

## Planning to meet the assessment criteria - Incumbent status

This is intended for use as a working document by Curates and Training Incumbents, to be developed and reviewed regularly during the curacy. It is probably best referred to “little and often” in regular supervision, and is helpful in three ways:

- as a means of recording experience as it happens;
- as a means of identifying training and developmental needs, and planning to address them;
- as an easy means of recording evidence required for the Assessment of Curacy.

Under each heading you will find a number of Disposition Statements in bold type, which describe characteristics of ordained ministers. These are the criteria set out by the House of Bishops towards which you are being trained, and against which your progress will be reviewed at various points and at the end of your curacy. Some helpful things to note are:

- the Dispositions are related to formational learning and character development. Whilst they represent important criteria, such as knowledge, understanding and skills, these are secondary to Christ-like character.
- Disposition is not easy to assess: sometimes evidence may be more anecdotal and narrative than systematic. Dispositions are often discerned relationally and developed through a combination of learning, experience, reflection and prayer.
- the Dispositions are *aspirational*: no disciple or Christian minister has ever arrived. Your initial training is only one stage in a lifelong journey of discipleship and learning. You are not being asked to show total mastery, but to demonstrate by the end of the curacy that you are ready for the appropriate next step in ministry.

Under each Disposition Statement you will find a number of bullet points. These relate more specifically to areas of knowledge and skill which could be used to evidence the relevant Disposition. Please note that these are not exhaustive: if you feel that skills, knowledge or experience you have gained are relevant to a disposition, please record them.

**This document is for both Curate and Training Incumbent; please, wherever possible, reach agreed conclusions about progress towards each bullet point listed.**

**A: CHRISTIAN TRADITION, FAITH AND LIFE**

	<b><i>At appointment to a Post of Responsibility:</i></b>	<b>What expertise/experience do you have?</b>	<b>How will you gain this experience or develop this expertise?</b>	<b>What will the evidence be to show you have done so?</b>
<p><b>A.1</b></p> <p><b>A.1.1</b></p> <p><b>A.1.2</b></p> <p><b>A.1.3</b></p>	<p><b>Incumbents replenish their leadership through a life of disciplined study and reflection that is open to new insights. They:</b></p> <ul style="list-style-type: none"> <li>▪ Understand the Bible as text and as holy Scripture for the church and the world through regular critical engagement with Old and New Testament texts and issues relating to their interpretation.</li> <li>▪ Are able to interpret Scripture in a wide range of settings, using their exegetical and hermeneutical skills to communicate clearly and accurately in ways that enable others to learn and explore.</li> <li>▪ Are able to engage in independent study of Christian beliefs and practices and communicate their findings in diverse settings.</li> </ul>			

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<b>A.2</b>	<b>Incumbents work with and value the breadth and diversity of belief and practice within the Church of England. They:</b>			
<b>A.2.1</b>	<ul style="list-style-type: none"> <li>▪ Are able to engage in independent study of how Christian beliefs and practices shape the moral life of individuals and communities.</li> </ul>			
<b>A.2.2</b>	<ul style="list-style-type: none"> <li>▪ Are able to reflect critically on how Christian doctrine and ethics relate to discipleship, church and society, communicating this appropriately inside and outside the church.</li> </ul>			
<b>A.2.3</b>	<ul style="list-style-type: none"> <li>▪ Are able to exercise theological leadership for the church in mission.</li> </ul>			

**B: MISSION, EVANGELISM AND DISCIPLESHIP**

	<i>At appointment to a Post of Responsibility:</i>	What expertise/experience do you already have?	How will you gain this experience or develop this expertise?	What will the evidence be to show you have done so?
<p><b>B.1</b></p> <p><b>B.1.1</b></p> <p><b>B.1.2</b></p> <p><b>B.1.3</b></p> <p><b>B.1.4</b></p>	<p><b>Incumbents have a deep and 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. They:</b></p> <ul style="list-style-type: none"> <li>▪ Are able to discern God’s mission in a specific context by reflective and empathetic engagement with it in light of its cultural, historical, economic, social, political and religious characteristics.</li> <li>▪ Lead, enable and release missional vision and faithful witness in and among those for whom they have responsibility.</li> <li>▪ Are able to engage courageously in mission, evangelism and apologetics in a range of contexts and particularly in local communities and churches.</li> <li>▪ Are able to communicate the gospel confidently and effectively using a variety of media in diverse</li> </ul>			

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<p><b>B.1.5</b></p> <p><b>B.1.6</b></p> <p><b>B.1.7</b></p>	<p>situations, both inside and outside the church.</p> <ul style="list-style-type: none"> <li>▪ Enable others to articulate the gospel and participate in its proclamation.</li> <li>▪ Are able to lead and inspire others in mission and evangelism in the local church.</li> <li>▪ Are able to foster and lead mission-shaped churches.</li> </ul>			
<p><b>B.2</b></p> <p><b>B.2.1</b></p> <p><b>B.2.2</b></p>	<p><b>Incumbents are committed to Christian education, promoting good practice, both inside and outside the church. They:</b></p> <ul style="list-style-type: none"> <li>▪ Are able to nurture others in their faith development, including those with little previous knowledge of the faith, through catechesis, teaching and preaching, including preparation for baptism and confirmation.</li> <li>▪ Understand the importance of the Church of England’s engagement with schools for the common good and for the mission and ministry of the church.</li> </ul>			

**C: SPIRITUALITY AND WORSHIP**

	<b><i>At appointment to a Post of Responsibility:</i></b>	<b>What expertise/experience do you already have?</b>	<b>How will you gain this experience or develop this expertise?</b>	<b>What will the evidence be to show you have done so?</b>
<b>C.1</b>	<p><b>Incumbents 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.</b></p> <p><b>They are sustained in the strains and joys of leadership by a life of prayer.</b></p> <p><b>They:</b></p>			
<b>C.1.1</b>	<ul style="list-style-type: none"> <li>▪ Are able to relate different approaches to, and traditions of, personal and corporate prayer to sustain and develop their own prayer life and those of others of all ages, backgrounds and in a range of life circumstances.</li> </ul>			
<b>C.2</b>	<p><b>Incumbents....</b></p>			
<b>C.2.1</b>	<ul style="list-style-type: none"> <li>▪ Are able to demonstrate good reflective practice in preaching and in leading – and where appropriate, presiding at – public worship, including pastoral services, using appropriate forms of liturgy in a variety of settings.</li> </ul>			

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<p><b>C.3</b></p> <p><b>C.3.1</b></p>	<p><b>Incumbents are growing in the love of God and in Christ-likeness as members of the body of Christ and can testify to the grace of the Holy Spirit in their lives and ministries. They:</b></p> <ul style="list-style-type: none"> <li>▪ Are able to relate spiritual traditions to corporate and individual practices that sustain and develop their own spirituality, and those of others of all ages, backgrounds and in a range of life circumstances.</li> </ul>			
<p><b>C.4</b></p> <p><b>C.4.1</b></p>	<p><b>Incumbents' spirituality permeates their perceptions of and interactions with others inside and outside the church. They:</b></p> <ul style="list-style-type: none"> <li>▪ Are able to help others discern God's presence and activity in their relationships and in the wider world.</li> </ul>			

**D: PERSONALITY AND CHARACTER**

	<b><i>At appointment to a Post of Responsibility:</i></b>	<b>What expertise/experience do you already have?</b>	<b>How will you gain this experience or develop this expertise?</b>	<b>What will the evidence be to show you have done so?</b>
<b>D.1</b>	<b>Incumbents show insight, resilience, maturity and integrity in the pressure and change entailed in public ministry. They:</b>			
<b>D.1.1</b>	<ul style="list-style-type: none"> <li>▪ Are able to balance appropriate care of self with the care of others by developing sustainable patterns of life and work, and effective support networks in the context of public ministry.</li> </ul>			
<b>D.1.2</b>	<ul style="list-style-type: none"> <li>▪ Encourage and enable colleagues to balance appropriate care of self with care of others.</li> </ul>			
<b>D.2.</b>	<b>Incumbents are growing in self-knowledge and commitment to Christ within the roles and expectations of ordained ministry. They personify an integration and integrity of authority and obedience, leadership and service. They:</b>			
<b>D.2.1</b>	<ul style="list-style-type: none"> <li>▪ Are able to approach the sacrificial impact of ordained ministry on the whole of life with wisdom and discernment.</li> </ul>			

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<b>D.2.2</b>	<ul style="list-style-type: none"> <li>Are able to reflect with insight and humility on personal strengths, weaknesses, failures, gifts and vulnerability in response to a new context of public ministry.</li> </ul>			
<b>D.2.3</b>	<ul style="list-style-type: none"> <li>Engage with others to reflect with insight on their style of leadership, its strengths and weaknesses in context, and demonstrate appropriate development.</li> </ul>			

**E: RELATIONSHIPS**

	<i>At appointment to a Post of Responsibility:</i>	What expertise/experience do you already have?	How will you gain this experience or develop this expertise?	What will the evidence be to show you have done so?
<b>E.1</b>	<b>Incumbents:</b>			
<b>E.1.1</b>	<ul style="list-style-type: none"> <li>Are able to form and sustain healthy relationships with peers in the mixed economy of fresh and more traditional expressions of church.</li> </ul>			
<b>E.1.2</b>	<ul style="list-style-type: none"> <li>Are able to handle and help resolve conflicts and disagreements, enabling growth through them.</li> </ul>			
<b>E.1.3</b>	<ul style="list-style-type: none"> <li>Show skill and sensitivity in resolving issues of conflict within the church community.</li> </ul>			

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<p><b>E.1.3</b></p> <p><b>E.1.4</b></p> <p><b>E.1.5</b></p>	<ul style="list-style-type: none"> <li>▪ Understand human flourishing in relationships and Christian pastoral care in a range of life circumstances and contexts.</li> <li>▪ Demonstrate good reflective practice in a wide range of pastoral and professional relationships.</li> <li>▪ Are able to supervise others in the conduct of pastoral relationships.</li> </ul>			
<p><b>E.2</b></p> <p><b>E.2.1</b></p> <p><b>E.2.2</b></p> <p><b>E.2.3</b></p>	<p><b>Incumbents are people who respect others, demonstrating empathy and honesty in their relationships, and learning from them. They:</b></p> <ul style="list-style-type: none"> <li>▪ Are able to live within the House of Bishops' Guidelines: <i>Issues in Human Sexuality</i> and engage positively with those with whom they differ.</li> <li>▪ Are able to establish and evaluate appropriate professional boundaries in their ministerial practice and personal lives.</li> <li>▪ Understand policies and best practice in safeguarding and their application in a variety of contexts.</li> </ul>			

**F: LEADERSHIP, COLLABORATION AND RESPONSIBILITY**

	<i>At appointment to a Post of Responsibility:</i>	What expertise/experience do you already have?	How will you gain this experience or develop this expertise?	What will the evidence be to show you have done so?
<b>F.1</b>	<b>Incumbents seek to model their servant leadership on the person of Christ. They:</b>			
<b>F.1.1</b>	<ul style="list-style-type: none"> <li>▪ Show skill and sensitivity in enabling the formation and flourishing of corporate life in the presence of diversity.</li> </ul>			
<b>F.1.2</b>	<ul style="list-style-type: none"> <li>▪ Are able to participate in and lead communities, reflecting on, and being alert to, the use and abuse of power.</li> </ul>			
<b>F.1.3</b>	<ul style="list-style-type: none"> <li>▪ Are able to lead teams collaboratively in a variety of settings, including multi-parish benefices.</li> </ul>			
<b>F.1.4</b>	<ul style="list-style-type: none"> <li>▪ Are able to lead collaboratively and competently, working as a member of a team within a community, as an ordained person.</li> </ul>			
<b>F.1.5</b>	<ul style="list-style-type: none"> <li>▪ Are able to facilitate change creatively and sensitively, exercising leadership with an entrepreneurial and forward looking approach.</li> </ul>			

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<b>F.2</b>	<b>Incumbents share leadership by actively looking for, recognising and nurturing the gifts of others. They:</b>			
<b>F.2.1</b>	<ul style="list-style-type: none"> <li>▪ Are able to use authority appropriately in ways that release, equip, enable and empower others, including colleagues, to fulfill their calling to mission and ministry from within a Christian community.</li> </ul>			
<b>F.2.2</b>	<ul style="list-style-type: none"> <li>▪ Are able to supervise and mentor others in a limited range of roles and responsibilities in mission and ministry.</li> </ul>			
<b>F.2.3</b>	<ul style="list-style-type: none"> <li>▪ Are able to supervise lay and ordained people in positions of responsibility in formal and informal settings of training and practice.</li> </ul>			

**G: VOCATION AND MINISTRY WITHIN THE CHURCH OF ENGLAND**

	<b><i>At appointment to a Post of Responsibility:</i></b>	<b>What expertise/experience do you already have?</b>	<b>How will you gain this experience or develop this expertise?</b>	<b>What will the evidence be to show you have done so?</b>
<b>G.1</b>	<p><b>Incumbents 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.</b></p> <p><b>They are ready for, and open to, exercising a ministry of oversight and vision as priests in the church of God.</b></p> <p><b>They:</b></p>			
<b>G.1.1</b>	<ul style="list-style-type: none"> <li>▪ Are able to articulate their calling to discipleship and to ordained ministry as a deacon or priest within the Church of England.</li> </ul>			
<b>G.1.2</b>	<ul style="list-style-type: none"> <li>▪ Understand the sacrificial and corporate nature of their role in ministry and mission as a deacon or priest within the breadth and diversity of a mixed economy of traditional and fresh expressions of church.</li> </ul>			

<p><b>G.2</b></p> <p><b>G.2.1</b></p> <p><b>G.2.2</b></p>	<p><b>Incumbents are rooted in the traditions and practices of the Church of England and share in the spiritual life of the communities they serve. They:</b></p> <ul style="list-style-type: none"> <li>▪ Are able to represent the church in public life and engage in partnerships across wider groups of parishes, including, where possible, working with churches of different denominations and traditions and other faith communities and their leaders.</li> <li>▪ Take a lead role in working with partners, representing the church in public life, including, where possible, working with other faith leaders.</li> </ul>			
<p><b>G.3</b></p> <p><b>G.3.1</b></p>	<p><b>Incumbents are accountable and obedient in exercising ordained ministry as a deacon or priest within the church of England. They exercise appropriate accountability and responsibility in faithfully and loyally receiving the authority of others, consistent with a position of responsibility. They:</b></p> <ul style="list-style-type: none"> <li>▪ Understand the legal, canonical and administrative responsibilities of</li> </ul>			

<p><b>G.3.2</b></p>	<p>those in public ministry within a mixed economy of church.</p> <ul style="list-style-type: none"> <li>▪ Know and understand the legal, canonical and administrative responsibilities of those having oversight and responsibility.</li> </ul>			
<p><b>G.3.3</b></p>	<ul style="list-style-type: none"> <li>▪ Show developed skills as theologically reflective and reflexive practitioners in relatively unsupervised settings, exercising wise and discerning judgement.</li> </ul>			
<p><b>G.3.4</b></p>	<ul style="list-style-type: none"> <li>▪ Show sophisticated skills as reflective and reflexive practitioners and the capacity to develop these further to energise creative, theologically informed practice.</li> </ul>			

**ORDAINED PIONEER MINISTRY**

	<b><i>At appointment to a Post of Responsibility:</i></b>	<b>What expertise/experience do you already have?</b>	<b>How will you gain this experience or develop this expertise?</b>	<b>What will the evidence be to show you have done so?</b>
<p><b>H.1</b></p> <p><b>H.1.1</b></p> <p><b>H.1.2</b></p> <p><b>H.1.3</b></p>	<p><b>Ordained Pioneer ministers are particularly flexible, resourceful, innovative and entrepreneurial in their approach to ministry and mission beyond the existing church, thriving in unfamiliar cultures and contexts.</b></p> <p><b>Ordained pioneer ministers in a post of responsibility are ready for, and open to, exercising a visionary ministry as priests in the church of God with a specific focus on the oversight of teams leading fresh expressions of church. They:</b></p> <ul style="list-style-type: none"> <li>▪ Are able to plant, lead and mature a fresh expression of church.</li> <li>▪ Understand the legal, canonical and administrative responsibilities of those having oversight and responsibility, including Bishops' Mission Orders.</li> <li>▪ Are able to inspire and nurture the risk-taking of others</li> </ul>			

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<b>H.1.4</b>	<ul style="list-style-type: none"> <li>▪ Enable others to develop the capacity to learn from failure and success.</li> </ul>			
<b>H.1.5</b>	<ul style="list-style-type: none"> <li>▪ Are proficient in contextualising the Church of England’s tradition and practices for a variety of models of fresh expressions of church.</li> </ul>			
<b>H.1.6</b>	<ul style="list-style-type: none"> <li>▪ Are proficient in clearly articulating the faith to those outside the church in a variety of ways and contexts.</li> </ul>			
<b>H.1.7</b>	<ul style="list-style-type: none"> <li>▪ Are able to identify, train, develop and use leaders within fresh expressions of church and release them to develop ecclesial communities in other contexts.</li> </ul>			
<b>H.1.8</b>	<ul style="list-style-type: none"> <li>▪ Are able to supervise lay and ordained pioneers and leaders of fresh expressions of church in both informal and formal settings of training and practice.</li> </ul>			
<b>H.1.9</b>	<ul style="list-style-type: none"> <li>▪ Are able and willing to develop sustainable, personal and communal support in a fresh expression context within a mixed economy, including belonging to a peer learning network.</li> </ul>			