**STRATEGIC MINISTRY FUND APPLICATION 2023**

Please note there have been some changes to the application form for 2023. To assist you with your completion of the form, the formation and deployment sections are now more structured. Previous applicants should refer to the relevant section of the accompanying guidance. Where there has been no change from 2022’s application, responses may be copied and pasted across (rather than simply providing a reference to 2022’s application.) Where there has been

significant change in people, processes, or documentation, please identify it as such.

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| **Diocese** |  | Contact |  |
| **Overview** **(Note 1)** |  |
| **Training Oversight**  | *Please tell us who in the diocese oversees the various aspects of curacy training.*  |
|  | **Starters** | **Leavers[[1]](#footnote-1)** |  |  |
| **Stipendiary Curacies –***(2013-2017 will be used to assess the baseline)* |  | **New Deacons in July funded by DBF** | **New Deacons in July funded by Parishes** | **New Deacons in July Funded by SDU fund** | **New Deacons in July Funded by SMF** | **Total new Deacons****In July** | **Curates retained** | **Curates exported** | **Curates leaving Ministry** |  **Total Curates in Diocese in July** | **Curates transferred (parish or TI within the diocese)[[2]](#footnote-2)** |
| **No. curates brought forward from June 2013** | **16** |  |  |  |  |  |  |  |  |  |  |
| **2013** |  | 10 | 1 | 2 | 2 | **15** | 5 | 3 | 0 | **23** | 0 |
| **2014** |  |  |  |  |  |  |  |  |  |  |  |
| **2015** |  |  |  |  |  |  |  |  |  |  |  |
| **2016** |  |  |  |  |  |  |  |  |  |  |  |
| **2017** |  |  |  |  |  |  |  |  |  |  |  |
| **2018**  |  |  |  |  |  |  |  |  |  |  |  |
| **2019** |  |  |  |  |  |  |  |  |  |  |  |
| **2020** |  |  |  |  |  |  |  |  |  |  |  |
|  **2021** |  |  |  |  |  |  |  |  |  |  |  |
| **2022** |  |  |  |  |  |  |  |  |  |  |  |
| **Anticipated 2023** |  |  |  |  |  |  |  |  |  |  |  |

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| **Projected Cost of Curacy for 2023***(note 2)* |  |
| Stipend |  |
| National Insurance |  |
| Pension Contribution  |  |
| Total  |  |
| Projected Housing Costs for 2023 |  |
| **Average length of curacy** |  |

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| **Financial context of the DBF***(Optional, see note 3* |  |

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| **Formation***(Note 4)* |  | Corresponding reference in Curate Handbook/ website or other supporting docs. |
| 1. What are the diocese’s IME2 programme aims for curacy training? How are they aligned with the national Formation Criteria / new Formation Framework for curacy?
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| 1. How do they relate to the diocesan strategy? Please give information on how the diocesan strategy sees the respective roles of stipendiary and self-supporting ministers (SSM). How the training for these two groups is integrated.
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| 1. Please give an outline of diocesan run programme of learning events and if it has academic validation.
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| 1. Ministerial skills - what range of learning experiences are offered in the curacy context and how these are monitored and reviewed?
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| 1. How are training incumbents and parishes selected? How and when are the requirements of being a TI communicated to prospective TI’s? How are curates matched with the selected parishes and TI’s?
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| 1. How are training incumbents trained, supported, and mentored? What process of oversight, early warning and intervention is there for the TI/curate relationship? What process is there for feedback (from both parties) and review?
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| 1. What mentoring is offered to curates (other than that provided by the TI?)
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| 1. What processes are in place to understand reasons for curates transferring between training incumbents during curacy or leaving ministry during or at the end of curacy. What are the main reasons for any instances of this?
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| 1. How are curates helped to integrate their learning and development (i.e., through written reflection and Learning Agreements)?
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| 1. What efforts are made to tailor the curacy programme to individual needs and developmental needs?
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| 1. What resources are available and how are they signposted for curates of UKME heritage (e.g., CMEAC, Ordained Vocations Mentor Directory, UKME Ordinands and Curates Group?)
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| 1. Does the Diocese have a UKME champion? How are they signposted to curates?
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| 1. Does the diocese have a clear understanding of the proportion of people of UKME heritage within its congregations and its wider population in order to understand what a representative proportion of curates of UKME heritage might be?
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| 1. What does the diocese do to encourage vocations (and particularly those from underrepresented groups)?
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| 1. What level of UKME representation is there on the diocesan senior leadership team and within DDOs/ADDOs /Vocations Advisers?
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| 1. What programmes does the diocese operate/participate in covering selection, e.g., Diversity, Inclusion, Fair Selection and Unconscious Bias?
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| 1. What resources are available, and how are they signposted, for curates with disabilities or Specific Learning Differences? E.g., the Ordained Vocations Mentor Directory etc
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| 1. What are the curacy assessment and reporting procedures both during and at the end of curacy and who is involved? (e.g., curate, TI, parish support group member, churchwarden, diocesan input)?
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| 1. What is included in the end of curacy report?
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| 1. How are poor performance, conflicts or other difficulties reported within these?
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| 1. Who is involved in end-of-curacy assessment? How are they appointed and how are they supported in their role?
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| 1. How is your safeguarding training in IME 2 transformational and impactful in asking participants to reflect on their own learning, behaviours, and motivations so that the training is part of a journey and not just an event?
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| 1. How do curates increase their understanding of power and authority? How does their curacy/training equip them to deal with it?
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| 1. What is the retrospective process for measuring the success of the IME2 programme and curacy, and how it prepares curates for a first incumbency post?
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| 1. How does curacy training equip curates for a mixed ecology Church?
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| 1. What is the process for resourcing the curacy programme (money, people - recruiting, mentoring and development) and for its internal quality assurance?
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| 1. How does your diocese's programme share good practice or how it learns from others?
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| **Deployment***(Note 5)* |  |
| 1. Do diocesan deployment plans exist over, for example, a 10-year period which confirm the numbers of clergy required and assumptions about export and import?
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| 1. How does the Diocese support individuals to minimise the risk that curates will not have an incumbent (or equivalent) position at the completion of their training?
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| 1. Do diocesan processes provide for retaining and deploying (and exporting) curates including support for them in the recruitment process (to incumbent?)
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| 1. How does the Diocese ensure its curates have appropriate experience to match diocesan strategy requirements, such as working in deprived areas?
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| 1. What proportion of its 2023 intake does the diocese expect to export to other dioceses?
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| **Signed** *(note 6)* |  |
| **On behalf of** |  |
| **Date** |  |

This application should be returned to Alison.kemp@churchofengland.org or David.wells@churchofengland.org by Friday 25 February 2022

Chris Goldsmith

Director of Ministry

Church House, Westminster, SW1

1. The curate and deacon figures are for illustration purposes only. Please replace with figures relating to your own diocese. Figures for Leavers’ column should reflect the number of curates , either retained, exported or leaving Ministry, in that year, i.e., those finishing their curacies that year. [↑](#footnote-ref-1)
2. If transfer numbers are high, please tell us about the reasons for this. [↑](#footnote-ref-2)