

The Diocese of
Southwark

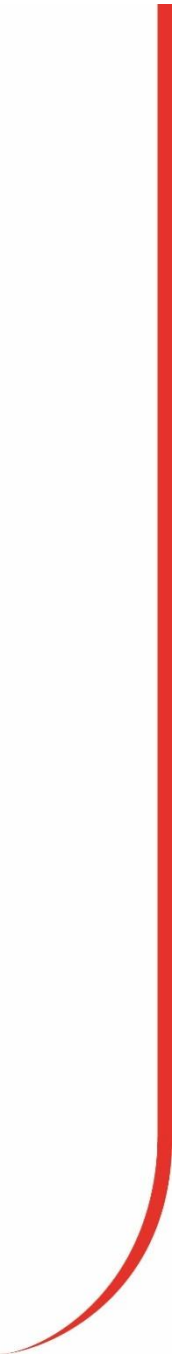
WELCOME

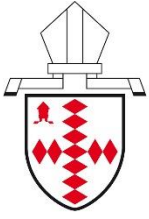


Loving God
Walking with Jesus
Led by the Spirit

The Diocese of Southwark | Luke 24:13-35

Walking | Welcoming | Growing





The Diocese of
Southwark

Using the Qualities for Selection



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Training Aims

By the end of this morning's sessions you will:

- Be up to date on the implementation of the roll out of the new selection process
- Have a greater understanding of the Qualities for Selection
- Be more confident in using the Qualities for Selection when meeting candidates
- Understand how the Shared Discernment Panel can inform your meetings with enquirers



Principles

- **Your primary duty is to the Church through the Bishop, not to the enquirer**
- **The Bishop is under no obligation to commission, license or ordain**
- **Everyone has the right to be treated equally and without prejudice or bias**
- **A vocation must be realistic, obedient and informed for it to be affirmed**
- **Everything is evidence when it comes to assessing an enquirer**
- **Remember you are treading on holy ground**

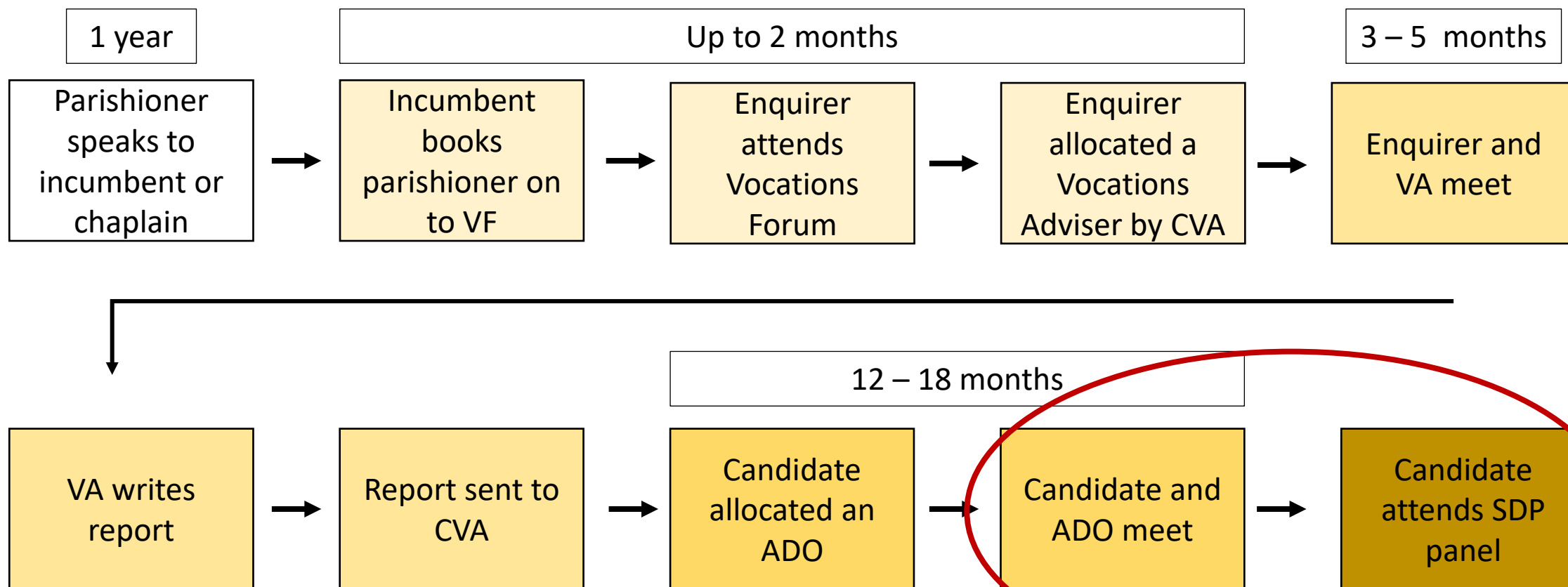


Ministries

- **Affirmed lay ministries (*Recognised by the parish*)**
- **Commissioned lay ministry (*Recognised by the Diocese*)**
 - Southwark Pastoral Auxiliary
- **Licensed lay ministries (*Recognised by the Church of England*)**
 - Reader
 - Licensed Lay Pioneer
 - Licensed Lay Minister (Youth and Children)
 - Licensed Lay Minister (Pastoral)
 - Church Army Evangelist
- **Licensed ordained ministries (*Recognised by Anglican Communion*)**
 - Incumbent status Priest (stipendiary and non-stipendiary)
 - Assistant status Priest (non-stipendiary)
 - Incumbent status Distinctive Deacon (non-stipendiary but may be employed in ministry)
 - Assistant status Distinctive Deacon (non-stipendiary)

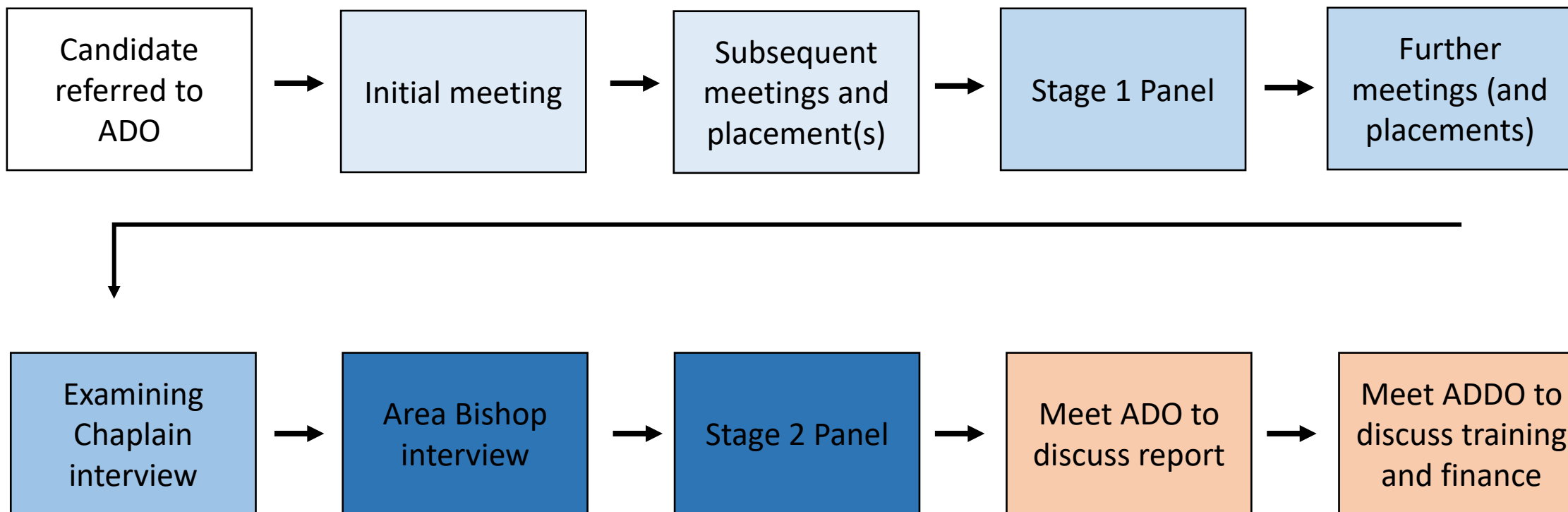


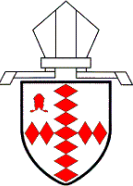
The Vocations Process





The ADO Process





Shared Discernment Process

- **The Shared Discernment Process (SDP) replaces the Bishops Advisory Panel (BAP)**
- **Candidates are assessed against Qualities for Discernment (not Criteria for Selection)**
- **The SDP process:**
 - **Stage 1 – Six conversations of 15-20 minutes each**
 - **A report is written but no recommendation made**
 - **Stage 2 – Interviews and practical exercises at an overnight residential (similar to the old BAP format)**
 - **A report is written and one of five recommendations is made: ‘unconditional yes’, ‘yes with advice’, ‘conditional yes’, ‘not yet’ and ‘strong no’**



Qualities Grid

Priest	Christ	Church	World	Self
Love for God <i>The candidate...</i>	Is reliant on God - Father, Son and Holy Spirit - and lives out an infectious, life-transforming faith	Is rooted in Scripture, the worship of the Church and the living traditions of faith	Whole-heartedly, generously and attractively engages with God's world	Is prayerful and studies the Bible
Call to Ministry <i>The candidate...</i>	Responds to the call of Christ to be a disciple	Understands the distinctive nature of ordained priestly ministry	Is committed to being a public and representative person	Articulates an inner sense of call grounded in priestly service
Love for People <i>The candidate...</i>	Welcomes Christ in others, listens, values and respects; cares for those in poverty and the marginalised	Builds relationships which are collaborative and enabling Keeps pastoral and professional boundaries	Shows God's compassion for the world	Has empathy and is aware of how others receive them Keeps personal boundaries
Wisdom <i>The candidate...</i>	Is inquisitive, curious and open to new learning Can learn and reflect	Shows leadership that enables thriving and healthy churches, handles conflict, and can lead in mission Understands safeguarding / safety in church communities	Is robust and courageous and prepared to take risks Recognises the need to assess risk	Is a mature and integrated person of stability and integrity Is personally self-aware
Fruitfulness <i>The candidate...</i>	Embraces the different and enables others to be witnesses and servants	Shows the capacity to exercise sacramental, liturgical and an effective and enabling teaching ministry	Shares faith in Christ and can accompany others in their faith	Has resilience and stamina
Potential <i>The candidate has potential to...</i>	Grow in faith and be open to navigating the future in the company of Christ and guided by the Holy Spirit	Manage change, and see the big picture	See where God is working in the world and respond with missionary imagination	Be adaptable and agile



Working with Enquirers

A suggested structure of meetings



Meeting 1 - Introductory

- Setting the boundaries
 - Outline the process, including time frame and frequency of meetings
 - Communication between meetings
 - Confidentiality
 - ADO responsible to Bishop not candidate – assessing the candidate
 - Homework and placements (check availability for placements)
- Pastoral care and support networks
- Introduce Qualities Grids
- End in prayer

- Follow up: set homework to reflect on the Ordinal



Pre-Stage 1





2. Call to Ministry

- Reflect on and discuss the homework
- Work through the sub-qualities taking notes relating to each one
- Discuss placements in more depth (*Church (2)*)
- End in prayer

- Be particularly aware of: *Christ (3); Church (3); World (4); and Self (4)*

- Follow up: set homework eg focus on *World (1)*



3. Love for God

- Reflect on and discuss the homework
- Work through the sub-qualities taking notes relating to each one
- End in prayer

- Be particularly aware of: *Christ (4); Church (1); Church (3) and (4); World (1) and Self (2) and (3)*

- Follow up: set homework eg focus on *Church (1), (3) and/or (4)*



4. Wisdom (1)

- Reflect on and discuss the homework
- Work through the *Christ, Church and World* sub-qualities taking notes relating to each one
- End in prayer

- Be particularly aware of: *Christ (3); Church (1); Church (3) and (4); and World (1)*

- Follow up: set homework eg focus on *Church (3) and (4)*



5. Wisdom (2)

- Reflect on and discuss the homework
- Personal history (*Self*)
- End in prayer

- Follow up: if it's been a particularly intense session consider not setting any homework



6. Love for People

- Reflect on and discuss the homework (if any)
- Discuss placement
- Work through the sub-qualities taking notes relating to each one
- End in prayer

- Be particularly aware of: *Church (2) and (4); Self (1) and (2)*

- Follow up: set homework eg focus on pastoral care/theology and set up placement



7. Fruitfulness

- Reflect on and discuss the homework
- Work through the sub-qualities taking notes relating to each one
- End in prayer

- Be particularly aware of: *Christ (2); Church (1) and (2); Self (3) and (4)*

- Follow up: set homework eg focus on *Church (1) and (2)*



8. Potential

- Reflect on and discuss the homework
- Work through the sub-qualities taking notes relating to each one
- End in prayer

- Be particularly aware of: *Christ (1), (3); Self (1), (3) and (6)*

- Follow up: set homework eg focus on *Self (1) and (5)*



9. Preparing for Stage 1

- Revisit blue sub-qualities with candidate and consider practice sessions with other candidates (organised by Vocations team)
- Support candidate with preparing presentation and considering choice of images/objects etc
- Book candidate on to Stage 1 Panel through online portal
- Ensure candidate understands that the outcome of Stage 1 is advice and not a recommendation



10. Post-Stage 1

- Review and discuss the Stage 1 Report with ADDO/DDO
- Review and discuss the Stage 1 Report with candidate
- Use the report to frame pre-Stage 2 work



11. Pre-Stage 2

- Going deeper
- More unstructured and tailored to candidate's need/development
- Picking up areas for exploration from Stage 1 preparation
- Placement(s) and written work
- Safeguarding etc



12. Preparing for Stage 2

- Examining Chaplain
- Psychological assessment?
- Area Bishop
- Sponsoring letter from Bishop Christopher
- Booking on to a Stage 2 Panel through online Portal



13. Post-Stage 2

If recommended:

- Write to candidate using template letter
- Meet to discuss report and experience of panel
- ADDO to meet with candidate to discuss finance and training pathways

OR

If not recommended

- Write to candidate using template letter, including referral to non-recommendation VA
- Discuss experience of panel and pass on to DDO/ADDO to follow up if appropriate



Questions, comments, discussion...

