



The Diocese of
Southwark

Vocations

WORKING WITH AN AREA DIRECTOR OF ORDINANDS



Welcome

Dear Candidate,

I very much hope you enjoyed your time with your Vocations Adviser and that you found it fruitful. You have now been recommended to move on to the next stage of the process and I hope that you are looking forward to working with your Area Director of Ordinands. This will, inevitably, be a much more in-depth and challenging time but it ought to be a time of prayerful discernment as well.

When you meet, your ADO will set out in detail the process ahead of you. However, this leaflet will give you, in broad outline, what you can expect in the next stage of the discernment process. You will also find here information about what you can expect should you proceed to a selection panel and be recommended for training. Whilst there is much work to be done before this and, indeed, there are no guarantees that you will be recommended to proceed to a selection panel, it is important that you take into consideration the information set out here as part of your own discernment.

If there is anything in this leaflet that causes you concern, please raise it with your ADO at the earliest opportunity.

I wish you and your ADO every blessing as you work together and you will both remain in my prayers.

A handwritten signature in black ink, reading "Leanne Roberts". The signature is written in a cursive style with a horizontal line under the name.

**The Revd Canon Leanne Roberts
Diocesan Director of Ordinands
and Director of Vocations**

What next?

During the next stage of the process, your ADO will be discerning whether it is appropriate for you to attend the Shared Discernment Panels. In order to make this decision, your ADO will be gathering evidence from your meetings, placements and from your written work. All this evidence will be assessed against the Qualities for Selection, which your ADO will share with you.

Pre-Selection Placements

An important part of your ADO's discernment will come from the placements you are asked to undertake. These are not optional.

Typically, you will undertake at least one placement of six to eight weeks ahead of a Stage 1 Panel. This will be in person at the main Sunday service at your placement church. The placement church will likely be in a different tradition from the one you are used to or it may be in a different context. You will be expected to reflect on your placement with your ADO and, if possible, the incumbent of your placement church. If you have duties (paid or voluntary) at your home church on Sundays that will be disrupted by being on placement, it is important that you speak with your incumbent in good time to ensure that your incumbent is aware that you will be unavailable for a period of time.

Disclosure

Exploring your suitability as an ordained minister involves looking at all aspects of your life. It is not a job interview. This might well include things which you would prefer not to discuss. Your ADO is seeking to discern who God is calling and if you are being called to ordained ministry, it is the whole of you that is being called. Therefore, it is important that you are as open as possible with your ADO, who will treat anything you disclose with all suitable sensitivity.

Should it later come to light that you have withheld something important during the process, this could be treated as a significant non-disclosure which could have serious repercussions at whatever stage of the process you are at, even after ordination. There are very few things that automatically prevent a candidate progressing in the discernment process. Rather, difficulties are more likely to arise when a candidate cannot be open and honest about their own life story or cannot show that they have reconciled themselves to past difficulties.

After Selection

There are no guarantees that you will be sponsored to attend the Shared Discernment Panels. However, your ADO will always seek to treat you fairly and without prejudice or bias when assessing your suitability. Should you be selected for training, you will become an 'ordinand'. Later in the process with your ADO you might want to start thinking about your training options: whether you train residentially or non-residentially; full-time or part-time. Not all pathways are open to all ordinands. Your age, family circumstances and whether you are considering stipendiary or non-stipendiary ministry may all be factors in what options you have. Your ADO and the ADDO will be able to talk to you more about this when appropriate.

Finance

For many people, going into ordination training will have an impact on their income, this is particularly the case for those who are training on a full-time pathway. Going into ministry often involves significant sacrifices and it is important that your expectations around your finances during training and beyond are realistic and accurate. Ordinands on a part-time pathway will receive minimal financial support. Those on a full-time pathway will receive financial support which will be at the level set by the national Church and which is means tested, taking into account your household income including your spouse's/partner's income. The level of support for full-time ordinands should be sufficient for your basic needs and those of your dependents. If you are undertaking a full-time training pathway, it is expected that your time will be fully occupied by study and formation; it is not permitted for you to undertake other work, whether paid or not.

At the same time, we have a duty of care to our ordinands. This means that if you experience serious financial hardship as an ordinand you should let us know as soon as possible.

Placements during training

All ordinands are expected to commit to attending a church on placement during the whole of their training. This is an important part of formation and it is not optional. If you are training non-residentially, your placement will be in a church in the Diocese and will not be your home church. In fact, all ordinands are expected to sever all formal ties with their home church before entering training.

Curacy

In general, Southwark is an exporting diocese i.e. we are unable to offer curacies to all our ordinands. Although, occasionally we are able to invite some ordinands from other dioceses to take up a curacy here alongside our own ordinands, we usually have more ordinands than we have available stipendiary curacies. It is important to note that you are not guaranteed a curacy in Southwark after training. There are many factors that determine curacies, including whether there is a suitable parish for an individual ordinand. The process of placing ordinands in their curacy parish is done very carefully by the Diocesan bishop and with the assistance of the DDO. However, this process does not start until late in an ordinand's penultimate year of training and so specific questions around curacies will not be addressed until then.

What if there is a problem?

At all stages of the process from working with your ADO through until curacy, should you proceed to that stage, we will seek to offer you the support you need.

Should an issue arise with your ADO, a placement supervisor or with anyone else, it is important that you seek to address the issue as soon as possible directly with the person in question, if that is appropriate. If that is not appropriate then you should approach either the DDO or ADDO who will work together to try to find a suitable resolution.

As a potential minister in a public office who is representing both the Church and the Diocese, it is important that you consider carefully how you express any dissatisfaction and to whom. It is rarely, if ever, appropriate to express specific issues on social media or to people with whom you have a pastoral relationship, such as congregation members.

Contact

Your ADO will give you their contact details, if you do not have them already. Other contact details you might find useful are:

- **The Revd Canon Leanne Roberts**
DDO and Director of Vocations
leanne.roberts@southwark.anglican.org
- **The Revd Raymond Baudon**
ADD0 and Deputy Director of Vocations
raymond.baudon@southwark.anglican.org