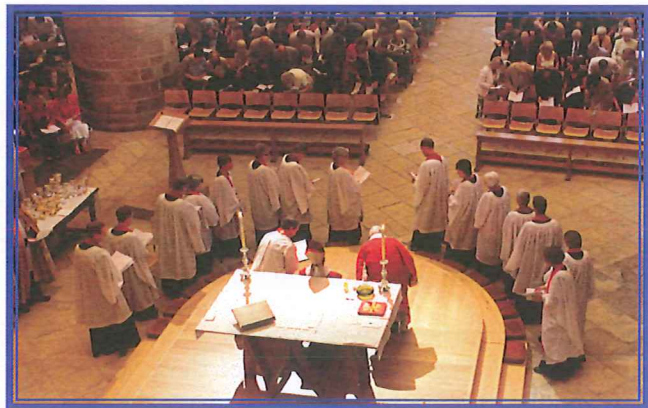


Can I have a curate?



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The answer is, like so many things Anglican, it depends...

Training parishes are identified primarily on the basis of:

1. An incumbent who will be an effective trainer.
2. A context that has sufficient scope for ministry for the curate to receive a good training.

Potential training incumbents and parishes need to be aware that training a curate takes time and energy and need to be committed to the process for its own sake, not for what they will receive from the curate.

The Training Incumbent

In selecting training incumbents the following is looked for. A parish priest who :

Qualities

1. Is settled in the parish and will make a commitment to stay for at least two years following the ordination to the diaconate.
2. Has a personal theological and spiritual stance which is creative and flexible and is thereby:
 - a. able to articulate his/her own theological position
 - b. ready to work with a curate of a different theological position and spiritual disposition
3. Has a mature degree of self-awareness and understanding.
4. Is able to share ministry with a colleague (including sharing difficulties as well as successes) and to model a collaborative approach to ministry.

Commitment

5. Is committed to their role as a trainer and not merely wanting an assistant.
6. Will allow a curate to develop styles of mission and pastoral ministry which may be different to their own.
7. Is already personally engaged in Continuing Ministerial Development and will undertake further training associated with becoming a training incumbent, e.g. the Training Incumbent Residential, Consultation Days and Peer Supervision for Training Incumbents.
8. Will be a role model of collegiality by attending, where possible, deanery chapter and synod, Bishop's Study Days and the annual Maundy Thursday Eucharist and renewal of ordination vows.

9. Will establish daily prayer together either in private or public. (This is not often practical on a daily basis for those in full-time secular employment – in this case alternative arrangements can be made.)
10. Will offer both staff meetings and supervision sessions on a regular basis, at least weekly/monthly.
11. Will release their curate colleague for the study and training required by the IMD (Initial Ministerial Development) programme.

The Training Context

A good training context will:

1. Have a variety of opportunities for ministry in the community.
2. Have a variety of worship styles in or nearby the benefice (eg. BCP and Common Worship, Eucharistic and non-Eucharistic worship)
3. Expect requests for baptisms, marriages and funerals as well as other pastoral and mission opportunities.
4. Have scope for a curate to have personal oversight of areas of ministry and mission.
5. Have a church community that is committed to the training process and will understand when training commitments are put before parish needs.
6. Have a church community that will fully (and hopefully generously) cover a curate's expenses.
7. Have a community that is consciously engaged in mission and reflecting on it.

Setting up a title post in the Diocese of Gloucester

1. Potential training incumbents may:
 - a. have approached the DDO with a 'request' for a curate.
 - b. be in a training parish, where there is an expectation and housing for a curate
 - c. have been approached by the DDO to consider training either a stipendiary or non-stipendiary curate.
2. Incumbents are invited at any time to complete the Registration of Interest form available online, but please bear in mind that title posts are arranged a year ahead.

3. The Bishop and Bishop's staff meet with the DDO in March to consider the placing of deacons (both stipendiary and self-supporting) after the Petertide ordination the following year. There is a nationally suggested distribution of stipendiary curacies to ensure parity, and the diocese will normally follow this guidance, occasionally being prepared to offer additional posts where resources and circumstances allow.
4. The DDO will usually begin discussions about prospective training parishes with ordinands by asking them what they are looking for in a training parish. There will also be conversations between the DDO and potential training incumbents, recognising that the diocese needs to identify more potential title posts in any year than there are curates available, in order to allow the best possibility of discovering a good fit with potential curates.
5. The incumbent and ordinand meet, often several times, to explore if this is likely to be a good working relationship.
6. When incumbent and ordinand are confident to move forwards they draft a working agreement and then run through this with the DDO.
7. When everyone is assured that their expectations are understood, realistic and agreed, the incumbent requests permission from the Bishop to make a formal invitation to the ordinand.
8. The incumbent then makes a written offer of invitation to the ordinand, who responds in writing. When copies of these letters are received by the Bishop and the DDO the news can be made public.
9. There is a primary obligation on all ordinands to explore title parishes in their sponsoring diocese, where offered, before looking elsewhere. It may not be possible to offer a title within the diocese to all diocesan stipendiary candidates.
10. For those in full-time paid employment elsewhere curacies have to be set up after consultation about family commitments, appropriate travelling time to the parish, the background and expressed desire of the ordinand and availability of a suitable training incumbent and parish within sensible travelling distance.