Diocese of Derby Discipleship Mission and Ministry Team

Training Accompanier Portfolio post   
Responsible to: IME2 Coordinator

Work Base: Home

Purpose of Role:

* To accompany a year’s intake of Curates and Training Priests through the curacy
* To facilitate the production of a working agreement and reviews at set times
* To support the training relationship by offering mentoring to the relationship
* To support the IME2 Coordinator by spotting potential problems in the training relationship early
* To debrief the Training Priest at the end of a curacy
* To act as an independent voice in conversations about a curacy
* To develop the Accompanier as a possible future Training Priest

People Links

* To support, assist and be accountable to the IME 2 Coordinator
* To build relationships of trust with Curates and Training Priests that enable the training relationship to flourish
* To acquire knowledge of and build relationships with others who act in support of Curates and Training Priests

Main Responsibilities

Two Accompaniers will usually be appointed for each year. Together your responsibilities are:

* To facilitate the drawing up of a Working Agreement, to guidelines provided, prior to the offer of Title made by the Bishop
* To meet with Curates and Training Priests 3 months after their ordination as deacon; 8 months after ordination as deacon; 3 months after ordination as priest, and then annually, to review the Working Agreement and ensure the health of the curacy
* To offer mentoring for the training relationship on a twice-yearly basis
* To act as ‘Triage’ for problems, referring matters of concern on to the IME2 Coordinator quickly
* To support the Training Relationship in curacy by being careful to work with both Curates and Training Priests, without preference
* To debrief the Training Priest at the end of the curacy, gaining insights and wisdom that can ensure better provision for future curacies
* To be available to advise the IME 2 coordinator and other diocesan staff about particular curacies and curacy in general
* To support the process of assessment in curacy, by keeping good notes of meetings and ensuring that the DCT is aware of issues in the curacy
* To facilitate the drawing up of a new Working Agreement for SSM and OLM curates as they move from curacy into a newly licensed position

Appendix 1

Guidelines for establishing a healthy mentoring relationship

Ensure clear working practices are agreed at the outset

Be clear about:

* the purpose of meeting
* frequency of meetings
* length of meetings
* who is responsible for arranging to meet (usually mentee)
* boundaries of confidentiality
* contact between meetings
* expected duration of relationship (and / or agreed points of review)
* Responsibility for the agenda of the meetings sits with the mentee, the mentor should seek to respond to the issues and development needs as raised
* Advice offered by the mentor should be considered in an open-minded way by the mentee but need not be followed
* It is the mentee's decision what areas should be included in discussion, the mentor should respect the boundaries set by the mentee
* The mentor has no accountability for the work of the mentee or the outcomes of issues or needs discussed
* Both parties must be truthful about the usefulness of the relationship and should review it openly from time to time
* Responsibility for the smooth termination of the relationship is shared; no explanation is required (although it is clearly helpful if one can be given).

Appendix 2

**Meeting :-** 3 months after their ordination as deacon; 8 months after ordination as deacon; 3 months after ordination as priest

Meeting with the parties at specific points in the curacy provides both the Curate and the Training Priest with an opportunity to have the conversations that may get passed over in general busyness. It allows space for reflection about each parties gifts or needs and also for encouragement. The parties should be assisted to explore how they get along with each other in the common aim of being effective ministers and disciples who continue to learn and grow as individuals in faith and work. It is a time to gather general impressions and experiences and consolidate.

**Meeting** :- annually to review the working agreement

It provides an opportunity to review the working relationship

The discussion could encompass some of the following:

Relationship

* what do you think is the purpose of your relationship - for yourselves, for the parish(es)?
* do you share common goals?
* Have you had areas of difference to work through? What have you learnt?
* How is the curate being allowed to develop their own shape of ministry?

Prayer/worship/preaching

* how do you approach this together? Has there been a difference or an impact on your own prayer life?
* How has the example of Jesus Christ informed your approach to ministry?

Expectations

* If the work agreement mainly focuses on the expectations of what the curate will do/be, discuss what the expectations of the incumbent should be ie. What does the curate want from the incumbent/ what does the incumbent think he/she should be providing?
* What have you learnt from each other?

Balance

* training incumbent roles and approach - helpful or unhelpful

Approach to congregation and community working together

* How is supervision working?
* How are your different experiences of church or secular employment previously, helping (or hindering) your experience now?
* What is helping most in your own personal Christian life and ministry?
* What do you find most difficult in your own personal Christian life and ministry?
* What has been best so far/ what has been most difficult aspect of work together so far?