# **Formation Review and Reflection**

Explanatory Notes for Curates and TIS

At the start of your curacy, you will have received the document *‘Formation Review and Reflection*’. This uses the qualities framework which all curates will by now be used to. The document asks TIs and Curates to reflect on the year that has been against the 7 qualities.

Curates and TIs will need to have to hand the evidence grids for the qualities framework which is available here:

[ime-2-priest-qualities-and-evidence-from-autumn-2022.pdf](https://www.churchofengland.org/sites/default/files/2021-11/ime-2-priest-qualities-and-evidence-from-autumn-2022.pdf)

NB: Some of the evidence for incumbent focus is different from assistant focus. Where this is the case, the assistant focus evidence is in italics.

Evidence grids for the formation frameworks for pioneer ministers and distinctive deacons can also be found here: [Curacy | The Church of England](https://www.churchofengland.org/resources/diocesan-resources/ministry-development/formation/curacy)

**The curate and TI should complete this document by [***date***]**

Step 1

The curate should write about 300 words for each quality, giving evidence for how they are inhabiting the quality across each of the four domains (Christ, Church, World, Self), and being honest about where there are gaps or areas for further growth.

In years 2 and 3 the curate should read the previous years’ reflections before completing the new reflection. They should seek to indicate specific areas of development.

Step 2

The curate should pass the document to their TI. The TI should add further analysis and evidence, using the qualities framework linked above. Again, they should note (with evidence) particular strengths and particular areas of development. We suggest the TI leave these comments in draft, and talk them through, and amend them as required in step 3.

Step 3

The curate and TI should then meet to go through the form. They should discuss what the curate has written, go through and finalise the draft comments of the TI, and based on the evidence, decide a banding (1-7) for each of the 7 qualities. The key thing is the reflection and discussion around the qualities. The focus is *NOT* the band, but the band does help you both, and the Clergy Development Officer, get a quick sense of where the focus for development should lie.

Example Paragraphs

As this is a new framework, it may be helpful to read a couple of examples. They explicitly draw on the evidence grids:

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| **Call to Ministry** |
| **Band: 6** |
| Curate Comments and Reflection:  (Christ Domain) During this year I re-read the whole bible in the year, trying to get a better sense of the overall narrative than I can through the lectionary readings of the daily office. I loved seeing something of the big picture. In terms of my vocations I am beginning to wonder about a call to rural ministry, and would like to explore this further next year. I have spoken to my husband about this, and begun to think through what it might mean for our family.  (Church Domain) I now feel able, not only to be a deacon in church services, but also to enable others - the acolytes, thurifer, and others - to take their part in the liturgy. I have also developed an evening Taizé service once a month which has stretched me (and my singing ability). I have also worked closely with Jane and helped her grow in confidence leading intercessions; she is now wondering about becoming an ALM.  (World Domain) I now feel confident wearing the collar and representing the church without my TI being with me. I do this at the care home, in the primary school, and at the community coffee morning. I have become more at ease and am learning what it means for me to be a representative of the church / Christ. I would like more of the informal conversations in these settings to be about Jesus, rather just churchy stuff though.  (Self Domain) Curacy started on a high, but I knew challenges would come, and I have now experienced some of the grind that can come from parish ministry. I have found one couple particularly difficult to deal with and reflected with my TI on how to be gracious to them even as they disrupt the harmony of the church community. |
| Training Incumbent Comments:  X seems genuinely open to where ministry might take her. She has settled into the public role of ministry, although not living in the parish, will naturally discover something more of the fish bowl post curacy. She has navigated the pressures of public ministry whilst still (it seems to me) maintaining a healthy and happy family relationships. |

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| **Wisdom** |
| **Band: 4** |
| Curate Comments and Reflection:  (Christ Domain) I have found my supervision sessions with my TI helpful this year, reflecting on what has been happening, and sometimes changing my behaviour as a result. For example, as people have deferred to me more often, I have had to get better at specifically asking others to share their views, and holding mine back. I have been to the Bishop’s Study Days and most IME2 sessions this year, which have been useful.  (Church Domain) My TI has given me oversight of the home groups. Before I started the leaders just did their own thing, but I now provide resources for each session. Views on this have been mixed, but I feel it is important that we ‘sing from the same hymn sheet’. I have seen this approach help Jack grow in confidence.  (World Domain) I suggested to my TI that we might be able to foster better links with the CofE school, especially with the change of Head. I have been able to support the staff and not just the students, acting as a kind of chaplain. This has been fruitful, even though I was initially a bit scared about how staff might react.  (Self Domain) My TI and I have had some good conversations over the year, and I have sought to respond well to criticism, although sometimes I pushed back where I felt it was not justified. I still find that I sometimes feel like I am not as in control of everything as I am used to, and am learning to accept this a bit more. |
| Training Incumbent Comments:  Y can see that there is some development here and I commend him for both seeing this, and seeking to do something about it. We have spoken about the best way to enable Home Group leaders and have not seen entirely eye-to-eye on this, but I have appreciated Ys thoughtfulness on this. Y has been open about his desire for order and is learning to live with some of the messiness that comes from working with volunteers, and from seeking to build a church community. |