

IME Programme 2025-26 (see header for issue date)

Yellow highlighted text: Dates / venues to be announced / confirmed during the year.

Green highlighted text: Former yellow highlighted text, where date/venue is now confirmed.

Blue highlighted text: Change of details or additional event since programme first published

Year 1 – see pages 1 - 3

Year 2 – see pages 4 - 5

Year 3 – see pages 6 - 7

Bradford & Leeds: Groups for Work Based Learning and Peer Presentations:

YEAR 1	
Group A	Group B
Jo Barrington Marc Voase Zoe Smith	Jessica Farrant Rebecca Davidson Rosanna Phillips

YEARS 2 & 3		
Group A (Chris Balding's Group)	Group B	Group C
Andrew Earwaker Denise Brogden (SSM) Jo Jones (SSM) Lizzie Reynolds (all in Year 3)	Jo Medhurst Amy Berry Daniel Furlong Laya Watters	Rebecca Mathen Duncan Milwain Sharon Bavington

Programme for Year 1 Curates

Please note that sessions in blue are optional. Most of these apply only to the curates who choose to take an academic pathway through the curacy (and if you are taking, e.g. an MA, there may be additional sessions). The *Tax Returns* session is not part of an academic pathway; this is recommended and found by many to be very useful, but there is no requirement on you to attend.

The session times stated are the learning times, with a prompt start. Generally, refreshments will be available for 30 minutes beforehand.

TERM 1 (Autumn 2025)**Welcome to the diocese and to your IME programme**

Monday 7th July, 10am – 3.00 pm at Church House Leeds

Work Based Learning Group (July/August)

Meetings arranged by episcopal area. A chance for you to reflect together on your early weeks in post.

Bradford and Leeds: Group A - 10am 17th July 2025 in Church House; Group B – 1pm 17th July 2025 in Church House

Ripon: TBC at Induction Day plus venue

Wakefield and Huddersfield: 13th August 2025 2 – 4 pm at the Wakefield Area Office, Thornes Park Campus, Thornes Park, off Horbury Road, Wakefield WF2 8QZ

Reflecting on Occasional Offices: Funerals

SSM curate gathering (SSMs only)

Thursday 18th September, 7-8pm by Zoom

A meeting for SSM curates from all four/five years with a CDO to discuss matters relating to SSM ministry.

Working Together: for curates and their training incumbents

Leeds, Huddersfield & Wakefield: 7th October 2025 10-3pm at Church House, Leeds

Ripon and Bradford: Thursday 25th September 2025, 10 am – 3 pm. **Venue: TBC**

[Diocesan clergy study day Thursday 16th October – Bradford Cathedral]

Deacons' Day

Saturday 11th October 10 am – 4 pm at Dewsbury Minster (coffee from 9.30am)

Plus introduction to St Hild *academic programme*

Tax Returns – optional session

Will aim to run in academic year 2026-2027

Reflective Practice: Inhabiting Public Ministry: study day with St. Hild

6th December on Zoom

For those on academic pathways

TERM 2 (Spring 2026)

Reflecting on Occasional Offices: Baptisms

13th January 2026 10-3pm at Church House, Leeds

SSM curate-specific session - TBC

Racial Justice and Inclusion (led by Rev'd Jenny Ramsden)

Tuesday 24th February. 10am – 4pm (coffee from 9.30am) at Church House.

SSM curate-specific session: TBC

Reflective Practice: Inhabiting Public Ministry: study evening with St. Hild

Monday 2nd March (zoom)

For those on academic pathways

Residential:

6th – 8th March 2026 (Friday evening to Sunday lunchtime)

Weetwood Hall Estate, Otley Road, Leeds, LS16 5PS

Effective Parish Based Evangelism with Robin Gamble

Tuesday 10th March 2026 10 am – 1 pm at Church House, Leeds

SSM curate-specific session - TBC

TERM 3 (Summer 2026)

Ministry in Schools – with Simone Bennett (Diocesan Education Department)

Tuesday 24th March 2026, 10 am - 12.30 at Church House, Leeds. (room booked)

SSM curate-specific session - *Evening alternative by Zoom may be possible*

Stewardship – with Janet Edmond and Beth Vickers-Smith

Tuesday 24th March 2026 1.30pm – 4.30pm at Church House (room booked)

SSM curate-specific session: Wed 25 March 7-9pm on zoom

Spirituality day

‘Quiet day’ & Spiritual Direction resources

Thursday 7th May 10am–3pm, Addingham Parish Hall

SSM curate-specific session 7- 9 pm - TBC

Pre-Priesting review (early May - dates to be arranged on an individual basis)

For Curate, Training Incumbent & area MDO

Liturgy: Using Common Worship creatively

19th May, 10-3pm at Church House, Leeds.

SSM curate-specific session - TBC

Preparing for Priesthood

Leeds, Huddersfield & Wakefield: 2nd June 2026. 10 am -3 pm. Church house.

Bradford and Ripon: Wed 12th June 2026 10 am – 3 pm **Venue TBC**

SSM curate-specific session - TBC

Ordination (priestings):

Ordination retreat: Wednesday 24th June 2026

Ordination services in principal churches of the five areas: Saturday 27th June 2026

Peer presentations (act of worship)

Bradford & Leeds: Group A – 07 July 2026 10-12.30 @ Church House; Group B - 07 July 2026 1-3.30pm @ Church House

Ripon: 8th July 2026 **Venue TBC**

Wakefield and Huddersfield: Tues 14 July 2026 2–4 pm at the Wakefield Area Office, Thornes Park Campus, Thornes Park, off Horbury Road, Wakefield WF2 8QZ

Visits – July 2026; dates tba

A range of options to choose from: e.g. various chaplaincies, Fresh Expression, ministry in a particular context (e.g. rural or estates ministry etc)

Programme for Year 2 Curates

Please note that sessions in blue are optional.

The session times stated are the learning times, with a prompt start. Refreshments will be available for 30 minutes beforehand.

TERM 1 (Autumn 2025)

Leadership & Collaboration with St. Hild

Saturday 13th September 10 am – 4 pm at Dewsbury Minster

SSM curate gathering (SSMs only)

Thursday 18th September, 7 – 8 pm, by Zoom

A meeting for SSM curates from all four/five years with an MDO to discuss matters relating to SSM ministry

Tax Returns – optional session

Will aim to run in academic year 2026-2027

Work-Based Learning Group (1)

Bradford & Leeds: Group A – liaise with Chris Balding;
Group B – 10am 09 Sept 2025 @ Church House;
Group C – 1pm 09 Sept 2025 @ Church House

Ripon: Thursday 2nd October 2025 10am – 3.(30)pm venue TBA

Wakefield and Huddersfield: Wed 8th October 1 pm – 5 pm at the Wakefield Area Office, Thornes Park Campus, Thornes Park, off Horbury Road, Wakefield WF2 8QZ

Leadership & Collaboration Study Day 2 with St. Hild

11th October 9.30 – 4 pm with breaks (time & venue TBC).

[Diocesan clergy study day Thursday 16th October – Bradford Cathedral]

Leadership & Collaboration Study Evening with St. Hild

29th October – online evening

Leadership & Collaboration Study Day 3 with St. Hild

8th November (online).

Ministry with Children and Young People

Monday 10th November, 10 am – 3 pm at Church House, Leeds. (room booked)

TERM 2 (Spring 2026)

Weddings; legalities and good practice

Tuesday 6th January 11 am – 3 pm at Church House, Leeds

SSM curate-specific session - TBC

Enabling others in evangelism With Robin Gamble

Tuesday 17th March 2026 - 9.30am -12.30pm At Church house

Making Governance Work for You with James Theodosius

Tuesday 17th March 2026 – 1.15pm – 4.15pm at Church house

SSM curate-specific session - TBC

Presence and Engagement – Area Visits – OPTION ONE

Please choose ONE area visit: this one or the one in May

Date TBC 9.30am* – 4pm (approx.) Huddersfield Parish Church of St. Peter's.

This will include input from Bishop Toby Howarth, Bishop of Bradford, on 'Why we should be Present and Engaged', and some reflection on the Theology of Presence and Engagement. We will meet and hear from Revd. Canon Rachel Firth, who has recently set up the South Kirklees Interfaith Forum, and she will share with us some of the joys and the challenges of that process and ongoing work. We will visit either the local Hindu Temple or the local mosque (to be confirmed). Lunch included.

**9.30: Arrivals/Refreshments – with session starting promptly at 10am.*

Residential:

6th – 8th March 2026 (Friday evening to Sunday lunchtime)

Weetwood Hall Estate, Otley Road, Leeds, LS16 5PS

Peer presentations on an example of change leadership

Curates taking the Leadership module for credit may talk about a relevant assignment from their module studies rather than the peer presentation format set out in the handbook.

Bradford & Leeds: Group A – liaise with Chris Balding; Group B – 10 Feb 10-12.30 @ Church House; Group C – 10 Feb 10-12 @ John Peet's home

Huddersfield and Wakefield: Tues 24th March 2026 9.30 - 5 pm, at the Wakefield Area Office, Thornes Park Campus, Thornes Park, off Horbury Road, Wakefield WF2 8QZ

Ripon: Wednesday 11 February 2026 10am – 3.(30) pm **venue TBC**

Evening session by Zoom to be arranged for any who cannot make the dates above.

TERM 3 (Summer 2026)**Presence and Engagement – Area Visits – OPTION TWO**

Please choose ONE area visit: this one or the one in March)

Date TBC at All Hallows, Leeds

**9.30: Arrivals/Refreshments – with session starting promptly at 10am.*

This area visit will include input from Bishop Toby Howarth, Bishop of Bradford, on 'Why we should be Present and Engaged', and some reflection on the Theology of Presence and Engagement. We will meet and hear from Revd Heston Groenewald, who is engaged in some brilliant interfaith work in his parish and across Leeds, and we'll visit Leeds Makkah Mosque. Lunch included (from the 'Rainbow Junktion' community cafe at All Hallows).

Spirituality day (optional for years 2 & 3)

'Quiet day' & Spiritual Direction resources

Thursday 7th May 10am–3pm, Addingham Parish Hall

Meeting with Diocesan Bishop (Legalities)

Date TBC, usually an evening: @ Hollin House, including buffet meal

Work-Based Learning Group (2): April/May 2026

Bradford & Leeds: Group A – liaise with Chris Balding;

Group B – 05 May 10-12.30 @ Church House;

Group C – 05 May, 1-3.30pm @ Church House

Huddersfield & Wakefield: Tuesday 19th May 2026, 9.30 am – 1 pm at the Wakefield Area Office, Thornes Park Campus, Thornes Park, off Horbury Road, Wakefield WF2 8QZ

Ripon: Wednesday 22nd April 2026, 10am – 3.(30) pm **venue TBC**

Visits (July 2026): dates tba

A range of options to choose from: e.g. various chaplaincies, Fresh Expression, ministry in a particular context (e.g. rural or estates ministry etc)

Programme for Year 3 Curates

Please note that sessions in blue are optional.

The session times stated are the learning times, with a prompt start. Refreshments will be available for 30 minutes beforehand.

TERM 1 (Autumn 2025)

Leadership & Collaboration Study Day with St. Hild
Saturday 13th September 10 am – 4 pm at Dewsbury Minster

SSM curate gathering (SSMs only)

Thursday 18th September, 7 – 8 pm, by Zoom

A meeting for SSM curates from all four/five years with a CDO to discuss matters relating to SSM ministry.

Tax Returns – optional session

Will aim to run in academic year 2026-2027

Penultimate reviews: September / October

[Diocesan clergy study day Thursday 16th October – Bradford Cathedral]

Leadership & Collaboration Study Day 2 with St. Hild

11th October 9.30 – 4 pm with breaks (time & venue to be confirmed).

Meeting with Diocesan Bishop (Legalities)

Replacement session for the one cancelled on 15 May when you were in Year 2

22 October 6.30pm – 9.30pm at Hollin House (buffet meal included)

Leadership & Collaboration Study Evening with St. Hild

29th October – online evening

Leadership & Collaboration Study Day 3 with St. Hild

8th November (online).

Work-Based Learning Group (1)

Bradford & Leeds: Group A – liaise with Chris Balding;

Group B – 10am 09 Sept 2025 @ Church House;

Group C – 1pm 09 Sept 2025 @ Church House

Ripon: Thursday 2nd October 2025 10am – 3.30pm **venue TBA**

Wakefield and Huddersfield: Tuesday 4th November 1 pm – 5 pm at the Wakefield Area Office, Thornes Park Campus, Thornes Park, off Horbury Road, Wakefield WF2 8QZ

Ministry with Children and Young People

(You only need to attend this if you missed it in Year 2)

Monday 10th November, 10 am – 3 pm at Church House, Leeds

TERM 2 (Spring 2026)**Moving On – with 3D coaching**

Tuesday 3rd February 10 am – 4 pm at Church House, Leeds

This session is all about job applications and interviews; how to discern where God is calling us, and how to read and respond to parish profiles. This is primarily for stipendiary curates. SSMs are not expected to attend – but you are welcome if you think this may be of use to you.

Moving On 2: On Interviews, with an Archdeacon /Meet a First incumbent etc.

Friday 27th Feb 10 am – 2.30 pm at Church House Leeds.

Making Governance Work for You with James Theodosius

Tuesday 17th March 2026 – 1.15pm – 4.15pm at Church house

SSM curate-specific session - TBC

Residential: Bridgebuilders

6th – 8th March 2026 (Friday evening to Sunday lunchtime)

Weetwood Hall Estate, Otley Road, Leeds, LS16 5PS

Enabling other in evangelism With Robin Gamble

Tuesday 17th March 2026 - 9.30am -12.30pm At Church house

Peer presentations on an example of change leadership

Curates taking the Leadership module for credit may talk about a relevant assignment from their module studies rather than the peer presentation format set out in the handbook.

Bradford & Leeds: Group A – liaise with Chris Balding; Group B – 10 Feb 10-12.30 @ Church House; Group C – 10 Feb 10-12 @ John Peet's home

Huddersfield and Wakefield: Tues 24th March 2026 9.30 - 5 pm, at the Wakefield Area Office, Thornes Park Campus, Thornes Park, off Horbury Road, Wakefield WF2 8QZ

Ripon: Wednesday 11 February 2026 10am – 3.(30) pm venue TBC

Evening session by Zoom to be arranged for any who cannot make the dates above.

TERM3 (Summer 2026)**Spirituality day (optional for years 2 & 3)**

'Quiet day' & Spiritual Direction resources: Thursday 7th May 10am–3pm, Addingham Parish Hall

SSM curate-specific session may be possible, 7 – 9 pm

Meeting with Diocesan Bishop (for 3rd years who weren't able to attend last year)

Date & time TBC, at Hollin House, including buffet meal

Work-Based Learning Group (2): April/May 2026

Bradford & Leeds: Group A – liaise with Chris Balding;

Group B – 05 May 10-12.30 @ Church House;

Group C – 05 May, 1-3.30pm @ Church House

Huddersfield & Wakefield: Tuesday 19th May 2026, 9.30 am – 1 pm at the Wakefield Area Office, Thornes Park Campus, Thornes Park, off Horbury Road, Wakefield WF2 8QZ

Ripon: Wednesday 22nd April 2026, 10am – 3.(30) pm venue TBC

End of curacy reviews for stipendiary curates (June)**Visits (July)**

A range of options to choose from: e.g. various chaplaincies, Rural or Fresh Expression of Church. The visits are optional for third years, but you are very welcome to join us if any of them particularly interest you.