

The Diocese of
Southwark

Vocations Adviser Training

Welcome!



The Diocese of Southwark

Loving God
Walking with Jesus
Led by the Spirit

Luke 24:13-35

Walking | Welcoming | Growing



Introductions





Vocations Team

Director of Vocations & Diocesan Director of Ordinands (DDO)

Revd Canon Leanne Roberts

Deputy Director of Vocations & Assistant Diocesan Director of Ordinands (ADDO)

Revd Raymond Baudon

Co-ordinating Vocations Advisers

Revd Dr Catherine Dowland-Pillinger

Sallie Eden

Vocations Department Administrator

Sue Stewart



Training Aims

By the end of this session you will:

- Have an overview of the Diocesan and national vocations process
- Understand your role in the Diocesan process
- Be ready to take on new enquirers
- Know *when* to ask for help
- Know *who* to ask for help



Principles

- **Your primary duty is to the Church through the Bishop, not to the enquirer**
- **No one has a right to be ordained**
- **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 by the Church**
- **Everything is evidence when it comes to assessing an enquirer**
- **Remember you are treading on holy ground**



Ministries

- **Commissioned lay ministry**
 - **Southwark Pastoral Auxiliary**
- **Licensed lay ministries**
 - **Reader**
 - **Licensed Lay Pioneer**
 - **Licensed Lay Minister (Youth and Children)**
 - **Licensed Lay Minister (Pastoral)**
 - **Church Army Evangelist**
- **Licensed ordained ministries**
 - **Incumbent status Priest (stipendiary and non-stipendiary)**
 - **Assistant status Priest (non-stipendiary)**
 - **Incumbent status Distinctive Deacon (non-stipendiary)**
 - **Assistant status Distinctive Deacon (non-stipendiary)**

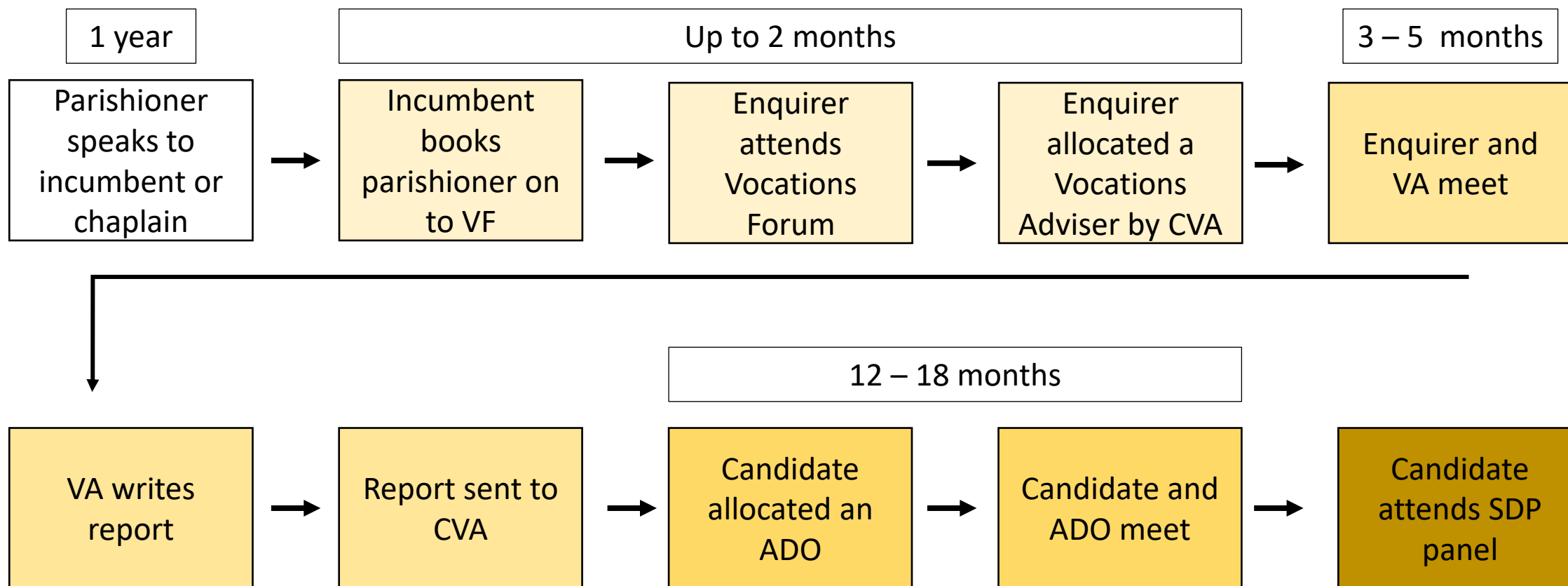


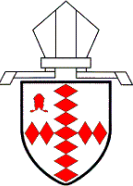
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The Vocations Process





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 ranging from ‘unconditional yes’, ‘yes with advice’, ‘conditional yes’, ‘not yet’ and ‘strong no’**
- **The Qualities are in Appendix B of the Handbook**



Qualities Grids

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	Shows God's compassion for the world	Has empathy and is aware of how others receive them
Wisdom <i>The candidate...</i>	Is inquisitive, curious and open to new learning	Shows leadership that enables thriving and healthy churches, handles conflict, and can lead in mission	Is robust and courageous and prepared to take risks	Is a mature and integrated person of stability and integrity
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



Recap: Vocations Team

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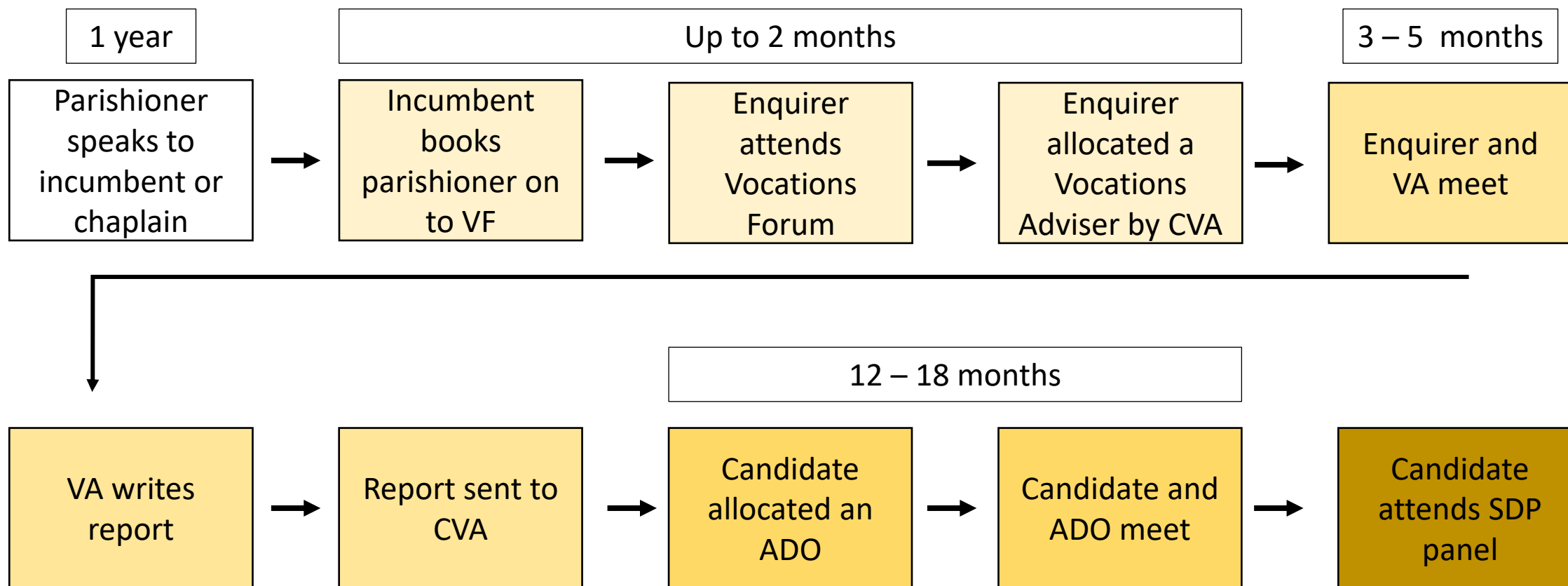


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The Vocations Process





SDP and Qualities Grids

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Working with Enquirers

- **Practicalities of meeting**
- **Meeting 1 – Introductory, setting boundaries, managing expectation and personal history**
- **Meeting 2 – Focusing on area of intended ministry, placement**
- **Meeting 3 – Personality and character, strengths and weaknesses**
- **Meeting 4 – Drawing the threads together**
- **Meeting 5 – Agreeing and signing off the VA report**



Realistic, Obedient and Informed





Saying 'No'

- **What to look for in meetings**
- **What to look for from a placement**
- **The 'No' process**
 - **Always speak with your CVA when you begin to think a 'No' is possible**
- **Appealing a 'No'**
- **Other ways of coming out of the process**
 - **Withdrawal vs pausing**
 - **Withdrawal by agreement**
 - **Withdrawal due to circumstances**



Difficult Cases

Full list on page 16 of Handbook. However, particular care should be given in the following circumstances:

- **Serious illness (mental or physical) or disability**
- **Safeguarding**
- **When a “Great Crime” has been committed**
- **Canon C4 situation**
- **Immigration**

If you are unsure about anything speak to your CVA, the ADDO or DDO as soon as possible.



Questions

