

## Group 1

Statement of Good Practice for IM across C of E

Evaluation process before during and after IM

Digital Toolkit; recommended books, stories, IM 5+ report etc accessible by those interested in doing or are involved now

Recommended training: family systems, conflict, effective/difficult conversations

Plan for resourcing IM, locally and nationally

Support System; spiritually, mentoring, buddying

## Group 2

Good process for review involved in IM -360 degrees - Challenging

Develop intentional discernment of people with IM gifts and skills

Promote proactive of IM (requires understanding of IM!)

Promote aware of IM: - amongst church leadership - amongst congregations - [in our communities]

Invest in training for the gifted /skilled as IMs which should be an expectation

ensure clear focused role descriptions

Develop good processes and rites around start and end of IM

National IM benchmarks around competencies qualities & skills

## Group 3

national role description differentiating IM from stop gap

support for IM & families incl housing job security

getting together (Sheldon Hub channel?)

support at end of IM post

worry IM used as transition to no clergy

link to diocesan mission strategy

## Group 4

Training - Consolidation and input for all IMs.

Conflict management - Tools -awareness and relevance in given situs

Communication - awareness in context re background of church - 'You need what you need'.

Job security . IM not seen in isolation -Part of greater whole .

Define Nationally - definition of IM - distinct from other ministries.

Financial as well as ministerial support for IM- expenses

Continuity - Handover for next step - practical / structure

## Group 5

Improve dialogue and decision making with resource providers

Shared expectations between IM and parishes clearly agreed before appointment

Rigorous process for resource holders to respond to IM learning

resource holders to attend to what IM reveals about vacancies

good supervision and outside support for IMs in post

potential for role of IM in pastoral reorganisation