Formation for ministry is an inherently transformational, collaborative and creative journey which must have the capacity to embrace diversity and allow ministry to flourish for the sake of God’s mission.

Consequently there is a deep responsibility for those tasked with nurturing this formation, to ensure that the best possible opportunities are provided to support the discernment of the future ministry of a curate, whilst also ensuring the needs of the Church of God and the community are well served.

In this second phase of ministerial training, as a fixed term training post, assessment is required to ensure suitable on going acquisition of knowledge and transferable skills, with the proven ability to apply this through theological reflection in a variety of changing environments.

Curacy is a discernment and training process for which the Church of England provides national Formational Criteria and requires assessment for the successful completion of this phase in a holistic yet rigorous and evidence based setting.

Therefore this role description and agreement describes the key requirements of the role of a Training Incumbent.

Undergirding all the criteria set out below is the necessity for the training incumbent, as an experienced parish priest, to be committed to a life of prayer as the basis of all ministry, both personally and in the ministry that is shared with the curate who is being trained.

Please prayerfully consider the role described below. If this seems to bring together your character, skills and stage of ministry and you can agree to engaging with this process collaboratively with the Director of Continual Ministerial Development (DCMD) both for the good of a particular curate, the work of the whole church of God and in being part of continuing to develop reflectively this approach to curacy, return a signed copy of this agreement to the DCMD.

As a training incumbent you will:

1. be settled in your parish and will make a commitment to stay for at least the first two years of curacy (as far as is reasonably possible)
2. commit to not taking an extended period of leave during the first two years of curacy and only then if the curacy is progressing well without concern for the successful completion of assessment.
3. have a well-established pattern of personal prayer and reflection and commit to regular prayer for and with a curate.
4. have a genuine willingness to train a curate for the needs of the Church of God, as distinct from needing assistance or merely desiring a colleague.
5. be able to demonstrate your engagement in your own continuing ministerial education including regular reading and the MDR process.
6. have a mature understanding of your own strengths and weaknesses in ministry with a commitment to work collaboratively to ensure broad training experiences.
7. demonstrate the ability to work collaboratively with a commitment to share the training responsibility with the Director for CMD (DCMD) and other colleagues.
8. be able to articulate your own theological position whilst being able to work with colleagues with different views committed to assisting a curate explore their own theological underpinning for ministry and mission.
9. are able to encourage a curate to develop in ways different from your own with regard to styles of worship, mission, pastoral ministry and particular gifting.
10. have a proven record of supervising others or a commitment to develop skills in this area.
11. have a proven record of enabling lay people in their vocation in the church and the world.
12. are willing to embrace creativity and flexibility in training with the capacity to take risks in new ideas.
13. have the capacity and commitment to writing evidence based reports with honesty and transparency.

In particular you will agree to:

* Undertake regular prayer with and for a curate
* Prepare and agree a Learning and Working Agreement in collaboration with the DCMD and use it as a review tool for monitoring and developing formation and training.
* Complete all evidence based reports required by the diocese and attend up to the equivalent of 2 days of meetings/training for training incumbents.
* Work with the curate in the on-going discernment of their vocation and ministry development.
* Collaborate closely with the DCMD to plan and enable the curate’s training (including opportunities outside of the training context)
* Be responsible for ensuring the curate has opportunity and support to be able to fulfil the Formational Criteria for Assessment at the end of Curacy (AEC).
* Commit to regular supervision and theological reflection in addition to staff/business meetings.
* Prioritise and support the diocesan programme for curacy training as an integral part of the IME 2 including attendance at CMD and other training and peer support as identified.
* Commit to ensuring the curate has full opportunity to develop leadership skills within the life of the church.
* Ensure all necessary expenses are paid for a curate.

Signed Date

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