

To all DDOs and ADDOs

May 2021

General DDO Matters

We celebrated Pentecost on Sunday and I was delighted but surprised to discover that there is an ancient precedent of the image of rain being used as a symbol of the Holy Spirit. Having memories of the cooling and refreshing effects of rain in the midst of real heat, I found that both attractive and valuable in what I suspect has been a rather wet but pressurised May for all of us.

This DDO mailing is offered in two parts. One document (this one) relates to **General DDO matters** relating to discernment and another document relates to the new Shared Discernment Process. Since there is a lot of information here, we thought this might help you with your filing of key information. Please note that there are some online training and briefing opportunities relating to the Traffic Lights document and Psychological Assessment. These are outlined in the other document giving an update on the new Shared Discernment Process.

Update on Overseas Safeguarding Checks

You will recall that in the last DDO mailing in February we set out for you the need for overseas safeguarding checks to be completed for any candidate who has lived abroad for a period of 6 months or more in the last 10 years.

There have been some helpful questions, so here is a little clarification to augment what was said in the February mailing.

- You only need such a check if the candidate has lived abroad for a consecutive period of 6 months in the last 10 years – where the overseas location was their primary location for that time. So, it's not about going on holiday to see family for 3 weeks a year over 10 years, it's about residing abroad for a period of 6 months or more.
- You are asked to make every effort to obtain a certificate from the relevant authorities but it is understood that sometimes this doesn't produce a result. If the candidate can show that appropriate efforts have been made, this will suffice.
- We have been asked about what to do if faced with a jurisdiction where paying bribes (as opposed to official fees) might be asked as a condition of receiving a certificate. Whilst we think this is likely to be very rare, of course neither we, nor the National Safeguarding Team would condone this. In such a situation the candidate being able to evidence appropriate efforts to obtain the information (as above) would suffice.
- We are also aware of a few candidates who have converted to Christianity and have sought asylum in the UK because of persecution. If alerting the authorities of a given country to an individual's hope to be ordained in the Church of England would put them or their family in danger, of course we would not ask you to proceed, but to seek other ways of verifying their safeguarding status while abroad – e.g. through a safeguarding reference.

In all of these complex scenarios (and for other queries about overseas safeguarding checks) please do contact Clare Worrall the Human Resources Business Partner for Safeguarding as she would be glad to

assist – and we know several of you have found her guidance very valuable. Clare works Monday – Wednesday. Please email clare.worrell@churchofengland.org.

Some Candidates Panel matters

A reminder about booking a Candidates Panel Place

A reminder that you can now pre-book a Candidates Panel place. *Please note that a place at a given Candidates Panel is only confirmed when all required paperwork has been received by the paperwork submission date for a Panel.* If a Panel is over-subscribed, priority will be given to candidates for whom we do have the full and complete paperwork by the submission date. The Candidates Panel Proforma is available for download near the bottom of this webpage:

<https://www.churchofengland.org/resources/diocesan-resources/ministry/supporting-candidates-through-selection> .

Where to send Candidates Panel papers

Please could you always send any **papers for Candidates Panel to the Sponsoring Papers email address**, with the candidate's name and 'Candidates Panel' in the subject-line of the email. Since staff don't have access to one another's inboxes, if papers are sent to a team member, there is the risk of them getting lost. The Sponsoring Papers inbox is the safe place to send them, as you currently do for all other papers for candidates.

Candidates Panel and Safeguarding checks including overseas safeguarding checks

Don't forget that if you are sending a candidate to the Candidates Panel who has not already been through a BAP (normally those from other denominations or other Anglican provinces), you need to complete the standard safeguarding procedures as you would for a BAP / TODP candidate. Where the candidate has lived abroad for a six-month period or more during the last 10 years, don't forget that you also need to complete the required overseas safeguarding checks before the panel, if at all possible and certainly before training / ordination/licencing. By September 2021, these overseas checks will definitely be needed before attending a Panel.

Queries about Candidates Panel

The work of Candidates Panel is being shared between the team of National Discernment Advisers. If you have any queries about Candidates Panel, whether regarding the processes and paperwork or a particular candidate's situation, please feel free to contact any of the National Discernment Advisers, and we will do our best to help. For the July Panel, Chris North will be looking after the panel, so you may want to contact him in the first Instance. For the September Panel, Gary Renison will be looking after the panel, so he may be the first port of call for you. However, we often speak to each other so if you contact another team member we will either respond directly or pass the query on.

Candidates Panel and the new Shared Discernment Process

This is a little complex.... There will be a few years where for Candidates Panel applications we will need to use *either* the old Selection Criteria *or* the new Discernment Qualities depending on the situation. This is to ensure that a candidate is assessed using whatever they are most familiar with, from their earlier discernment. The time will come when everyone is working on or has been assessed on panels using the new Qualities, but it will take us a while to get there.

For the rest of this year, therefore, and for 2022, we suggest the following:

September and November Candidates Panels in 2021:

- For all candidates likely to be coming to Candidates Panel you can use the old Criteria. This is because, in most cases, candidates will have already been selected via the old Criteria or be in training using the current Formation Criteria.
- For candidates coming to Candidates Panel seeking to transfer ministry from other denominations or other Anglican Provinces, please use the **old Criteria** when working with them. This is because Advisers won't yet have been trained in the new Qualities. However, if you, as a DDO, have already started working with such a candidate using the new Qualities – no need to fret – just tell us – and we'll find a way forward together.

Candidates Panels from February 2022 onwards:

- For **most** cases, use the Selection Criteria (since these were used when they were first selected), or the current Formation Criteria, if they are in training. Again, if in doubt about a particular situation please ask us.
- For Candidates coming to the Candidates Panel seeking to transfer from another denomination or another Anglican Province – please work with them **using the new Qualities**. If in doubt about a particular situation please ask us.

DDO Consultation 2023

You may recall from the DDO mailing sent in February 2021 that we advertised the next DDO Consultation in November 2023. However, as soon as the mailing was sent we discovered a clash with the dates of General Synod. The new dates for the next DDO Consultation are **Wednesday 22nd – Friday 24th November 2023**, not a week earlier. It will take place at the Hayes, Swanwick. Do please note the date in your diaries. Further details will follow nearer the time.

DDO Telephone Helpline – the St Marylebone Healing and Counselling Centre

Can we remind you - and let newer colleagues know - that we are continuing to offer an ongoing Telephone Support Service for you as DDOs, run by the *St Marylebone Healing & Counselling Centre*. This is intended to offer to you the chance for a planned telephone call with a psychotherapist to guide your own work if you have particularly complex psychological issues to address when working with a candidate. All calls will need to be scheduled. There is no cost to DDOs or dioceses for using this service. We hope that you will find it valuable as an additional resource to support you in your work. The two attached documents explain how the system works, but if there are further queries Joy Gilliver may be able to help (joy.gilliver@churchofengland.org).

Canon C4 Faculties during the Archbishop of Canterbury's Study leave

Thank you for doing all you could to ensure Faculty Petitions were sent to the Archbishops' offices before Archbishop Justin went on study leave. However, it is inevitable that there will be a few Faculties which are still needed. In discussion with Bishop Tim at Lambeth we have agreed the following **for the Canterbury Province**, who are most affected by the Archbishop's study leave.

In the current situation no Faculty Petitions can be *completed* as they need the signature of both Archbishops. However, we have agreed exceptionally to allow a candidate to come to an online panel or

Candidates Panel up to mid-September where there is an outstanding or incomplete C4 Faculty pending, providing the following has been done:

- The diocesan exploration has been completed to the point at which the Diocesan Bishop is ready to Petition the Archbishop of Canterbury
- The DDO has explained to the candidate that no Faculty can be completed currently. Nevertheless, if the Diocesan Bishop is willing, the candidate may come to an online panel or Candidates Panel, providing there is an understanding that:
 - Any recommendation will be conditional upon the receipt of Canon C4 Faculty later in the year when the Archbishop has returned.
 - The diocese and candidate are aware of the potential risk that a Faculty will not be granted, and be willing to proceed in full knowledge of that risk.

This mirrors the procedure when a diocese is in Episcopal vacancy. Do please remember to ensure the process is completed from mid-September onwards, so the condition can be lifted. And please let the Panel Secretary know.

- Should a DDO or Bishop (exceptionally) be unsure about a proposed Faculty application, please feel free to email Joy Gilliver (joy.gilliver@churchofengland.org) and between us we will be able to see informal advice from Lambeth.

For the York Province, in the current situation, the same applies - no Faculty Petitions can be *completed* as they need the signature of both Archbishops. The Archbishop of York can potentially complete his part of the process for candidates in the York Province. It is likely that candidates will be able to proceed on a similar basis to those in the Canterbury Province, but we await further guidance from Bishopthorpe. If a DDO has a candidate in the York Province who still needs a Canon C4 Faculty, do please be in touch with Bishopthorpe directly.

It's been good to be in touch with many of you. Thank you for your being such supportive and helpful colleagues to work with and for all you are doing to prepare candidates for panels this year. As we write we are engaged in online panels 42 – 46 of the 70 or so panels we have scheduled! This comes with thoughts and prayers for you and those you care about, and especially for the candidates with whom you are working. Perhaps Irenaeus's thoughts from the 2nd century on 'abundant rainfall' might offer a source of reflection as we continue to grapple with huge pressure and the uncertain challenges as we seek to emerge from lockdown:

Like dry flour, which cannot become one lump of dough, one loaf of bread, without moisture, we who are many could not become one in Christ Jesus without the water that comes down from heaven. And like parched ground, which yields no harvest unless it receives moisture, we who were once like a waterless tree could never have lived and borne fruit without this abundant rainfall from above. (Against the Heresies, c180AD)

With very best wishes,

Joy Gilliver and the Discernment Team