

CHARACTERISTICS	SELECTION	INITIAL TRAINING	C.M.E.
SPIRITUALITY	A disciplined prayer life + scripture reading. A spiritual auto-biography	Each student to have a personal spiritual director/mentor and to be introduced to other spiritual disciplines	To ensure that their spiritual life is rooted in Christ – as that is what they bring to ministry. To have connected their spirituality and ministry. The connection between “being” and “doing”. Integration, personality profile and self awareness.
THEOLOGICAL REFLECTION	A willingness to engage with scripture, tradition, faith and experience. To be willing to reflect on the tensions of the above. Should have the intellectual ability to undertake theological study	Through assignments to show an understanding of the “connections” between Bible, Theology, Life, Ministry and Culture	To be able to show a good “praxis” of theologically reflecting upon areas of ministry. By assignments on pastoral/ethical situations in parish/social/cultural context – by group work and written assignment.
PASTORAL CARE	A compassion for people and the ability to be able to relate to people. An ability to sustain relationships and openness to others. The support and understanding of family and friends. Rooted in local context	To be able to “connect” skills, compassion, theology and faith to real pastoral context, by assignment and appraisal.	By self-appraisal to be able to recognise personal strengths and weaknesses in pastoral care and to seek further training.
VISION	To be aware of the need for and importance of vision in church life. Also to recognise that changing the vision may be needed	To foster the skills to be able through team building and delegation to foster vision and encourage others to/own it/ catch it and participate in it. Listening skills to be able to discern and understand other visions (group work)	To have tested these learnt skills by practice, feedback and assessment. Engaging with differing visions – along with deepening respect for diversity.

LEADERSHIP	To have given some form of leadership in the local context	Examine and consider various leadership styles. To identify personal style of leadership and learning to motivate and resource others. To spot talent in lay people for evangelism	To be able to develop, equip and resource leadership in others in specific agreed areas of parish life. To also develop resources and appraisal. Self awareness in personal style of leadership by various opportunities for leadership. To be equipped to manage staff, manage conflict and understand employment law
WORSHIP AND PREACHING	To recognise the strengths and weaknesses of preaching they have experienced. To recognise the importance of word and sacrament	To be given resources, training, assessment and feedback on their preaching. Peer assessment.	To be able to build in regular preaching assessment by parishioners and mentors/rectors. To be given further training in preaching.
WORSHIP AND LITURGY	To have experience of Church of Ireland liturgy and worship. Have participated regularly in Holy Communion and have a disciplined devotional life	To experience other forms of worship in different Christian traditions. To be able to reflect upon personal preferences and preferences of others. In group work to create experimental liturgical expressions. Training in the principles and practice of leading worship	To be able to create different liturgical expressions for different settings in parish base (including occasional offices). Further training in leading worship and expanding and enriching appreciation of the tradition of Christianity for themselves and others
COMMUNICATING THE FAITH	To reflect upon how they discovered, learnt and came to appropriate faith	To develop the ability to communicate, to share faith in contemporary culture and society, (including oral and written skills.) Also to reflect upon evangelism and apologetics in different contexts	To be given resources and support and evaluate their own communication skills. To recognise different settings demand different ways of communicating the faith. To resource and enable the local church community to communicate the faith.

MANAGEMENT AND CHANGE	To be able to articulate good and bad experiences of change that they have witnessed or sought to make	An awareness of the dynamics of change and the different responses to it – in church, local context and culture, in society, nationally and across the world	To be able to manage change in local context and find ways of assessing the results
ADMINISTRATION	To show some understanding of the variety of structures, roles and dynamics of parish life	To examine different administrations styles and parish life and to evaluate them in context. Training in parish administration and self awareness of strengths and weaknesses (Staff, finance and I.T.)	Further training in management of self. To develop structures for managing the tensions, the needs and the priorities of ministry, work, self and family. Understanding the workings of the Diocese in which they are serving
VOCATION	An awareness of the tension evident in vocation between reluctance and willingness. To also have some sense of the cost of serving in ordained ministry.	To struggle with and to nurture vocation by reflecting upon it in group and individual settings.	A continuing exploration of vocation and call as the foundation for ordained ministry. Related to episcopal oversight and spiritual obedience (mutually)