# Diocese of Worcester IME2 Training Programme

New deacons will be offered an induction day outlining the process of learning agreements, the expectation of IME2, supervision by TIs, support from the Diocese….

From autumn 2024, IME2 will have two strands to it, a **core strand** that will be an absolute priority and a **modular strand** which will be no less important but will be inherently more flexible.

The **core strand** will be based on the national (recently revised) assessment criteria. (These are the criteria that curates deaconed in 2024 will be assessed against. Curates already on the “old” assessment criteria will remain on those).

Those criteria carry forward the seven qualities used in discernment of vocation, i.e. (1) Love for God, (2) Call to Ministry, (3) Love for People, (4) Wisdom, (5) Fruitfulness, (6) Potential and (7) Trust.

There will be a module for each quality, each module consisting of one whole day (probably a Saturday or Sunday bearing in mind the work requirements of self-supporting curates) and two part-days (probably evenings). There will be three modules each year. We will start this autumn with Love for God and work our way through the qualities. A curate being deaconed in 2024 will conclude their core programme at the beginning of the third year of their curacy. Autumn 2025 will have a Love for God module for those deaconed next year as well as the next module in sequence for the years two and three curates.

In tabular form it will be: -

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| --- | --- | --- | --- |
|  | Autumn | New year | Spring/summer |
| 2024/5 | Love for God | Call to ministry | Love for people |
| 2025/6 | Wisdom  Love for God (deacons only) | Fruitfulness | Potential |
| 2026/7 | Trust  Love for God (deacons only) | Call to ministry  Year Three curates, modular only | Love for people  Year Three curates, modular only |
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| And continuing as a rolling programme….. | | | |

Curates will produce a reflection on each module in a form agreed (e.g. written – 1,000 to 2,500 words, a piece of artwork, a poem, piece of music….)

Additionally, there will be a curates’ residential weekend.

The expectation of the diocese is that curates will spend 15% of their time in study. For full time curates that is the equivalent of a day a week. The core programme amounts to six days and one weekend a year! If a self-supporting curate has only very limited hours, is possible that the core programme may take up a significant proportion of the study time, but for almost everyone it leaves space for a significant modular strand.

The **modular strand** recognises that curates come with a variety of different skills and experiences. Consequently, there can be very different training needs.  It is up to curates and TIs to work out (and agree with the IME2 officer) what additional training is appropriate, how they can be met from the existing offer that the diocese already provides, or from regional partners/other providers or whether there is an unmet training need that should be addressed. It is quite possible some of these needs will not be unique to curates and so modular provision may include curates (and other clergy) training alongside lay people. Part of this modular strand is to build a pattern for ministry going forward after curacy of ongoing study. There is no reason why modular training started during curacy should not continue after curacy.

Robert Barlow 21/6/24