



DIOCESE of
WINCHESTER



INFORMATION FOR TRAINING INCUMBENTS

2024

2024

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|--------------|---|
| Wed 10 July | IME2 Induction Day: Curate and TI
St Boniface Church*, 9.30 am - 3.30 pm |
| Wed 11 Sept | Growing, Learning & Thriving in Curacy
St Boniface Church, 9.30 am - 3.00 pm |
| Wed 9 Oct | Being a Deacon
St Boniface Church, 9.30 am - 3.00 pm |
| Tues 15 Oct | Welcome Tour, Tea and Evensong
Winchester Cathedral, 2.45 - 6.15 pm |
| Wed 13 Nov | Thriving in Curacy & beyond
Zoom: 7.00 - 9.00 pm |
| Thurs 28 Nov | Baptisms & Funerals
Zoom 7.00 - 9.00 pm |
| Thurs 5 Dec | Writing a reflection
Zoom: 7.00—8.00 pm |

*St Boniface Church, Hursley Road, Chandler's Ford, SO53 2FT.
Parking is available.

2025

21-22 Jan Working Together Residential
Curates and Training Incumbents
Sarum College, Salisbury

Fri 7 Feb First Reflection due: Call to Ministry

Wed 12 Feb Accessible Church?
St Boniface Church, 9.30 - 3.00 pm

Wed 12 Mar Knowing Your Community
St Boniface Church, 9.30 am - 3.00 pm

Wed 9 April Diversity and Prejudice
Zoom, 7.00 - 9.00 pm

Fri 23 May Second Reflection due: Wisdom

Tues 20 May Preparing for Priesthood
Winchester Cathedral
9.30 am - 3.00 pm

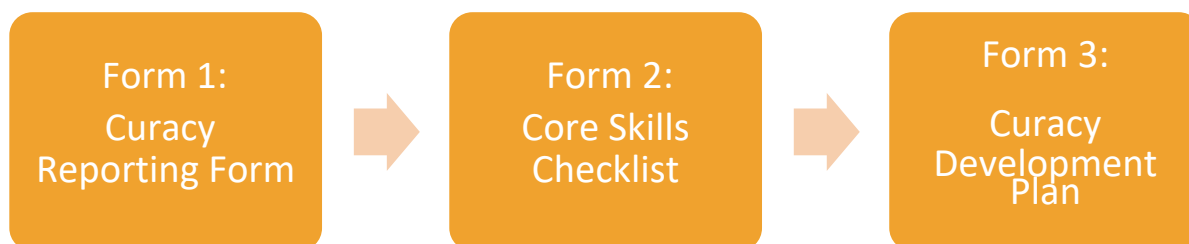
Thurs 5 June Growing Faith
Led by the Diocesan Education Team
St Boniface Church, 9.30 am - 3.00 pm

When we meet on site at St Boniface, refreshments will be available from 9:15am. Please provide your own lunch.

Annual Reporting Instructions

At the start of the Curacy, by the end of September, curate and TI will be asked to consider the curates 'starting point' by completing the Qualities Grid and Core Skills Checklist. This enables you to set out your first-year Development Plan and note together all that you bring into ordained ministry: from your IME1 training, placements and experience from previous ministry and life.

Then, Curate and TI together will need to complete and submit three essential documents each year:



• Form 1: Curacy Reporting Form

This form consists of two parts: a 'snapshot' relating to the formation qualities grid and a written report form.

The **snapshot grid** asks the curate to indicate where they are *currently* demonstrating how each of the qualities is inhabited in relation to the four domains.

The **written report** form is informed by the snapshot grid and provides specific evidences. It is important that the curate's development of each of the qualities is discussed regularly and not simply at the time the report is expected.

Priest	Christ	Church	World	Self
Love for God The candidate...	is reliant on God - Father, Son and Holy Spirit, and lives out an intellectual, life-transforming faith.	is rooted in Scripture, the worship of the Church and the living tradition of faith.	Whole-heartedly, generously and attractively engages with God's world	is prayerful and renews the Bible
Call to Ministry The candidate...	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 candidate...	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 candidate...	is inquisitive, curious and open to new and lifelong learning	Shows leadership that enables sharing and healthy challenge, invites conflict and can lead in mission.	is robust and managerial and prepares to serve well	is a mature and integrated person of stability and integrity
Fruitfulness The candidate...	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 candidate has potential to...	Grow in faith and be open to navigating the future in the company of Christ and guided by the Holy Spirit	Enables change and can be the big person	See where God is working in the world and respond with missionary imagination	is adaptable and agile
Trustworthiness The candidate...	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

Inhabiting the quality well with excellent evidence.
Inhabiting the quality comfortably with good evidence.
Requires development no evidence currently.

Developing in this quality.
Requires development with some evidence.

• Form 2: Core Skills Checklist

The Core Skills checklist is made up of many, various, skills and experiences that might be gained or developed over the span of curacy.

These cover themes of Personal and Spiritual Development, Mission Evangelism and Discipleship, Worship, Preaching and Teaching, Pastoral Care and Organisation, Administration and Leadership. Curates are asked to evaluate these core skills by discussing with TI and rating them on a scale of '0' (no experience yet) to '5' (able to train and supervise others).

• Form 3: Curacy Development Plan

By completing the first two documents, the Curacy Development Plan can be filled in. This will document how the curate has addressed previously identified training needs and future training priorities as identified from the previous 2 forms.

This form also asks the curate and TI to consider how the curacy will develop to meet these training priorities by listing the agreed plans for additional or changed involvement or responsibilities.

Dates for report's to be completed:

Start of Curacy: by the end of September

Year One Report: end of May, Year 1

Interim Report: end of May, Year 2

Final Report: when together, the curate and training incumbent discern the training requirements are met and the curate is ready to be considered for sign off.

Formation Qualities: (and how to use them)

Priest	Christ	Church	World	Self
Love for God <i>The candidate...</i>	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 <i>The candidate...</i>	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 <i>The candidate...</i>	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 <i>The candidate...</i>	Is inquisitive, curious and open to new and lifelong 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 <i>The candidate...</i>	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 <i>The candidate has potential to...</i>	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 <i>The candidate...</i>	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

A regular conversation using colours:

Inhabiting the quality well with excellent evidence. Inhabiting the quality comfortably with good evidence.				
Developing in this quality.		Requires development with some evidence.		Requires development no evidence currently.
Priest	Christ	Church	World	Self
Love for God <i>The candidate...</i>	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
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Trustworthiness <i>The candidate...</i>	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

Form 1: Reporting Form

1. Love for God

CHRIST:	The curate is reliant on God – Father, Son and Holy Spirit – and lives out an infectious, life-transforming faith.	
CHURCH:	The curate is rooted in scripture, the worship of the Church and the living traditions of faith.	
WORLD:	The curate whole-heartedly, generously and attractively engages with God’s world.	
SELF:	The curate is prayerful and studies the Bible.	
First Year	Curate:	
	Training Incumbent:	
Second Year	Candidate:	
	Training Minister:	
Final Report	Candidate:	
	Training Minister:	

2. Call to Ministry

CHRIST:	The curate welcomes Christ in others, listens, values and respects; cares for those in poverty and the marginalized.	
CHURCH:	The curate builds relationships which are collaborative and enabling.	
WORLD:	The curate shows God’s compassion for the world.	
SELF:	The curate has empathy and is aware of how others receive them.	
First Year	Curate:	
	Training Incumbent:	
Penultimate Year	Curate:	
	Training Incumbent:	

Form 2: Core Skills Checklist

Name of Curate:

Year ordained deacon:

Start Curacy	Y1 Report	Y2 Report	Final Report	Core Skill, Ability or Knowledge Personal Development & Spirituality Essential
				Maintain a rhythm of prayer and worship that sustains and energizes
				Maintain an ongoing pattern of Bible reading and study
				Reflect theologically on ongoing ministry and practice
				Maintain an appropriate working rhythm
				Maintain time for family, friends, hobbies and non-church interests
				Develop creative support networks
				Reflect regularly with a spiritual director or soul friend
				Understand and keep to appropriate ministerial confidentiality
				Integrate good safeguarding practice into whole of life and ministry
				Be aware of and respond appropriately to sexual dynamics in working relationships
				Be sensitive to power dynamics within ministry

Start Curacy	Y1 Report	Y2 Report	Final Report	Core Skill, Ability or Knowledge Mission, Evangelism & Discipleship Essential
				Articulate a developed theology, understanding and practice of mission
				Interpret and understand the particularities of the local mission context (including social profile and demographic data)
				Understand the strengths and weaknesses of different mission and outreach strategies for the particular local context
				Lead a mission initiative
				Be sensitive to issues of race and culture
				Present the gospel message to those with little or no church background
				Communicate faith effectively within contemporary culture
				Encourage care for creation within local mission and church life
				Minister effectively with primary schools
				Engage with community partners or 'people of good will' to challenge unjust structures (eg. schools, Citizens UK, charities, Lieutenancy/mayoralty, health professionals)
				Enable and nurture the vocation of others, both within church and secular life
				Prepare people for Baptism
				Prepare people for Confirmation
				Teach about prayer
				Understand the particular issues and challenges in sharing faith with young people
				Understand the particular issues and challenges in sharing faith with children & families
				Write suitable magazine or website articles or content
				Understand how to work safely and effectively with print and broadcast media
				Understand how to use social media appropriately and effectively in mission and ministry

5 Able to train and supervise others | 4 Competent and confident | 3 Can perform without regular direct supervision
2 Developing experience/can perform with some supervision | 1 Limited experience | 0 No experience yet

Form 3: Development Plan



At the start of Curacy (having discussed the IME1 Final Report, and discussed and assigned colours / numbers to the Qualities and Core Skills Checklist):

List learning and training needs identified by the IME1 final report (use bullet points):

Click or tap here to enter text.

Any additional Agreed Learning & Training Priorities for Next 12 month Period (after reviewing the qualities grid and core skills checklist together):

Click or tap here to enter text.

First Six Months after Ordination: July to December		
Area of Ministry	Projected Involvement	Responsibilities

(Please add extra rows as needed)

Second Six Months: January to June		
Area of Ministry	Projected Involvement	Responsibilities

Ministry Specification

- b. Agreed day off for curate: *(For this and following sections, please adapt the form if the curate, though sponsored for primary leadership, will not be both full-time and stipendiary in the benefice.)*
- c. Other time regularly to be taken as leisure/family time:
- d. Time set aside for private prayer:
- e. Time given for curate to meet with Spiritual Director:
- f. Time given for curate to meet with Pastoral Group:
- g. Time given for annual retreat:

h. Time given for annual study and reflection (through courses and other opportunities and

Supervision Log:

Meeting date	Topics covered	Reflections on conversation	What Next?

Year Focus:

Year One: Culture, Story and Background

IME2 training will provide skills and tools as well as space to reflect upon issues such as privilege and difference, socio-economic data and being a reflective practitioner. The curate will be asked to present some of their understanding and findings to a PCC/ leadership team.

Year Two: Ministry in the Parish

IME2 sessions will provide a range of training sessions to develop curates thinking in key aspects of parish and priestly ministry. Over the year, they will be asked to identify an area of interest from; Environment; Social Justice; Mission and Discipleship with Young People or Welcome and Diversity

Year Three: Generosity/ Other context exploration

There are two practical outworkings here; firstly, Curates will be required to undertake a placement in another context (Chaplaincy, different tradition). Secondly, they will be asked to prepare and deliver a preach around generosity in another church following training.

Year Four: Preparing for next post

The focus of IME2 training sessions will become more specific to enable all to be ready for next post, SSM or Stipendary. Stipendary ministry who go on to their first incumbancy will form a learning community to travel the first year(+) of this role.

General Information

- First Call: Chris Hill- IME2 Officer
chris.hill@winchester.anglican.org
- Frances Ter Haar (Administration)
frances.terhaar@winchester.anglican.org
- You will be emailed a link to a folder with documents
- You will receive a Final College Report- I am happy to talk this through with you, please ensure you discuss this with curate, especially development points
- Ordination: Sunday 30 June 10am
 - TI's robed and ready 9:30am
- 10 July Induction Day: St Boniface, Chandlers Ford
- Welcome Checklist (Residential booklet and in folder)
- Curates are expected to read their license on first Sunday
- Please be as available as you can be for the first few weeks to your curate
- Advanced notice: Curate and Training Incumbents Residential 21-22 January 2025

