**End of Year One Training Incumbent Questionnaire**

**Curate:**

(Please delete as appropriate)

Stipendiary/Self-Supporting

Incumbent/Assistant

**Training Incumbent:**

**Parish/Benefice:**

**Date:**

Please contact the Start of Ministry Officers (Rev Helen Scamman and Rev Jon Price) if there are issues in completing this form.

**Overview of progress since ordination to the diaconate**

**General**

* Please describe how the working relationship with your curate has developed over this year.
* What is your overall impression of your curate’s gifts and strengths?
* Please give an example of a challenge or difficulty the curate has faced during the past year and how they have dealt or are dealing with that.
* Please identify the areas you feel the curate should give particular attention to in the next year.
* Has the curate attended the Diocesan IME2 programme on a regular basis and what evidence have you seen that the curate has engaged constructively with it?

**Being**

* How is the curate developing their vocation and what evidence have you seen that they are effectively integrating their new role and identity with their previous (or concurrent) work experience?
* How is the curate’s life of prayer being shown?
* What evidence is there that the curate’s gifts are being developed?
* In what ways have you seen the curate grow in self-awareness?
* How has the curate demonstrated a commitment to self-care and the nurture of their key relationships?

**Knowing**

* In what ways is the curate creating ongoing patterns for study?
* How does the curate demonstrate their learning about faith and scripture; belief and practice?
* How has the curate shown their understanding of mission and evangelism?
* How has the curate demonstrated competency handling the legal, administrative and managerial aspects of ministry?

**Doing**

* Please comment on the curate’s ability to preach, lead and devise acts of worship, and encourage others in those ministries.
* In what ways has the curate demonstrated a commitment to engage with the wider parish/community, including ecumenical and inter-faith work?
* How has the curate demonstrated the ability to lead baptisms and funerals with pastoral sensitivity and skill?
* How has the curate shown the ability to be an effective Christian witness and the potential to lead others in mission?
* Please give an example of how the curate has shown they can handle situations of change and conflict within parish life.

**Relating**

* What evidence have you seen that the curate forms appropriate relationships in the parish?
* Please comment on the evidence you have seen of the curate’s ability to relate to people of different age groups and backgrounds.
* How has the curate shown themselves to be a credible leader of others?
* Please give an example of when the curate has recognised and encouraged the gifts of others?
* In what ways has the curate shown that they are able to work effectively and collaboratively as part of a team?
* Please comment on the curate’s engagement with other clergy colleagues and their participation in the deanery.

**Additional Comments and Recommendation:**

* Please summarise in a sentence or two, giving reasons, why you consider your curate ready (or not ready) to be ordained priest?
* Any other comments? (Please note or reiterate here any concerns that it would be wise for the ordaining Bishop to raise with the curate.)

**I** **confirm that the curate has seen the final version of this report and that it has been discussed with them.**

Signed:

Please return this form electronically to Abi Saunders by e-mailing [abi.saunders@Blackburn.Anglican.Org](mailto:abi.saunders@Blackburn.Anglican.Org)