

RELATIONSHIP WITH GOD

Theme	Qualities	Seen in
Personal Faith	Growing and joyful relationship with God Motivated by love of God Living as a light for Christ in everyday life Confidence found in Christ	A desire to reflect the love of God and live as a Light for Christ
Nurturing Faith	Commitment to all the key beliefs of the church as expressed in the scriptures and the creeds Nourished and sustained by prayer, scripture and sacrament Sharing in the fellowship of the church	Care for spiritual life in ministry, through prayer, worship and bible study; private and corporate Habits, tools, practices and supportive relationships to draw on, to nourish and sustain personal and spiritual life

SELF-CARE

Theme	Qualities	Seen in
Healthy Self-Confidence	Personal identity on Christ Shaped by spiritual disciplines e.g. prayer, self-awareness and self-acceptance	Recognising and working with strengths, limitations and personal capacity Receiving and handling positive and negative feedback appropriately
Taking Care of Yourself	Aware of personal needs Care for self Balance of work and rest Realistic understanding of the time and energy required by the role as outlined in the Ministry Agreement	Personal boundaries and mechanisms to balance competing demands Looking after key personal relationships and taking time off Strategies for managing stress Exercising ministry within a balanced and healthy lifestyle

GROWTH AND DEVELOPMENT

Theme	Qualities	Seen in
Discipline	Open to being transformed by God Committed to growing in discipleship	Living as a Light for Christ in all aspects of life
Lifelong Learning	Openness and commitment to growth and development	Self-understanding as a learner Willingness to participate in regular ongoing ministerial development Identifying and accessing appropriate learning opportunities Reflective practice
Learning from and with others	Openness to learning from and with others	Appropriate engagement with others

LEADERSHIP AND FOCAL MINISTRY

Theme	Qualities	Seen in
The Focal Minister as a leader	A disciple of Jesus who lives out their baptismal calling to be a Light for Christ Models leadership on the example of Christ	Recognised by others as a disciple of Jesus, having faith and integrity Recognised as someone who is stable and trustworthy Healthy, accountable relationships, with appropriate boundaries and confidentiality Practical understanding of the use, and abuse, of power and the role of policies and procedures, especially Safeguarding Role model to those within and outside the church Of good standing in their community
Collaborative leadership	Committed to collaborative leadership	Shared leadership and effective team working Supportive of colleagues
Vision	Has a realistic and practical sense of vision for the church or congregation, which resonates with others Capacity to develop as a reflective practitioner in shaping vision and practice	Development and implementation of that vision with others Ongoing reflection on practice

NURTURING A HEALTHY CHURCH LOCALLY

Theme	Qualities	Seen in
The whole life of the Church	Desires to see the whole life of the church flourish	Ongoing reflection, encouragement and nurture of the whole life of the church Fostering healthy relationships
Enabling others to live as Lights for Christ	Desires to encourage and facilitate the gifts of others in sustaining the life and ministry of the church	Encouraging of others in their journey of faith Supporting, developing and facilitating the ministry of teams and individuals within the life of the church
Mission in the local context	Committed to God's mission as outlined in the 5 marks of mission	Enabling the church in outreach to the local context, in ways which are appropriate to the local context
Personal gifts	Aware of personal gifts and ministry, and where they are called to serve in the life of the church	Using personal gifts and ministry within a particular area of the life of the church

BEING PART OF THE DIOCESE

Theme	Qualities	Seen in
Diocesan vision and strategy	Values the vision and strategy of Sheffield Diocese	Ongoing reflection on the life of the church in relation to the diocesan vision and strategy
Roles across the Mission Area and diocese	Values the role of Focal Minister and its place in the life of the diocese Values and works with all other roles and ministries in the life of the diocese	Healthy, mutually supportive relationships within the Mission Area and diocese
Managing the Church	Committed to ministry within the structures of the diocese; following diocesan guidelines, practices and policies	Ministry within diocesan boundaries, legal and safeguarding Accessing information and support
Being Anglican	A respect for and commitment to the Church of England, its faith, breadth and diversity	A deepening understanding of Christian faith and practices within the Church of England