# 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….

IME2 will have two strands to it, a **core strand** that will be an absolute priority and a **self-selecting strand** which will be no less important but will be inherently more flexible.

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. 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 self-selecting strand.

The **core strand** will be based on the national assessment criteria amounts to six days and one weekend a year!

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.

Each autumn there will be a “Love for God” module for those recently deaconed. There will then be a rolling programme working through the other qualities.

A curate 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 recently deaconed 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 | WisdomLove for God (deacons only) | Fruitfulness | Potential |
| 2026/7 | TrustLove for God (deacons only) | Call to ministryYear Three curates, modular only | Love for peopleYear Three curates, modular only |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |
| 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 **self-selecting 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 self-selecting 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 May 2025