



The Church of England
in Essex and East London

Diocese of Chelmsford

IME Phase 2 Programme

2024-25

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)

Contents

Introduction	Page 3-6
Formation Qualities Framework	Page 3
Thematic Modules	Page 3
Curriculum Timetable	Page 3-4
Aims of the curriculum	Page 4
Training Modes	Page 4-5
What to expect in each year	Page 5
Assessment in Curacy	Page 6
Practicalities	
Including how to book and contacts for the CMD team	Page 7
Detailed information on each training event	Page 8-20
Year 1 Deacons and all LLMs	Page 7-12
Year 2 Curates and all LLMs	Page 12-17
Year 3 Curates	Page 17-18
Pioneer Path (all years)	Page 18-20
Resources	Page 21-28
Appendix 1 : What is expected of you—the Qualities Framework for Ordained Ministry	Page 21
Appendix 2 : Curriculum for IME2—Mapping against Qualities Framework	Page 22-25
Appendix 3 : IME2 Curriculum Timetable 2023/24	Page 26-27
Safeguarding	Page 28

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 2024/25!

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

In common with the curriculum that you will have followed as part of IME1 (pre-ordination theological education), the curriculum for IME2 is based on the national criteria for formation which includes 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

All the learning opportunities have been mapped against these criteria to ensure that the learning and development you undertake enables you to meet the framework and thus provide 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 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 **2024 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.

It is important that you prioritise attendance at the relevant IME2 events for your cohort as this is part of the assessment framework. These should take precedence over parish events, other than in the case of extreme need. If you are unable to attend an event you should send your apologies as soon as possible to the Diocesan IME2 lead, Rev. Canon Jane Richards (jrichards@chelmsford.anglican.org) Please note that full participation in IME2 sessions (other than in the case of ill health or other emergency) is required to enable you to progress to the next stage on your curacy.

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.

All curates receive an annual grant for Continuing Ministerial Development (CMD) which can be used to fund study days and retreats. More information on this can be found at <https://www.chelmsford.anglican.org/support-for-ministers/continuing-ministerial-development/cmd-funding>

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.

It is important that you complete the evaluation forms available via email after you have completed an activity to enable an iterative and continuous process of review to be undertaken.

As a training team we welcome your comments on learning events as it enables us to ensure that the IME2 curriculum is relevant and meets your needs as a newly ordained minister so please don't hesitate to let us know your views both through completion of the evaluation forms and by contacting us by email or phone.

Assessment in Curacy

The goal of assessment is to assist ministerial development and formation. It is intended to be iterative and rooted in good communication between curate, TI and the relevant CMD Advisor.

All Curates will have a first Assessment around Easter in Year 1, so that the Area Bishop may meet with the curate and recommend (if applicable) that a curate may proceed to be ordained to the priesthood. Both curate and training incumbent will fill in a brief report and there will be a meeting involving Training Incumbent, Curate and CMD Adviser, before the Curate meets the Area Bishop.

There will be a second assessment at an interim stage, typically around Easter of Year 2. Both Curate and Training Incumbent will fill in a brief report and there will be a meeting involving Training Incumbent, Curate and CMD Adviser. Following this interim review, the practise of the different Episcopal Areas varies, but Curates may be invited to meet with an Archdeacon or Area Bishop.

When we are confident the requirements of IME2 within the curacy have been completed, the following process will be followed:

The Training Incumbent will write a full report

There will be a meeting between the Curate, Training Incumbent and CMD Adviser

The CMD Adviser will write a report

A moderation panel will endorse or amend the report and make a recommendation to the Area Bishop

The Area Bishop, with these reports and recommendations in front of them, will meet with the Curate and – assuming all is in order – “sign off” the curacy, that is, write to the Curate giving them permission to seek a new post.

This will take place in December of Year 3 for Incumbent Path and Pioneer Path curates (though there is some flexibility for self-supporting Incumbent Path curates). For those on the Associate Path, this will take place in summer at the end of the third year.

At each year's assessment point the curate will bring their portfolio for examination.

You will find more detailed information about assessments and the resources available to help guide this process in the current addition of the 2024 Handbook for Curates and Training Incumbents.

With every blessing as you continue to answer the call God has placed on your heart,

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, including online events, 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. All events are open now and tickets are bookable up to 7 days prior to the event.

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, 07903 533129, 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 and LLMs)

Topic: Briefing Day/Barbeque

Module: N/A

Mode of learning: Face-to-face

Date: 30th June 2024, 9.30 am—evening

Venue: Diocesan Office/Bishopscourt

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 Bishopscourt.

Pathway: All year 1 Deacons

Booking Link: N/A

Topic: Induction Day

Module: N/A

Mode of learning: Face-to-face

Date: 31st August 2024, 9.30 am—4 pm

Venue: Diocesan Offices

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

Pathway: All year 1 Deacons

Booking Link: <https://induction-24.eventbrite.co.uk>

Topic: Personal and Household Safety

Module: Pastoral Care for Others and Self

Mode of learning: Face-to-face

Date: 19th September 2024, 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 LLMs (Partners are also very welcome to attend)

Booking Link: <https://personal-safety-24.eventbrite.co.uk>

Topic: Working with Children and Families

Module: Mission and Discipleship

Mode of learning : Face to face

Date : 5th October 2024, 9.30am – 3.30pm

Venue: Diocesan Offices

Content: The Diocesan Mustard Seed Team will lead this day of both theory and practical skills as we consider how best we engage and sustain ministry with children and families.

Pathway : All year 1 deacons, all LLMs

Booking link: <https://children-families-ministry-ime2.eventbrite.co.uk>

Topic: Funeral Ministry

Module: Pastoral Care for Self and Others

Mode of learning: Face-to-face

Date: 16th November 2024, 10 am—3 pm or 28th November 2024, 10 am—3 pm

Venue: Diocesan Offices / St Johns' Moulsham Street, Chelmsford

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 LLMs (optional for those who already have considerable experience in funeral ministry)

Booking Link: 16/11/24 - Diocesan Office—<https://funeral-ministry-16-11.eventbrite.co.uk>

28/11/24 - St John's—<https://funeral-ministry-28-11.eventbrite.co.uk>

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: 18th January 2025, 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 LLMs

Booking Link: <https://All-Welcome-25.eventbrite.co.uk>

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

Module: Pastoral Care for Self and Others

Mode of learning: Face-to-face

Date: 13th February 2025, 10 am—3.30 pm

Venue: Diocesan Offices

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 LLMs

Booking Link: <https://OK-Mental-Health-25.eventbrite.co.uk>

Topic: Working with Schools

Module: Mission and Discipleship

Mode of learning: Face to face

Date: 4th March 2025 9.30am – 3.30pm

Venue: Diocesan Offices

Content: Members of the Diocesan Education Team will provide an overview of school governance, collective worship and the RE Curriculum as well as ideas on how you can become involved in local schools in your community. This is the first of a range of learning opportunities to enhance knowledge and skills for engaging and working with both church and community schools.

Pathway: All year 1 Deacons, all LLMs

Booking Link: <https://Schools-25.eventbrite.co.uk>

Topic: Narrative Preaching from the New Testament

Module: Theological and Spiritual Growth

Mode of learning: Face-to-face

Date: 5th April 2025, 9.50 am—3.30 pm

Venue: St John’s, Moulsham Street, Chelmsford

Content: An opportunity to explore preaching from New Testament narrative in a way that engages and stimulates our congregations. There will be contributions from experienced preachers who will share their own practices for preparing to preach

Pathway: All year 1 Deacons, all LLMs

Booking Link: <https://NT-Preaching-25.eventbrite.co.uk>

Topic: Ministerial Spirituality

Module: Theological and Spiritual Growth

Mode of learning: E-learning (via zoom)

Date: 11th, 18th and 25th May 2025, 7.15pm—8.45pm

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. All three sessions should be attended

Pathway: All year 1 Deacons, all LLMs

Booking Link: <https://Ministerial-Spirituality-25.eventbrite.co.uk>

Topic: I Will Sing to the Lord a New Song – Church Music as a tool for mission

Module: Mission and Discipleship

Mode of learning: Face to face

Date: 31st May 2025 9.30am – 1.00pm

Venue: St Mary’s Church, Overton Road, Wanstead

Content: Music in church is a vital component of worship and an important tool for mission in the wider community. This half day, led by Rev James Gilder, himself a former church organist and parish musical director, and Professor Alison Wells, Director of Music at the Parish of Wanstead and Professor of Voice at the Royal College of Music. The session will cover the following topics

- Church musicians: employment issues, recruitment, management and legalities
- Music choices: resources available and how to use music well
- Singing in church: how to lead when you're not a confident singer

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

Booking Link: <https://New-Song-Church-Music-25.eventbrite.co.uk>

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

Module: Theological and Spiritual Growth

Mode of learning: Face-to-face

Date: 28th June 2025, 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 LLMs

Booking Link: <https://Anglican-generous-25.eventbrite.co.uk>

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

Module: Development of Liturgical Practice

Mode of learning: Face-to-face

Date: 12th July 2025, 10 am—3 pm

Venue: Diocesan Offices

Content: A day exploring practical theology and liturgical forms.

Pathway: All year 1 Deacons, all LLMs

Booking Link: <https://Practical-theology-25.eventbrite.co.uk>

Year 2 Curates and Year 2 LLMs

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: 7th September 2024, 9.30 am—4 pm

Venue: St Peter’s Church Hutton

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: <https://Standing-at-the-Altar.eventbrite.co.uk>

Topic “Stress and Resilience” - Starting Well

Module: Pastoral Care for Self and Others

Mode of learning: Face-to-face or online

Date: 9th September 2024, 10 am—4 pm OR 3rd & 4th October 10am – 1.00pm

Venue: Chapter House (face to face) /Online

Content: Ministry is a source of much joy and is a privilege but there are also times when we can find ourselves overwhelmed by the needs of those we serve. As part of the Dioceses’ commitment to

improving and sustaining the wellbeing of all who exercise a ministry this is an opportunity to attend a workshop run by an external training organisation, Thrive Worldwide, who provide a safe space in which to consider how we manage stress and build our resilience. **Please note you can attend either the face-to-face session on 9th September OR the online sessions on 3rd & 4th October so please just book one or other!**

Pathway: All year 2 Curates, all LLMs

Booking Link: 9th September: <https://Stress-face-to-face-24.eventbrite.co.uk>

3rd/4th October: <https://Stress-online-event-24.eventbrite.co.uk>

Topic: The Work of the DAC

Module: Practical Skills for Ministry

Mode of learning: Site visit

Date: 30th September 2024, 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: <https://DAC-site-visit-24.eventbrite.co.uk>

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

Module: Pastoral Care for Self and Others

Mode of learning: Face-to-face

Date: 19th October 2024, 1.30 pm—4 pm

Venue: St Johns, Moulsham Street, Chelmsford

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, all LLMs

Booking Link: <https://Chaplain-24.eventbrite.co.uk>

Topic: Schools Placement briefing

Module: Mission and Discipleship

Mode of learning: Face-to-face

Date: 14th November 2024, 10.00am—12 noon

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: <https://Placement-briefing-24.eventbrite.co.uk>

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: 16th November 2024, 10 am—3 pm

Venue: St John's, Moulsham Street, Chelmsford

Content: Chelmsford is a geographically large and highly diverse diocese covering contexts from both inner city to dispersed rural communities. There are challenges ministering in all these contexts and this session provides an opportunity to hear from experienced practitioners what ministry looks like in these places, and to consider whether God might be calling you into such contexts.

Pathway: All year 2 Curates

Booking Link: <https://Town-or-country-24.eventbrite.co.uk>

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: 15th February 2025, 10.00am – 12.30pm

Venue: St John's, Moulsham Street, Chelmsford

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, all LLMs

Booking Link: <https://Lord-of-creation-25.eventbrite.co.uk>

Topic: "Remember the Rubrics" - crafting creative worship

Module: Development of Liturgical Practice

Mode of learning: Face-to-face

Date: 8th March 2025, 9.30 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, all LLMs

Booking Link: <https://Remember-Rubrics-25.eventbrite.co.uk>

Topic: The Place of the Ministry of Reconciliation in Anglicanism

Module: Pastoral Care for Self and Others

Mode of learning: Face-to-face

Date: 8th March 2025 1.30pm – 3.30pm

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: <https://Reconciliation-ministry-25.eventbrite.co.uk>

Topic: Schools Placement

Module: Mission and Discipleship

Mode of learning: Face-to-face

Date: Spring Term 2025

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 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: 10th May 2025, 10 am—3.00 pm

Venue: St John's, Moulsham Street, Chelmsford

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. Some of these will be planned and others will be in response to unforeseen events impacting on the community in which we serve.

This session explores how we do this with integrity and as a tool for mission, while building strong and trusted relationships with other organisations who feature in civic life

Pathway: All year 2 Curates

Booking Link: <https://Church-Public-Square-25.eventbrite.co.uk>

Topic: Schools Placement Debriefing

Module: Mission and Discipleship

Mode of learning: Face-to-face

Date: 20th May 2025, 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: <https://Schools-debrief-25.eventbrite.co.uk>

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

Module: Practical Skills for Ministry

Mode of learning: Face-to-face

Date: 7th June 2025, 9.30 am—12 noon

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: <https://Wish-I-had-known-25.eventbrite.co.uk>

Topic: Occupying the second Chair

Module: Practical Skills for Ministry

Mode of learning: Face-to-face

Date: 7th June 2025, 1.00 pm—3.30 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: <https://Second-Chair-25.eventbrite.co.uk>

Topic: “In the Chair” - how to effectively chair meetings

Module: Practical Skills for Ministry

Mode of learning: Face-to-face

Date: 28th June 2025, 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, all LLMs

Booking Link: <https://Chair-Meeting-25.eventbrite.co.uk>

Year 3 Curates

Topic: “All members of One Body” - How do we provide effective leadership to those who serve our parishes, both as volunteers and paid staff

Module: Practical Skills for Ministry

Mode of learning: Face-to-face

Date: 19th October 2024, 10 am—3.30 pm

Venue: Diocesan Offices

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 3 Curates

Booking Link: <https://Members-One-Body-24.eventbrite.co.uk>

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

Module: Practical Skills for Ministry

Mode of learning: E-learning (online platform tbc)

Date: Autumn 2024

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.

This event will be presented in a series of video formats on an online platform during the Autumn Term

2024. These can be accessed in your own time.

Once signed up you will be sent the necessary links.

Pathway: Year 3 Curates, incumbent path (Optional for Associate path curates)

Booking Link: <https://Finance-Governance-online-24.eventbrite.co.uk>

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

Module: Practical Skills for Ministry

Mode of learning: Face-to-face

Date: 9th November 2024, 10 am—3.00 pm

Venue: St John's, Moulsham Street, Chelmsford

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 (Optional for Associate path curates)

Booking Link: <https://Complex-Organisations-24.eventbrite.co.uk>

Topic: Next Steps Residential Conference

Module: Practical Skills for Ministry

Mode of learning: Face-to-face

Date: 21st January 11am —22nd January 4 pm 2025

Venue: The Othona Community, Bradwell on Sea

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.

Pathway: Year 3 Curates, incumbent path (optional for Associate Pathway)

Booking Link: <https://Next-Steps-25.eventbrite.co.uk>

Pioneer Path—all years

These sessions are compulsory for all Pioneer Curates.

They are also 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.

The sessions, a mix of in house and national sessions provide an 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.

The Pioneer pathway requires full commitment to all the scheduled sessions and it is not appropriate to sign up to just one or two as part of the learning experience is that the cohort travel forward together. The CMS sessions are delivered on behalf of the national church, and you will be linking with pioneer curates from other Dioceses for those sessions

Topic: Pioneer Ministry 1

Module: Mission and Discipleship

Mode of learning: Face-to-face

Date: 10th October 2024 9.45am – 2.45pm

Venue: Diocesan Office

Booking Link: <https://Pioneer-1-24.eventbrite.co.uk>

Topic : Pioneer Ministry 2

Module: Mission and Discipleship

Mode of learning: Face-to-face

Date: 12th November 2024, 10.00am – 3.30pm

Venue: CMS House, Watlington Road, Oxford

Booking Link: <https://Pioneer-2-24.eventbrite.co.uk>

Topic: Pioneer Ministry 3

Module: Mission and Discipleship

Mode of learning: Face-to-face

Date: 6th February 2025 9.45am – 2.45pm

Venue: Diocesan Office

Booking Link: <https://Pioneer-3-25.eventbrite.co.uk>

Topic: Pioneer Ministry 4

Module: Mission and Discipleship

Mode of learning: E-learning (via zoom)

Date: 27th March 2025 9.30am – 1.00pm

Venue: Online (CMS)

Booking Link: <https://Pioneer-4-25.eventbrite.co.uk>

Topic: Pioneer Ministry 5

Module: Mission and Discipleship

Mode of learning: Face-to-face

Date: 1st May 9.45am – 2.45pm

Venue: Diocesan Office

Booking Link: <https://Pioneer-5-25.eventbrite.co.uk>

Topic: Pioneer Ministry 6

Module: Mission and Discipleship

Mode of learning: E-learning (via zoom)

Date: 13th May 2025 9.30am – 1.00pm

Venue: Online (CMS)

Booking Link: <https://Pioneer-6-25.eventbrite.co.uk>

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	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
Call to ministry	Personal and Household safety	Pastoral Care for Self and Others	One	All
	“Standing at the altar” What does it mean to preside at the Eucharist	Development of Liturgical Practice	Two	All
	“I wish I had known...” – Stepping into 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
	“I will sing to the Lord a new song” – Church Music as a tool for mission	Development of Liturgical Practice	One	All
	Stress and Resilience—starting well	Pastoral Care for Self and Others	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 for Self and Others	Two	All
	Schools placement (including pre- and post-placement briefings)	Mission and Discipleship	Two	Incumbents (optional for Associates)
	Funeral Ministry	Pastoral Care for Self and Others	One	All
	“Are you ok?” – How do we care for our own mental health and that of others	Pastoral Care for Self and Others	One	All
	“Are you the chaplain?” - Ministry in a secular context	Pastoral Care for Self and Others	Two	All
	“All are welcome” - what does diversity look like in our parishes and communities?	Mission and Discipleship	One	All
Wisdom	Finance and Governance – the logistics of managing a parish	Practical Skills for Ministry	Three	Incumbents (optional for Associates)
	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

Learning Quality	Learning Activity	Module	Recommended year group	Pathway
Fruitfulness	“Town or Country” – What does ministry in rural and urban/estates settings look like	Mission and Discipleship	Two	All
	“The Church in the Public Square” what does it mean to be the face of the Church of England in civic society?	Mission and Discipleship	Two	All
	Working With Children and Families	Mission and Discipleship	One	All
	Working with Schools	Mission and Discipleship	One	All
	“Anglican and Generous” – how do we inhabit our differences well	Theological and Spiritual Growth	One	All
Potential	Next steps Residential Conference	Practical Skills for Ministry	Three	Incumbent
	What I wish someone had told me about incumbency	Practical Skills for Ministry	Two	Incumbent
	Occupying the Second Chair	Practical Skills for Ministry	Two	Associate

Learning Quality	Learning Activity	Module	Recommended year group	Pathway
Trustworthiness	<p>“In the Chair” How to effectively chair meetings</p>	Practical Skills for Ministry	Two	All
	<p>“All Members of One Body” - how do we provide effective leadership to those who serve our parishes, both as volunteers and paid staff</p>	Practical Skills for Ministry	Three	Incumbent (optional for Associates)
	<p>Personal and Household Safety</p>	Pastoral Care for Self and Others	One	All
	<p>Finance and Governance—the logistics of managing a parish</p>	Practical Skills for Ministry	Three	Incumbent (optional for Associates)
	<p>Managing across Complex Organisations—holding the tension across parish boundaries</p>	Practical Skills for Ministry	Three	Incumbent (optional for Associates)

Appendix 3 IME2 Curriculum Timetable 2023/24

	YEAR ONE	YEAR TWO	YEAR THREE
JULY 2023	Briefing Day /Licensing (30 th June) Introduction to Moodle (online)		
AUGUST	Parish Project Induction Day (31 st)		
SEPTEMBER	Ordination to the Diaconate (8 th) Personal and Household Safety (19 th)	Standing at the Altar (7 th) “Stress and Resilience” – Starting Well (9 th) Ordination to the Priesthood (28 th) The Work of the DAC (30 th - coach trip)	The Work of the DAC (if not undertaken in year 2) (30 th – coach trip)
OCTOBER	Working with Children and Families (5 th)	“Stress and Resilience” – Starting Well (3 rd am/4 th am) NB this is an online alternative to the in person session on 9th September “Are you the chaplain?” Ministering in a secular context (19 th)	“All Members of One Body” - How do we provide effective leadership to those who serve our parishes, both as Volunteers and Paid Staff (19 th)
NOVEMBER	Funeral Ministry (16 th OR 28 th)	Schools placement briefing (14 th) “Town or country” what does ministry in rural and urban/estates settings look like (16 th)	Managing Across Complex Organisations - Holding the tension between parish boundaries (9 th) Finance and Governance – the logistics of managing a parish (online Autumn Term) Final report meeting – TI/Curate/ CMD advisor (incumbent pathway)
DECEMBER			Sign Off (Incumbent pathway)
JANUARY 2024	“All are welcome” what does diversity look like in the parish (18 th)	Schools placement (compulsory for incumbent pathway during the Spring Term)	Next Steps Residential conference (21 st /22 nd)

	YEAR ONE	YEAR TWO	YEAR THREE
FEBRUARY	“Are you ok?” How do we look after our own mental health and support others (13th)	“Lord of all Creation” How do we fulfil the Fifth Mark of Mission in this season of climate change (15 th)	
MARCH	Working with Schools – Governance, Collective Worship and the RE Curriculum (4 th)	“Remember the Rubrics” Crafting creative worship (8 th) The place of the Ministry of reconciliation in Anglicanism (8 th)	
APRIL	Narrative Preaching from the New Testament (5 th) Year one review (with CMD/TI)	Year two review (with CMD Advisor/TI)	
MAY	Year one meeting with Area Bishop Ministerial spirituality (online) (11 th , 18 th and 25 th) “I Will Sing to the Lord a New Song” Church music as a tool for mission (31 st)	Year two meeting (meeting with Archdeacon/Bishop dependant on Episcopal Area) “The Church in the Public Square” what does it mean to be the face of the Church of England in our communities (10 th) Schools placement debrief (20 th)	Final report meeting TI/curate/ CMD Advisor (associate pathway)
JUNE	“Anglican and Generous” Inhabiting Difference Well (28 th)	“I wish I had known....” Stepping into Incumbency (7 th) Occupying the Second Chair (Associate Pathway) (7 th) “In the Chair” How to effectively chair meetings (28 th)	Sign Off (Associate pathway)
JULY	Practical Theology, Service of the Word & Communion by Extension (12 th)		

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.