
Introduction

This document contains a code of practice for Training Incumbents. It is intended to help Training Incumbents know what is expected of them as they take on the joy and responsibility of sharing in the training of a new minister. At the heart of the role of Training Incumbent is the supervision and training of a curate and reflecting theologically with them throughout their curacy. The role is appropriately time consuming and requires genuine commitment; a significant amount of time will be committed to the curate's training, supervision, and theological reflection. Having a curate should never be seen as acquiring 'an extra pair of hands.' The role is, however, highly rewarding.

What are the codes?

The code of practice for Training Incumbents is a list of statements that describe the standards of professional conduct and practice expected of a Training Incumbent as they engage with IME2. They are designed to release, affirm, and support by offering an agreed baseline of practice that all Training Incumbents will adhere to. The codes articulate often unspoken assumptions that can, if left unaddressed, become sources of frustration, confusion, and conflict. They are intended to reflect existing good practice and it is anticipated that Training Incumbent will recognise in the codes the shared standards to which they already aspire.

How will this code be used?

It is hoped that the codes will offer clarity around the expectations placed upon a Training Incumbent. They will form the basis of an agreement by which the Sponsoring Bishop might have confidence in the person and environment into which a curate is placed. Should, in good conscience, or with good reason, a potential Training Incumbent feels unable to ascribe to any of the code, then the opportunity exists for an honest conversation. It is hoped that greater understanding can be gained and a respectful view of differences taken before a curate is placed.

Training Incumbent Code of Practice:

In personal life and faith ...

- You will be regular in prayer and reflection.
- You will be attentive to your own well-being and that of others, engaging fully with the good practice recognised within the Covenant for Clergy Care and Wellbeing. This will be particularly demonstrated in your own willingness to engage in personal spiritual direction and ministerial supervision.
- You will be committed to your own personal development seeking to 'sharpen the saw' by allocating a minimum of 15-days (or 90 hrs) annually to reading, learning, reflection, and growth. Part of this will be to engage with the Enabling Ministers growth programme and all other training offered to Training Incumbents in the delivery of their training and forming of new ministry.

In Public ministry ...

- You will positively support the communication around and delivery of the Diocesan vision.
- You will show strong commitment to engaging in the wider life of the diocese in all its forms (synods, chapters, deanery initiatives, etc), modelling to those around you the value of collegial ministry, support, and mutual responsibility.
- You will be committed to giving your continued assent to the five guiding principles and seeking a mutual flourishing of all expressions of ministry.

In Leadership in context ...

- You will commit to leading those in your care in outward facing community engaging mission and ministry.
- You will model strategic, reflective, theological thinking in parish leadership.
- You will seek to promote and develop lay and ordained vocation and will foster a community where whole life discipleship is taken seriously.
- You will be particularly aware of developing underrepresented groups in ministry and leadership.
- You will demonstrate practical commitment to the development of collaborative leadership and ministry, using your own ministry as a key lever in enabling others to discover and engage in their vocational calling both within and beyond the church.
- You will be alert to new opportunities for growth and be faithful in taking appropriate risk in exploring new ways to grow and express the church releasing and enabling others to do the same.

In relation to your curate ...

- You will make time to have regular supervision sessions with the curate.
- You will have the ability to help the curate in the process of integrating her/his theological studies with ministerial experience.
- You will treat your curate with respect as a fellow minister and sister/brother in Christ, protecting their personal, spiritual, and professional space.
- You will ensure that the developmental needs of the curate in your care is a key priority of your ministry. This will place a significant demand upon you to ensure that sufficient time and opportunity is given to pray, train and reflect together.
- You will prioritise the curate's participation in IME2 core training, placements, etc.
- You will complete all reports and evaluations asked of you in a timely and diligent manner.
- You will regularly review the working agreement and amend it in collaboration with the Ordained Ministries Development Officer so that it most accurately reflects mutual commitments and expectations.

In relation to these codes ...

- If at a time in the future, you feel unable to continue to be held by any of these codes, you will seek opportunity to engage in constructive conversation with the Ordained Ministries Development Officer in the first instance to review your commitment.

Signed: _____

Date: _____

Training Incumbent

Signed: _____

Date: _____

Ordained Ministries Development Officer

Signed: _____

Date: _____

Sponsoring Bishop