to-face

Date: 13th January 2024, 10 am—3.30 pm

Venue: Diocesan Offices

Content: We live in a society where difference should be welcomed and celebrated but sadly that is not always the case. How do we ensure that our churches are places of welcome to all and how do we recognise and ensure that we do everything possible to be inclusive and safe spaces

Pathway: All year 1 Deacons, All year 1 LLMs

Booking Link: [All Welcome Tickets](#)

Topic: “Are you OK?” - how do we care for our own mental health and that of others?

Module: Pastoral Care for Others and Self

Mode of learning: Face-to-face

Date: 3rd February 2024, 10 am—3.30 pm

Venue: St John’s Moulsham

Content: Good mental health is recognised as fundamental to well being. As those providing pastoral care to a wide range of people it is essential that ministers have the tools to enable them to look after their own mental health as well as that of those around them. This session will include looking at a model for mental health first aid and help us reflect on how we can keep safe boundaries in place.

Pathway: All year 1 Deacons, All year 1 LLMs

Booking Link: [Are you OK Tickets](#)

Topic: Ministerial Spirituality

Module: Theological and Spiritual Growth

Mode of learning: E-learning (via zoom)

Date: TBC

Venue: Online

Content: As ministers we often neglect our own spiritual growth due to the pressures of day to day life. These short sessions will allow us to explore how we can take time to “be “ rather than to “do”. We will hear from a range of people about the way in which they incorporate spiritual growth in all aspects of their lives.

Pathway: All year 1 Deacons, All year 1 LLMs

Booking Link: TBC

Topic: Narrative Preaching from the New Testament

Module: Theological and Spiritual Growth

Mode of learning: Face-to-face

Date: 20th April 2024, 9.50 am—3.30 pm

Venue: TBC

Content: Andy Griffiths and invited guests explore preaching from New Testament narrative

Pathway: All year 1 Deacons, All year 1 LLMs

Booking Link: [Preaching New Testament Tickets](#)

Topic: “Anglican and Generous” - how do we inhabit our differences well?

Module: Theological and Spiritual Growth

Mode of learning: Face-to-face

Date: 22nd June 2024, 1.30 pm—3.30 pm

Venue: St John’s, Moulsham Street, Chelmsford

Content: In a season when the Church of England is facing difficult decisions on a range of doctrinal issues it is important that we spend time thinking about how we minister alongside those who may have different viewpoints from our own and focus on what our common ground is. At this session we will hear a range of perspectives and consider how we hold these with mutual respect and grace.

Pathway: All year 1 Deacons, All year 1 LLMs (2nd and 3rd curates welcome to attend as this is a new topic)

Booking Link: [Anglican and Generous Tickets](#)

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

Module: Development of Liturgical Practice

Mode of learning: Face-to-face

Date: 6th July 2024, 10 am—3 pm

Venue: St John’s Moulsham

Content: A day exploring practical theology and liturgical forms.

Pathway: All year 1 Deacons, All year 1 LLMs

Booking Link: [Practical Theology Tickets](#)

Year 2 Curates (deaconed in 2022), Year 1 LLMs (licensed in 2023)

Topic: Community Organising: Planning

Module: Certificate in Ministerial Community Organising, Year 2

Mode of learning: E-learning (via zoom and Moodle)

Date: 7th September 2023, 7 pm—8.30 pm

Venue: Online

Content: As curates prepare for their “action” project in the New Year, we present a simple model for planning.

Pathway: All year 2 Curates, incumbent path

Booking Link: [Community Organising Planning Tickets](#)

Topic: “Standing at the Altar” - what does it mean to preside at the Eucharist?

Module: Theological and Spiritual Growth

Mode of learning: Face-to-face

Date: 9th September 2023, 9.30 am—4 pm

Venue: St Nicolas, Witham

Content: As you approach ordination to the priesthood, this is an opportunity to hear from priests and a deacon with varying theologies of the Eucharist about how they approach the altar.

Note: this is NOT a practical “how to do it” session - the expectation is that your TI will have spent some time preparing you in this

Pathway: All year 2 Curates

Booking Link: [At the Altar Tickets](#)

Topic: The Work of the DAC

Module: Practical Skills for Ministry

Mode of learning: Site visit

Date: 19th September 2023, 9.30 am start

Venue: Begin at the Diocesan Office

Content: A coach trip with members of the DAC, the committee that works with churches looking to make alterations to their buildings; a chance to see churches that have achieved this and hear about the role of the committee.

Pathway: All stipendiary year 2 Curates (and stipendiary year 3 Curates who have not been able to attend previously)

Booking Link: [Work of DAC Tickets](#)

Topic: Narrative Preaching from the Old Testament

Module: Theological and Spiritual Growth

Mode of learning: Face-to-face

Date: 14th October 2023, 10 am—12.30 pm

Venue: TBC

Content: Preaching from the Old Testament can feel daunting so how can we approach this with more confidence

Pathway: All year 2 Curates, Year 1 LLMs

Booking Link: [Preaching OT Tickets](#)

Topic: “Are you the Chaplain?” - ministering in a secular context

Module: Pastoral Care for others and Self

Mode of learning: Face-to-face

Date: 14th October 2023, 1.30 pm—4 pm

Venue: TBC

Content: Chaplaincy is a rewarding ministry which brings both challenges and joys. We hear from chaplains working in a range of contexts and there is the opportunity to consider how a chaplaincy placement could work for you.

Pathway: All year 2 Curates

Booking Link: [The Chaplain Tickets](#)

Topic: Schools Placement briefing

Module: Mission and Discipleship

Mode of learning: Face-to-face

Date: 16th November 2023, 1 pm—3 pm

Venue: Diocesan Office

Content: A preparatory seminar prior to the undertaking a week’s placement in a Church School

Pathway: All stipendiary year 2 Curates, incumbent path (optional for self-supporting)

Booking Link: [School Placement briefing Tickets](#)

Topic: “Town or Country” - what does ministry in rural and urban/estates settings look like

Module: Mission and Discipleship

Mode of learning: Face-to-face

Date: 18th November 2023, 10 am—3 pm

Venue: TBC

Content: A chance to hear from experienced practitioners what ministry looks like in both rural and dispersed communities and in urban estates, and to consider whether God might be calling you into such contexts.

Pathway: All year 2 Curates

Booking Link: [Town or Country Tickets](#)

Topic: Community Organising: Briefing for the Action Project

Module: Certificate in Ministerial Community Organising, Year 2

Mode of learning: Face-to-face

Date: 25th November 2023, 9.50 am—3.30 pm

Venue: Diocesan Office

Content: A preparatory seminar prior to the “action” project.

Pathway: All year 2 Curates, incumbent path

Booking Link: [Community Org Project prep Tickets](#)

Topic: “Remember the Rubrics” - crafting creative worship

Module: Development of Liturgical Practice

Mode of learning: Face-to-face

Date: 20th January 2024, 10 am—12.30 pm

Venue: St John’s, Moulsham Street, Chelmsford

Content: Worship takes many forms and it is important that as Anglicans we hold firm to the rubrics. That does not mean that there is no room for creativity and in this session we look at how we craft worship that is authentic to the varying contexts we may find ourselves in, and maintains our Anglican tradition.

Pathway: All year 2 Curates

Booking Link: [Remember the Rubrics Tickets](#)

Topic: “Lord of all creation” - how do we fulfil the Fifth Mark of Mission in this season of climate change?

Module: Theological and Spiritual Growth

Mode of learning: Face-to-face

Date: 16th February 2024, 10 am—12.30 pm

Venue: St John’s Moulsham

Content: Caring for the environment is fundamental to our lives as disciples of the Creator God. During this session we will consider how we uphold the Fifth Mark of Mission and look at different resources including the Diocesan Environmental Policy and Eco Church.

Pathway: All year 2 Curates

Booking Link: [Lord of creation Tickets](#)

Topic: Joseph, Justice and Talent Spotting

Module: Mission and Discipleship

Mode of learning: Face-to-face

Date: 16th March 2024, 10 am—3 pm

Venue: TBC

Content: How do we ensure that we champion the gifts of all members of the church, including and

especially those from the global majority or on the margins in various ways

This was an extremely popular day last year with an exceptional speaker, Dave Meita, who is known as a church leader, barrister and the “ People’s Poet”.

Pathway: All year 2 Curates

Booking Link: [Joseph and Justice Tickets](#)

Topic: Community Organising: Project

Module: Certificate in Ministerial Community Organising, Year 2

Mode of learning: Face-to-face

Date: Spring Term 2024

Venue: As arranged by individual curates

Content: “Action” in local contexts

Pathway: All year 2 Curates, incumbent path

Booking Link: N/A

Topic: Schools Placement

Module: Mission and Discipleship

Mode of learning: Face-to-face

Date: Spring Term 2024

Venue: As arranged for individual curates

Content: A five-day placement in a Church School.

Pathway: All stipendiary year 2 Curates (optional for self-supporting)

Booking Link: N/A

Topic: The Place of the Ministry of Reconciliation in Anglicanism

Module: Pastoral Care of Self and Others

Mode of learning: Face-to-face

Date: 20th April 2024, 10 .30 am—12.30 pm

Venue: St John’s, Moulsham Street, Chelmsford

Content: The concept of individual confession is not always one that is well understood in the Anglican Church. This is an opportunity to explore how this priestly ministry can be exercised.

Pathway: All year 2 Curates

Booking Link: [Reconciliation Tickets](#)

Topic: “The Church in the Public Square” - what does it mean to be the face of the Church of England in civic society?

Module: Mission and Discipleship

Mode of learning: Face-to-face

Date: 11th May 2024, 10 am—12.30 pm

Venue: TBC

Content: When we are ordained we make oaths not just to God and the Church but also to the Monarch. The Church of England is the state church and as its ministers we may be called on to take on roles in civic society. This session explores how we do this with integrity and as a tool for mission.

Pathway: All year 2 Curates

Booking Link: [Church in Public Square Tickets](#)

Topic: Community Organising: Debrief on the Action Project

Module: Certificate in Ministerial Community Organising, Year 2

Mode of learning: Face-to-face

Date: 11th May 2024, 2.00 pm—5.00 pm

Venue: Diocesan Offices

Content: An opportunity to reflect and share the learning from the project.

Pathway: All year 2 Curates, incumbent path

Booking Link: [Community Organising Debrief Tickets](#)

Topic: Schools Placement Debriefing

Module: Mission and Discipleship

Mode of learning: Face-to-face

Date: 23rd May 2024, 1 pm—3 pm

Venue: Diocesan Offices

Content: An opportunity to reflect and share the learning from the placements.

Pathway: All year 2 Curates, incumbent path (optional for self-supporting)

Booking Link: [Placement Debrief Tickets](#)

Topic: “I wish I had known...” - Stepping into Incumbency

Module: Practical Skills for Ministry

Mode of learning: Face-to-face

Date: 15th June 2024, 1.30 pm—4 pm

Venue: St John's, Moulsham Street, Chelmsford

Content: A chance to hear from some newly licensed incumbents what the reality, joys and challenges are in parish ministry in this season.

Pathway: All year 2 Curates, incumbent path

Booking Link: [Stepping into Incumbency Tickets](#)

Topic: Occupying the second Chair

Module: Practical Skills for Ministry

Mode of learning: Face-to-face

Date: 15th June 2024, 10 am—12.30 pm

Venue: St John's, Moulsham Street, Chelmsford

Content: As Associate Ministers how do we occupy the second chair effectively and as a witness to our vocation? An opportunity to hear from those in such roles about the reality of this calling.

Pathway: All year 2 Curates, associate path

Booking Link: [Second Chair Tickets](#)

Topic: Community Organising: A Seat at the Table

Module: Certificate in Ministerial Community Organising, Year 2

Mode of learning: E-learning (via zoom)

Date: 17th June 2024, 7 pm—8.30 pm

Venue: Online

Content: The last in our series on community organising – we talk about ensuring people have a seat at the table of power and the table of God.

Pathway: All year 2 Curates, incumbent path

Booking Link: [Seat at the Table Tickets](#)

Topic: "In the Chair" - how to effectively chair meetings

Module: Practical Skills for Ministry

Mode of learning: Face-to-face

Date: 22nd June 2024, 9.30 am—12.30 pm

Venue: St John's, Moulsham Street, Chelmsford

Content: From PCCs to sub committees and other groups, chairing meetings is an essential skill in ministry. This is a chance to hear from experienced practitioners both lay and ordained how to make this as stress free as possible for all concerned.

Pathway: All year 2 Curates

Booking Link: [Chairing Meetings Tickets](#)

Topic: “All members of One Body” - managing people in parishes

Module: Practical Skills for Ministry

Mode of learning: Face-to-face

Date: 13th July 2024, 10 am—12.30 pm

Venue: TBC

Content: Managing people is an important skill in ministry. In this session we look at the practicalities for managing both employed staff and volunteers.

Pathway: All year 2 Curates

Booking Link: [One Body Tickets](#)

Year 3 Curates (deaconed in 2021)

Topic: Finance and Governance—the logistics of managing a parish

Module: Practical Skills for Ministry

Mode of learning: E-learning (via Moodle)

Date: TBC

Venue: Online

Content: Finance and governance are key aspects of ministry and this session aims to provide information and resources that will provide a foundation from which to build your skills in these areas.

Pathway: Year 3 Curates, incumbent path

Booking Link: N/A

Topic: Managing across complex organisations—holding the tension across parish boundaries

Module: Practical Skills for Ministry

Mode of learning: Face-to-face

Date: 7th October 2023, 10 am—12.30 pm

Venue: TBC

Content: Incumbency now rarely means a single church in a single parish so how do equip ourselves to lead across complex benefices comprising several parishes and churches, often with varying traditions and missional priorities.

Pathway: Year 3 Curates, incumbent path

Booking Link: [Complex Organisations Tickets](#)

Topic: Next Steps

Module: Practical Skills for Ministry

Mode of learning: Face-to-face

Date: 24th January & 25th January 2024

Venue: Diocesan Offices and Chapter House

Content: This event is designed to help those on the incumbent pathway discern their next appointment. We will look at the process for appointments in the Church of England, how to interpret advertisements and parish profiles, crafting application forms and presenting for interview.

When booking please be sure to fill in as much information on the booking form so that we can make your stay at Pleshey as comfortable as possible.

Pathway: Year 3 Curates, incumbent path

Booking Link: [Next Steps Tickets](#)

Pioneer Path—all years

Topic: Pioneer Ministry 1

Module: Mission and Discipleship

Mode of learning: Face-to-face

Date: 12th October 2023, 9.45 am—2.15 pm

Venue: Diocesan Office

Content: The opportunity to look at ministry through a pioneer prism. Listening carefully to and learning from communities outside of the church and imagining with them who God might be in their context. In-house session on pioneering in a Chelmsford context.

If you are booking this event you **must commit to all six sessions**. Please remember to book all of them at the same time.

Pathway: All Pioneer Curates (open to those on other pathways who have a specific interest/context in pioneering. For the latter group this is in addition to your other commitments so you need the agreement of your CMD Adviser and TI that you will have capacity)

Booking Link: [Pioneer 1 Tickets](#) (don't forget to book all six)

Topic: Pioneer Ministry 2

Module: Mission and Discipleship

Mode of learning: Face-to-face

Date: 7th November 2023, 10 am—3.30 pm

Venue: CMS House, Watlington Road, Oxford

Content: A face-to-face meeting with other pioneers across the Southern Dioceses.

The CMS sections of the course will draw on relevant texts, resources and experience to explore what contextual pioneering looks like. Issues such as listening and responding in context; worship and sacraments in fresh expressions of church; what is church; sustainability and the pioneer spectrum will all be covered.

If you are booking this event you **must commit to all six sessions**. Please remember to book all of them at the same time.

Pathway: All Pioneer Curates (open to those on other pathways who have a specific interest/context in pioneering. For the latter group this is in addition to your other commitments so you need the agreement of your CMD Adviser and TI that you will have capacity)

Booking Link: [Pioneer 2 Tickets](#) (don't forget to book all six)

Topic: Pioneer Ministry 3

Module: Mission and Discipleship

Mode of learning: Face-to-face

Date: 15th February 2024, 9.45 am—2.15 pm

Venue: Diocesan Office

Content: The opportunity to look at ministry through a pioneer prism. Listening carefully to and learning from communities outside of the church and imagining with them who God might be in their context. In-house session on pioneering in a Chelmsford context.

If you are booking this event you **must commit to all six sessions**. Please remember to book all of them at the same time.

Pathway: All Pioneer Curates (open to those on other pathways who have a specific interest/context in pioneering. For the latter group this is in addition to your other commitments so you need the agreement of your CMD Adviser and TI that you will have capacity)

Booking Link: [Pioneer 3 Tickets](#) (don't forget to book all six)

Topic: Pioneer Ministry 4

Module: Mission and Discipleship

Mode of learning: E-learning (via zoom)

Date: 7th March 2024, 9.30 am—1 pm

Venue: Online (CMS)

Content: The CMS sections of the course will draw on relevant texts, resources and experience to explore what contextual pioneering looks like. Issues such as listening and responding in context; worship and sacraments in fresh expressions of church; what is church; sustainability and the pioneer spectrum will all be covered.

If you are booking this event you **must commit to all six sessions**. Please remember to book all of them at the same time.

Pathway: All Pioneer Curates (open to those on other pathways who have a specific interest/context in pioneering. For the latter group this is in addition to your other commitments so you need the agreement of your CMD Adviser and TI that you will have capacity)

Booking Link: [Pioneer 4 Tickets](#) (don't forget to book all six)

Topic: Pioneer Ministry 5

Module: Mission and Discipleship

Mode of learning: Face-to-face

Date: 2nd May 2024, 9.45 am—2.15 pm

Venue: Diocesan Office

Content: The opportunity to look at ministry through a pioneer prism. Listening carefully to and learning from communities outside of the church and imagining with them who God might be in their context. In-house session on pioneering in a Chelmsford context.

If you are booking this event you **must commit to all six sessions**. Please remember to book all of them at the same time.

Pathway: All Pioneer Curates (open to those on other pathways who have a specific interest/context in pioneering. For the latter group this is in addition to your other commitments so you need the agreement of your CMD Adviser and TI that you will have capacity)

Booking Link: [Pioneer 5 Tickets](#) (don't forget to book all six)

Topic: Pioneer Ministry 6

Module: Mission and Discipleship

Mode of learning: E-learning (via zoom)

Date: 14th May 2024, 9.30 am—1 pm

Venue: Online (CMS)

Content: The CMS sections of the course will draw on relevant texts, resources and experience to explore what contextual pioneering looks like. Issues such as listening and responding in context; worship and sacraments in fresh expressions of church; what is church; sustainability and the pioneer spectrum will all be covered. If you are booking this event you **must commit to all six sessions**. Please remember to book all of them at the same time.

Pathway: All Pioneer Curates (open to those on other pathways who have a specific interest/context in pioneering. For the latter group this is in addition to your other commitments so you need the agreement of your CMD Adviser and TI that you will have capacity)

Booking Link: [Pioneer 6 Tickets](#) (don't forget to book all six)

Resources

Appendix 1 What is Expected of you: The Qualities Framework for Ordained Ministry

	CHRIST	CHURCH	WORLD	SELF
Love for God The curate....	Is reliant on God- Father, Son and Holy Spirit – and lives out an infectious, life-transforming faith	Is rooted in Scripture, the worship of the Church and the living traditions of faith	Whole-heartedly, generously and attractively engages with God's world	Is prayerful and studies the Bible
Call to ministry The curate....	Responds to the call of Christ to be a disciple	Understands the distinctive nature of ordained priestly ministry	Is committed to being a public and representative person	Articulates an inner sense of call grounded in priestly service
Love for people The curate....	Welcomes Christ in others, listens, values and respects; cares for those in poverty and the marginalised	Builds relationships which are collaborative and enabling	Shows God's compassion for the world	Has empathy and is aware of how others receive them
Wisdom The curate....	Is inquisitive, (curious) and open to new learning	Shows leadership that enables thriving and healthy churches, handles conflict, and can lead in mission	Is robust and courageous and prepared to take risks	Is a mature and integrated person of stability and integrity
Fruitfulness The curate....	Embraces the different and enables others to be witnesses and servants	Shows the capacity to exercise sacramental, liturgical and an effective and enabling teaching ministry	Shares faith in Christ and can accompany others in their faith	Has resilience and stamina
Potential The curate has the potential to	Grow in faith and be open to navigating the future in the company of Christ and guided by the Holy Spirit	Manage change, and see the big picture	See where God is working in the world and respond with missionary imagination	Be adaptable and agile
Trustworthiness The curate....	Follows Christ in every part of their life	Leads maturely which promotes safe and harmonious Christian communities	Lives out their life as a representative of God's people	Has a high-degree of self-awareness

Appendix 2 Curriculum for IME2—Mapping against Qualities Framework

Learning Quality	Learning Activity	Module	Recommended year group	Pathway
Love for God	Ministerial Spirituality – how do we deepen our own spirituality as ministers?	Theological and Spiritual Growth	One/Two	All
	“Standing at the altar” What does it mean to preside at the Eucharist?	Development of Liturgical Practice	One	All
	“Lord of all Creation” How do we fulfil the Fifth Mark of Mission in this season of climate crisis?	Theological and Spiritual Growth	Two	All
	“Anglican and Generous” How do we inhabit our differences well?	Theological and Spiritual Growth	One	All
Call to ministry	Personal safety	Pastoral Care for Others and Self	One	All
	“Standing at the altar” What does it mean to preside at the Eucharist?	Development of Liturgical Practice	One	All
	What I wish someone had told me about Incumbency	Practical Skills for Ministry	Two	Incumbents
	Occupying the Second Chair	Practical Skills for Ministry	Two	Associates
	Next steps Residential Conference	Practical Skills for Ministry	Three	Incumbents
	“Remember the Rubrics!” Crafting creative worship	Development of Liturgical Practice	Two	All

Learning Quality	Learning Activity	Module	Recommended year group	Pathway	
Love for people	The Place of the Ministry of Reconciliation in Anglicanism	Pastoral Care of Others and Self	Two	All	
	Schools placement (including pre- and post-placement briefings)	Mission and Discipleship	Two	Incumbents (optional for Associates)	
	Funeral Ministry	Pastoral Care of Others and Self	One	All	
	Joseph, Justice and talent spotting	Mission and Discipleship	Two	All	
	“Are you ok?” Mental Health First Aid for self and others	Pastoral Care for Others and Self	One	All	
	“Are you the chaplain? Ministry in a secular context – healthcare, education, workplace, prisons	Pastoral Care for Others and Self	Two	All	
	“All are welcome” what does diversity look like in the parish and wider community.	Mission and Discipleship	One	All	
	Wisdom	Finance and Governance – the logistics of managing a parish	Practical Skills for Ministry	Third	All
		The Work of the DAC	Practical Skills for Ministry	Two	All
Practical Theology, Service of the Word & Communion by Extension		Development of Liturgical Practice	Two	All	
Narrative Preaching from the New Testament		Theological and Spiritual Growth	One	All	
	Narrative Preaching from the Old Testament	Theological and Spiritual Growth	Two	All	

Learning Quality	Learning Activity	Module	Recommended year group	Pathway
Fruitfulness	<p>“Town and Country” Ministry in rural/dispersed and estates/urban contexts.</p> <p>“The Church in the Public Square” what does it mean to be the face of the Church of England in our communities.</p>	<p>Mission and Discipleship</p> <p>Mission and Discipleship</p>	<p>Two</p> <p>Two</p>	<p>All</p> <p>All</p>
Potential	<p>Next steps Residential Conference</p> <p>What I wish someone had told me about incumbency</p> <p>Occupying the Second Chair</p> <p>Managing across complex organisations – holding the tension across multiple parishes</p>	<p>Practical Skills for Ministry</p> <p>Practical Skills for Ministry</p> <p>Practical Skills for Ministry</p> <p>Practical Skills for Ministry</p>	<p>Three</p> <p>Two</p> <p>Two</p> <p>Three</p>	<p>Incumbent</p> <p>Incumbent</p> <p>Associate</p> <p>Incumbent</p>
Trustworthiness	<p>“In the Chair” How to effectively chair meetings.</p> <p>Personal and Household Safety</p> <p>Finance and Governance – the logistics of managing a parish.</p> <p>Managing across complex organisations – holding the tension across multiple parishes</p> <p>“All members of one body” - managing people in parishes</p>	<p>Practical skills for Ministry</p> <p>Pastoral Care for Others and Self</p> <p>Practical skills for Ministry</p> <p>Practical Skills for Ministry</p> <p>Practical Skills for Ministry</p>	<p>Two</p> <p>One</p> <p>Three</p> <p>Three</p> <p>Two</p>	<p>All</p> <p>All</p> <p>All</p> <p>Incumbents</p> <p>All</p>

Appendix 3 IME2 Curriculum Timetable 2023/24

	YEAR ONE	YEAR TWO	YEAR THREE
JULY 2023	Briefing Day /Licensing (2 nd) Introduction to Moodle (online)	Ecumenical placement (optional) Practical Theology, Service of the Word & Communion by Extension	“All members of one body” – managing people in parishes
AUGUST	Parish Project		
SEPTEMBER	Induction Day (2 nd) Ordination to the Diaconate (10 th)	Ordination to the Priesthood (30 th) The Work of the DAC (coach trip) Schools placement briefing Narrative Preaching from the Old Testament	Finance and Governance – the logistics of managing a parish The Work of the DAC (if not undertaken in year 2)
OCTOBER	Personal & Household Safety	“Are you the chaplain?” Ministering in a secular context – healthcare, education, prisons and workplaces	Managing across complex organisations- holding the tension across parish boundaries
NOVEMBER	Funeral Ministry Narrative Preaching from the New Testament	“Town or country” what does ministry in rural and urban/ estates settings look like	Final report meeting (incumbent pathway)
DECEMBER			Sign Off (Incumbent pathway)
JANUARY 2024	“All are welcome” what does diversity look like in the parish	Schools placement (compulsory for incumbent pathway) “Remember the Rubrics” Crafting creative worship	Next Steps Residential conference
FEBRUARY	“Are you ok?” How do we look after our own mental health and support others	Schools placement (compulsory for incumbent pathway) “Lord of all Creation” How do we fulfil the Fifth Mark of Mission in this season of climate crisis	
MARCH	“Standing at the altar” What does it mean to preside at the Eucharist	Joseph, Justice and Talent Spotting	
APRIL	Year one review Ministerial spirituality (online)	“The Church in the Public Square” what does it mean to be the face of the Church of England in our communities The place of the Ministry of reconciliation in Anglicanism	

	YEAR ONE	YEAR TWO	YEAR THREE
MAY	Year one meeting with Bishop Ministerial spirituality (online)	Year two review Schools placement debrief “The Church in the Public Square” What does it mean to be the face of the Church of England in civic society	Final report meeting (associate pathway)
JUNE	“Anglican and Generous” How do we inhabit our differences well?	“I wish I had known....” Stepping into Incumbency Occupying the Second Chair “In the Chair” How to effectively chair meetings	Sign Off (Associate pathway)

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.