



IME Phase 2 – an overview of the four years

The areas covered by IME Phase 2 events are set out below in summary, as having a sense of the programme content over the whole four years ahead can be of use to curates and incumbents when planning your training in detail.

Year 4 – Induction and Transition

In this year we are recognising the transition into ordained ministry: even if we have previous experience of areas of ministry, there are differences when exercising this as an ordained person; in this year also it is hoped that curates will begin to build supportive relationships with curates in the Diocese, and – in the year group – across both dioceses.

Establishing a good pattern of work and supervision with the Training Incumbent
Safeguarding (child and vulnerable adult protection)
Ministry in schools / collective worship
Occasional offices and the mission of the church (1): funerals / bereavement.
A preaching workshop
Preparing to preside

Year 5 – Mission in Context

Many of the events in this year follow the theme of mission, with the aim that of enabling some extensive reflection on discerning and developing appropriate strategies for mission and evangelism in different contexts.

Mission in different parish contexts / strategies for local mission
Worship and mission
Mission and children
Using courses for mission and discipleship development, and models of adult learning
Mission and justice
A preaching workshop
Occasional offices and the mission of the church (2): weddings and welcome
Healing

Year 6 – Leadership

Many of the events in this year follow the theme of leadership and ministry, with the aim that of enabling some extensive reflection on developing appropriate and helpful approaches to leadership for incumbents and assistant clergy.

Leadership and the role of the clergy; models of leadership; sharing leadership;
leading positive processes of change
Chaplaincy
Occasional offices and the mission of the church (3): baptism policy and practice
A preaching workshop

Year 7 – Aspects of Incumbency

An emphasis on preparing for / adapting to having responsibility for or within parishes; legal and administrative essentials; and learning to enable, train and manage others.

The course will also be offered to those in Year 8/9 who have may have missed this stage in training through the time when they moved, and by those shifting from NSM into stipendiary ministry / posts of responsibility.

Legal issues (1): Church structures; chairing PCC; church representation rules
Legal issues (2): Marriage law
Legal issues (3): Churchyards, and employing staff
Legal issues (4): Buildings, faculties, the DAC, etc.
Annual Meetings and parish financial management
Supervising others and working with volunteers
Healthy church and mission planning
Stewardship
Sustenance and support in ministry