

360° Review Guidelines

The 360° Review is to be carried out between February and March/April of the Curate's second year or alternatively for SSM Curates, roughly half-way through curacy.

The aim of the 360° Review is to enable a curate and their Training Incumbent (TI) to engage in a process of reflection on how their ministry is developing. As a result of this reflective process the expectation is that the curate and TI will create an action plan which will support and enhance the final stages of the curacy. The action plan may include conversations with the Director of Ministry and/or the IME Officer if areas are identified where extra support or input are needed.

The 360 ° Review Form can be found on the Truro Diocesan Website under the 'Ministry' tab and then under the 'Curates and Training Incumbents' section. To complete the review, please send a copy of the 360° Review Form to 7 or more people who have seen you exercise your ministry including:

- Someone to whom you are responsible (ie your Training Incumbent)
- Someone who ministers alongside you (a Church Warden, local Worship Leader etc.)
- Someone who is responsible to you.
- Someone who is not a regular worshipper.
- Someone who sees you in a community context (teacher, funeral director etc)

It is important to bear in mind that some people will feel wary of completing such a form, and may need encouragement. It is also worth noting that our natural tendency is to ask people who respond positively to our ministry. Careful thought should be given to whom you ask.

When you have gathered all the completed forms, please complete your own 360° Review Form including your own reflections on your ministry as well as reflections on the reviews that you have received.

Please then email your reflections and all the Review Forms to the IME Phase 2 Officer. These will form the basis of a discussion between yourself and the IME Phase 2 Officer. Please also use your response as the basis of a supervision session with your TI. In both these meetings please identify areas you can appreciate and celebrate in your ministry as well as areas for development during the remainder of your curacy.

The 360 Reviews and your written reflective response should be included in your Portfolio.

May God continue to bless and grow you through this process.