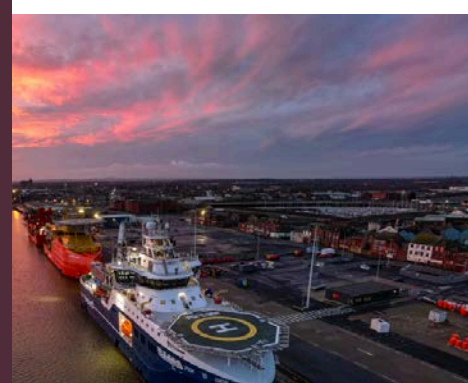




Training Curacy in the Diocese of Lincoln

Curacy recruitment pack
2025



The Parish of Boston

Lincoln.anglican.org

This post is subject to Safer Recruitment & People Management Guidance

A letter from the Bishop

A Time to Change Together (TTCT) is a vision of our shared future in the Diocese of Lincoln. As a family of churches, serving one another and reaching our local communities with the good news of God's kingdom, we are committed to collaborative partnerships, relationships of generosity, and growth.

Now that the groundwork has been laid, we are in the happy position of recruiting clergy to a range of creative and adventurous ministerial posts. Therefore, in this recruitment pack, we are beginning to articulate both what we are looking for in our clergy and also what we can offer you in return.

We are committed to continue to build a culture of trust in a time of uncertainty in the Church and in the world. This demands from all of us the qualities of kindness and candour, rooted in personal and theological integrity. We are looking for colleagues who will model these qualities themselves and seek to grow them in others.

The Diocese of Lincoln needs clergy who are:

Confident – rooted in prayer and scripture, with a story to tell of their faith.

Mission focused – passionate about growth in depth of discipleship and numbers.

Collaborative – genuinely open and willing to work with and learn from others.

Adventurous – seeking to proclaim our historic faith afresh in this generation.

Resilient – knowing when to take risks, accept failure and try again.

Capable – demonstrating reliability in the skilled serving of transformation in Christ through the Five Marks of Mission within Local Mission Partnerships.

If you feel you have those attributes and would like to join us in our journey, we would love to hear from you.

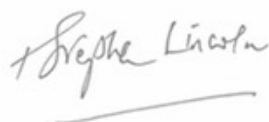
Our offer to you is founded on:

- A diocesan strategy which seeks grassroots renewal and flourishing, not top-down restructuring.
- A vision for ministry which is about gifts and calling, not trying to do 'everything, everywhere, all at once.'
- Leadership which prioritises the life of our parishes and the wellbeing of our ministers.
- A reputation for, and commitment to, excellence in our clergy housing and maintenance.
- An approach to the common fund which is about covenant and generosity.

As you read through this recruitment pack, you will discover so much more that our Diocese can offer to you, as you consider the next stage of your journey in the service of God's Church.

I hope that you will take seriously the invitation to join us and explore the opportunities to serve in the Diocese of Lincoln.

Yours ever in Christ,



What we offer

The Diocese of Lincoln is a family of hundreds of local churches, schools, chaplaincies and projects across the historic county of Lincolnshire offering worship, growth in faith and discipleship and wide-ranging care and support to young and old in its communities.

Our aim is to grow the Church, in both numbers and depth, through attention to what we see as our core tasks of faithful worship, confident discipleship and joyful service, with the vision of being a healthy, vibrant, sustainable church which leads to transformed lives and communities across greater Lincolnshire making a difference in God's world. To that end as a diocese we shall support, encourage and enable local parishes, schools and mission partnerships to fulfil, within this framework, their own unique calling to serve in mission the community in which they are set.



Edward King House



2025 Racial Justice Sunday service at Lincoln Cathedral



A clear vision for our shared future as a diocese



A Bishop's Staff team and colleagues in the Parish Support Office who are committed to you



Beautiful countryside in which to live and work



Currently a Top 10 Dioceses for stipends



48 hours time away recommended each month



Supported annual retreat



Access to Employee Support Programme (EAP) & loyalty benefits program (opt in/out)



Access to Health Cash Plan (Westfield) for you and your dependants (opt in/out)



Programme of installation of solar panels and electric car charging points at vicarages



Garden maintenance support



Total redecoration on appointment including carpeting of public rooms in vicarages



Direct access to the Diocesan Registrar

A Time to Change Together

The Diocese's major change programme

The Diocese's vision is to be a healthy, vibrant and sustainable church transforming lives in Lincolnshire. Recent years have been challenging for the diocese. In response to this, we have developed effective programmes which offer the opportunity to both Lincoln Diocesan Trust and Board of Finance Ltd (LDTBF) staff and those in the parish focused colleagues to contribute together significant, positive change towards our vision. We hope that you will want to come to the Diocese and join in this exciting work that is Kingdom-focused and that, while demanding, we believe to be deeply fulfilling.



Bishop Stephen's enthronement

Time to Change Together, an integrated approach to growth, deployment, staffing, costs, investments, and voluntary giving launched in 2022, is starting to deliver major benefits in terms of working practice and support for our voluntary and paid staff in the parishes, and in levels of income and in care of our precious and vast range of church buildings, that they better serve the community in which they are set. Resourcing the Urban Church is applying modern approaches and external and internal funding to planting and revitalising churches in the urban centres of the diocese. Over the next decade it will drive numerical growth and strengthened care in major centres such as Scunthorpe, Grimsby, Lincoln and Grantham as well as to market towns across the diocese.



Worship for everyone at Boston Holy Trinity

More information about our new Deanery Partnerships, Local Mission Partnerships and other elements of Time to Change Together can be found on www.lincoln.anglican.org. This includes detailed information about our new approach to oversight and focal ministry, which is locally discerned and co-ordinated by the Deanery Partnerships, and is helping clergy and lay colleagues to re-picture their ministry according to God's call today.



Ministry Experience Scheme 2025

Our Values

OUR VALUES

The Diocese of Lincoln is the Church of England in Lincolnshire, North Lincolnshire and North East Lincolnshire. The diocese covers 2,670 square miles and has a population of a little over 1 million. Our vision is to serve our communities in such a way that people may come to know the love of God and have their lives transformed. In order to do this, we know that we need to be a healthy, vibrant and sustainable church.

Our values are that we need, as a diocese, to be faithful in worship, confident in discipleship and joyful in service. The LDTBF, known as the Parish Support office, is here to support those vision and values in a cost effective way and with the highest quality of customer service.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE STRATEGY

The diocese through its churches, chaplaincies and projects is deeply committed to the flourishing of the whole population and embedded in every community across Greater Lincolnshire. Through, for example, our church schools growing children, young people and households we are committed to healthy, inclusive structures in society. The diocesan environmental policy, including a commitment to carbon net zero by 2030, informs all our work from buildings and investments to ministerial and faith training. We have a carefully implemented ethical investment policy for our historic assets. The diocese invests heavily in continuously improving the quality of our safeguarding performance.



Pet Worship Service, Dry Doddington



Choristers, Waltham

LEARNING & DEVELOPMENT OPPORTUNITIES

The LDTBF has a good record of supporting staff in their professional development. Equally, parish focused colleagues are encouraged through the College of St Hugh to develop their skills, including through degree or further degree level study, both to help their performance in role and to enhance their opportunities for career and ministry progression.

EQUALITY, DIVERSITY & INCLUSION STRATEGY

The LDTBF continues to work on its performance in terms of equality, diversity and inclusion, particularly in monitoring, training and review. There is a regular forum for Global Majority Heritage clergy and ministers and the diocese is currently establishing chaplaincy for LGBTQIA+ colleagues. The majority of the LDTBF team are women and we are particularly looking to support women clergy to take oversight roles. A Time to Change Together's emphasis on partnership includes commitment to partnership between congregations and ministers of different church traditions. Respect is key to us, as is the valuing of conscience and an approach to diversity and inclusion that is rooted in the gospel rather than in statistics or quotas.



International Women's Day 2025

The Bishops and Our Vision

The Diocese is served by three Bishops. The Bishop of Lincoln the Rt Revd Stephen Conway is the Diocesan Bishop.

Our Suffragans are the Bishop of Grimsby (vacancy process underway) and The Rt Revd Dr Nicholas Chamberlain, Bishop of Grantham. Each Bishop has an office based at Edward King House in Lincoln and our Suffragans are also focused respectively in the North and South of the county.

They work together along with the Senior Team and Parish Support Office to lead and serve the people of the Diocese of Lincoln.

More information can be found on www.lincoln.anglican.org



Our aspiration is for the Church in Greater Lincolnshire to be faith-filled, open, active and deeply invitational. Our calling from God is to love, lead, teach and guard the people of our communities prayerfully and practically, as Christ loves them, and to call them to follow Him. We seek to be friendly, approachable, prayerful and helpful.



As bishops, our vision is to grow and develop us all as deeply scriptural, praying and worshipping communities and ministers. We want to look outside of ourselves to love the people of our parishes, so that we can share with them the joy, light, hope and love of Jesus. Our covenant is to work together as a team, so that we may use our gifts with you to:

- Grow in numbers and in faith.
- Encourage new and occasional worshippers to become committed disciples.
- Continue with, and develop engagement with children, young people and families in our community, through church, and in our Church schools.
- Offer ourselves and our church building to bring our community together, and meet the challenges of a growing population.



Commemorating 30 years of Priesting Women

How will I be Supported?

Wellbeing and IME2



WELLBEING

We offer many initiatives that safeguard your spiritual and mental health, including:

- New Employee assistance program (EAP) with numerous rewards and benefits locally and nationally.
- Opt in Health Cash plan that covers things like dental, diagnostic and optical costs for you and your dependant children. You also have the option to upgrade your coverage and add partners at your own cost.
- Local counselling sessions accessed through your IME2 Officer.
- We run regular Diocesan Wellbeing training events.
- We are among the first Dioceses to adopt a 36 hour rest period, with one quiet day.
- Two consecutive days off once a month as a mid-week weekend away.
- We expect you take all of your annual leave, your 36 hr rest period and IME2 study day.
- We expect all Training Incumbents to consider carefully how they will support the wellbeing of their prospective curate and, where applicable, their family through engagement with the diocesan IME2 requirements encapsulated in the Working Learning Agreement and Individual Learning Plan.
- A clear and agreed policy of parental and shared parental leave.

INITIAL MINISTERIAL EDUCATION PHASE 2

Our IME2 Officer, who is a member of the College of St Hugh staff team, offers advice, guidance and a wealth of support and training including:

- A 24-hour overnight orientation residential for new curates in March/April.
- Supervision [TI], mentoring, and theological reflection triplicate for your curacy [Training Triplicate].
- A comprehensive Curacy Handbook.
- Learning and Development Portfolio [LDP].
- Reflective Practice Groups in support of your DLP.
- Opportunities for further academic studies during your curacy.
- An annual programme of IME2 training days.
- An annual residential conference/retreat.
- A Placement programme for each year of your curacy.
- We offer access to Coaches and Counsellors if required.
- We offer a full programme of TI and Training Triplicate induction and support.
- Opportunities to work learn alongside students at the Lincoln Centre of the College of St. Hild
- Regular opportunities to gather as colleagues within a large diocese, to offer mutual support.

Your Curacy

TRIPARTITE CURATE TRAINING SYSTEM (TRIPLICATES)

Lincoln diocese operates a system of training triplicates for the supervision and support of curates. Curates who have gone through their curacy with a training triplicate have found that it is helpful to have an 'outside voice' in their training, in addition to the 'on the ground' support offered by their Training Incumbent.



Curacies are a time primarily for learning and growth, and the first priority is always development in ministry for the curate, rather than 'getting things done'. Full time curates should be given a day a week to spend on study and reflection, and to attend the IME sessions. Part time curates should be given an equivalent proportion (at least 15%) of time for study and reflection as well. Attendance at IME days is compulsory for all curates, and curates should not organise holidays or make commitments to parish duties on these days. In the case of curates in secular employment, a discussion will need to be had before the start of the curacy with the IME 2 Officer about how attendance at IME days can be managed.



THE CORE PRINCIPLES OF THE TRAINING TRIPLICATE SYSTEM

- The Training Incumbent is the principal provider of training experiences and oversees the training needs, supervision and feedback for the curate's day-to-day work
- Is the curate's primary colleague and Line Manager
- Offers first line of support
- Reflects, offers feedback and reviews the curate's ILP & Portfolio* regularly - *see below
- Ensures IME2 programme requirements and Triplicate meetings are prioritised
- The Mentor helps the curate focus on their own learning and development
- Supports and encourages prioritisation of learning and development
- Checks progress according to Formation Qualities and advises on portfolio compilation
- Helps curate think about learning goals for each six-month period in their ILP
- The Theological Reflector helps the curate reflect theologically on specific ministry events
- Encourages a reflective way of life and approach to ministry
- Asks 'Where is God in this event?'
- Asks what other perspectives (Bible, theology, sociology, context ...)
- Helps curate to reflect on what was going on for them emotionally, spiritually, professionally ...during the event
- Helps curate use portfolio to aid reflection

Learning & Development Portfolio



LEARNING AND DEVELOPMENT PORTFOLIO

Curacy is a time to establish habits of reflective practice and continual improvement, to stand you in good stead throughout your ministry. This is a unique opportunity to focus on your own learning and growth in ministry. The Learning and Development Portfolio is designed to help you in this reflective process, to assess your progress, celebrate your strengths, to identify areas in need of further growth and any learning opportunities which you may need. The portfolio is a document which:

- You add to as your curacy unfolds
- Reflects your development in the initial years of your public ministry
- Has Theological Reflections to be completed to evidence meeting of Formation Qualities
- Curates undertaking academic study submit Assignments for most Formation Qualities
- Curates compile in conversation with their TI, Mentor and Theological Reflector
- Is reviewed by Triplicate regularly
- Is submitted to the IME2 Officer for checking annually
- Forms a key part of the evidence submitted to the End of Curacy Sign Off Panel

REPORTS

Curates receive a report from their training triplicate by the following dates in the year:

- First years: 15th May
- Third years: 1st October

Following the triplicate meeting in the month before the due date, at which key areas for each of the categories are agreed verbally between the triplicate and with the curate, the TI should write this up into a report. These reports will form part of the final assessment of curates before signing off, and should be placed in the Portfolio, as well as emailed to the IME2 Officer.



END OF CURACY SIGN OFF PROCESS

Curates receive a report from their training triplicate by the following dates in the year:

- First years: 15th May
- Third years: 1st October

After handing in your portfolio on 15th December in your third year, your portfolio will be sent to a team of Bishop's assessors. The team includes a Chair and three other assessors together with the IME2 Officer who acts as Secretary to the Panel. Each Panel comprises experienced clergy and laity. Each curate in this year will be given an appointment with the Bishop's assessors for an interview, which should last around an hour, normally during the last two weeks of January of their third year.