

## **DIOCESAN TRAINING CURACIES**

### 1 The Rationale for this Program

This program is a much needed addition to the personnel administration of the diocese in that it will provide for on-the-spot training of ordinands in the practical aspects of parish ministry, leadership, and management prior to taking on the role of incumbent. It will also allow for a strengthening of skills in the areas of pastoral care and preaching. These are benefits to the diocese as a whole as well as to the newly ordained.

### 2 Program Goals

The Training Curacies Programme will provide diocesan financial support and coordination to enable placement of newly ordained persons into parishes where their training for parish ministry will be completed. Successful placements under Training Curacies programme will result in these outcomes:

- a) Assistant curates will receive support, encouragement, and training as they make the transition from theological college and/or other employment into parish ministry;
- b) The diocese will benefit from the practical training of the newly ordained which will ensure the fullest training of new clergy for parish incumbencies.

### 3 Responsibilities

#### 3.1 The Diocese shall:

- a) Ensure that the basis of the program is the availability of good training rather than the needs of the parish;
- b) Provide funding through the annual diocesan budget;
- c) Set term limits of placements to not less than one year.

#### 3.2 The Assistant Curate shall:

- a) Follow the guidance and obey the directives of the Incumbent concerning parish matters on a daily basis;
- b) Operate under the authority of the Bishop;
- c) Under the direction of the incumbent, be engaged with all aspects of parish life;
- d) Report to the Bishop on his/her progress.

#### 3.3 Expectations of and for the Parish (Corporation):

- a) The Parish will accept the newly ordained person selected by the Bishop to fill the position;
- b) Through participation in the program, the benefits to the parish are:
  - i. Availability of another ordained person to undertake pastoral duties;
  - ii. Ability to establish more programming

#### 4 Funding

Since the placement of an assistant curate in a parish under this program will be of common benefit to diocese, curate, and parish, it is equitable that the costs be shared by the parish and the diocese. The diocese will provide a subsidy toward the actual costs of stipend (based on Diocesan Minimum Stipend Scale), benefits, travel and vehicle replacement allowances and housing costs.

Adopted  
26 January 2005