

## **Placements During Curacy**

### **Guidance for Training Incumbents of Stipendiary and Self-Supporting Curates**

During a curacy it is often desirable for curates to undertake a placement to expose them to a different context, tradition or approach to ministry. The principal reason for such a placement is so that the Curate can address a gap in their formation and training that wouldn't otherwise be filled.

This might include (but isn't limited to):

- Leading and preaching at baptisms, weddings or funerals.
- Experiencing a church tradition which they have not previously encountered.
- Seeing a model of leadership which they have not previously encountered.
- Working in a team ministry or single-church context.
- Working with young people.
- Seeing how a church engages in social action.
- Working with an incumbent of Global Majority Heritage.
- Experiencing ministry in a chaplaincy or cathedral.
- Meeting a need that was identified in the final-year college report or the curacy offer letter.

A placement is not an opportunity to help meet the ministry needs of another church or to avoid difficult situations or relationships where the curate is licensed. Difficulties need to be addressed quickly with the Training Incumbent in supervision or with the Director of IME2 as they won't have gone away once the placement is over. Accepting occasional invitations to lead or preach (whether at services or occasional offices) should not be seen as a placement, nor is ongoing partnership between churches.

#### **Type of Placement**

A placement can be anything from regular attendance at a monthly or weekly event to an immersive placement where the curate gives their whole working time to the alternative context. The curate should not be expected to attend the placement without any corresponding reduction in their regular ministry commitments. Particular care needs to be taken where the curate is leading a fledgling ministry in their home parish so that this is adequately covered when they are unavailable.

#### **Length**

In a three-year curacy, a curate might realistically take between four and six weeks out of their parish to undertake an immersive placement. Attending a weekly activity might last for a year and a monthly commitment could be longer still. Curacies which are shorter than normal would not normally include a placement unless this was written into the original working agreement and agreed with the Director of IME2.

#### **Timings**

As part of the IME2 Mission module, all curates undertake a school placement during the Autumn of their second year. Other placements should not be arranged so that they overlap with the school placement and regular ministry commitments may need to be reconfigured to enable the curate to commit to being in school for the required amount of time.

Placements which are planned to take place after the final sign-off meeting can be used to widen the experience of the curate to prepare them for job applications or starting a new role. A curate will not be signed-off as completing IME2 if a placement is required to fulfil any aspect of the formation framework.

### **Arranging a Placement**

Ideally, the need for a placement should emerge from the annual reviews which form the Assessment of Curacy process. This will provide a clear and recorded rationale for a particular placement and how it is expected to meet an aspect of the formation framework. Placements should be agreed between the Curate, the Training Incumbent, the supervisor in the placement context and the Director of IME2. Occasionally the Bishop will direct that a curate undertakes a placement and the Director of IME2 will make arrangements for this to happen.

### **Reflecting on a Different Context**

During a placement the curate should have the opportunity to reflect formally with the supervisor on what they are experiencing and how this is addressing relevant aspects of the formation framework. Depending on the length of the placement, this should happen at least twice, once towards the start and again at the end of the placement.

The Training Incumbent should also make time to reflect on the placement with their curate, especially where they might be learning to take back into the home context (for the curate or the TI). It isn't necessary for the curate to produce a written report or reflection, although the formation and learning garnered during the placement should be included in the Assessment of Curacy feedback.

For further guidance or suggestions of suitable placement contexts, please contact the Director of IME2.

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