

CONFIDENTIAL Candidate's Proforma and Narrative Stage 2

Please type this form. What you say will help the Bishops' Advisers to begin to assess how deeply you are inhabiting the Six Qualities for Discernment. It will also help them in preparing for your Interview.

Section A - Your Personal Details

Name Becky Johnson
Date of Birth 31st July 1989
Gender Female

Marital Status Married
Date of current Marital Status 2/10/2015
Name of Spouse Mark

Nationality British

Date of Baptism: 3/8/2015
Date of Confirmation: 3/8/2015

Sponsoring Diocese: Liverpool
Order of ministry for which sponsored: Priest

Section B – About you

Suggested length of Section B - up to 1,500 words

Occupational history

Please give a brief chronological account (with dates) of your occupational pattern since leaving full time education. Please indicate your reasons for leaving any position you have held. Your occupational pattern can include voluntary and family responsibilities.

From – To (month/year)	Description of Occupation including any responsibilities	Reason for change of occupation
September 2007 – June 2008	A gap year with “work away” doing a variety of jobs around Europe (bar work, fruit picking etc)	End of gap year
July 2009-August 2010	Working in a supermarket on the checkout/shelf-stacking.	Felt I could do more.
September 2010-February 2013	Working for a local small business. Duties included customer service and taking orders, invoicing, packing and posting products and generally making the office run smoothly.	Birth of my daughter
September 2013- August 2017	Set up my own small business as a childminder. Caring for pre-school children including setting up activities for them, liaising with parents, managing invoices, putting risk assessments and health and safety and safeguarding policies in place.	My daughter started school and I was offered a job at church
September 2017-now	Children and families’ worker at All Saints Church. Running mid-week groups: Small Saints – for carers and Tots, parenting courses and well-being courses. Baptism preparation. Leading Messy Church .	
Time not accounted for above		
February 2013-September 2013	On maternity leave	

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Significant life events and their impact upon you

Please outline chronologically any key times, key events in your life and significant relationships, giving a brief description of their influence on you and how they have helped to shape you as a person. Please note you don't need to narrate the development of your calling here, as there is opportunity to write about this in Section C.

Age	Key times/events and significant relationships – and their influence on you/ how they have shaped you
0	Born as the second child to a happy but not a Christian family. My birth was rather traumatic and I did not get sufficient oxygen. This has left me with cerebral palsy. It doesn't affect me much but I have a slight limp and my speech is a bit slurred.
2	My younger brother was born. I have always enjoyed having people around me.
7	I moved to Junior school and was bullied by some of the children. I became rather quiet and withdrawn and spent a lot of time reading as I didn't want to be in the playground.
11	Moved to secondary school and loved it. I started drama classes which helped me to feel more confident and to find ways to deal with unkind comments. Life was happy here. I was never good at sport but I played the flute and joined in lots of clubs at school.
16	Just after I started in 6 th form, my Dad was diagnosed with pancreatic cancer and started treatment. Mum did most of the caring but she needed to work too so I helped with cooking and washing etc. It was a very hard time. I found it difficult to concentrate at school and my marks began to slip. I became quite anxious and started to self-harm. I felt very alone as I couldn't add to Mum's worries by talking about my feelings.
18	After 18 months of treatment my Dad died. I was distraught. I coped with my feelings by drinking too much and I was a bit of a party animal. My A level results were really bad – not good enough to get me onto any uni course that I wanted to do, so I decided to take a gap year. I went travelling with my friend Elise, who had an aunt living in Spain. We stayed with her for a while and also got casual jobs fruit picking or working in bars/cafes with "Work Away".
19	I went back home to give my Mum a bit more support and worked in the local supermarket. I enjoyed working with customers but the job was quite boring and I got a new job with more responsibility at a small business.
20	I met Mark at work. He was my first proper boyfriend. He made me feel secure and after 6 months I moved in with him. Our relationship was always a bit up and down – he liked to spend a lot of time with his friends going on lads nights out. We argued a bit. As we have matured our relationship has settled down.
24	My wonderful baby daughter, Ruby, was born. She was perfect and I never knew you could feel so much love for somebody. But almost straight away I began to feel very low. The midwife told me it was the baby blues and I was soon diagnosed with post-natal depression. I felt terrible-as if I couldn't be a good Mum to Ruby. I was put on medication. The midwife suggested that I might find it helpful to belong to a group with other Mums. I lived near the church and thought I would go to their midweek Mums and Tots group. This group was an absolute life-line for me. I slowly got better and began to get to know some other Mums in the group. They have become some of my closest friends.
25	I didn't feel ready to leave Ruby and go back to work. So I decided to become a childminder. This started in a very small way (looking after a friend's child 2 mornings a week). It meant I could stay at home and still earn some money. Over the next 3 years I set up a childminding business. During this time I had been getting more involved with the church, bringing the children to Mums and Tots. Sometimes the vicar came to share a Bible story with us. Some of the other Mums had their babies baptised and I started wondering about God.
26	In a lovely service Ruby and I were baptised together and I was confirmed. Mark does not have a faith but is very supportive of me and my faith. I began to feel that we should be married and Mark agreed that marriage would make our little family more stable. Another wonderful day when Mark and I married. After this I got more involved with the ministry to families at my church. In this year my Grandad (Mum's Dad) died. It made me wonder what happens when we die and I felt the grief again of my Dad dying. I wasn't sure where he is now and this led me to want to get a bit deeper into the Christian faith and to learn more. I joined a group studying the Pilgrim Course at Church.
28	The vicar asked me to consider applying for the role of children and families' worker (half-time). I have loved this role.

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29	I had two miscarriages. It's been hard ministering to families when I have had my own problems. But I have managed to keep going. We are now at a place where, much as we would love to have another baby, we are content if our family remains as it is.
30	With Ruby at school I had a bit more time and started a degree in children, youth and family ministries and have been loving studying although some of the other people on my course seem to be very black and white and our discussions can be challenging. It has been difficult balancing work, study and family life but I am enjoying it all.

Your learning

What would you like the Bishops' Advisers to know about any learning you have undertaken? Please note that you do not have to list any qualifications you might have, though you can if you wish to. Please include any Christian learning or courses undertaken that you would like the Bishops' Advisers to be aware of.

Learning you would like Advisers to know about	When did it take place?
Pilgrim Course	Various courses since 2015
Diocesan Lay Ministry Training Course (12 sessions on Christian Foundations and Ministry)	2017 and refresher weekends since
Degree in children, youth and family ministries	Started 2019, due to finish 2022

Section C - The Six Qualities

Suggested length for Section C - up to 2000 words

*Your responses to the Six Qualities will help to bring you and your sense of calling to life for the Bishops' Advisers. They will want to see your personal growth and development in what you say. You are invited to write about yourself in relation to each of the six Qualities for Discernment drawing on the work you have done with your DDO. **You are advised to read the Guidance Notes before completing this section of the form.** Please write as fully and as candidly as you can within the confines of the word limit for this section.*

Love for God

Qualities for Discernment say that the Candidate - **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 traditions of faith | Whole-heartedly, generously and attractively engages with God's world | Is prayerful and studies the Bible.**

What do you want to tell the Bishops' Advisers about yourself in relation to these aspects of your Love for God?

From having no faith 6 years ago, God is now at the centre of my life, with every other part of my life connected to him. I know that God is not just for church but he cares about every part of my life and the world around me. My relationship with God has got much deeper as I have understood that his love for me and for everyone is unconditional.

I love our church services especially when they include everyone, young and old, and we worship together. It reminds me that God is not my personal God, but the God of the whole universe concerned with everyone and everything. The Eucharist is very important to me, it touches me at a deep level. It speaks to me of God's love shown by Jesus' death. It's in communion that we are all held together as the church – Christ's body. We are reminded that everyone is important and has a place.

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I try to practice the presence of God when I am taking Ruby to school or doing housework as much as when I am in church. I am particularly drawn to marginalised people and I pray for people I meet at work including young families and people who use the foodbank.

My prayer life is flexible, I love to stop and remember that God is all around me and to rest in his peace – though that's hard when I am busy with competing responsibilities. I have a few prayer apps on my phone; Lectio 365 fits into a busy day and I can listen when I am on the go. In the evening I like to use the Examen if I have time by myself. I think everything we do is prayer. I have found exploring Bible passages for Messy Church really helpful for me too- finding stories and messages that everyone can relate to. My degree course is helping me to understand the big picture of the Bible better, and helping me to read passages in context.

I belong to a small group at church and we meet fortnightly to study, pray and support each other. I am also hoping to find a spiritual director.

Most of the difficult things that have happened to me occurred before I came to faith. Since I have been a Christian, I don't have all the answers, but I do know that God is loving. I don't understand why I had to suffer my miscarriages but I do believe that we are all held in God's love.

Call to Ministry

The Qualities for Discernment say that the Candidate - **Responds to the call of Christ to be a disciple | Understands the distinctive nature of ordained diaconal or priestly ministry | Is committed to being a public and representative person | Articulates an inner sense of call grounded in priestly or diaconal service.**

What do you want to tell the Bishops' Advisers about yourself in relation to these aspects of your Call to Ministry?

My sense of calling began when I started exploring the Christian faith, and discipleship and vocation have grown together. My vicar encouraged me to get involved in ministry to families and as I have developed in my role, I have felt a growing sense of God's calling. Some of the Mums at Mums and Tots have said that, if I was the vicar they would come to church

Priesthood in the Church of England is about being available for the whole community, not just church members. In particular I want to reach out to people who may feel marginalised or on the fringes of society and to be a sentinel, watching out for what God is doing in the world, not necessarily in the church but in society. Examples are greater LGBTQI+ inclusion and the renewed focus on climate change and our role in caring for the planet. I have experience of helping at the foodbank where Christians from churches all across town work well together.

I think it's important for the priest to be involved in what's going on in the wider community and to be visible. I particularly like the words of St Francis of Assisi "Preach the gospel at all times. Use words if necessary." I think actions speak more loudly than words. Faith isn't about "bums on pews" it's about letting people know that they are accepted and loved just as they are. Being visible at events that people in the community go to, or just being in the local café or pub show that God is available for everyone. I realise this would make me a public figure, but that's true in my current role too.

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I first had a sense that God was calling me to the priesthood when I was by the river and saw a duck trying to gather up her ducklings. Later, when I was praying, I felt God was saying to me that I was the duck and that the families I care for – the ones in my groups and in the community, are the ducklings. Since then, I have had a growing sense that God wants me to give all of my life to him, to be a priest – to bless people and help them and to celebrate the Eucharist. I have spoken to my vicar and he was very supportive of my calling. Mark has always been supportive of what I want to do and is happy for me to be a vicar so long as he can continue at work.

Love for People

The Qualities for Discernment say that the Candidate - **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 awareness of how others receive them; keeps personal boundaries.** (*Italics - safeguarding points*)

What do you want to tell the Bishops' Advisers about yourself in relation to these aspects of your Love for People?

Tolerance and acceptance of diversity are fundamental to Christian faith – to love other people just as God loves us. I have got experience of engaging with people who are different from me in Mums and Tots where we have several Muslim mums and a wide range of people including some who come from the estate “Gladwin Gardens” where there is considerable poverty and deprivation. I have helped some of these Mums to feel more confident in their parenting skills through the parenting course and learnt that whatever they look like, people have the same concerns and worries. I meet a range of people at the foodbank, some living with long term poverty because of social problems like family breakdown and mental health issues and also some who having been quite well off have been made redundant and are struggling. I am a friendly and caring person and I have built good relationships with the families who come to Messy Church as well as the food bank team and at Mums and Tots.

I am lucky to have a very supportive family. Mark is my rock and my Mum is always there for me. I have good friends and generally get on with everyone.

I am quite sensitive and have a tendency to get over involved although I am learning to put good boundaries in place, for example, giving out my work phone number, not my personal one and only looking at my work phone during working hours.

Like most people, I don't relish conflict, but I can generally get people to agree to disagree rather than falling out over something. Since I have worked for the church I have become aware of some quite sad and difficult situations. I am careful not to talk to others about confidential things and when I have been concerned about a family I have taken advice from the parish safeguarding officer.

Wisdom

The Qualities for Discernment say that the Candidate - **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, 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.** (*Italics - safeguarding points*)

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What do you want to tell the Bishops' Advisers about yourself in relation to these aspects of your Wisdom?

I have really enjoyed the courses I have been on in particular learning doctrine. One new insight is that in the incarnation Jesus came to be with us and this has opened my eyes to how important it is to be with the people we minister to, not just to do things for them. In safeguarding I have learnt not to make assumptions about people and to follow the guidelines carefully and speak up if I am concerned.

I think we are called to servant leadership, spotting the needs in the community and doing our best to address them. We need not to be afraid to get our hands dirty, like Jesus washing the disciples' feet. We need to keep everyone in church safe, so it's always important to have enough leaders available for groups and to talk to the safeguarding officer if we spot anything of concern (like a child having bruises).

I have been developing my leadership skills in my work. I plan and present Messy Church each month, preparing crafts and the message and I arrange for someone to provide the refreshments. I have run parenting courses and have recently set up a well-being course to help people who may be struggling with mental health issues. This well-being course was quite risky as we didn't know how it would be received but the people who came really seemed to appreciate it.

I realise that social media can be a brilliant tool for telling people about church or God but that it can be risky. We have a rule at church that we cannot contact individual young people on social media and we talk about some of the dangers in our parenting course.

My strengths include that I am friendly, empathetic and kind. My weaknesses are that I can over-commit and be overwhelmed by work and that I sometimes lack confidence in my own abilities. To address over commitment I plan to speak to the vicar before taking on new projects at work and I have set days for study and for work as well as time off with Ruby from the end of her school day until her bedtime. I am growing in confidence as I try new things.

Fruitfulness

The Qualities for Discernment say that the Candidate - **Embraces the different and enables others to be witnesses and servants | Shows the capacity to exercise sacramental, liturgical and effective and enabling teaching ministry | Shares faith in Christ and can accompany others in their faith | Has resilience and stamina.**

What do you want to tell the Bishops' Advisers about yourself in relation to these aspects of your Fruitfulness?

At All Saints we are an inclusive church and we welcome everyone regardless of their ethnicity, gender or sexual orientation. We believe that everyone is loved by God and has a part to play. I have learnt a lot about prayer from the Muslim women who told me they pray 5 times a day! I also have experience of working with people who think differently from me from the foodbank where volunteers come from a whole range of churches including Baptist and Roman Catholic. I have been able to encourage a couple of members of church to help at the foodbank and it's been great to see them get involved.

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My main experience of communicating faith has been at Messy Church where I deliver the message in fun ways with a 5 minute talk each time on themes like “creation”, “remembering” “Christmas” “new beginnings” “families” etc. As part of Messy Church families chat about the theme and learn to talk about their faith that way. I also have some experience of leading parts of the baptism services (the prayers) with the families I have visited. It's important to be alongside them as they take this step in their journey with God so hopefully, they can shine as lights in the world.

A mistake I made was delegating some craft activities to someone who had only recently started coming to Messy Church. They didn't turn up on the evening and the session was really spoilt. Now if I ask someone to run a craft activity, I prepare it all so that, if they don't turn up, the session can still run smoothly. I have learnt that I am an organised person and like to pre-empt any problems by being well prepared.

Potential

The Qualities for Discernment say that the Candidate has the potential to - **Grow in faith and to 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.**

What do you want to tell the Bishops' Advisers about yourself in relation to these aspects of your Potential?

I heard someone on my course say “where God calls, he equips” and I think that's true. A few years ago I wouldn't have imagined that I would be doing what I am doing now. This sense of calling and the change it has made in my life is quite amazing. The more I learn about God the more I realise just how small I am and how unknowable he is but I am also more and more convinced of his love not just for me but for everyone. That's why I want to serve him with all of my life and particularly to serve the people on the margins whose lives are difficult or hopeless. I want to be available to do whatever God calls me to do.

With Mums and Tots I had a real vision to grow the group so that it wasn't just a group for church people but meeting the needs of the community. I changed the structure so that it is much more informal – a place to meet and chat with some toys for the children rather than a service – and lots more people are coming along. I learnt that we need places of welcome where people can just be before we try to tell them anything about the gospel. Building relationships comes first and serving the needs of people around us is a valid mission in itself.

From running the parenting course, I learnt that it's important to go to people where they are. The course in the church hall attracted some Mums who already come to Mums and Tots but thinking about reaching out to parents of school age children, we think it will be more effective to meet in school which is more neutral territory than church. This worked well with the well-being course which took place in a café.

I feel as if I have changed out of all recognition through responding to my calling. I am gaining in confidence and knowledge. I am definitely a work in progress and not the finished article but I am excited to see where God will lead me. I am open to exploring chaplaincy work as well as parish ministry or perhaps working in a fresh expression.

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Section D – Further information to help you at your Stage 2 Panel

Word limit for Section D: 200 words

Disabilities and support needed

If you consider yourself to have a disability, please give details here of any support that you will need in order to participate in the Stage 2 Event. Please mention any specific learning needs such as dyslexia, if appropriate.

I have mild cerebral palsy which makes my speech a little slurred. If advisers do not hear me clearly I hope they will ask me to repeat my answer. This isn't usually a problem.

Anything else

In no more than 150 words, please outline anything not covered above that you feel it would be helpful for the Bishops' Advisers to know.

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Section A – Candidate’s details

1. Forename	Rebecca
2. Other name (s)	Rosemary
3. Surname	Johnson
4. Known as forename	Becky
5. Known as Surname	-
6. Previous Surname	King
7. Title	Mrs
8. Gender	Female
9. Date of birth	31 st July 1989
10. Marital status	Married
11. Date of current marriage	2 nd October 2015
12. Name Spouse	Mark
13. Postal Town	Linthorpe
14. Country	UK
15. Disability	Cerebral Palsy, but there are no needs emerging from this.
16. Sponsoring Diocese:	Liverpool
17. (A)DDO name	The Revd A Deedeo
18. Sponsoring Bishop	The Bishop of Middlesborough
19. Canon C4 needed?	No
20. Canon C4 received?	N/A
21. Date of Baptism	3 rd August 2015
22. Date of Confirmation	3 rd August 2015
23. Date Received into CofE	N/A
24. Candidate's current church	St Mary the Virgin, Linthorpe
25. Candidate's other church	N/A
26. Attended previous BAP/ Selection Conference?with date	N/A
27. Date of Stage 1 Panel	9.11.21
28. Order of Ministry for which Sponsored	Priest
29. Focus of Ministry	Incumbent level
30. Additional desired focus or potential specialism of ministry	Becky has been involved in lay pioneering but is not being formally sponsored as a pioneer
31. Valid DBS currently held?	Yes
32. Overseas Safeguarding Check needed?	No
33. Overseas Safeguarding Check completed?	N/A
34. Valid Basic (C0) Training currently held?	Yes
35. Valid Foundation (C1) Training currently held?	Yes
36. Safeguarding CV updated if older than 1 year?	N/A
37. Safeguarding Declaration updated if older than 1 year?	N/A
38. Candidate Occupation	Church Children and Families Worker p/t

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Section B – Preparation for Stage 2 Panel - the Qualities for Discernment

Please could you aim for Section B to comprise a maximum of 2,500 words.

Development Work since Stage 1 Carousel Conversations

Date of candidate's attendance at Stage 1 Carousel Conversations:

Please comment on any reflection or work the candidate has done in the light of the Stage 1 Feedback and any development you have seen in the candidate. Say why you think the candidate is ready to proceed to Stage 2.

Becky performed well at Stage 1 with particular strengths in practical and pastoral care and engaging with the world.

Becky was able to use some of the language relating to priesthood but advisers were not clear to what extent she was inhabiting that quality. She has been on two brief placements, one at an Anglo-Catholic church and another at an evangelical church to broaden her understanding of models of priestly ministry and to help her reflect on her own calling.

Becky is growing in confidence in communicating the Christian faith. She can do this adequately at a somewhat simple level, appropriate to her audience at Messy Church, and we believe that her current theological studies and subsequent training will help her to be able to articulate more complex ideas and grapple with difficult issues. She shows every sign of being open to learning from other opinions.

Becky is very committed to the church of England and through her work is learning more about it.

The Six Qualities for Discernment

*Your responses to the following questions will help to inform the Interviews that will take place at Stage 2 of the Shared Discernment Process. The questions are grouped around the Six Qualities. They have as their focus an account of the candidate's personal growth and development. **You are advised to read the 'DDO Rationale and Sponsoring Papers – Notes for Guidance' before completing this section of the form.** In addressing the Qualities, please write as fully as you can, particularly focussing on evidence and analysis.*

Love for God

Qualities for Discernment say that the Candidate - **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 traditions of faith | Whole-heartedly, generously and attractively engages with God's world | Is prayerful and studies the Bible.**

What do you think it would be helpful for the Bishops' Advisers to know about your candidate in relation to their Love for God?

Becky has been developing her understanding of ordained ministry through working closely with her incumbent with a particular understanding of the public representative nature of ministry, which she has experienced to some extent through her role as a children and families' minister. Where Becky currently has less understanding and experience is with regard to building the church community.

To address this Becky has undertaken 2 short placements. At an Anglo-Catholic parish she saw a more sacramentally focussed ministry which she really enjoyed and she is beginning to make

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links between this and the work she currently does. You may like to ask her more about this at Panel. Becky has also appreciated her visit to an evangelical church. She struggled a little with the more dogmatic aspects of the services she attended, finding them a bit black and white, though she was impressed by the size and obvious enthusiasm of the congregation and the teamwork she saw there. Becky is now reflecting on how she could build teams better in the areas of ministry she is engaged in. Becky is very willing to work with others on projects no matter what their beliefs as evidenced with her engagement with the foodbank which is run ecumenically.

She has read a number of books including Stephen Cottrell's *On Priesthood* where the image of the priest as sentinel and also as shepherd particularly resonated with her. Becky does have an inner sense of call, nourished by her prayer life and in our conversation offered an image of a duck gathering up its wandering ducklings as a picture of her priesthood. Stephen Croft's *Ministry in Three Dimensions* has helped her to recognise the diaconal aspects of all ministry. She is clear, though, that she is called to priesthood and can express a wish to offer a sacramental ministry helping people to experience God in their life's journey and to offer forgiveness, blessing and nourishment along the way. She is as yet a little tentative about a teaching ministry but we are clear that with her growing confidence and with the benefit of more study she will be able to do this. Magdalen Smith's *Steel Angels* has helped Becky think about priesthood from a female perspective and to reflect on the resilience and robustness needed for the role.

Becky does not yet have clarity about where God is calling her and expresses a willingness to go anywhere. It is my observation that she is good at initiating things and spotting where faith may relate to the lives of people outside the church and to this extent she has a pioneering attitude.

Becky's husband Mark does not share her faith but appears to be increasingly supportive of her.

Call to Ministry

The Qualities for Discernment say that the Candidate - **Responds to the call of Christ to be a disciple | Understands the distinctive nature of ordained diaconal or priestly ministry | Is committed to being a public and representative person | Articulates an inner sense of call grounded in priestly or diaconal service.**

What do you think it would be helpful for the Bishops' Advisers to know about your candidate in relation to their Call to Ministry?

Becky's biggest strength is probably her determination to welcome people from across the whole range of diversity, perhaps because of her own experience of bullying and exclusion as a child based on her disability. This seems to have given her a great empathy for others, particularly people experiencing difficulty of any kind. Becky has offered this welcome at work:

- In running a Mums and Tots group which welcomes a number of Muslim families and quite a few deprived families living on Gladwin Gardens.
- Parenting and well-being courses open to the community and attended by a range of people.
- Her sessions helping at the foodbank, working with people from across church traditions.
- Her work with children e.g. at Messy Church.

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Becky appears to be supported by friends and family and healthy personal and professional relationships. Becky's work as a children and families' worker has given her a lot of experience of pastoral care and she has, according to her incumbent, managed boundaries and confidentiality well. In our conversations she was able to describe some of the boundaries she puts in (use of a work phone, time set aside for family) to show that she understands this area.

Although Becky has expressed the view that she lacks confidence, this is not apparent in her engagement with others. Both incumbents who had hosted her short placements said they had found Becky very warm and engaging.

Love for People

The Qualities for Discernment say that the Candidate - **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 awareness of how others receive them; keeps personal boundaries.** (*Italics - safeguarding points*)

What do you think it would be helpful for the Bishops' Advisers to know about your candidate in relation to their Love for People?

Becky is well able to articulate a compelling description of Christian leadership modelled on the servanthood of Christ. She is a very enthusiastic and energetic person but perhaps has a tendency to take on most of the work herself and can sometimes struggle to delegate to others. At Messy Church and Mums and Tots she certainly works with others on a team but it is not clear to what extent she has the capacity to develop and nurture gifts in others rather than just to use their existing skills. Under pressure she may have a tendency to become a little controlling and then to be rather overwhelmed by the amount of work that falls to her to do.

Becky is aware of her tendency to over commit and to want to be prepared for all eventualities which sometimes leads to her preparing tasks that she has delegated to others. We believe that with good training and growing confidence these issues can be resolved but this may be an area that advisers wish to explore further with Becky at Panel. Becky has a good level of self-awareness and can laugh at herself.

Whilst describing herself as lacking in confidence, Becky has developed hugely in this area, carrying considerable responsibility at work. She is not someone who overthinks and although she still lives with the sadness of her miscarriages, she is able to leave difficulties with God, knowing that he is loving and can be trusted.

Becky has shown the ability to be innovative and to take risks in setting up new groups and projects. She is a peacemaker and does not readily run towards conflict. Her approach is to allow all parties to be listened to and to help people to "agree to disagree" on the basis that unity is more important than our differences. Recently she was quite strongly criticised by some members of All Saints for changing the nature of the Mums and Tots group (taking the overtly Christian elements of the session out to make it more welcoming). Although hurt by the criticism she stood her ground. Advisers may like to ask Becky to reflect on that time now to see what she has learnt from it.

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Wisdom

The Qualities for Discernment say that the Candidate - **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, 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.** (*Italics - safeguarding points*)

What do you think it would be helpful for the Bishops' Advisers to know about your candidate in relation their Wisdom?

Becky offers servant leadership and has a pastoral approach as well as being innovative and able to initiate new things. She is highly organised and is more comfortable when there is a set plan. She works collaboratively on a team at the foodbank. What is less clear is the extent to which Becky is able to delegate, to build teams or develop the gifts of others. We believe that she has been held back by her church context where there are few lay helpers she could call upon and she has not had the chance to develop her skills in this area.

Becky has undertaken a Myers-Briggs assessment and found it helpful to reflect on her profile (ENFJ). Becky has an appropriate level of self-acceptance and knows that she is a warm and empathetic person. She has struggled in the past with a tendency to get overly involved in pastoral issues, though she says she has been putting boundaries in place to manage this. She does have a tendency to take on too much, which has led, on occasion, to her feeling completely overwhelmed and needing to stop for a while to regain her equilibrium. We believe that she will become more stable as she learns to balance the many competing responsibilities she carries. Whilst obviously sad about the struggles that she and Mark have had to grow their family, Becky does not seem to overthink and appears content to rest in God's loving presence. She is sometimes a little low after a baptism visit but being so busy rarely dwells on things for long.

With regard to conflict, Becky is able to handle disagreements between others – she takes on the role of peacemaker and allows everyone to be heard, guiding them towards agreeing to disagree and maintaining unity in diversity. Like most of us she can find personal criticism or conflict focussed on her more difficult. This might be an area for further development in training.

Fruitfulness

The Qualities for Discernment say that the Candidate - **Embraces the different and enables others to be witnesses and servants | Shows the capacity to exercise sacramental, liturgical and effective and enabling teaching ministry | Shares faith in Christ and can accompany others in their faith | Has resilience and stamina.**

What do you think it would be helpful for the Bishops' Advisers to know about your candidate in relation to their Fruitfulness?

The ability to minister to people who differ from her is probably Becky's greatest strength and evident from her work in a multi-cultural parish with a number of people from a deprived socio-economic background. With regard to faith, Becky is more concerned to build relationships than to argue over doctrine or dogma. She has been impressed by the committed spirituality of the Muslim women at Mums and Tots and reported that she felt "challenged and a little shown up" by their discipline.

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In conversation, Becky was able to reflect on a mistake she'd made. She spoke about the changes she has made to the Mums and Tots group, changing the format to make it easier for local Mums to access by taking out the Bible story and prayer. Becky felt that it was not the decision that was wrong but that she hadn't taken time to explain to people at church her rationale for her decision. In the future she would explain in advance what her plans were hopefully allaying any concerns and avoiding criticism and conflict. As a busy active person, reflection does not come so easily to Becky. She has started meeting with a retired clergyman who acts as her mentor to try to develop skills of theological reflection and this structured thinking time appears to be helping her to become a more reflective practitioner.

Becky's talks to the Messy Church congregation are fun and well thought through. She is good at applying the Christian message to daily living in simple and clear ways. She has preached at the 8 0'clock communion twice and her message seemed to be well received.

We have worked through the Traffic Lights document and Becky responded openly and honestly. Becky is a resilient person. She has weathered a number of difficulties in her life (death of her father, post-natal depression, miscarriage) and in each case has picked herself up and carried on. She may struggle with the attritional aspects of ministry – as families' worker she has had to take time out a couple of times after overworking and "going pop". Each time she has been able to come back, which is commendable. Becky recognises that she may need to address issues to do with dealing with difficulty and intends to do this when time allows. Becky has been working to build some destressing activities into her life (time with friends, netball, rock choir). Advisers may like to explore with her how these are helping and resourcing her. Her Assessment for Psychological Wellbeing didn't raise any particular concerns and affirmed her fundamental resilience.

Potential

The Discernment Grid indicates that a candidate for ordained ministry has the potential to - **Grow in faith and to be open to navigating the future in the company of Christ | Manage change and see the bigger picture | See where God is working in the world and respond with missionary imagination | Be adaptable and agile.**

What do you think it would be helpful for the Bishops' Advisers to know about your candidate in relation to their Potential?

Becky is a big picture thinker and is very able to see God at work in the world and sees the current emphasis on LGTBQI+ inclusion and ecological concern as two areas where the church needs to catch up with where the Holy Spirit is at work. In her role as children and families' minister she has seen and met the needs of parents on the parenting course and having identified mental health issues as a big concern has run a well-being course. She also volunteers at the foodbank. She has ideas for a dementia café and is beginning to think strategically about growth, recognising that she will need others to work with her. She needs to develop her skills in releasing and enabling others and this would need to be addressed in training. Becky is more than happy to shoulder responsibility and to take hard decisions – evidenced by her leadership of Mums and Tots. She is a can-do sort of person, good at solving practical problems and is beginning to recognise the need to negotiate and bring others with her.

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It is more than evident that Becky is engaged in mission and evangelism in every aspect of her work and is beginning to recognise the need to enable others to engage more fully in mission. Becky's life means that she is an inspiring witness to Christian faith and through her course she is learning the theology to become an articulate apologist for faith in the public arena.

Through her current role Becky is experiencing some of the pressures of ordained ministry. She is understandably concerned about the expectations and pressures that her ordination could place on Mark and Ruby and at the moment would hope to stay local if possible to prevent disrupting them, though she hopes that she will be able to be more flexible once the family have got used to the new situation. She has spoken with clergy on her placements to gain a greater understanding of the impact of ordination on family life and realises that she will not have weekends anymore!

Becky relishes the idea that, wearing a dog-collar, people will be reminded about God and hopes that it would give her the opportunity to talk to more people when she's at the school gate or in the supermarket. It is Becky's wish to serve God with the whole of her life that has led her to this point.

Section C - Concluding Remarks

Please aim for a maximum of 250 words in section C, unless you have included a particular area of vulnerability here, where more words may be needed.

Please tell the Stage 2 Bishops' Advisers of anything else that you think would help them to prepare for their Interviews with your candidate.

You may also want to include here any particular area of vulnerability in a candidate and how you have addressed it if you have not included this under the relevant Quality.

We are confident that you will enjoy meeting Becky who is an energetic, warm and talented person. After her meeting with the Sponsoring Bishop he commented that Becky "is just the sort of person we need to reach out into the community to show God's love in practical action". We could see her leading a Fresh Expression or a parish church in the future and recognise that she has a strong pioneering streak.

We acknowledge that Becky is relatively inexperienced. Advisers may particularly like to explore whether she has:

- Enough experience of building teams and developing others
- A sufficient grasp of the core elements of Christian faith to be able to articulate her faith clearly and compellingly to others
- Sufficient resilience and support to cope with the pressure of ordination.

It is our view that, although Becky has much to learn she is an impressive young woman with much to offer the church. We warmly commend her to you and assure you of our prayers for you in this discernment process.

(Document signed off by candidate and DDO)

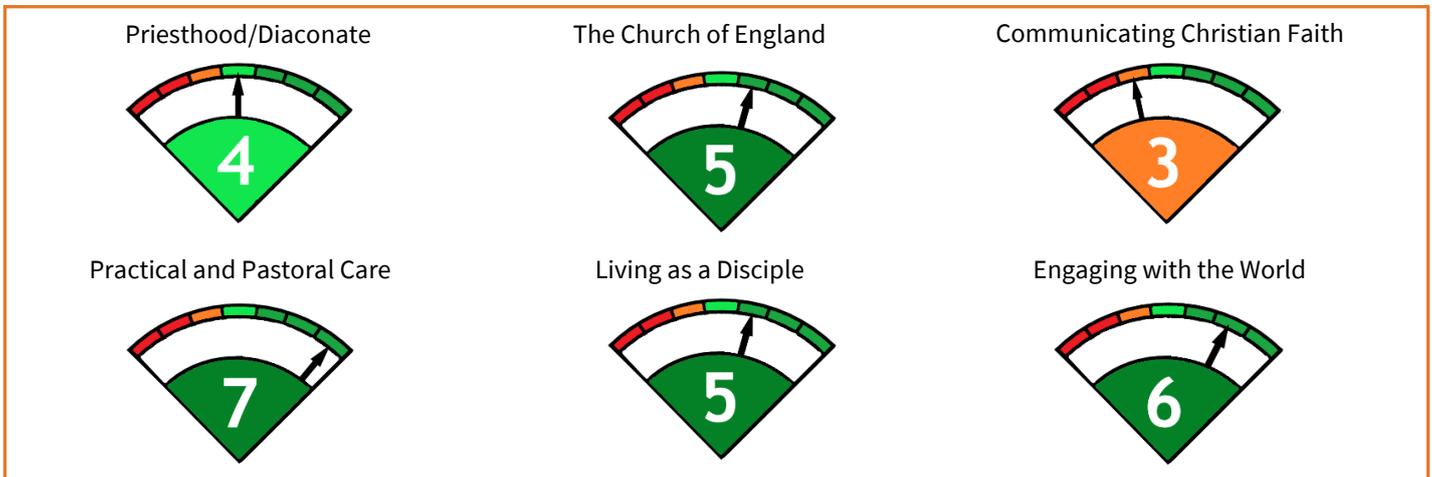
Candidate **Becky Johnson**

Ministry for which Sponsored **Priest**

Diocese **Liverpool**
DDO **Rev A Great**

Date of Assessment **9th November 2021**
Nat. Adviser **Rev E Elder**

Carousel Conversations



Bands 7: Strengths very evident - exceeding what might be expected. **6:** Strengths evident - some aspects exceeding what might be expected. **5:** Competence clearly evident for this stage of development. **4:** Reasonably competent in most aspects, but some possible limitations, or gaps in understanding. **3:** Limited or superficial though relevant responses. **2:** Significant lack of understanding. **1:** Substantial work still to do - little understanding. Possible causes for concern.

Summary Comments

Priesthood/Diaconate: Becky was clear that the pastoral aspects of priestly ministry excite her the most, and she spoke about how the image of Jesus as the Shepherd resonated strongly for her. She wanted to be able to care for people in the way that Jesus did. She didn't seem to have thought about other images of priesthood in the Ordinal at any length, although she said she warmed to the 'Sentinel' as we explored that with her. She has shared her sense of vocation with a few close friends, but hasn't yet had the chance to see at first hand any priests at work, other than her Vicar. We think it will be helpful for her to widen her experience here as she seeks to understand her calling more deeply.

The Church of England: Becky spoke about her appreciation of the breadth of the Church of England, and how it tries to provide a home for anyone, whatever their tradition or experience of faith. She values the opportunities the Church has to engage with the wider community through its presence in every locality, and she spoke of the range of ways this can enable the Church to show God's love to everyone.

Communicating Christian Faith: Becky offered a lit candle as an example of something she would use to speak of God's love for others. She said that she found talking about faith to children easiest and she enjoyed sharing stories with them. However, she admitted that she felt uncertain about how she might go about sharing her faith with an adult enquirer, and when we asked her to suggest a theme or starting point she might use, she struggled to give an answer. From our conversation we had no doubts about her understanding of or commitment to the key beliefs of the Church, but it was clear to us that she needs to develop her confidence in expressing her faith, and articulating the Good News of Christ, to those who are not familiar with Christian belief.

Practical and Pastoral Care: Becky's understanding of the complex dynamics at play in the pastoral video scenario impressed us and her skills of listening to people and what they are saying (or not saying) - and empathizing with them - was evident. She drew on her own experience, gained through a not dissimilar situation, to make wise suggestions about a hopeful way forward for the individuals involved.

Living as a Disciple: Becky spoke persuasively of the importance to her of personal and corporate worship, and of how she tries to set aside regular times during the week to read the Bible. She values receiving the Eucharist as a reminder of Jesus' love for her. She described how she had tried to encourage others to become involved in her Church's social engagement with the local community.

Engaging with the World: Becky talked about a story involving her local foodbank to explore themes of how the Church can participate in 'feeding the hungry, and caring for the poor' and she related this work well to several of the Marks of Mission. Social justice and ecological concern are a key part of her Christian faith, and she described how much more she felt Churches could take the lead in these areas.

It was very good to meet Becky at the Carousel Conversations. We were impressed by her pastoral skills and her deep care for others. We felt it will be helpful to develop her confidence in sharing her Christian faith and understanding in a way that will engage others, and for her to extend her experience of the ways that priestly ministry can be expressed in a range of contexts.

Aspects of the Qualities assessed in the Carousel Conversations

<p>Priesthood/Diaconate</p> <ul style="list-style-type: none"> • 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) 	<p>Practical and Pastoral Care</p> <ul style="list-style-type: none"> • 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 (from Love for People/Church)
<p>The Church of England</p> <ul style="list-style-type: none"> • 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 them (from Call to Ministry/World) 	<p>Living as a Disciple</p> <ul style="list-style-type: none"> • 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)
<p>Communicating Christian Faith</p> <ul style="list-style-type: none"> • 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) 	<p>Engaging with the World</p> <ul style="list-style-type: none"> • 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)

Reference from Incumbent or person in Incumbent - level role such as Lead Chaplain.

Candidate's Name: Becky

Your name and title: Rev'd Vic Mortimer

Your role: Incumbent of St Mary's, Linthorpe

Your contact details in case needed: 01642 234234

Date of completion of reference: November, 2021

Please tell us how long you have known the candidate and in what ways? I have known Becky for about six years, she first started to come to our Mums and Tots group not long after their daughter Ruby was born, as she'd been struggling somewhat at home. It wasn't long before she started to attend St Mary's. When Ruby was 2 years old, Becky asked if she and her daughter could be Baptised, and Becky was also confirmed at the same time. A short while later Mark agreed to getting married, and I also had the privilege of conducting their wedding. Soon after Becky started to get more involved in some of our different ministries, in particular our ecumenical foodbank project and some of the families ministries. Sadly Becky's Grandad died later that year, which seemed to stir questions about life and death, and so Becky joined us for our Pilgrim course and continued to throw herself wholeheartedly helping out. It was about two years ago I asked Becky if she might consider becoming our part-time children and families worker, since our Mums and Tot's group had grown so much and we wanted to develop a Messy Church ministry.

Please answer the following questions about the Candidate. Usually about 150 words per answer is enough, but please feel free to exceed this suggested limit if warranted by an answer. Including an example, or other piece of evidence, to explain or illustrate each answer is particularly helpful for the Advisers.

1. What do you know of the candidate's pattern of personal spirituality and corporate worship, including any ways in which their spirituality has developed over the last three years?

Becky has a lively and engaging faith, that in many ways is simple and attractive, but is growing in depth and sophistication as she studies more, and through her process of discernment. This has meant she has also developed a 'flexible' discipline of quiet time as she's got busier with the church work and running her own business, grabbing a few moments here and there via her phone apps, and when she's not rushing off to the next thing, she mentions how much she enjoys the reflective practise of the Examen, but also prayers 'on the go' and at every opportunity when helping out in our different projects. Becky makes a point of coming along to our weekly services, especially if its an All-Age Family Communion, as I know how central the Eucharist is to her. Becky belongs to a small group that meet fortnightly, dependant on Mark (her husband) being happy to look after Ruby that night, if he's not going out, and she's also talked about trying to find a Spiritual Director, but I'm not sure how far she's managed this, or how she might find the time to benefit from it.

2. In what ways have you seen the candidate grow in their understanding of the Christian faith and in living out their call to faithful discipleship?

Becky come to explore faith because of the death of her granddad, and also because she was looking for a community in which to belong, out of this she has taken an interest in how the core of the Christian faith is about loving one another, and this she seeks to do with every opportunity, and often tries to make sure the 'churchiness' of faith doesn't become a hindrance to others encountering the love of God. Becky has enjoyed engaging with the bible in her messy church preparations and has also grown in her depth of understanding through her degree, but she does struggle with some of the more challenging doctrines of the church, especially around areas of judgement and sin separating us from God. She particularly found it difficult in one of her church placements where a much more black and white view of the bible was taught; Becky feels more at ease in the mess of faith, and 'dancing in the grey areas' as she likes to put it.

3. In what ways does the candidate help to facilitate worship and discipleship for others?

Becky tries to join her fortnightly home group as noted earlier, and I know when she's with them they have engaging discussions on a broad range of subjects, especially around other faiths and issues of social justice, and inclusion. Becky takes a very up-front role in our Messy Church, trying to help all the parents understand the basics of the Christian message, but she also takes bold steps when talking about faith might be a barrier to some, for example, taking the 'God' bits out of our Toddler group wasn't well received, but she did this so that a relationship of trust and love could be built first, before then trying to make disciples.

4. What do you know of the candidate's inner sense of vocation and how it has had an impact on them as a person?

Becky's sense of a calling has only grown more and more, as she's got more involved in the life of the church, and in helping bring something of God to others, she often talks about an image she had of a duck gathering its ducklings, and this has stuck with her, and continued to be an image that has shaped how she views her calling. Becky has continued to throw herself into more projects, as well as study, and these have helped develop her sense of call and what that might look like. She's practically struck by the idea of the priest being one who is a 'sentinel' looking out for the activity of God in her community. Becky is passionate about her faith, and she's often said to me "how some of the mums would come to church if she was their vicar", I put this insensitivity down to enthusiasm rather than her finding any particular faults in how we do things at St Mary's.

5. How far has the candidate understood and thought through the responsibilities of ordained ministry within the wider community?

Becky has given this a lot of thought and read a number of books that have helped her think this through. I believe she has a good grasp of what it means to be a Priest within our challenging and deprived communities and is aware of both the immense privilege it offers, and also some of the huge challenges. Though she often notes her ministry isn't about 'bums on pews' and she would much rather be out in the community 'being the hands and feet of Jesus' as she might say. I can see a strong community chaplain or pioneer steak in her potential ministry.

6. What does the candidate understand of the demands and pressures that life in ordained ministry can bring?

Becky has seen first-hand, now she works within the team and is part of our ecumenical project, what the demands and pressures are of ministry, and even though she's only part-time in church, she has a good grasp on just how much time is needed and all the responsibilities involved. Though she could maybe make a little more time for herself to recharge with some careful delegation of tasks. I'm not so sure Mark her husband grasps what being in full-time ministry would entail, and the impacts this might have on the family unit, since I know Mark is keen to keep the job he has with close his friends, and has no desire to relocate.

7. How well does the candidate work with, and serve alongside, other people?

Becky is getting better at this, but has struggled on a few occasions. She's very organised and always has a plan-b, just in case people let her down, as I know has happened in the past, and she's such a ball of energy, I think others often leave her to it. Becky also needs to learn how to share her ideas better with others, since I know she pushed through a rather large change to our Toddler group recently that wasn't well received, but she is learning from this, and tells me she's aware she need to try and delegate and bring others along, but she often says "its quicker to do it myself" and I wonder if this maybe more about her being self-conscious of her own speech impediment, and her struggles to make herself clearly understood to others, rather than her desire to see other grow and flourish like she has done.

8. To what extent is the candidate able to work effectively with those who are very different from them?

Becky loves working alongside others who are different from herself, and from all sorts of faith and cultural backgrounds, though she thinks some of the better off members of our congregation look down on her, because of her working class background and disability, which certainly isn't the case.

9. How well does the candidate navigate appropriate boundaries between their personal, pastoral and professional relationships?

Becky is getting much better at this, I know in the past she's had a tendency to get over-involved in the struggles of some of the mums she helps, and would often blur the boundaries of her own families time, and helping support other family's needs, but she is a lot better and now no-longer gives out her own mobile no, and is starting to put in boundaries to protect her time with the family. Becky is also very aware of safeguarding matters and will often check-in with our safeguarding officer.

10. Please describe the candidate's approach to leadership and how it is received by others.

As noted earlier, Becky energy and enthusiasm, can often mean she rushes head-long into her work and ministry without considering how she might bring others along with her, she is learning slowly that working as a team means she can get a lot more done, and the collective views of others can bring a greater richness to her ministry, but she's been so used to doing things alone, I know its been tough, but she getting better at it and I'm sure she'll continue to work on delegating and trusting others, as well as welcoming others views on how to take projects forward. I guess she's a bit protective of the families she cares for like the parental duck and its ducklings.

11. Please describe how the candidate responds to, and addresses, conflict.

Becky would admit she doesn't go looking for it, and would rather avoid it at all costs, seeking rather to 'agree to disagree' this is probably an area Becky needs some additional support with, but I'm sure will be covered under training.

12. How emotionally stable and mature is the candidate, and what leads you to this conclusion?

Becky has had a lot to cope with in her life, from her own learning challenges, disability, fathers death, post-natal depression, and struggling to have more children, all of which has formed in her someone who appears able to deal with a lot of pressure, but can mean she maybe buries her emotions by working harder, and the deck of cards do sometimes come tumbling down, but I've always been struck by how well she bounces back. Becky is also fairly self-aware of how she maybe over-compensates for her lack of confidence in her own ability, and has assured me she's working on this, and hopes a Spiritual Director will also help her.

13. In what ways have you seen that the candidate grow and develop as a person?

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Becky has thrown herself in her work and her ministry, and also fully embraced all the DDO has asked of her, and I know she found one of her placements tricky, but she has been keen to do all that's been asked of her and commit herself to the vocational process. I believe she is growing in maturity in her faith, and also growing in personality and character, and I know she'd admit she's a work in progress. Since my first encounter when she first joined our Toddler group, to seeing her now leading it, there's a huge stride in how she has matured and developed, and how open she is to new learning.

14. In what ways has the candidate been involved in mission and evangelism as a participant or leader?

Becky has a wonderful servant heart and often throws herself into activities that help serve others, she'd much more show the love of Christ through her actions that 'preach at them', often quoting St Francis of Assisi has her go to text (all be it misquoted), and I know she's starting to grow in confidence around telling people about faith and the bible, but this is an area she admits lacks confidence.

15. Please give examples of how effectively the candidate engages with those with different opinions on matters of faith and discipleship from themselves.

This is maybe an area Becky struggles the most with, especially around other church traditions views on doctrine, with Becky struggling with the somewhat dogmatic approach others took on a recent placement, and from some of her fellow degree students. Becky is fascinated and fully engages with the Muslim mums at the Toddler group, often being inspired by their levels of prayer and commitment to their faith. She is comfortable talking with them about how they view God, and she has very strong views on how the Christian church has much to learn and do around issues of inclusion. Becky is confident in what she knows and lives out 'a God of love' but is a little more uncertain and defensive when her ideas are challenged by someone who she perceives has a stronger academic understand, again this maybe a lack of confidence in her ability to clearly articulate her thinking.

16. With examples, please describe the extent to which the candidate's resilience and stamina might equip them for the demands of ordained ministry?

As noted, Becky can at times take on too much, and needs to take a break from things to regroup, she's aware this is something of a pattern, and is concerned when she's taking a break that others are doing her role well enough, but she is aware of this trait, and we are exploring how we might have a mentor or supervisor help her find a better balance. I think once Becky has a good discipline of work/life, has more time set aside for her own discipleship and spiritual formation, she'll then have the appropriate levels of stamina to sustain her in ministry. She knows these are areas that need work, and she said it would probably also help if Mark was able to assist a little more and she wasn't left to do everything.

17. Please describe the candidate's ability to problem solve, giving examples where possible?

Becky is a natural pioneer, who sees and understands a need and then comes up with wonderfully creative ideas, and then runs ahead in trying to make them happen. She would benefit from slowing down a little and bring in other peoples ideas to help shape and inform her own, but she is a creative and imaginative problem solver.

18. Please describe, with examples, the candidate's capacity to take appropriate initiative to take the lead.

Becky was very aware of some of the struggling parents who came to our Toddler group from the local estate, and came up with the idea of a well-being course run from the local school. She did the research, sounded out the parents, organised the hire of the room, and helped deliver the course.

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She was very good in taking this idea from the seed of an idea into a well received course of support, that I know the local parents have greatly appreciated. She might just want to consider how this initiative might tie into the life of the church, and also be part of a bigger picture of mission and outreach.

19. In what ways has the candidate supported and enabled others in ministry, mission and service?

This is maybe one of these areas that Becky is a little weaker on, and I'm sure will be picked up in training, since she often wants to do everything herself, and always have a plan-b already worked out and ready to go just in case, since I know she struggles to delegate and put her trust in others, but she is aware of this, and something we've discussed.

20. Please describe the candidate's adaptability, agility and creativity.

Hopefully this has already been covered by my earlier comments

21. How does the candidate manage change?

Becky is comfortable with making changes and been involved in change, but has sometimes struggled to bring others along on a journey when she's been looking to change things that have long been done a certain way. As something of a pioneer Becky thrives on change and new opportunities. She is often coming up with new ideas and fresh ways of doing things, that I know can be a little exhausting for the church members, but her energy and enthusiasm seems to be attractive to the parents who come along to our groups.

22. What particular gifts and abilities and personal strengths do you think the candidate will bring to ordained ministry?

Her passion for the lost on the fringes of society, her pastoral care of others, her warmth and attractive faith, her energy and enthusiasm, and her pioneering heart to take the gospel out into the community in new and inclusive ways.

23. What particular areas of weakness, personal vulnerability or areas for development are you aware of in this candidate?

Can take on too much, maybe doesn't know how to pace herself, lacking a little in self-confidence that I think feeds into the earlier points. She has so many gifts and qualities, but doesn't see them, and therefore maybe struggles to also see them in others, and struggles to delegate to others, maybe issues of trust underlying this.

24. The Qualities for Discernment for training for ordained ministry say '*Candidates must be completely committed to excellent safeguarding practice, personally and across the Church and this needs to be evident in practice attitudes and ongoing learning*'.

- **Please comment on the candidate's suitability to work with children, young people or vulnerable adults;**

She does an amazing job with our children, families and vulnerable adults (foodbank), and she is fully understands issues around safeguarding and what to look out for. I trust her totally with our children's ministry.

- **Do you have any concerns about the candidate working with children, young people or vulnerable adults? If you have no concerns, please state that.**

I have no concerns at all.

- **To your knowledge, is the candidate being investigated over safeguarding issues?**

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Not to my knowledge.

What else do you think it might be important for the Advisers to explore with the candidate?

(Please write as many words as are needed here)

I think it would be helpful to explore some of the dynamic at play in the family home, since I know Becky and Mark had a rough few years at the start, and its not been easy recently in trying for another child. Mark is sort of supportive, but not sure to what extent he's behind her vocation. I also think there maybe underlying issues around self-acceptance, and her drive to over-work that might need digging into a little deeper, though she is aware of her tendency to keep herself overly busy, but she's never really bottomed out why.

This Reference is treated as confidential and will not be shown to the candidate. However, if you have chosen to share the content of the reference with the candidate please indicate here.

I have shared the content of this reference with the candidate

I have not shared the content of this reference with the candidate

Reference from outside church, chaplaincy or worshipping community

Candidate's Name: Becky

Your name and title: Sally Barrett (Ms)

Your role: Café owner

Your contact details in case needed: sallybarrett1988a@owl.com

Date of completion of reference: 30 Nov 2021

Please tell us how long you have known the candidate and in what ways?

I have known Becky for about 6 years. She was my daughter's childminder when I went back to work after maternity leave. When my little girl went into Reception, Becky and I kept in touch as friends. I haven't seen her other than over Zoom for nearly two years.

Please answer the following questions about the Candidate. Usually about 150 words per answer is enough, but please feel free to exceed this suggested limit if warranted by an answer. Including an example, or other piece of evidence, to explain or illustrate each answer is particularly helpful for the Advisers.

1. In what ways have you seen the candidate demonstrate their Christian faith at work, home or in social situations?

Becky is a very well-meaning person and cares for lots of people, which I think is how she shares her faith. She's interested in everyone's problems and keen to share her advice. When she had her own business, she showed concern for the Mums, and gave them loads of advice on how to look after their children.

She has told me that she helps at a foodbank, and after working with little ones in running her own business, she worked with children at her church, and from what she said, was very keen to welcome everyone, especially those who did have any faith, which I think was her way of including everyone, especially some Mums who might have felt put-off by something too Christian.

I haven't heard her speaking to people about her faith, other than to say she goes to church and that Christmas is a really special time. She sometimes told Christmas stories to the little ones when she was a childminder.

2. In what ways have you seen the candidate's faith shape their life?

I'm not really sure how to answer this. I do know that Becky prays: she has had some real problems in her personal life and she has told me that at the worst times, she has prayed and felt better.

I think she has become a nice person because of her faith, and her choice of working for a church must say something about how faith has directed her. She's obviously keen to make sure that everyone gets along, and does her best to iron out any problems by jolly people along.

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I've been with her in situations where the little ones are fighting and she has sat down with them and told them how important it is to be good to each other.

Becky likes to do things for people, and take burdens off them, and I think this is also because she has a faith. She doesn't like to see other people too overwhelmed and will always go that extra mile and make sure they don't do too much.

3. What do you know of the candidate's inner sense of vocation and how it has had an impact on them as a person?

I don't think Becky would be thinking about going into the church if her faith hadn't been as strong as it must be. The last time I saw her, Becky said that she is much more confident that she used to be, and that she feels much more able to talk to all sorts of people. I must say I hadn't noticed that she lacked confidence, but she was obviously feeling better in herself and said that this was to do with God calling her to be a minister. Becky has been very careful not to impose her faith on Mark or Ruby. I know that being a Mum is the most important thing in the world to her, and I've been very impressed by her decision not to make Mark and Ruby share her decision to go into ministry.

4. What do you know of the candidate's involvement in the life of their local church?

I'm very sorry – other than what I've said above, I don't know very much about this.

5. How well does the candidate work with, and serve alongside, other people?

I think this is a real strength for Becky. As I've mentioned, she shows that she cares for others by helping them, doing things for them, giving her advice and going the extra mile.

When she ran her business as a childminder, she had two other people who she shared the childcare with when there were too many children for her to look after. She was always careful not to give them too much, and to make sure they didn't have to worry about things, so I know they were grateful to her. The only negative comment I heard was from one of the carers who grumbled about being checked-up on too much, but when I bumped into another friend who goes to Becky's church, I heard that she's well thought-of and can usually be relied on to do things other people don't have time for (apart from once, when she forgot to turn up for something).

6. To what extent is the candidate able to work effectively with those who are very different from them?

Becky is pretty good at this – she tries really hard to make sure people are still getting on when they disagree. As I said above, she's really good at jollyng people along and smiling, even when people say things which she really doesn't agree with.

When she was a childminder, all sorts of Mums trusted their little ones to her, and she seemed to welcome everyone, including the Muslim Mum and their children. I haven't heard Becky complain about anyone for being different, but I did hear her giving her advice to one Mum one day who she thought was being rude about another mother. It seemed to matter to her a lot and I could tell that other Mums who were close enough to hear knew that that mustn't be rude like that in front of Becky.

7. How well does the candidate navigate appropriate boundaries between their personal, pastoral and professional relationships?

Becky and I didn't become friends until my daughter had left Becky's care and had gone to school. I think that's a sign that she is pretty good at keeping boundaries usually. There have been a couple of moments, though, when I've wondered if she got too close to someone. The moment I remember most clearly was when a young Dad whose little boy came to her for childcare, seemed to be around a lot. Becky is very caring and well meaning, as I've said, and I thought she might have been a bit too friendly with him. I don't think for a minute that Becky meant anything by it, but I notice he tended to hang around a bit at the end of the day when he came to pick his son up, and I'm not sure Becky really noticed this.

8. Please describe the candidate's approach to leadership and how it is received by others.

Becky always goes the extra mile. She likes to do things for people, and I heard her describe herself as 'a servant'. She has told me that she doesn't like other people to do things she wouldn't do herself, and that other people respect her for this and take the lead from it. She's such an active and keen person that I'm sure she's willing to take the lead on anything. She's even offered to be a shift leader at the café when my usual shift leader wasn't around. I let her do this, once. She had a real go and had a real laugh.

9. Please describe how the candidate responds to, and addresses, conflict.

Like I said above, she's great when little ones are have a spat, and she's really keen to keep the peace generally. I haven't seen her in the middle of a full-on argument, but she has talked about what it's like when she and Mark have a row, and I know she struggles with that.

10. How emotionally stable and mature is the candidate, and what leads you to this conclusion?

I've thought a lot about this questions. When I first met Becky all those years ago, I wouldn't have trusted my daughter to her if I didn't think she was mature enough, and I don't think I did the wrong thing. Now that I'm older, though, I look back and realise that Becky could have been more mature at the time – it's just that she was so good with children that that wasn't obvious.

She's gone through some really difficult things in her life, like miscarriage, and I think she has got strong through this, but I have heard her change the subject when another mother talked about a miscarriage, so I don't think she's quite out of the woods yet.

I know she has had to have a couple of times out of work because she felt stressed, but she has always hurred herself back in to work again with huge enthusiasm, so I think she must be about to bounce back well from the bad things.

11. In what ways have you seen the candidate grow and develop as a person?

Becky has grown up quite a bit in the last few years. I think she is able to bounce back from things, as I said above, and she has moved into work which is much closer to her ambitions.

I also think that she sounds like she has more authority than she used to. She is able to speak above others when she needs to and she has managed to put things in her life which help her

when things get a bit too much – though as for all of us, some of these were put on hold during lockdown. So I think Becky knows herself better, and she’s moving in the right direction.

12. In what ways is the candidate involved in the wider community, and in acts of mission and service?

I can’t really answer this properly. I know she works in a foodbank and has got to know lots of the Mums in the area, who all know that she goes to church.

13. Please give examples of how effectively the candidate engages with those whose views on faith or on other matters differ from theirs.

I don’t really know about how she gets on with those with different views on faith from her own. I’ve heard her grumble about some who seem to ‘make a mountain out of a molehill’ about some things to do with faith, but I don’t think she ever says that to anyone at church, so I don’t think that’s a problem.

14. With examples, please describe the extent to which the candidate’s resilience and stamina might equip them for the demanding role of an ordained minister?

Becky has been through a lot, and like I’ve said, she always throws herself back into things when she has had to pull back for a while. I don’t honestly know how resilient you have to be to be a vicar, but I do think she has the strength to look after people. She also has the stamina to take responsibility for those in need and who are vulnerable (as her work with children shows). My only worry is that she might find some of the disagreements too much after a while – and from what she’s said, there are a lot of disagreements in the church. She has the energy to get everyone laughing and agreeing when difficult things happen occasionally, but I don’t know if she could keep on finding the strength for that when she has a husband and daughter to look after.

15. Please describe the candidate’s ability to problem solve, giving examples where possible?

Becky is particularly good when finding solutions to entertaining little ones, and making sure that people are picked up when they need to be and so on. I’m not really sure about her problem solving at other times – though her offer to be a shift leader for me is an example of how she is a good practical problem solver.

16. Please describe, with examples, the candidate’s capacity to take appropriate initiative to take the lead.

Becky will take anything on. When she offered to be a shift leader to help me out, I saw her say – ‘no, don’t worry, you don’t need to do that’ to someone who had volunteered and was a regular employee at the café. I have no doubt that Becky would offer to take any lead to do anything.

17. Please describe the candidate’s adaptability, agility and creativity.

When Becky told me about taking out the really Christian bits from the church Mums and Toddlers group, I thought how creative she was. I know she did that quickly so no-one had the chance to stop her doing it, and I think she felt it was a bit of a mistake afterwards, but I think it shows she can be really quick to act and really creative. I think the church would benefit from more people who are willing not to preach all the time in a really obvious way.

18. How does the candidate manage change?

Becky has been great in managing changes in her career. She knew that she had to begin the childminding business, and did it really well. And she knew when the time was right to stop that and work for the church, so I think she's pretty good at this.

I'm not sure how she is when she has to do things which others want her to do differently – from my experience of Becky, that can be a bit of a stress. When we have changed our arrangements to meet at short notice, she has found it difficult

19. What particular gifts and abilities and personal strengths do you think the candidate would bring to ordained ministry?

Energy, enthusiasm, a can-do attitude, a commitment to children.

20. Why do you think the candidate would make an effective deacon or priest?

Becky is a good person who will do anything for anyone and knows what it's like to have problems.

21. What particular areas of weakness, personal vulnerability or areas for development are you aware of in this candidate?

Becky is great. However, I think she needs to be careful around men who are keen on her as she doesn't seem to see this – she just wants to look after everyone. She's really good at keeping everyone 'on-side' but I'm not sure that's always what everyone needs. I think she needs to carry on being careful with Mark and Ruby and check that they don't think she's taking them along a path they don't want to go on.

I don't know if this is something to worry about, but I've never heard Becky talking about what she actually believes. All I know is that it's ambition to be a minister.

22. The Qualities for Discernment for training for ordained ministry say '*Candidates must be completely committed to excellent safeguarding practice, personally and across the Church and this needs to be evident in practice attitudes and ongoing learning*'.

- **Please comment on the candidate's suitability to work with children, young people or vulnerable adults;**

Her strength

- **Do you have any concerns about the candidate working with children, young people or vulnerable adults? If you have no concerns, please state that.**

None

- **To your knowledge, is the candidate being investigated over safeguarding issues?**

No

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**What else do you think it might be important for the Advisers to explore with the candidate?
(Please write as many words as are needed here)**

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~~I have shared the content of this reference with the candidate~~

I have not shared the content of this reference with the candidate

I haven't shared it with Becky