

Ministers with solid foundations who have:	Learning Outcomes	Key skills and competencies	Areas in which experience is gained and/or training and reflection is offered
Confidence in personal faith and ability to communicate the faith	Faith Spirituality Mission & Evangelism	Spirituality and prayer life Continuing theological reflection/making connections Ability to present the Gospel to those with little or no church background Effective teaching of Christian faith within a changing culture Ability to engage theologically with contemporary society and culture Confident in a variety of expressions of worship and liturgy - formal and informal Interfaith issues: co-operation, understanding, dialogue Use of church buildings for tourism, school visits, concerts and so on Links with the wider church, awareness of national and international church structures Ecumenical issues Preaching: In a variety of contexts and settings - church, school, civic, outreach, occasional offices, special services; For varied congregations - all ages, adults, children etc Using a variety of styles - from full text, notes, extempore, with visual aids	Parish - experience and supervision Peer Groups ASA/Spiritual Director Cell group NSM ministerial support panel
Theological resource	Quality of mind Mission & Evangelism	Ongoing theological reading and biblical studies Developed theology, understanding and practice of mission, including 'Fresh Expressions and Pioneer Ministry'	Parish - experience and supervision Curates' Conferences Peer Groups Personal study

		<p>Experience of using one of the evangelism resources - Alpha/Emmaus etc</p> <p>Sunday school - involvement with and support for leaders</p> <p>Youth work/church youth group</p> <p>Preparation for confirmation - adults and young people</p> <p>Knowledge of how adults learn</p> <p>Effective group work</p> <p>Teaching about prayer</p> <p>Leadership of home groups, bible studies etc</p> <p>Lay training and supervision</p> <p>Supporting lay people in secular life</p>	<p>Cell group</p> <p>Retreat</p> <p>Placement</p>
Liturgical sense	Ministry within the Church of England	<p>Knowledge of Canon Law regarding worship</p> <p>Eucharist: BCP & CW</p> <p>Sung Matins/Evensong BCP & CW</p> <p>Christmas Services</p> <p>Holy Week & Easter services</p> <p>“Informal” worship</p> <p>Worship outside traditional church setting (eg Fresh Expression)</p> <p>All-age worship</p> <p>Writing & planning special services</p> <p>Choosing music & working with musicians</p> <p>Reading, speaking & singing in church</p> <p>Leading intercessions</p> <p>Preparing church for worship: building, books, communion vessels</p>	<p>Parish - experience and supervision</p> <p>Deanery or placement</p> <p>Peer Groups</p> <p>CME and other workshops</p>

		<p>Practical experience of variety of traditions & practical tools: incense, vestments, sound system, power-point/OHP, prayer ministry, healing ministries etc</p> <p>Choreography of worship</p> <p>Healing services</p> <p>Blessing of homes, objects, people</p> <p>Ministries of reconciliation including formal confession</p> <p>Use of liturgies for Baptisms, weddings and funerals (and related liturgies - Thanksgiving for birth of child/thanksgiving after civil marriage, memorial services)</p>	
Professional pastoral care	<p>Relationships</p> <p>Vocation</p> <p>Ministry within the Church of England</p>	<p>Understanding of confidentiality</p> <p>Handling requests for baptisms/marriages including potentially unusual or difficult cases</p> <p>Preparation for baptisms, weddings</p> <p>Funeral and other bereavement visiting</p> <p>Response to sudden, unexpected or particularly challenging events - eg death of a child, suicide</p> <p>Pastoral visiting - including visiting the sick at home and in hospital</p> <p>Emergency baptism</p> <p>Ministry to the sick and dying</p> <p>Anointing the sick</p> <p>Ministry in an institutional setting - for example, care home, prison</p> <p>Encountering the mentally ill</p> <p>Counselling/listening skills</p> <p>Offering spiritual direction</p>	<p>Parish - experience and supervision</p> <p>Deanery or placement</p> <p>ASA/Spiritual Director</p> <p>Peer Groups</p> <p>CME or other workshops</p> <p>Cell group</p> <p>NSM ministerial support panel</p>

<p>Sensitive leaders</p>	<p>Leadership & Collaboration Vocation Mission & Evangelism Ministry within the Church of England</p>	<p>Awareness of own learning style</p> <p>Awareness of sexual dynamics in working relationships</p> <p>Development of understanding & practice of collaborative ministry working with lay and ordained colleagues</p> <p>Exercising leadership Awareness of own leadership style</p> <p>Dealing with conflict</p> <p>Development of good working practice: diary & paper management, balancing commitments, time management etc</p> <p>Preparation for and chairing of meetings</p> <p>Awareness of legal issues around lay officers, youth workers, employees, PCC and APCM</p> <p>Long term planning and development Goal/objective setting and evaluation</p> <p>Awareness of diocesan resources and support</p> <p>Record keeping, data protection Registers Churchyards DAC & faculties</p> <p>Presentation skills and parish publicity Writing parish magazine articles</p> <p>Working with media and awareness of diocesan guidelines and personnel</p> <p>Awareness of local context and of skills and resources needed to engage effectively and think strategically</p> <p>Management of parish finances Developed theology of Christian stewardship in the life and mission of the church Knowledge of marriage law - including banns,</p>	<p>Parish - experience and supervision</p> <p>Peer Groups</p> <p>Curate's Conferences</p> <p>CME and other workshops</p> <p>ASA/Spiritual Director</p> <p>Support from diocesan personnel</p> <p>NSM ministerial support panel</p> <p>Cell group</p> <p>(training & support for new incumbents available after or around the time of a move to first post of responsibility)</p>
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<p>Willing to grow</p>	<p>Personality & Character</p> <p>Vocation</p> <p>Quality of Mind</p>	<p>Reflection on life journey</p> <p>Reflection on roles and work</p> <p>Opportunities for encounter with a variety of theological, liturgical and ecclesiological viewpoints</p> <p>Development of appropriate working rhythm which includes time off and pursuit of outside interests</p> <p>Development of good support networks</p> <p>Awareness of own strengths & limitations</p> <p>Personal safety awareness</p> <p>Develop and maintain habits of theological learning and reflection</p> <p>Awareness of diocesan resources and support for personal and theological development</p>	<p>Parish - supervision</p> <p>ASA/Spiritual director</p> <p>Engagement in CME and/or other personal study and reflection</p> <p>Cell group</p> <p>NSM ministerial support panel</p> <p>Retreat</p> <p>Placement</p>