

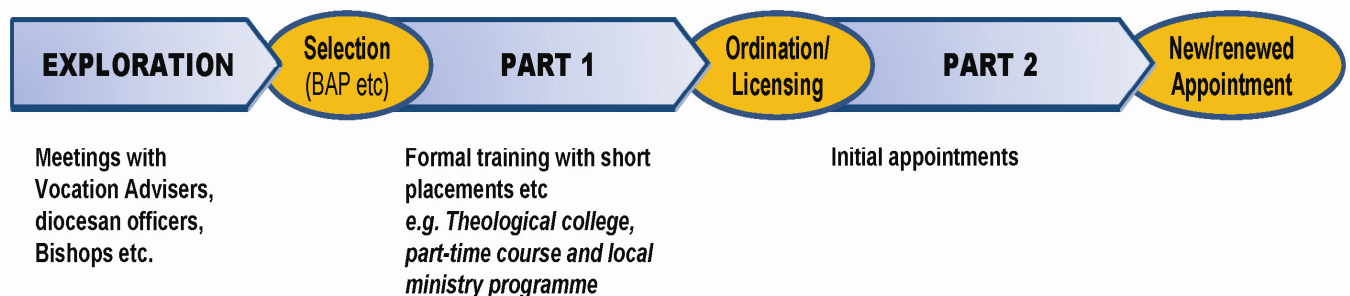
FREQUENTLY ASKED QUESTIONS

What is IME (Initial Ministerial Education)

Initial Ministerial Education (IME) is the name now being used throughout the Church of England for the end to end process of training and formation, covering the period from selection for a public ministry through to the end of the early years in that work. For the ordained, this works out as the time from BAP through to the end of curacy. For public lay ministries, for example LLM, this is likely to be from selection through the first year after licensing. IME takes the long view, with milestones at each stage.

What is the current framework for training and formation?

Training and formation, whether for ordained or licensed lay ministry, fall into three phases.



Exploration is the phase that starts with the initial recognition of a potential call. It continues through the discussions with local clergy, Vocation Advisers, DDOs and Bishop(s) in order to validate it. It ends with a decision to examine that call formally, through a selection process.

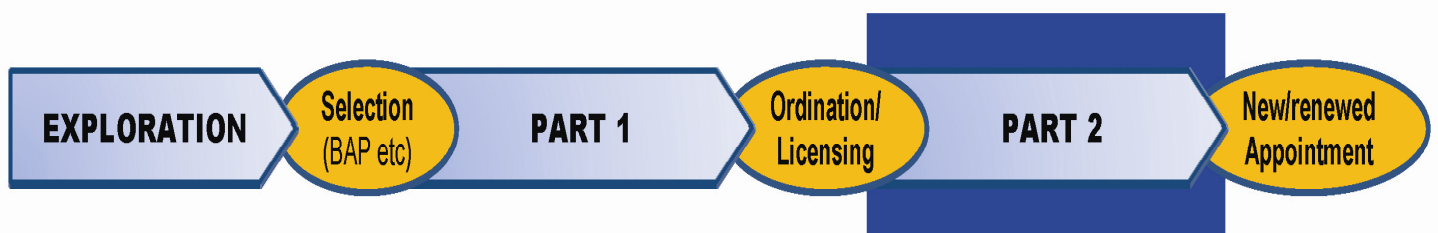
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Part 1 is the phase that starts after the recommendation for training that is the result of a BAP, Selection Conference etc. It includes formal training, for instance at Theological College or by distance learning working through the Portfolio approach. It may include short-term placements. Part 1 is characterised by an accredited academic approach that in normal circumstances would lead to a recommendation for ordination as Deacon or licensing to Lay Ministry.

Part 2 is the phase that starts after ordination as Deacon or licensing to Lay Ministry. Individuals serve periods as curates or in initial Lay positions. Time is included for ongoing training, but this is lightly structured for many. Much depends on the style and experience of the Training Incumbent and their relationship with the individual. The completion of Phase 2 is fairly low key. For those in paid ministry, it usually ends with an application for a new position. For those in self-supporting ministry, it usually ends when someone is recognised as a proficient minister (often with a new licence).

What is wrong with this framework?

There is nothing wrong with the outline framework, and the details of the Exploration and Part 1 phases are satisfactory. The focus here is on Part 2:



Part 2 as it stands has several shortcomings:

- Lack of equal opportunities for further study
- Weak review mechanisms
- Lack of clarity of content requirements
- Lack of clear criteria for Completion

In addition there are issues relating to Employment Law that need to be addressed.

The changes seek to address all of these shortcomings.

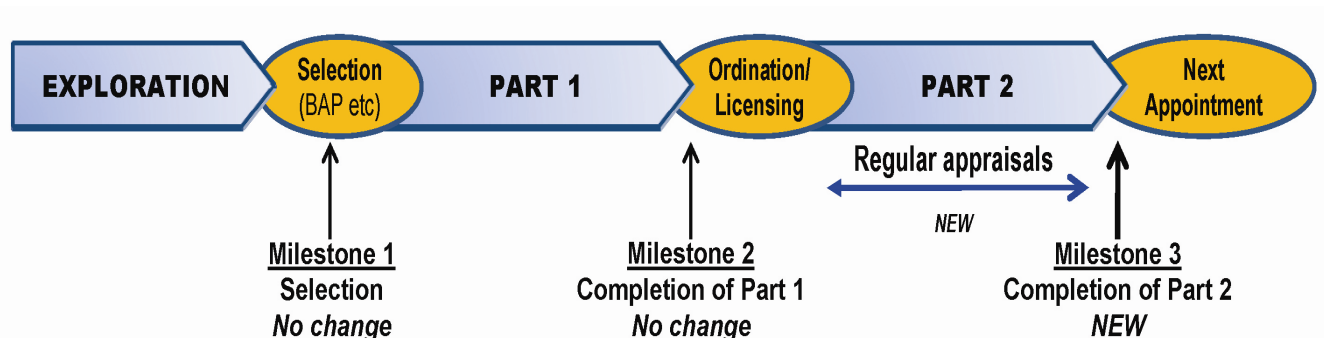
What are the key changes?

From 2010, individuals progressing through Part 2 will enjoy better support and be subject to tighter criteria governing what needs to be done and how the phase is completed.

- Improved levels of financial support for training to bring everyone into line.
- Detailed inventory of experience and learning topics to be covered and reviewed
- Framework and mechanism for annual review
- Clear criteria for Completion at the end of Part Two.
- Recognised levels of competence and experience which validates the achievements of all in public ministry.

What Milestones are there in the process?

As illustrated in the diagram below, the two existing milestones, Selection and Completion of formal studies, are supplemented by a third milestone at Completion of Part 2. During Part 2, there are regular appraisals, so the outcome at the end of Part 2 reflects progress throughout Part 2. (All diagrams are Copyright © Matthew Caminer)



What are the criteria for Completion at the end of Part 2

These are outlined in detail in the pack that will be available to you in print and CD form. They cover in a systematic way all of the types of experience that should be expected of anyone in Public Ministry. There are different expectations for people in different forms of ministry.

Can I be prevented from proceeding into a new post at the end of Part 2?

In normal circumstances, individuals who have worked through the process with their Training Minister and IME Officer should have no surprises by the time they reach the end of Part 2. The training in Part 2 will be tailored in order to support you in reaching the benchmark levels which are now set nationally. Annual assessments should help you monitor your progress towards meeting the appropriate standard. However, in order to maintain consistent standards across the Church, in exceptional circumstances an individual might be asked to extend Part 2 to gain greater experience or knowledge in certain areas or to adjust their expectations of ministry. This might mean that someone achieves more than they had originally expected, or that they find that they are happiest operating with a different focus of ministry. Ultimately, this might mean that an individual does not proceed beyond this phase.

Who will benefit from these changes?

The individual progressing through Part Two and their Training Incumbent will benefit from the new levels of clarity. As the framework will remove some of the subjectivity around what needs to be done, PCCs and congregations as a whole will also benefit by having a clearer picture of what they can expect from curates and those in licensed lay ministry.

This looks like bureaucracy for its own sake. Why is this necessary?

There are many situations in which Part 2 operates very smoothly and on the basis of excellent relationships. In such cases, the benefits may be less visible. However, this is not always the case, and some individuals, without appropriate support, structure and mechanisms during Part 2 are entering into new appointments in public ministry without the appropriate level and range of experience and knowledge.

The need for these changes arises also through revisions in Employment Law which make it necessary to be able to demonstrate that training has been given in a consistent way, and that clear standards exist for continuing in public ministry in the Church of England. These requirements benefit both the individual and the Diocese.

How am I expected to fit the new demands into my schedule as a self-supporting Minister?

It is important that everyone in public ministry, whether employed by the Diocese or self-supporting should have equal opportunities for training, and that they should operate at an equivalent level of knowledge and experience, depending on their role. If you feel that you need to adjust the way your time is organised, you should discuss this with your training minister. Each trainee minister is expected to have time set aside from their ministerial week for personal study and training.

As a Training Minister I am already very busy. How am I expected to handle this additional load?

The changes offer a systematic approach to supporting your trainee through the process. By recording progress in terms of experience or knowledge gained, it ensures that work is not repeated needlessly and that there is clear agreement as to what progress has been made,

and what further work will be required. This should rapidly be seen as helpful rather than an overload.

I am already a curate/in licensed lay ministry. Am I affected?

No. The changes apply only to those entering Part 2 for the first time in 2010. However, you are free to use any of the materials, frameworks and guidelines in an informal way if you think they will be helpful.

I am already ordained or in licensed lay ministry. Will I be able to move on if I haven't done Part 2?

Yes, the changes apply only to those entering ministry for the first time in 2010 or later. Those ordained or licensed for the first time prior to 2010 will be able to move posts as before. You may find it helpful to measure yourself against the benchmark statements or to go to some of the open access training events or to use some of the annual review documents, but none of this will be required of you.

I am not due to be ordained or licensed until a later year. Am I affected?

Not yet. The changes apply only to those entering Part 2 in 2010. However, you may wish to familiarise yourself with the next expectations, as the new requirements will apply to you when you *are* ordained/licensed.

Who is affected by this?

In the short term, anyone entering either Ordained or Licensed Lay Ministry in 2010, and those to whom they report e.g. Training Ministers, will be directly affected by these changes.

Anyone who is currently in Part One and who will enter either Ordained or Licensed Lay Ministry in subsequent years, and those to whom they report, will be affected once they enter Part Two of their training.

Those who have already entered Ordained or Licensed Lay Ministry, and those to whom they report, are not affected by these changes,

although they may find the new materials helpful and may wish to become familiar with them.

The congregations in which the affected persons operate, and especially the PCCs and other members of the Ministry Team, may be indirectly affected by these changes and will wish to be aware of them.

Which part of the process is affected by these changes?

The changes apply to Part Two (see below). Part One (see below) is unaffected by the changes.

What is Part One?

Part One is the name given to the period of training and formation between formal selection (e.g. BAP) and completion of a course of training (e.g. Theological College, Portfolio etc).

What is Part Two?

Part Two is the name given to the period following ordination or licensing up to agreed completion of training and formation.

Why is my vocation being challenged when I have already gone through selection?

The journey to Public Ministry is a continuous one of self-appraisal, experience and discernment. Nobody is going to challenge your vocation, but the process does give you the opportunity to ensure that you have the right experience and knowledge to support you in the practice of your ministry.

Who will see the records of my progress in Part 2?

When you seek Completion at the end of Part 2, there will be a final assessment between you and a Competent Assessor. In order to move into a new post or to have a new working agreement, you will be required to provide evidence that you have successfully achieved

Completion. The records of your progress through Part 2 remain your property, and should be retained as evidence of training and experience undertaken. These records themselves are not, however, in the public domain and should be treated as confidential. You may use relevant portions of them to support your work in the Completion stage of IME.

This sounds like it is all going to take a long time. I just want to get into ministry. How can I avoid doing things I've done before?

The extent, breadth and quality of your experience will have been taken into account when the nature and length of your training and formation were determined. The same will be true for Part 2. Each person will have a package of training that meets their needs. You will be able to access the training that is appropriate to you at a level that will enable you to meet the assessment against the benchmarks at the right time.

Commendation



My fellow Bishops and I are very glad to commend this new approach to training and formation following ordination or licensing lay ministry. However you are affected, whether as a trainee minister, training minister or host congregation. I warmly encourage you to take every opportunity to embrace the opportunities and choices offered by this very flexible, tailored approach. Please pray for God's guidance as you do so, and be assured of my continuing prayers for you.

A handwritten signature in black ink, appearing to be 'John' with a cross at the beginning.