

## 1. Vocation, Formation and Personal Development

Domain	Knowledge	Skills	Attitude / Behaviour	Learning & Development Opportunity / Training Support	Evidence /Assessment
1.1 Spiritual Practice	Understand the importance and diversity of spiritual practice	Choose and maintain appropriate spiritual practice	Commitment to personal deepening and developing spiritual practice		
1.2 Personal theology	Clearly understand one's own personal theology	Be able to articulate a personal theology in the light of current and changing thought	Engaging in continuing theological Self-reflection		
1.3 Self-care and time management	Understand the importance of self-care, time management boundaries and appropriate work/life balance	Monitor and maintain a healthy balance between personal and work life	Engaging in regular reflection with self and with others		
1.4 Vocation and Formation	Understand and explore a personal sense of 'calling - its implications and requirements within a Unitarian Setting	seek to deepen, embody and fulfil that calling	Engaging in regular reflection with self and with others		
1.5 Leadership	Be aware of the range of leadership styles, and one's own tendency within it, and the effect of a role in a group setting	Use leadership collaboratively in a self-critical and adaptive way	Respect and accountability in leadership, engaging in regular reflection with self and others		

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1.6 Ethics	Understand and explore ethical dimensions in ministry and in congregational life including relevant GA polices	Demonstrate and engender ethical conduct in congregational life, with awareness of changing standards	Engaging in regular reflection with self and others		
1.7 Collegiality	Understand the need for and practice of appropriate collegiality	Engage with individual and group support networks	Commitment to appropriate collegial support		
1.8 Self-reflection	Understand the importance of self-reflection, and attend to ongoing Personal / professional development	Live and work self-reflectively	Commitment to regular reflection alone and with others		

2. Theology					
Domain	Knowledge	Skills	Attitude / Behaviour	Learning & Development Opportunity / Training Support	Evidence / Assessment
2.1 General Theology	Contemporary and historical theological studies	Articulate and facilitate theological discourse	Respectful engagement with diverse theological perspectives		
2.2 Western religion history	Study the development of Abrahamic religions and history of Christianity	Explain the development of western religious traditions including our own	Confidence in understanding our tradition in wider historical context		
2.3 Unitarian ethos and tradition	Study issues, themes, theological inclinations sources and diversity of Unitarianism both British and Global	Understand articulate and work with this diverse living tradition	Evident appreciation of, and respect for, our tradition and ethos, encouraging this in a community		
2.4 Biblical studies	Undertake academic study of Hebrew and Christian scriptures	Understand and articulate the place of Biblical text in a Unitarian setting and in society	Clarity in critically applying Biblical text to contemporary issues		
2.5 World religions	Undertake Foundation studies in the world's major religious and ethical Traditions	Understand and navigate inter-relatedness between different religions and traditions	Willingness to engage in a multi-faith society		
2.6 Ethics	Explore how religious thought informs ethical and moral exploration	Critically understand and respond to key ethical issues	Engagement with ethical and moral issues		

### 3. Congressional & Community Leadership

Domain	Knowledge	Skills	Attitude / Behaviour	Learning & Development Opportunity / Training Support	Evidence / Assessment
3.1 Leading change	Understand the theory and practice of leadership and change management in organisations	Demonstrate the ability to work with change, collaboratively and positively, within a specific setting	Evident appreciation of, and respect for, our tradition and ethos, encouraging this in a community		
3.2 Mission	Study contemporary factors and influences regarding mission, including church growth and outreach, and prophetic engagement in social issues	Utilise the knowledge appropriately in a specific setting	Commitment to a dynamic and reflective engagement with context		
3.3 Group Facilitation	Understand group processes and behaviours, facilitation and co-facilitation, in a variety of contexts	Effectively facilitate and participate in groups	Confidence working in group settings		
3.4 Conflict transformation	understand the nature of, and strategies for managing, conflict—including the use of appropriate support	Recognise potential conflict, and supply appropriate responses	Ability to cultivate and maintain a non-anxious presence		

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Domain	Knowledge	Skills	Attitude / Behaviour	Learning & Development Opportunity / Training Support	Evidence / Assessment
3.5 Theology of worship	Understand the nature and intentions of worship, including the breadth of Unitarian traditions and evolving practices	Appropriately facilitate connections with the divine in varying times and settings	Being authentic to both oneself and the worship setting		
3.6 Conduct of worship	Study traditional and contemporary worship content and delivery	Construct and deliver effective worship experiences, appropriate to varied individuals and settings	Assurance and flexibility in leading worship		
3.7 Rites of passage	Understand the history, theology, and any legal requirements of all rites of passage	Create and conduct relevant traditional and contemporary ceremonies	Sensitivity and insight which is responsive to the needs of those involved		
3.8 Pastoral Care	Understand the theory and practice of pastoral care, including communication skills, confidentiality, and professional boundaries	Effectively manage of the balance between pastoral need and the capacity to respond appropriately	Willingness to offer high-quality pastoral care, with sensitivity to the needs of both recipient and giver		
3.9 Diversity	Understand issues of, and reactions to, diversity	Develop and promote the ability to work with diverse individuals and groups	Commitment to calling our communities to practise inclusion		
3.10 Religious education	Explore ways to stimulate and support individuals of all ages	Plan and facilitate varied Religious Education			

	in deepening their Unitarian living	experiences			
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Domain	Knowledge	Skills	Attitude / Behaviour	Learning & Development Opportunity / Training Support	Evidence / Assessment
3.11 Stewardship and fund-raising	Understand church and charity finance, with knowledge of best practice for financial management and fundraising	Encourage the implementing of best practice in a specific setting	Commitment to engendering and maintaining high standards, both personal and congregational, in financial matters		
3.12 Safeguarding	Understand what the current best practice and legal responsibility is relating to safeguarding of children and vulnerable adults Adults	Ensure that best practice is currently in place in a specific setting	Motivation to promote awareness of the importance of safeguarding		
3.13 Legal responsibilities	Understand what the current legal issues Willingness are to engage with those issues, and to seek help where necessary surrounding health and safety, charity law, trustee and other responsibilities, and what support and advice is available	Educate and support others in understanding and implementing such responsibilities	Willingness to engage with those issues, and to seek help where necessary		
3.14 Communication with the wider community	Understand the current media available for communication and publicity	Recognise and respond to the range of opportunities to promote Unitarian activities and values	Willingness to engage with the wider community via changing media and opportunities		

	Develop the ability to create appropriate publicity material				
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### 3. Congressional & Community Leadership

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3.15 Community connections	Understand approaches to, and benefits of, making connections in the wider community – e.g. with community groups, ecumenical groups, other faith groups	Identify and carefully select opportunities in a specific setting	Discernment as to appropriate connections to make, and who might be involved		
3.16 Congregational administration	Understand the administrative tasks required in functional congregational life	Manage administrative tasks and support others involved with administration	Willingness to engage effectively with administration within a spiritual community		
3.17 Voluntary engagement	Understand ways of inviting and honouring voluntary engagement	Work collaboratively, engaging with training as appropriate	Recognition and celebration of voluntary engagement as part of our spiritual life		
3.18 Spiritual work in secular settings	Explore the possibilities of making a distinctive Unitarian contribution in a secular context – e.g. chaplaincy work	Recognise and respond to varied spiritual needs in a secular context	Willingness to respond to diverse spiritual needs		