

INCUMBENT

These pages are designed as a note-taking tool – we encourage curates to note down on the table below where a quality has been shown; we suggest this should be done at least weekly throughout curacy. This may be by writing a word or phrase that will remind them of a story that illustrates the quality, or a reference to a document included in the portfolio.

In each case, we are looking for evidence for ALL of the qualities in bold, and a MAJORITY of the qualities in light print under each right-side heading (for example, ‘Love for God’).

LOVE FOR GOD

Christ	Church	World	Self
Is reliant on God and lives out an infectious, life-transforming world-focused faith	Is rooted in Scripture, the worship of the Church, and the living traditions of faith	Whole-heartedly, generously and attractively engages with God’s world	Is prayerful and studies the Bible
Shows a vibrant faith that can speak about their own joys and disappointments, experience of change or failure	Shows a love for Scripture and makes responsible use of it to explore issues of faith especially in their preaching and community	Possesses skills in exploring ethical issues, in their own life, in the local community, and in the wider world	Nurtures their private prayer life with regular spiritual practice with others and can speak about the accountability and challenge experienced in such relationships.
Is growing in Christlike character in daily living (love, humility, patience, prayerfulness and obedience)	Demonstrates the ability to apply critically and reflectively the Bible and the tradition of faith to specific issues in contemporary church and society	Can articulate responsibly God’s saving purpose for creation and humanity in the context of major issues facing the world and the local community.	Is committed to the Daily Office or other forms of public daily prayer
Has a well-developed rule of life drawing on four foundational texts (Jesus’ summary of the law; the Lord’s Prayer; the Apostles’ Creed; the Beatitudes)		Can draw on the resources of disciplines other than theology, and integrate these with the insights of theology	Can engage with different approaches to prayer and spirituality

Can describe how their faith is maturing through their curacy		Can share the good news of Jesus Christ and has experience of mission and evangelism and of being attentive to God's world by watching for the signs of God's kingdom.	Has taught others how to pray
		Has inspired and led others to be actively engaged with issues of justice, peace and the integrity of creation	Is committed to the study of scripture and theology

CALL TO MINISTRY

Christ	Church	World	Self
Responds to the call of Christ to be a disciple	Understands the distinctive nature of ordained ministry	Is committed to being a public and representative	Articulates an inner sense of call grounded in service
Is committed to growing as a disciple and to forming new disciples	Understands the practices of their own tradition within the Church of England and is able to engage generously and respectfully with those whose tradition and practice are different.	Has developed an informed appreciation of the representative role of a minister in the Church of England and has had experience of practising this across a wide range of public settings	Can speak of the joys and challenges of ministry and the way in which ministerial formation has promoted their flourishing relationship with Christ, whilst speaking honestly when this has been hard.
Can speak about the call of Christ on their life (and that of their household) as it is emerging in their curacy, and describe its impact in daily decision-making	Can engage with the living tradition and breadth of ministries in the church	Evidences skills to communicate the hope of the gospel afresh to a wide audience especially to those on the margins of society	Displays a willingness to accept the costliness of ordained ministry, while growing in awareness of the proper limits to that costliness and of the support they can expect as they face it.

	Can articulate the emerging and distinctive shape of their ministry ; evidences that they have discerned and fostered the gifts of God's people as part of the whole people of God	Can manage themselves and their family relationships in the context of the gifts and pressures of public ministry	Continues to discern the call of God on their life
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LOVE FOR PEOPLE

Christ	Church	World	Self
Welcomes Christ in others, listens, values and respects; and has a special care for those in poverty and the marginalised	Builds relationships which are collaborative and enabling	Shows God's compassion and care in the world in multi-faceted contexts and with social agencies	Has empathy and is aware of how others receive them
Demonstrates empathy and wisdom in pastoral relationships	Demonstrates good listening skills in relationships with those inside and outside the church, including their own peers	Evidences the ability to put people at their ease	Is aware of how others see them and of the need to manage expectations appropriately in ministry
Builds healthy pastoral relationships in their curacy which go beyond the superficial, whilst respecting boundaries.	Builds professional and trusting relationships with colleagues	Has shared their faith in specific acts of missional engagement, and has enabled others to engage in thought, prayer and action	Is growing in self-awareness and an ability to reflect on their strengths and vulnerabilities with honesty and openness

Can understand and articulate the importance of safeguarding, and knows what good practice in managing the care of children and vulnerable adults looks like	Evidences good reflective practice	Is committed to and inspires others to work for peace and reconciliation in the world	Shows maturity and resilience in balancing the demands of formation, family and friends, and draws on healthy relationships to support them in the joys and challenges of life
Shows the disposition to resist evil, support the weak, defend the poor and intercede for the world	Is alert to the existence of various forms of prejudice, including racism, in the church	Has developed skills in enabling others to assume roles of responsibility, in drawing together teams, and in mentoring and supervising others	Has developed the capacity to work with others in voluntary and professional settings, showing that they understand their own working style and can engage with others who work differently

WISDOM

Christ	Church	World	Self
Is inquisitive, curious and open to new and lifelong learning	Shows leadership that enables thriving and healthy churches	Is robust and courageous and prepared to take risks	Is a mature and integrated person of stability and integrity
Is able to reflect alone - and with others	Can make creative use of the resources of scripture and theology; is developing the capacity to learn from difficult conversations, and to make any necessary changes to their behaviour	Has embraced the five marks of mission	Demonstrates maturity in the relationship with their training incumbent and other colleagues

Demonstrates a commitment to life-long learning.	Has demonstrated ability to see the bigger picture, taking people with them in enabling the church to look outwards	Demonstrates the capacity to reflect for themselves and to act in accordance with their convictions	Can accept fair criticism with maturity and respond appropriately, with humility and good grace
Demonstrates a capacity to live with unanswered questions and open-ended situations	Can describe situations in which they have been involved in transforming conflict	Demonstrates qualities of leadership such that they can defend unpopular decisions if needed to.	Can demonstrate the ability to acknowledge and live with their vulnerabilities, and to manage strong emotional reactions
Has demonstrated learning in a new and different context which has been outside their comfort zone	Can demonstrate an area where they have led the church or part of the church through change	Can evidence where they have taken well-judged initiatives in their leadership	

FRUITFULNESS

Christ	Church	World	Self
Embraces the different and animates others to be witnesses and servants	Shows the capacity to exercise sacramental and liturgical ministry and an effective and enabling teaching ministry	Shares faith in Christ and can accompany others in their faith	Has resilience and stamina

<p>Is demonstrating humility and openness to the views of others (both within the Church of England and ecumenically) who differ in theological position</p>	<p>Has made creative use of scripture and theology to resource and plan acts of worship.</p>	<p>Can speak with confidence and infectious enthusiasm about their own journey of faith and discipleship</p>	<p>Has achieved a rhythm of life that balances ministry, family, friends and rest</p>
<p>Gives evidence of practical engagement with those of a world faith community other than Christianity</p>	<p>Has led a variety of services and liturgies, including occasional offices, which are nurturing, and can lead worship with confidence across a range of services and contexts</p>	<p>Is able to listen attentively to individuals and the community so that they can discern the presence and activity of the Holy Spirit</p>	<p>Understands their own conscious and unconscious biases and has strategies to mitigate them</p>
<p>Has enabled growth in the faith of others, especially those on the margins, to be faithful witnesses</p>	<p>Has developed gifts in preaching</p>	<p>Is able to listen attentively to the congregation and the community so that they can help others discern the presence and activity of the Holy Spirit</p>	<p>Can tell a story of their capacity to bounce back after disappointment</p>
	<p>Has developed aptitude in communicating the faith to children and adults</p>	<p>Has led others in evangelism and mission and can reflect on lessons learned for future leadership, both from fruitful activities, and from those that were not.</p>	<p>Can manage their time, showing the ability to prioritise under pressure</p>
	<p>Has prepared children and adults for rites of initiation</p>	<p>Is an articulate apologist and interpreter of the faith in the public arena (for example in preaching at civic events, blogging, or speaking at enquirers or other open events such as pub theology)</p>	

POTENTIAL

Christ	Church	World	Self
<p>The potential to:</p> <p>...grow in faith and be open to navigating the future in the company of Christ</p>	<p>The potential to:</p> <p>...manage change and see the big picture</p>	<p>The potential to:</p> <p>...see where God is working in the world and respond with missionary imagination</p>	<p>The potential to:</p> <p>...be adaptable and agile</p>
<p>...enable and inspire others to grow in the adventure of faith and discipleship</p>	<p>...manage their own and others' use of authority.</p>	<p>...plant a church or Fresh Expression, enabling others to lead and sustain its ministry</p>	<p>...Grow in self-awareness as a reflective practitioner</p>
	<p>...lead others as a non-anxious presence in their communities</p>		<p>...faces the challenges of ministry, including its disappointments, with equanimity</p>
	<p>...lead a church in growth with a capacity to evaluate risk and act with courage</p>		
	<p>...chair a PCC meeting</p>		

TRUSTWORTHINESS

Christ	Church	World	Self
Follows Christ in every part of their life	Leads maturely, promoting safe and harmonious Christian communities	Lives out their life as a representative of God's people	Has a high-degree of self-awareness
Has a well-developed pattern of life based on four foundational texts (Jesus' summary of the law; the Lord's Prayer; the Apostles' creed; the Beatitudes)	Shows that they are ready to accept and administer the discipline of the Church, and respect authority duly exercised within it.	Demonstrates the ability to communicate Christian faith in a credible way that respects the context in which that witness takes place.	Can speak of the joys and challenges of ministry.
Is able to accept the Holy Scriptures as revealing all things necessary for eternal salvation through faith in Jesus Christ	Can show the capacity to manage relationships	Has the ability and courage to evaluate risk, and can judge when a risky venture is justified and appropriate	Has accountability mechanisms in place
Has demonstrated personal, ministerial integrity in fulfilling the requirements of their training	Demonstrates the ability to create safe environments in which sensitive concerns can be raised honestly and openly	Takes appropriate care when using social media, displaying an awareness of the risks involved	Demonstrates the ability to respect confidentiality
Demonstrates understanding of the Guidelines for the Professional Conduct of the Clergy	Has an awareness of the knowledge and skills that are required to fulfil the legal and administrative responsibilities of an ordained minister		Demonstrates willingness to honour the five Guiding Principles