

Identifying appropriate training incumbents

The identification of training incumbents is a key element in the preparation of the ground prior to ordinands being received into a diocese. Suggested criteria for identifying appropriate training incumbents are set out below:

An experience parish priest who:

- 1) Is settled in the parish and will make a commitment to stay for the diaconate period of the curate and expects to be there for the majority of the three/four year training period.
- 2) Is already engaged in in-service training and is willing to undertake further training associated with becoming a training incumbent, e.g. a course in the skills of supervision, and consultation days for training incumbents.
- 3) Is possessed of a mature degree of self-awareness and understanding of his/her own:
 - strengths and weaknesses in ministry
 - psychological make-up and personality
 - ability to make appropriate relationships with a colleague in training;
- 4) Has a genuine desire to be a training incumbent as distinct from merely wanting an assistant.
- 5) Is prepared to take into consideration a curate's experience in terms of previous employment and responsibilities.
- 6) Has an ability to help the curate in the process of integrating his/her theological studies with ministerial experience.

- 7) Has an understanding of learning styles and cycles in adult learning.
- 8) Is willing to make a distinction between staff meetings and supervision sessions and to organise both on a regular basis.
- 9) Has a personal theological and spiritual stance which is creative and flexible and is thereby:
 - able to articulate his/her own theological position;
 - ready to work with a curate of a different theological position and spiritual disposition;
 - able to listen and engage constructively with such differences.
- 10) Is capable of allowing a curate to develop in ways different from his/her own with regard to:
 - the deployment of special gifts of ministry;
 - specific delegated responsibilities;
 - being open to styles of mission and pastoral ministry which may be different to his/her own preference.
- 11) Is prepared to put considerable effort into mobilising available resources for the training of a curate, some of which will lie outside the parish.
- 12) Is prepared to give the diocesan post-ordination training / CME 1-4 programme a high priority and is willing to work with the CME Adviser.
- 13) Is able to share ministry with a colleague (including sharing difficulties as well as successes) and to model a collaborative approach to ministry which enables the whole people of God to grow in ministry.