

Learning outcome statements for ordained ministry within the Church of England

	At the point of ordination candidates should	At completion of IME candidates should	In addition, in order to be licensed to a post of incumbent status or equivalent responsibility candidates should
Vocation	Be able to give an account of their vocation to ministry and mission and their readiness to receive and exercise ordained ministry as a deacon within the Church of God.	Be able to give an account of their vocation to ministry and mission and their readiness to receive and exercise ordained ministry as a priest within the Church of God. Demonstrate proficiency in a broad range of skills and abilities needed to exercise public ministry and leadership of a local church, and the ability to do this in relatively unsupervised settings. Show developed skills as an effective reflective practitioner.	Demonstrate capacity to bear a public and representative role in ministry and mission, and a readiness to exercise oversight and leadership in their ordained ministry. Demonstrate proficiency in the skills needed to exercise leadership and supervision of others in a position of responsibility by being able to show sophisticated skills as an effective reflective practitioner and the capacity to develop these further.
Ministry within the Church of England	Demonstrate proficiency in a range of skills and abilities needed to exercise public ministry under supervision by being able to show basic skills as a reflective practitioner. Demonstrate familiarity with the legal (including the Act of Synod), canonical and administrative responsibilities appropriate to the newly ordained and those working under supervision. Be rooted in corporate worship in the traditions and practices of the Church of England, showing gifts and ability in leading public worship and preaching in ways that show understanding of and good practice in liturgy and worship Demonstrate awareness of the church's roles and opportunities in public life and institutions, and in relation to secular agencies and other faith communities. Show understanding of the insights and practices of other churches and traditions in worship, especially of ecumenical partners	Demonstrate working understanding of and good practice in the legal, canonical and administrative responsibilities of those in public ministry with supervised responsibilities. Demonstrate gifts for and proficiency in leading public worship and preaching, showing understanding of and good practice in liturgy and worship in a wide range of settings. Demonstrate working understanding of the practices of Christian ministry in a range of public settings, agencies and faith communities Demonstrate engagement with ecumenical working relationships, especially with covenanting partners.	Demonstrate working understanding of and good practice in the legal, canonical and administrative responsibilities of those having oversight and responsibility. Demonstrate skill in presiding in public worship in the congregation(s) in ways that foster rich corporate worship. Demonstrate ability to take a leading role in working with other partners, representing the Church in public life and other institutions, and working with other faith leaders where possible. Demonstrate the ability to work ecumenically and to encourage ecumenical co-operation.
Spirituality	Demonstrate commitment to loving service in the Church rooted in a sustained and growing love of God, discipleship of Christ, and pilgrimage in faith in the Holy Spirit.	Demonstrate loving service in the Church, expressed in effective and collaborative leadership, discipleship of Christ, and continued pilgrimage in faith in the Holy Spirit. Show evidence of a life and ministry formed, sustained	Demonstrate loving service in the Church, in personal discipleship, in diaconal and priestly ministry, in collaborative leadership and oversight of others, and in faithful response to the leading of the Holy Spirit.

	<p>Show evidence of a life increasingly formed and sustained by trust in and dependence on the gifting and grace of God.</p> <p>Be rooted and growing in a life of prayer shaped faithfully within the demands and disciplines of initial training and the expectations of public ministry.</p>	<p>and energised by trust in and dependence on the gifting and grace of God.</p> <p>Be rooted and growing in a life of prayer shaped faithfully within the expectations of public ministry, corporate and personal worship and devotion.</p>	<p>Form and sustain a life of prayer that provides sustenance for the strains and joys of leadership.</p>
Personality and character	<p>Show insight, openness, maturity, integrity and stability in the face of pressure and changing circumstances.</p> <p>Reflect with insight on personal strengths and weaknesses, the gifts brought and vulnerability; and demonstrate appropriate development.</p> <p>Exercise appropriate care of self, using the support provided in initial training.</p>	<p>Show insight, openness, maturity, integrity and stability in the pressure and change entailed in public ministry.</p> <p>Reflect with insight on personal strengths and weaknesses, the gifts brought and vulnerability in response to a new context of public ministry.</p>	<p>Be able to facilitate and enable change.</p> <p>Engage with others to reflect with insight on a personal style of leadership, its strengths and weaknesses in context, and demonstrate appropriate development.</p> <p>Exercise appropriate care of self, through developing sustainable patterns of life and work, and effective support networks and facilitate the appropriate care of colleagues.</p>
Relationships	<p>Form and sustain relationships, both with those who are like-minded and those who differ, marked by integrity, empathy, respect, honesty and insight.</p> <p>Demonstrate good practice in a limited range of pastoral relationships, and learn from these experiences.</p>	<p>Form and sustain relationships across a wide range of people, including in situations of conflict and disagreement, marked by integrity, empathy, respect, honesty and insight.</p> <p>Demonstrate good practice in a wide range of pastoral and professional relationships.</p>	<p>Show skill and sensitivity in resolving issues of conflict within the church community and the formation of a corporate life in the presence of diversity within that community.</p> <p>Demonstrate the ability to supervise others in the conduct of pastoral relationships.</p>
Leadership and collaboration	<p>Demonstrate openness toward and ability to gain from experiences and practices of being supervised.</p> <p>Demonstrate effective collaborative leadership and an ability to work in teams in a limited range of settings, and learn from these experiences.</p> <p>Demonstrate understanding of group dynamics especially in the settings of training, including the use and abuse of power.</p> <p>Exercise appropriate accountability and responsibility in faithfully and loyally receiving the authority of others in the context of training.</p> <p>Exercise authority within the settings of the early years of formation and education that enables and empowers others in both personal and corporate lives.</p>	<p>Demonstrate ability to supervise others in a limited range of roles and responsibilities.</p> <p>Exercise effective collaborative leadership, working effectively as a member of team, as an ordained person.</p> <p>Demonstrate ability to use understanding of group dynamics to participate in and lead groups and to reflect with insight on the use and abuse of power.</p> <p>Exercise appropriate accountability and responsibility in a new ministerial context.</p> <p>Demonstrate appropriate use of authority in ways which enable and empower others in their mission and ministry, including colleagues.</p>	<p>Demonstrate ability to supervise and manage others, both lay and ordained in formal settings of training and practice.</p> <p>Demonstrate effective collaborative leadership and the ability to exercise this in a position of responsibility.</p> <p>Show an integration and integrity of authority and obedience, leadership and service that enables the exercise of collaborative leadership.</p> <p>Exercise appropriate accountability and responsibility in faithfully and loyally receiving the authority of others, consistent with a position of responsibility.</p> <p>Show an integration and integrity of authority and obedience, leadership and service that empowers and enables others in their leadership and service.</p>

