Assessment of Curacy at the end of the third year (old criteria)

TRAINING INCUMBENT

**NAME OF CURATE:**

**PARISH(ES):**

**NAME OF TRAINING INCUMBENT:**

**FOR INFORMATION**

*Training incumbents are invited by the Bishop to write an assessment of curates in the*

*third year of curacy. This assessment should be approached right from the outset of the*

*curacy, and should involve the curate – as well as the comments or feedback of ordained*

*and lay colleagues in the parish.*

*The assessment is made in the light of the House of Bishops’ Formation Criteria. The following questions, based in the criteria, will assist you in putting the assessment together, but please do not feel bound by them. Please give concrete evidence or examples wherever you are able.*

### A Christian Tradition, Faith and Life

**By the end of the curacy all curates sustain their public ministry and personal faith in Christ through study and reflection that is open to new insights**

* How does the curate understand the Bible, and how does s/he make use of scripture in ministry?
* In what ways does s/he engage in independent study and bring this to bear on ministry?
* Give examples of how the curate reflects on Christian doctrine and ethics within your church context (e.g., preaching and group teaching) and beyond it (e.g. schools or community involvement, or Deanery/Diocesan settings)

For those expecting a post of responsibility:

* How does the curate’s own passion for the Christian faith inspire and enable others in their discipleship and ministry?

### B Mission, Evangelism and Discipleship

**All curates have a deep prayerful enthusiasm for mission and evangelism that is nourished by Christ’s love for the world and lived out in acts of mercy, service, justice and reconciliation.**

* In pastoral, church, community, and school settings, how does the curate speak of God in a way that is attractive and accessible? Can this gospel be understood by people of 21st century England – and this parish in particular?
* Give examples of missional involvement.
* How has the curate learned from their engagement with mission – where things have gone well, and when they have not?

For those expecting a post of responsibility:

* Give examples of how the curate has led and inspired others in mission.
* How does s/he enable others to articulate the Gospel and participate in leading?

**Committed to Christian education, promoting good practice inside and outside the church.**

* How has the curate nurtured the faith development of others? Give examples from, eg, catechesis, preaching, baptism and confirmation preparation
* Give details of the curate’s engagement with local schools and colleges

### C Spirituality and Worship

**Ministers are sustained by disciplined personal and corporate prayer shaped by the responsibilities of public ministry and corporate worship in the tradition of the Church of England**

* *How does this curate sustain his/her prayer life? In what ways has it changed and developed over the curacy?*
* *How does s/he encourage the praying life of others?*
* *How far is s/he able to demonstrate an ability and depth of understanding in leading worship? In a variety of settings?*
* *How comfortable and confident is s/he with leading worship across a breadth of Anglican traditions?*
* *How does the curate relate worship to the wider world – and vice versa?*

### D Personality and Character

**Ministers show insight, resilience, maturity and integrity in the pressure and change entailed in public ministry.**

* *What is the curate’s pattern of time off? Has this been sustainable?*
* *How does s/he reflect on the impact of ministry on family, friends, home life?*
* *How self aware is s/he? What reflections does s/he have about personal strengths, weaknesses, gifts and preferences in response to the new context of public ministry?*

For those expecting a post of responsibility:

* *How has the person been as a colleague? How has s/he supported you and offered appropriate care?*
* *How does s/he reflect on leadership and its costs?*

### E Relationships

**Ministers form and sustain healthy relationships … respect others and demonstrate empathy and honesty.**

* *How has the curate demonstrated an ability to form healthy relationships with peers, colleagues and those whose traditions and opinions vary from their own?*
* *How well can this curate handle conflict and disagreement?*
* *How well does s/he understand the dynamics of Christian community and the power and politics within congregations?*
* *How far does s/he model appropriate professional boundaries, high ethical standards and integrity?*
* *How aware is s/he of best practice in safeguarding?*

For those expecting a post of responsibility:

* *How well is this curate able to handle conflict within the church community?*
* *Give examples of ways in which s/he supervises others in pastoral relationships.*

### F Leadership, Collaboration and Community

**Ministers seek to model their servant leadership on the person of Christ …recognising and nurturing the gifts of others**

* *Describe their leadership style and assess its appropriateness to context.*
* *How does their faith inform their leadership – how far is this demonstrated in practice?*
* *How has this curate enabled and equipped the leadership of others – including colleagues?*
* *How has this curate supervised or mentored others?*

For those expecting a post of responsibility:

* *How far does this person lead teams collaboratively?*
* *How well is s/he able to facilitate change with sensitivity and creatively?*
* *Give examples of how s/he has supervised lay and ordained people*

### G Vocation and Ministry within the Church of England

**Ministers are firmly convinced of their calling to ordained ministry, realistic about its challenges and continue to ask important questions about their role as deacon or priest in the Church of God.**

* *How does the curate articulate their calling – and how the curacy has changed or shaped it?*
* *How does the curate speak of the Church, its history, diversity and the challenges it faces in today’s world?*
* *How well does s/he relate to people of different traditions and denominations?*
* *How well does s/he work with leaders of other faiths and non-faith partners with the local community?*
* *How well does s/he understand the legal, administrative and canonical responsibilities of those in public ministry?*

For those expecting a post of responsibility:

* *How far does s/he demonstrate skills as a reflective practitioner, with a capacity for developing further theologically informed practice?*

**Are there any further comments that you would like to add, that you have not already made? Are there areas for development that you wish to note?**

Signed …………………………………………..………………………………….(Supervising Priest)

Date:

I have read and had the opportunity to discuss this report.

Signed …………………………………………..………………………………….(Curate)

Date:

*Thank you for your time in completing this assessment. Please return it to Revd. Dr. Robert Barlow rbarlow@cofe-worcester.org.uk*