



## **Background Information on Training Parishes / Context and Training Incumbents**

The following information you provide is to enable us to have a solid overview of what your context and your role as Training Incumbent (TI) could offer a prospective curate. We are not looking for the kind of document that would be prepared by a parish looking for a new Incumbent. The purpose is to share the most helpful and relevant information that would be good for a prospective curate to know, and to get a sense of the story and life that they would be joining in with as they read.

We appreciate that this takes some time but, hopefully, it will also be a helpful process of reflection both on your ministry and of where you serve. Please do expand the spaces between the different questions and areas as needed. If you want to include some pictures that would be helpful the you are welcome to do so but it is not essential. Ultimately, it is putting yourself in the place of the curate and imagining what would be most helpful.

### **Parish Profile**

#### **1. General Information**

Parish(es)/BMO/setting:

Deanery:

#### **2. Nature of post**

Please tick which are applicable:

- Training post for deacon who expects to be ordained priest
- Training post for permanent deacon
- Training post for Pioneer curate

#### **3. The context: the parish setting**

Please indicate: size of population, geographical spread of area served and distances involved, types of housing, kinds of job people do, availability of public transport, institutions (e.g. hospitals, schools, old peoples' homes), social mix, and other salient features. It may be helpful to include a simple map to help to indicate the setting of the parish.



Please also indicate from the following the main broad category (or categories), as you think most accurate:

- |                          |              |                          |                |
|--------------------------|--------------|--------------------------|----------------|
| <input type="checkbox"/> | Rural        | <input type="checkbox"/> | Urban          |
| <input type="checkbox"/> | Semi-rural   | <input type="checkbox"/> | City centre    |
| <input type="checkbox"/> | Country town | <input type="checkbox"/> | Inner city     |
| <input type="checkbox"/> | Industrial   | <input type="checkbox"/> | Housing estate |
| <input type="checkbox"/> | Suburban     |                          |                |

#### 4. The Church(es) / Community

Please indicate how many Church of England churches lie within the relevant parish(es) or benefices(s):

Ecclesiastical tradition: if there is more than one church please indicate the tradition in each church:

Electoral roll number(s):

If a Team Ministry, Group Ministry or LEP, please give a general description of it:

Pattern of Sunday worship (please indicate services, times, forms of service used, and 'usual Sunday attendance'):

Weekday services:

Occasional Offices: approximate numbers p.a. of baptisms, weddings, and funerals:

Pattern of daily offices:

Staff or team members:

Lay involvement:

House, study and prayer groups:

Parochial organisations:

Areas of particular mission and ministry (e.g. schools, hospitals, industry, prison, youth, elderly people, single parents, social justice, environment, homeless, healing):

Opportunities for the development of fresh expressions of church:



Particular future plans already established:

Congregations(s) mainly communal or mainly gathered:

Areas and types of co-operation with other local churches (either Anglican or ecumenical):

Have any of the resolutions under the Priest (Ordination of Women) Measure been passed?

Any other activities or comments:

## **5. Vision and Priorities**

How does the church, in the relevant parish(es). see itself?

What is its vision of mission?

What are the Incumbent's and PCC's vision and priorities. Please indicate whether the Incumbent and PCC jointly share these priorities or whether there are significant differences.

## **6. What is the likely role of the curate in future plans?**

## **7. Areas of particular responsibility for curate in training:**

**8. Accommodation (if provided by the parish/benefice):** please give details indicating whether house/flat, number of bedrooms, garage, availability of study, garden, etc.

**9. Any additional information the incumbent feels it is important to give at this stage:**



## **Profile of Training Incumbent**

### **1. Personal Details**

Name, address, e-mail and telephone number:

Date of ordination:

Length of time in present parish(es):

Other responsibilities and duties currently undertaken by Incumbent:

Previous posts and experience of Incumbent, including details of experience with previous curates:

**2. What relevant experience of training others do you have?**

**3. How do you understand the role of a Training Incumbent?**

**4. What opportunities do you offer for training a curate as a leader in mission?**

**5. How do you deal with change and conflict in the parish and with colleagues?**

**6. How do you reflect theologically?**

**7. How do you enable the ministry of others?**



**8. What is your pattern of time off?**

**9. What is your pattern of prayer and reflection?**

**10. How do you care for yourself in times of stress?**

**11. How will you ensure that your time is available to a curate in training?**

**12. Is there anything you are particularly looking for in a training curate?**

**13. Is there any additional information you would like to provide in order that you can demonstrate that you meet the criteria in Appendix A?**

If the Bishop appoints me as a Training Incumbent, I understand that I am committed to:

- remain in this post for the first two years of the curacy;
- not to take a sabbatical or study leave in the first two years of the curacy;
- undertake training for Training Incumbents as provided by the Diocese of Bristol.

Signed:

Print name:

Date:



## **Appendix A - The Church of England's guidance on the aptitudes of Training Priests**

From: [https://www.churchofengland.org/sites/default/files/2017-10/good\\_practice\\_in\\_the\\_appointment\\_and\\_training\\_of\\_training\\_incumbents.pdf](https://www.churchofengland.org/sites/default/files/2017-10/good_practice_in_the_appointment_and_training_of_training_incumbents.pdf)

### **Criteria for the appointment of Training Incumbents**

It will be evident that the Training Incumbent has a pivotal role in the post-ordination phase, requiring particular gifts in practical theological reflection and the ability to supervise a minister in training. The Training Incumbent will be expected to work within the regional partnerships, to undertake training in supervision skills and to be willing to be under supervision. The requirements for being a Training Incumbent are set out in the following proforma which diocese may wish to use either as a checklist when considering a person for the appointment or for the use of potential training incumbents in making the case for suitability for this role.

### **Training Incumbent proforma**

1. Models strategic, reflective, theological thinking in parish leadership;
2. Engages regularly in in-service training and takes time for reading and reflection (Study week?);
3. Takes time for prayer and reflection (Daily Office, Retreats);
4. Is self-aware, secure but not defended, vulnerable but not fragile;
5. Has demonstrated a collaborative approach 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 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;
11. Has a genuine desire to be part of the training team rather than wanting an assistant and is therefore willing to agree to enable training experience that makes use of prior experience;
12. Has the ability to help the curate in the process of integrating his/her theological studies with ministerial experience.



## **Future Expectations**

1. Will undertake further study to function as a Training Incumbent;
2. Will give time to supervision and planning of training;
3. Is willing to receive supervision in the role of the Training Incumbent;
4. Will invest effort in mobilizing available resources, outside as well as within the parish, for the training of a curate;
5. Will give the Initial Ministerial Education, IME 2, programme a high priority and work in partnership with the diocese and Bishop's officers.