### Curate’s name: Deacons Formation Grid (aligned with new Qualities Grid)

**Assessment of experience and skill levels**

**Key Level of experience & skill**

Level 1 Having little or no experience of ministry in this area

Level 2 Having explored, discussed & observed / participating in some way

Level 3 Growing in experience and confidence / leading occasionally

Level 4 Leading regularly & competently / able to apply theology to practice

Level 5 Showing evidence of confidence & expertise in this area of ministry

The reports that curate and training incumbent write should show the depth of ministerial character and quality. This grid is intended to complement that, showing how these attributes are evidenced in practice.

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| 1. **Love for God** | | | | |
|  | **LEVEL**  **(1 – 5)**  A - At start of curacy | **LEVEL**  **(1 – 5)**  B - At end of first year | **Evidence of experience** | **Priority and plans for future development** |
| **Establishing a pattern of daily prayer.** |  |  |  |  |
| **Finding patterns of Bible reading and worship that nourish your own spiritual growth. How do you worship while leading public worship?** |  |  |  |  |
| **Acquaintance with different prayer styles** |  |  |  |  |
| **Have you taken a retreat this year?** | **\_\_\_\_\_** | **Yes/No** |  |  |
| **Do you have a Spiritual Director / soul friend?** | **Yes / No** | **Yes / No** |  |  |
| **Teaching others to pray / helping them deepen their prayer life** |  |  |  |  |
| **What have been the 3 most stimulating books you have read this year? And why (briefly)?** |  |  |  |  |
| **What have you learned about God from someone else this year?** | **\_\_\_\_\_** | **\_\_\_\_\_\_** |  |  |

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| **2. Call to Ministry** | | | | |
|  | **LEVEL**  **(1 – 5)**  A - At start of curacy | **LEVEL**  **(1 – 5)**  B - At end of first year | **Evidence of experience** | **Priority and plans for future development** |
| **Commitment to your own growth as a disciple** |  |  |  |  |
| **Reflection on role – dynamic of public & private life** |  |  |  |  |
| **Voice projection: while leading / preaching / speaking in public** |  |  |  |  |
| **Leading intercessions** |  |  |  |  |
| **Participation in church structures (PCC, Deanery Chapter, Deanery synod)** |  |  |  |  |
| **Preparation to preside at Holy Communion (Eucharistic vessels, local customs etc)** | **\_\_\_\_\_\_** |  |  |  |
| **Nurturing the discipleship and vocation of others** |  |  |  |  |
| **Nurturing the everyday faith of others (in their homes, schools and workplaces)** |  |  |  |  |
| **Work with local schools** |  |  |  |  |
| **Have you represented the church in public in any other context?** |  |  |  |  |

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| **3. Love for People** | | | | |
|  | **LEVEL**  **(1 – 5)**  A - At start of curacy | **LEVEL**  **(1 – 5)**  B - At end of first year | **Evidence of experience** | **Priority and plans for future development** |
| **Relating well to different age groups (within and beyond the congregation)** |  |  |  |  |
| **Counselling / listening skills (and an awareness of when to refer people)** |  |  |  |  |
| **Working as part of a team: participating, working in partnership with clergy and lay** |  |  |  |  |
| **Leading a team: recruiting, building, enabling, supporting, monitoring** |  |  |  |  |
| **Supervising others in their roles** |  |  |  |  |
| **Visiting the sick at home and in hospital** |  |  |  |  |
| **Funerals – church, crematorium, and ministering to the bereaved (aim: to conduct at least 3)** |  |  |  |  |
| **Baptisms – preparation of candidates and conducting services (aim: to conduct at least 3)** |  |  |  |  |
| **Encountering the marginalised (e.g. homeless)** |  |  |  |  |
| **Awareness of current issues in society e.g. racial, gender, sexuality** |  |  |  |  |
| **Awareness of different forms of neuro-diversity and associated needs** |  |  |  |  |

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| **4. Wisdom** | | | | |
|  | **LEVEL**  **(1 – 5)**  A - At start of curacy | **LEVEL**  **(1 – 5)**  B - At end of first year | **Evidence of experience** | **Priority and plans for future development** |
| **Discipline of working rhythms including time off** |  |  |  |  |
| **Balancing self-care with care of others** |  |  |  |  |
| **Regular supervision with training incumbent** |  |  |  |  |
| **Handling conflict well** |  |  |  |  |
| **Management of time and prioritization of tasks** |  |  |  |  |
| **Strategic planning – forming and implementing strategies** |  |  |  |  |
| **Awareness of power dynamics** |  |  |  |  |
| **Reflecting on your experience of ministry A :**  ***Please supply either a written refection using the template or an academic assignment from this current year*** | **\_\_\_\_\_\_** | **Completed? Yes / No** |  |  |
| **Reflecting on your experience of ministry B :**  ***Please supply the text (or recording) and feedback sheet from your TI from an assessed sermon you have preached this year*** | **\_\_\_\_\_\_** | **Completed? Yes / No** |  |  |
| **Reflecting on your experience of ministry C:**  ***At the end of year one you will be asked to give a peer presentation on an act of worship you have devised and led, using the worship feedback sheets. Have you identified with your TI what this will be?***  ***(Curates taking an academic pathway are not required to do this peer presentation)*** | **\_\_\_\_\_\_\_** | **Completed? Yes / No** |  |  |

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| **5. Fruitfulness** | | | | |
|  | **LEVEL**  **(1 – 5)**  A - At start of curacy | **LEVEL**  **(1 – 5)**  B - At end of first year | **Evidence of experience** | **Priority and plans for future development** |
| **Practical awareness of church traditions other than your own** |  |  |  |  |
| **Openness to those to who views which differ from your own** |  |  |  |  |
| **Leading worship (in a variety of different services and styles)** |  |  |  |  |
| **Preparing and leading online worship** |  |  |  |  |
| **Preaching at parish Eucharist** |  |  |  |  |
| **Preaching at all age/worship** |  |  |  |  |
| **Preaching at occasional offices** |  |  |  |  |
| **Preaching at services attended by a high proportion of non-regular churchgoers (e.g. Christingle, Remembrance Sunday etc)** |  |  |  |  |
| **Use of audio-visual aids** |  |  |  |  |
| **Confirmation preparation / youth group** |  |  |  |  |
| **Leading a nurture group** |  |  |  |  |
| **Leading a Bible study/home group** |  |  |  |  |
| **Experience of presenting the gospel to those of little or no church background** |  |  |  |  |

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| **6. Potential** | | | | |
|  | **LEVEL**  **(1 – 5)**  A - At start of curacy | **LEVEL**  **(1 – 5)**  B - At end of first year | **Evidence of experience** | **Priority and plans for future development** |
| **Relating theological learning to ministry and mission in your local context** |  |  |  |  |
| **Engagement in mission of the church in the local context** |  |  |  |  |
| **Leadership of a project, a sub-committee, an area of church life** |  |  |  |  |
| **Gaining skills in chairing meetings: e.g. of sub-committees etc*. (n.b. curates will be expected to chair PCC meetings in their 2nd and 3rd years)*** |  |  |  |  |
| **Working with other agencies in the parish (including other Christian denoinations and other faith groups)** |  |  |  |  |
| **Links with the worldwide church** |  |  |  |  |
| **Introducing change sensitively and effectively** |  |  |  |  |

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| **7. Trustworthiness** | | | | |
|  | **LEVEL**  **(1 – 5)**  A - At start of curacy | **LEVEL**  **(1 – 5)**  B - At end of first year | **Evidence of experience** | **Priority and plans for future development** |
| **You are required to undertake diocesan safeguarding training during your curacy and at least once every 3 years thereafter. Have you completed the C2 training, and when did you do so?** |  |  |  |  |
| **Have you read The Guidelines for the Professional Conduct of the Clergy?** [*https://www.churchofengland.org/sites/default/files/2017-10/Clergy%20Guidelines%202015.pdf*](https://www.churchofengland.org/sites/default/files/2017-10/Clergy%20Guidelines%202015.pdf) | **\_\_\_\_\_\_\_** | **Yes /**  **No** |  |  |
| **Have you read Canon Law?** | **Yes /**  **No** | **Yes /**  **No** | **Pick out three things that surprised / interested you:** |  |
| **How are you engaging with the vision and values of the diocese?** | **\_\_\_\_** |  |  |  |
| **IT skills** |  |  |  |  |
| **Practice of risk assessment** |  |  |  |  |
| **Personal safety awareness** |  |  |  |  |
| **Managing confidentiality** |  |  |  |  |
| **How have you responded to criticism?** | **------** |  |  |  |
| **How have you learned from a mistake you made this year?** |  |  |  |  |
| **Awareness of your own strengths and weaknesses in ministry.** |  |  |  |  |
| **What support networks have you developed / maintained this year?** |  |  |  |  |
| **Are you willing and able to live within the Five Guiding Principles?** <https://www.churchofengland.org/sites/default/files/2018-02/5%20Guiding%20Principles.pdf> | **\_\_\_\_** | **Yes /**  **No** |  |  |

We have discussed this grid and have agreed the contents:

Curate: Date:

Training incumbent: Date: