

Stage 1: Carousel Conversations

Additional Information for DDOs

(Version: October 2021)

This *Additional Information for DDOs* document expands on the *Guidance Notes for Candidates*, to help (A)DDOs working with Candidates prepare them for the Stage 1: Carousel Conversations. It is designed to be read alongside the Candidate's *Guidance Notes*.

Included here are the (blue) aspects of the Qualities grids the Carousel Conversations are exploring with the Candidate. Three of the Conversations involve aspects from more than one Quality. The two Qualities that are not included at Stage 1 (Wisdom and Potential) are explored in depth at the Stage 2 Panel.

When appropriate, this *Additional Information* offers some further explanations about the 'conversation starter' that will be used for the conversation of the Candidate and Adviser. Similarly, it includes more details about what Advisers will be assessing in the conversation, and, in some cases, how they will be seeking to enable the conversation to unfold.

There is just one significant change to the version of the *Additional Information for DDOs* circulated in November 2020. This relates to *Conversation 6: Engaging with the World*. The 'conversation starter' options offered to the Candidate no longer includes discussing an experience of mission or evangelism they have been involved in. Instead, Candidates are asked to relate any of the other options to one (or more) of the *Five Marks of Mission*, and Advisers will invite Candidates to draw on their experience throughout the Conversation. This change was made in response to feedback requesting the range of options before Candidates be simplified. Including the *Five Marks of Mission* is also to underline that any news story, film or TV programme the Candidate chooses for their starting point should be approached from the perspective of mission and evangelism. That it should relate to their own experience is clear in all cases since the Conversation relates to their own context. However, if any Candidate has been prepared for this conversation on the basis of discussing an experience of mission and evangelism that they have been involved in, they are still welcome to do so, at no disadvantage, during the 2021/2022 season.

Candidates will not be tested on whether they have learnt the *Five Marks of Mission*. For ease of reference they are included at the end of Conversation 6: Engaging with the World. They are also included in the *Guidance Notes for Candidates*.

For the Conversations where Candidates are invited to share or show an object or image, the easiest approach will probably be for them to hold this in front of their computer/tablet/phone camera and briefly describe it. Any text they wish to share with the Adviser they could read out. It is possible, though, for Candidates to share their screen with the Adviser – if they wish to do this, they should let the Adviser know. (Please note that PowerPoint Presentations should not be used at the Carousel Conversations).

Conversation 1: Priesthood/Diaconate

Aim of Conversation

The aim of this Carousel Conversation is for the Candidate to describe what attracts them to ordained ministry as a Priest or a Distinctive Deacon. In the course of the conversation, Candidates will be invited to reflect with the Adviser on how their vocational exploration and experiences have helped them clarify their calling.

Qualities Grids

The Stage 1 (blue) aspects of the Qualities Grids that this conversation is seeking to explore are:

- *The Candidate can use the description of a deacon and priest in the Ordinal to explore images that resonate for them* (from Call to Ministry/Church)
- *The Candidate can describe how they have practically tested their inner sense of call; for example, through undertaking new experiences or opportunities* (from Call to Ministry/Self)

Conversation Starter

As a starting point for the conversation, the Candidate will be invited to talk about an **image** (or **images**) related to priesthood and diaconate, that will be made available to them online via an internet link sent by the Panel Secretary at least a week in advance, which they can choose in their own time before the conversation starts. Most of the images will be visual images, but there will also be a few Biblical images, in the form of short Biblical passages, for Candidates who might prefer a scriptural starting point. The images and passages of scripture will be numbered, and Candidates should mention the number to the Adviser, who will also have seen them in advance. If a Candidate would rather talk about their vocation without using any image, then that is fine as well. Candidates will not be assessed on their choice of image (or their decision not to use an image).

What Advisers are assessing in this Carousel Conversation

In this conversation the Adviser will be looking for evidence of the Candidate's capacity to:

- Show what it is about the ordained ministry to which they are drawn that excites them
- Reflect on images of priesthood or diaconate contained in the Ordinal that resonate with them
- Talk about the ways in which they have explored and tested their vocation and how this has deepened their understanding of their calling

Additional Information

If a Candidate would prefer to use a short personal story to illustrate what attracts them to ordained ministry, rather than one of the images offered, they are welcome to do so. Similarly they are free to choose another scriptural passage that holds importance for them, if they wish.

The Adviser will know the *Category of Ministry* for which the Candidate is being sponsored (i.e. Priesthood or Distinctive Diaconate) and will focus the conversation accordingly. Stage 1 does not require the diocese to indicate the anticipated *Focus of Ministry* for the Candidate (i.e. Incumbent Level or Assistant Level) and the Adviser will not ask about this in the conversation.

Conversation 2: The Church of England

Aim of Conversation

The aim of this Carousel Conversation is for the Candidate to reflect on the Church of England's mission and ministry within an ever-changing world, and to discuss the role their church or fresh expression plays in their locality, through its activities and distinctive character.

Qualities Grids

The Stage 1 (blue) aspects of the Qualities Grids that this conversation is seeking to explore are:

- *The Candidate can recognise and explain a range of different traditions in the Church of England and reflect on how their tradition sits within the breadth of traditions* (from Call to Ministry/Church)
- *The Candidate can show knowledge and understanding of the place of the Church of England in the life of the nation* (from Call to Ministry/World)
- *The Candidate can explore how the church proclaims afresh in each generation the Good News of Jesus Christ as society and culture change* (from Call to Ministry/World)

Conversation Starter

As a starting point for the conversation, the Candidate will be invited to use a **recent story** in local or national media that relates to the Church of England, or is from the Church's daily news feed. The story will be given to the Candidate by the Adviser at the start of the conversation, and they will not start the conversation until the Candidate has had time to read the story. As well as discussing the general implications of the story for the Church's mission and ministry to the nation, the Adviser will enable the Candidate to talk about any ways in which the story is relevant to the life of their own church. If the Candidate has experience in the wider Anglican Communion they are welcome to draw on this in the conversation.

What Advisers are assessing in this Carousel Conversation

In this conversation the Adviser will be looking for evidence of the Candidate's capacity to:

- Talk about the role of the Church of England within the life of the nation
- Reflect on the way the Church needs to change and adapt as it speaks of Christ afresh to the world
- Show that they understand what is distinctive about their own church tradition and how it enriches the broader life of the Church

- Show that they have some understanding of at least one other tradition within the Church of England, and that that are willing to work within the Church's diversity
- Show some understanding of how their church or fresh expression relates to their local context

Additional Information

Candidates are welcome to draw on any experience they might have in the wider Anglican Communion, or any other denominations of which they have experience, as they discuss with the Adviser the role of the Church of England locally and nationally.

Conversation 3: Communicating Christian Faith

Aim of Conversation

The aim of this Carousel Conversation is for the Candidate to demonstrate their ability to express and articulate the Christian faith and their understanding of basic themes in scripture and the creeds. They are also being asked to show how they can communicate their personal faith in a way that is understandable and attractive to others.

Qualities Grids

The Stage 1 (blue) aspects of the Qualities Grids that this conversation is seeking to explore are:

- *The Candidate communicates their own faith clearly and attractively* (from Love for God/Christ)
- *The Candidate can speak of and show commitment to the key beliefs of the Church as expressed in the Scriptures and the creeds* (from Love for God /Church)
- *The Candidate can talk about the loving and saving purposes of God in Christ for the whole of creation* (from Love for God /World)
- *The Candidate can communicate faith to people, including children and young people, in different contexts and situations* (from Fruitfulness/World)
- *The Candidate can story-tell in a creative way* (from Fruitfulness/World)

Conversation Starter

As a starting point for the conversation, the Candidate is invited to use **either**:

- An **object** or **image** that they have brought with them that would help them speak about their faith to another person.

or:

- The **words of a hymn** or **worship song** that they have brought with them, or other piece of **music** they can describe, that would help them speak about their faith to another person.

If the object the Candidate wishes to use is large, they are welcome to show a photo of the object instead. If using the words of a hymn or worship song they could read these to the Adviser rather than providing a text. It is possible, though, for them to share their screen with the Adviser – if they wish to do this, they should let the Adviser know.

What Advisers are assessing in this Carousel Conversation

In this conversation the Adviser will be looking for evidence of the Candidate's capacity to:

- Show they have an understanding of some key Biblical and theological themes, including those relating to creation, salvation and God's activity in the world
- Draw upon Biblical imagery and theological ideas in giving an account of their Christian faith
- Communicate the Christian faith, and their personal faith, in a way that is understandable, engaging and attractive for others

Additional Information

After welcoming the Candidate to this Carousel Conversation the Adviser will invite the Candidate to demonstrate how they might use the object, or words of the hymn/ worship song, or chosen piece of music, to communicate their Christian faith.

It is envisaged that if the Candidate chooses to use an object as the starting point for this station then it would be something other than the Bible or a cross (although both may be referred to in the course of the conversation).

This conversation is focussed on the Candidate's faith, both in terms of their personal commitment to and embodiment of their Christian believing, and their understanding and confession of the Christian faith as held and taught by the Church. The Adviser will make ensure the conversation covers both areas, as they assess how the Candidate communicates Christian faith.

The Adviser will explore some basic doctrinal themes with the Candidate, and assume some familiarity with the creeds, but they will not assume that the Candidate has undertaken any formal theological studies.

Conversation 4: Practical and Pastoral Care

Aim of Conversation

The aim of this Carousel Conversation is for the Candidate to show how they exercise pastoral wisdom and compassion in real-life human situations, and that they understand the importance of appropriate boundaries in such situations.

Qualities Grids

The Stage 1 (blue) aspects of the Qualities Grids that this conversation is seeking to explore are:

- *The Candidate can evidence good listening skills and empathy* (from Love for People/Church)
- *The Candidate can evidence having shown compassion and/or exercised pastoral care in appropriate and sensitive ways* (Love for People/Church)

Conversation Starter

As a starting point for the conversation, the Candidate will be invited to discuss with the Adviser a short **video clip** involving a pastoral situation that they will have watched in advance. The video clip will be available to them from *3pm on the day before* the Carousel until the Carousel ends. Online access details will be sent by the Panel Secretary at least a week in advance.

In the course of the discussion the Candidate will be given a brief **email**, which the Adviser will ensure the Candidate has sufficient time to read. The email will represent a development in the situation presented in the video.

What Advisers are assessing in this Carousel Conversation

In this conversation the Adviser will be looking for evidence of the Candidate's capacity to:

- Understand with insight and sensitivity a complex and developing human situation
- Show good listening skills and empathy
- Show compassion, or exercise pastoral care, in appropriate and sensitive ways

Additional Information

The video will last for about 3 minutes and will feature a situation that is typical in day-to-day Church life. The issue will be clear, although there will be some levels of complexity involved.

The Adviser will ensure the Candidate has an opportunity in this Carousel Conversation to discuss some of their own experiences of offering pastoral care and the understanding they have gained as they have done so.

Conversation 5: Living as a Disciple

Aim of Conversation

The aim of this Carousel Conversation is for the Candidate to describe how they resource and develop themselves, and others, as a Christian disciple.

Qualities Grids

The Stage 1 (blue) aspects of the Qualities Grids that this conversation is seeking to explore are:

- *The Candidate can evidence effective and appropriate involvement in the leading of (acts of) worship (from Love for God/Church)*
- *The Candidate shows how Bible study forms their personal discipleship (from Love for God /Self)*
- *The Candidate can reflect on the impact of enabling others to live out their faith and grow their discipleship (from Fruitfulness /Christ)*
- *The Candidate can reflect on how worship, especially sacramental worship, helps them and others to be more effective and faithful disciples (from Fruitfulness /Church)*
- *The Candidate can reflect on how Scripture helps them and others to be more effective and faithful disciples (from Fruitfulness /Church)*

Conversation Starter

As a starting point for the conversation the Candidate is invited to give a **short talk of up to 4 minutes** about **either** how they have enabled themselves to grow as a disciple, **or** how they have encouraged growth as a disciple in others. The Adviser will then explore with them aspects of the talk, and their life as a disciple.

The Candidate is welcome to show a single object or picture to illustrate their talk, if helpful, but it is fine if they prefer not to do this.

What Advisers are assessing in this Carousel Conversation

In this conversation the Adviser will be looking for evidence of the Candidate's capacity to:

- Explain how they seek to live out their discipleship day to day
- Reflect on how participation in worship (including sacramental worship) and engagement with scripture has shaped and changed them
- Explain how they have enabled others to grow as disciples and what they have learnt through this

Additional Information

The Adviser will tell the Candidate when 30 seconds remain before the presentation should end. If the presentation continues beyond 4 minutes, the Adviser will ask the Candidate to stop.

The Adviser will make sure the conversation covers both how the Candidate has enabled themselves to grow as a disciple and how they have encouraged growth in others. They will guide the conversation to include the element that the Candidate has not spoken about in the short talk.

Whilst this conversation is focused on resourcing discipleship, the Candidate's understanding of the nature of Christian discipleship will naturally be expressed during the course of the conversation.

As well as exploring how participation in worship (and sacramental worship) resources the Candidate, the Adviser will explore the role of personal prayer in the Candidate's life as a disciple.

Conversation 6: Engaging with the World

Aim of Conversation

The aim of this Carousel Conversation is for the Candidate to relate their Christian faith to the life of the world and to reflect on what mission means in their own context.

Qualities Grids

The Stage 1 (blue) aspects of the Qualities Grids that this conversation is seeking to explore are:

- *The Candidate can draw on Biblical and theological ideas to discuss people's questions about life and faith and reflect critically on their own faith* (from Love for God/World)
- *The Candidate can use current affairs and contemporary culture to draw out Gospel themes* (from Fruitfulness /World)
- *The Candidate shows a wide and inclusive understanding of mission based on the Five Marks of Mission and how they might be lived out in a given context* (from Fruitfulness /World)

Conversation Starter

As a starting point for the conversation the Candidate is invited to choose to **either**:

- Discuss a **news story** they have brought that is relevant to one of the Five Marks of Mission. This could be from any newspaper, magazine or website but *must be less than 6 months old*.
- **or** discuss a **film** or **TV programme** they have seen, or a book they have read, *within the last 6 months*, that is relevant to one of the Five Marks of Mission. It could be any type or style of film, TV programme or book.

or:

- Discuss a short and current (*within the last 6 months*) **news story** or **headline** from a newspaper, magazine or website that is relevant to one of the Five Marks of Mission offered to them by the Adviser.

If the Candidate chooses to bring a news story they have read they could summarise it, and/or read out parts of it to the Adviser. It is possible, though, for them to share their screen with the Adviser – if they wish to do this, they should let the Adviser know. Similarly, they can introduce a film or TV programme to the Adviser in a way that indicates why they have chosen it as a starting point for this conversation.

If the Candidate chooses that the Adviser offers them a news story or headline, the Adviser will ensure they have time to read it before the conversation begins.

What Advisers are assessing in this Carousel Conversation

In this conversation the Adviser will be looking for evidence of the Candidate's capacity to:

- Make connections between the Gospel and the life of the world around them
- Draw on Biblical and theological ideas to engage with the questions people ask about life and faith
- Reflect on their own faith
- Show some understanding of the principles of mission, as expressed through the *Five Marks of Mission*

Additional Information

If the Candidate chooses a news story as a starting point for this conversation, whilst there might be some overlap with Carousel Conversation 2 (The Church of England), which also uses a news story, the focus on this conversation will be more broadly on the cultural and missiological opportunities and challenges facing Christians in engaging with the wider world, rather than on the Church of England's distinctive identity and role locally and nationally.

If the Candidate chooses as a starting point a film or TV programme they have seen, or a book they have read, it can be of any type or style, including those for children and young people.

The Adviser will encourage the Candidate to draw on their personal experiences of involvement in mission and evangelism in the course of the Conversation.

The Five Marks of Mission are:

1. *To proclaim the Good News of the Kingdom*
2. *To teach, baptise and nurture new believers*
3. *To respond to human need by loving service*
4. *To seek to transform unjust structures of society, to challenge violence of every kind and to pursue peace and reconciliation*
5. *To strive to safeguard the integrity of creation and sustain and renew the life of the earth*

