



Criteria for the appointment of Training Incumbents

A Training Incumbent:

1. Models strategic, reflective, theological thinking in imaginative parish leadership;
2. Engages regularly in continuing ministerial development and takes time for reading and reflection;
3. Takes time for daily prayer, retreats and spiritual reflection;
4. Is self-aware, secure but not defended, vulnerable but not fragile;
5. Has demonstrated a collaborative approach to leadership in discussion, planning and action in the parish;
6. Has been able to let go of responsibility to others, after appropriate training and supervision;
7. Has shared ministry, including difficulties and disappointments, with colleagues;
8. Has a personal theological and spiritual position which is creative and flexible so as to be able to engage and work constructively with different theological and spiritual positions;
9. Has a record of allowing and encouraging colleagues to develop in ways different from their own;
10. Has an ability to interpret the social dynamics of the parish and to develop a strategy for mission and the implementation of change and is able to demonstrate the ability to work with the Diocesan Strategy and apply it to local context.
11. Genuinely seeks to invest in the development of the individual and therefore enables a training experience that acknowledges, draws on and builds upon prior experience;
12. Has the ability to help the curate in the process of integrating his/her theological studies with ministerial experience;
13. Is committed to remaining in post for **at least 24 months** after the curate is ordained.

The role of Training Incumbent is to facilitate the formation of the curate in the second phase of their training for ministry (IME2). Training Incumbents are therefore expected:

1. To undertake training arranged by the Diocese both before the curate arrives and during the curacy, in order to function as a Training Incumbent;
2. To give sufficient time to the supervision and planning of training, which will include regular supervision sessions with the curate;
3. To fulfil the necessary requirements with respect to the ongoing evaluation and assessment of the curate.

4. To receive supervision in the role of the Training Incumbent;
5. To invest effort in mobilising available resources, outside as well as within the parish, for the training of a curate;
6. To give the Initial Ministerial Education programme a high priority and work in partnership with the Diocese and the Bishop's Officers.

Criteria for a Training Parish:

1. That it is of sufficient size e.g. includes a range of socio-economic settings, so as to generate a sufficiently wide and demanding experience of ministry; where some training opportunities may be missing, a placement in another context will be arranged.
2. That the parish has to offer a good model of ministry, attentive to its responsibility for the wider community, and shows evidence of strategic theological thinking for its future development.
3. That the parish has space and stability in order to undertake training at a particular juncture.
4. That a suitable incumbent has usually been in place for a minimum of a year so as to be able to appreciate the history and dynamics of the parish and church community.
5. That the parish can demonstrate an ability to function collaboratively in respect of its lay leaders, so that the shared exercise of ministry in the local church would be enlarged, not diminished, by the presence of a curate or trainee minister.
6. That the church membership understands that the curacy is a training post which will demand commitment from the Training Incumbent.