



South Central Regional Training Partnership

Process for Change of Focus of ministry

1. Candidates for ordination are sponsored for ministry with the intention that their ministry will have a focus (which does not necessarily specify whether or not the post will attract a stipend or salary):

- primary (incumbent) ministry in a post of responsibility,
- assistant ministry nationally deployable,
- assistant ministry locally deployable (former OLM),
- pioneer ministry (may be local or national), or
- distinctive (permanent) deacon

Candidates who wish to change focus during IME Phase 1 (before ordination) must go to a national Candidates' Panel where their request is considered. There may be financial and training issues.

3. Those in the first 5 years of ordained ministry (i.e. a curacy post plus 1 or 2 more years) who wish to change focus from any category to any other attend a Regional Panel which makes a recommendation to the Bishop. (No formal process is required after 5 years.)

4. Candidates need to be aware that medicals can only happen once a person has been offered a post. If there is a serious medical concern which comes to light, this could affect an appointment. In addition, being accepted for a position, even with a clear medical, does not mean that the Pensions Board will necessarily accept the person into the National Pension Scheme.

5. This is the process to be followed:

- a. Representation is made to the person responsible for IME Phase 2 ('the Officer' – who may e.g. be a DDO, IME adviser or Director) by a candidate and/or his/her incumbent. The Officer meets the candidate and, if s/he considers that there is a good case, asks for written reports from the incumbent and the Church Wardens and a self-rationale from the applicant. The Officer writes a summary recommendation to the Bishop, attaching all

the evidence. At this stage, the Bishop will normally read the evidence and either agree that the process may continue or stop the process from going further.

b. Assuming a positive response, the Officer invites two assessors from the RTP Panel list to interview the candidate. The assessors should be aware of the latest iteration of Formation Criteria but the Officer will advise whether any are of particular interest to the Bishop in each case. (The Panel will include up to three people from each diocese in the region which is already engaged in this area of ministry.)

c. The Officer then gathers the following evidence and ensures that the assessors have it in good time:

- the BAP Report
- Assessing the End of Curacy certificate and/or IME Phase 2 reports
- the candidate's self-rationale
- letters of support and recommendation from the incumbent, the Wardens and the Officer.

6. The candidate meets with two assessors in separate interviews. Assessors should be advised of the name of the other assessor and may choose to interview in the same venue. They will have read the paperwork, noted what has been said and will then concentrate on the following issues as well as any criteria specifically noted. It is not necessary to go through all nine criteria as though it were another BAP.

- an examination will be needed of the change in vocational understanding. Is the matter simply one of convenience or has a deeper change happened in the person's understanding of the call of God on their life?
- there should be evidence from the curacy that the person has become a resource in ministry. They will have shown themselves to have gifts in developing the spiritual, theological and mission-focused faith of others.

- a consideration of the leadership abilities of the person will be needed. They need to be seen to be of the standard required of those who are in the form of ministry for which the application is being made: they will think and work strategically and have the quality of mind required to sustain such a post.
- a consideration of the quality of mind

7. The assessors should write individual reports before liaising with one another to formulate a recommendation on which they agree. This recommendation should be sent in a letter to the Bishop (copied to the Officer) and may include suggestions for further training or experience.

8. On receipt of the report, the Bishop decides whether to accept the recommendation. S/he meets the candidate, gives them a copy of the report and follows up with a letter setting out his/her decision, (copied to the Officer, the incumbent and the Diocesan Bishop for the blue file). The Officer thanks the assessors.

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