

The Diocese of  
**Southwark**

# Using the Qualities for Selection



The Diocese of Southwark

Loving God  
Walking with Jesus  
Led by the Spirit

Luke 24:13-35

Walking | Welcoming | Growing



# Training Aims

**By the end of this session 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 enquirers**
- **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 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 but may be employed in ministry)
  - Assistant status Distinctive Deacon (non-stipendiary)

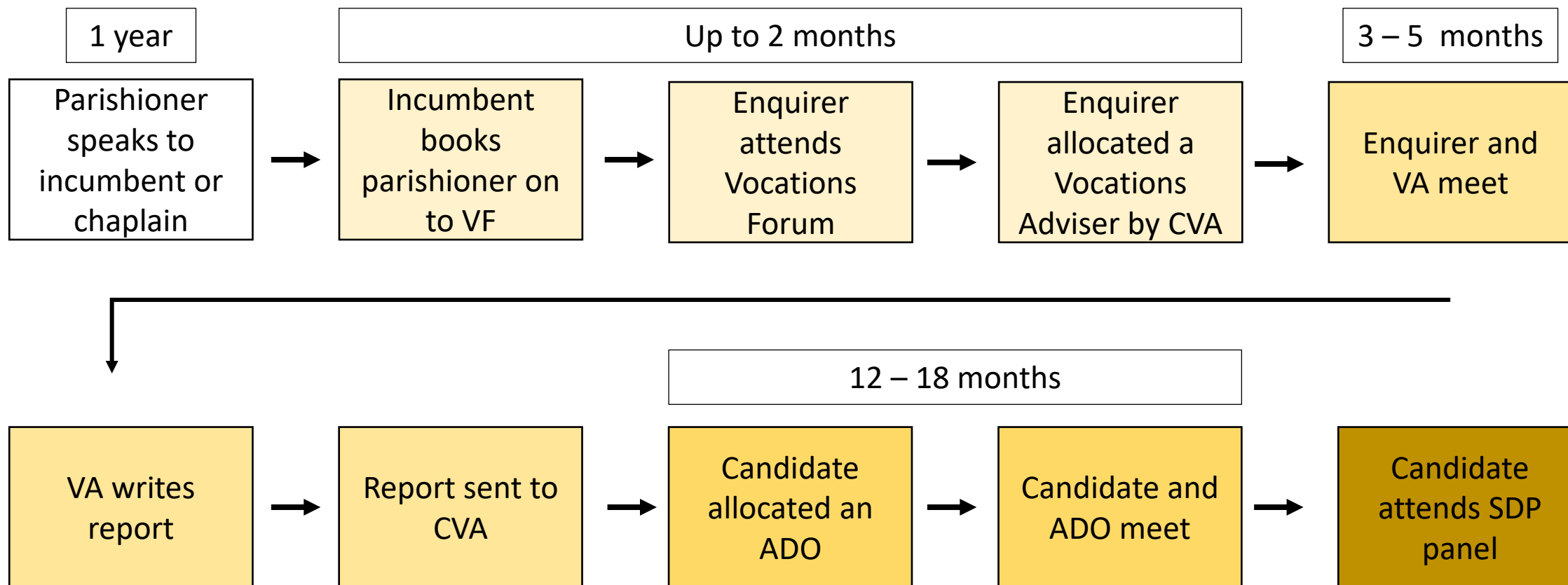


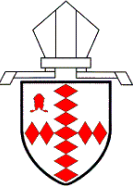
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# The Vocations Process





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



# Qualities Grid

<b>Priest</b>	<b>Christ</b>	<b>Church</b>	<b>World</b>	<b>Self</b>
<b>Love for God</b> <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
<b>Call to Ministry</b> <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
<b>Love for People</b> <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 <b>Keeps pastoral and professional boundaries</b>	Shows God's compassion for the world	Has empathy and is aware of how others receive them <b>Keeps personal boundaries</b>
<b>Wisdom</b> <i>The candidate...</i>	Is inquisitive, curious and open to new learning <b>Can learn and reflect</b>	Shows leadership that enables thriving and healthy churches, handles conflict, and can lead in mission <b>Understands safeguarding / safety in church communities</b>	Is robust and courageous and prepared to take risks <b>Recognises the need to assess risk</b>	Is a mature and integrated person of stability and integrity <b>Is personally self-aware</b>
<b>Fruitfulness</b> <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
<b>Potential</b> <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





Yellow: Ministerial formation

Blue - Personal formation

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<b>The candidate...</b>	<ol style="list-style-type: none"> <li>1. Can speak of the connections between their life as a disciple and their vocational journey</li> <li>2. Shows openness to whatever God, through the Holy Spirit, may unfold in the future</li> <li>3. Can demonstrate willingness, time and energy to undertake training and formation wholeheartedly</li> </ol>	<ol style="list-style-type: none"> <li>1. Can use the description of a Deacon and Priest in the ordinal to explore images that resonate for them</li> <li>2. 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</li> <li>3. Can articulate the distinctive nature of ministry as a priest</li> <li>4. Understands how discipline and accountability are exercised within the Church and what these may require of them now and in the future</li> <li>5. Shows generosity and respect to, and work flexibility with, those whose tradition and practice are different</li> </ol>	<ol style="list-style-type: none"> <li>1. Can show knowledge and understanding of the place of the Church of England in the life of the nation</li> <li>2. Can explore how the Church proclaims afresh in each generation the Good News of Jesus Christ as society and culture change</li> <li>3. Can show knowledge and understanding of the public and representative nature of ordained ministry, drawing on their own experience</li> <li>4. Can show understanding that God's call comes through the Church and a willingness to respond to the Church's needs regarding ministerial deployment</li> </ol>	<ol style="list-style-type: none"> <li>1. Can describe how they have practically tested their inner sense of call; for example, through undertaking new experiences or opportunities</li> <li>2. Can explore key turning points, significant people, and experiences in the development of their call</li> <li>3. Can show that they are so captivated by their sense of God's call that grappling with it and responding seems an imperative</li> <li>4. Can recognise the cost of this call and can show that they are willing to accept this costliness and what needs to be embraced in the pursuit of their call</li> <li>5. Can reflect on the response of others to their potential call to ordained ministry</li> </ol>

May 2021

Legend: Safeguarding; Blue – Stage 1; Green – Stage 2; Orange – Group Exercise (Stage 2); Purple – Incumbent Level (Stage 2)



Priest	Christ	Church	World	Self
<b>Potential</b> <i>The Candidate has potential to...</i>	<b>Grow in faith and to be open to navigating the future in the company of Christ and guided by the Holy Spirit</b>	<b>Manage change, and see the big picture</b>	<b>See where God is working in the world and respond with missionary imagination</b>	<b>Be adaptable and agile</b>
The candidate has potential to...	<ol style="list-style-type: none"> <li>Show growth in faith in recent years that has been personal and transformative</li> <li>Show they are open to new insights about God and God's call on their life</li> <li>Show how they will sustain and develop their relationship with God, and their relationship with others</li> <li>Show they are open and willing to be obedient to the needs of the church in terms of future deployment</li> <li>Show their faith opens them to 'love mercy, do justly and walk humbly with God' in facing challenges in society and responding to others with humility</li> </ol>	<ol style="list-style-type: none"> <li><b>All:</b> Understand and respond well to the distinctive challenges and opportunities that come with working with volunteers</li> <li><b>Assistant:</b> Work with others to develop a strategy for growth</li> <li><b>Incumbent:</b> See the big picture, cast a vision with others and develop strategy for growth which takes people with them</li> <li><b>Assistant:</b> Work with others in implementing growth and change</li> <li><b>Incumbent:</b> Show initiative, drive and creativity in implementing growth so as to promote and release others</li> <li><b>Assistant:</b> Reflect critically on experiencing team leadership and to show personal growth in response</li> <li><b>Incumbent:</b> Reflect critically on exercising or experiencing visionary team leadership and to show personal growth in response</li> <li><b>All:</b> Understand the relationship between power and authority, understand their dynamics and exercise both with wisdom and humility</li> <li><b>Incumbent:</b> Hold the ring in terms of decision making when the buck stops with them</li> <li><b>Incumbent:</b> Show nuanced skills in negotiation and problem solving so as to manage change effectively</li> </ol>	<ol style="list-style-type: none"> <li><b>All:</b> See where God is at work in the world and to work out, with others, how to join in</li> <li><b>Incumbent:</b> Show capacity to become an inspiring and articulate apologist and interpreter for Christian faith in the public arena</li> <li><b>Assistant:</b> Show how they might participate in evangelistic and missional projects</li> <li><b>Incumbent:</b> Show how they might lead or initiate evangelistic and missional projects</li> <li><b>All:</b> Reflect insightfully on the lessons learnt from missional or evangelistic initiatives – both those that worked, and those that didn't</li> <li><b>Assistant:</b> Show their capacity to engage better in mission and evangelism</li> <li><b>Incumbent:</b> Show their capacity to enable others to engage better in mission and evangelism</li> </ol>	<ol style="list-style-type: none"> <li>Show that they accept themselves, understand their own strengths, are reconciled to their vulnerabilities and have developed strategies for mitigating them</li> <li>Change their mind or their perspective in the light of new learning</li> <li>Recognise, understand and address their own biases</li> <li><b>Demonstrate flexibility of mind and capacity to think on their feet</b></li> <li>Articulate how they have changed because of their vocational journey</li> <li>Show that they have examined honestly and in depth the changes that ordained ministry will bring within their household</li> <li>Maintain a wide breadth of interests to enable flourishing and growth as a human being</li> </ol>

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<b>Priest</b>	<b>Christ</b>	<b>Church</b>	<b>World</b>	<b>Self</b>
<b>Wisdom</b> <i>The candidate...</i>	<b>Is inquisitive, curious and open to new learning</b> Can learn and reflect	<b>Shows leadership that enables thriving and healthy churches, handles conflict and can lead in mission</b> Understands safeguarding / safety in church communities	<b>Is robust, courageous and prepared to take risks</b> Recognises the need to assess risk	<b>Is a mature and integrated person of stability and integrity</b> Is personally self-aware
The candidate...	<ol style="list-style-type: none"> <li>Shows they can learn and be a life-long learner</li> <li>Shows they are open to others' perspectives and opinions</li> <li>Can live with unanswered questions</li> <li>Shows openness to allowing new learning to shape their discipleship and vocation</li> <li>Can reflect on all aspects of safeguarding as fundamental to their life-long learning as a disciple and minister</li> <li>Can reflect on how learning about safeguarding has impacted upon their understanding and attitudes</li> </ol>	<ol style="list-style-type: none"> <li>Can reflect on situations of conflict and on resolving them including reflecting on what has been learnt from such situations</li> <li>Shows understanding of the challenges, tensions and costs inherent in real collaborative leadership</li> <li>Can show knowledge and understanding of the motifs of distinctively Christian leadership needed for thriving and healthy churches</li> <li>Has capacity to adapt a leadership style to the context</li> <li>Shows how they have led in such a way as to enable, encourage and empower others</li> <li>Can articulate what makes a church or worshipping community safe</li> <li>Can model good safeguarding in their leadership</li> </ol>	<ol style="list-style-type: none"> <li>Can evidence being able to 'steer through choppy waters' and show robustness reflecting on what they learnt from such an experience</li> <li>Shows how they can stand up for what they believe to be right, even though it might not be popular</li> <li>Can show how they have been prepared to take risks, and what they have learnt from any lack of success</li> <li>Can articulate the importance of assessing safeguarding risks</li> <li>Recognises the safeguarding risks of social media</li> </ol>	<ol style="list-style-type: none"> <li>Can reflect on how they have integrated difficult personal experiences and hard times in life</li> <li>Can show how they have developed understanding of, and ways of mitigating, their personal vulnerabilities</li> <li>Shows they can integrate experiences of anger and turmoil</li> <li>Can show maturity in encounters with others, and the ability to handle complex relationships with wisdom</li> <li>Can maintain self-confidence in the face of criticism or situations of conflict</li> <li>Demonstrates how they are a person of honesty and integrity</li> <li>Has good self-awareness</li> <li>Is open to personal accountability</li> </ol>

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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**



# Working with Enquirers

## Image and metaphor



# Conversation 1: Priesthood/Diaconate

## Aim of Conversation

To describe what attracts you to ordained ministry as a [Priest/Deacon].

## Qualities Grids

- 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 or diaconate from a range of images made available to them at the start of 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:

- 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



# Conversation 3: Communicating Christian Faith

## Aim of Conversation

To demonstrate their ability to express and articulate the Christian faith and their understanding of basic themes in scripture and the creeds.

## Qualities Grids

- 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 3: Communicating Christian Faith

## Conversation Starter

Either:

- An object or image that they have brought with them that would help them speak about their faith to another person. (Not the Bible or a cross.)

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.

## 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



# Conversation 6: Engaging with the World

## Aim of Conversation

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 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 6: Engaging with the World

## Conversation Starter

Either:

- Discuss a news story they have brought. 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. It could be any type or style of film, TV programme or book.

or

- Discuss an experience of mission or evangelism they have been involved in.

or

- • Discuss a short and current (within the last 6 months) news story or headline from a newspaper, magazine or website offered to them by the Adviser.

## 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



# Questions, comments, discussion...

