

Qualities for Discernment Priest and Distinctive Deacon

(including Safeguarding and Discernment)



Introduction

Qualities rather than Criteria

In the grids which follow we have moved away from Criteria which are to be met to **Qualities** to be **inhabited**. This marks a different way of exploring a person's potential call to train for ordained ministry in the Church of England. Inhabiting a quality speaks more of a life-long process that is ever deepening and it might offer resonance with the ancient term 'habitus' which speaks of dispositions lived out through being immersed deeply in a wide variety of lived contexts and relationships, all of which shape our living and calling. The qualities are grounded in the Church of England's Ordinals. There are six Qualities: *Love for God, Call to Ministry, Love for People, Wisdom, Fruitfulness and Potential*. These qualities are explored in the context of a candidate's relationship to *Christ, the Church, the World and the Self*.

Priest and Distinctive Deacon

This document contains the high-level grids for both **Priests** and **Distinctive Deacons**. These high-level grids are likely to be the candidate-facing documents. We will work on presenting these as attractively as possible in digital format including using single words, pictures and images. In each case the high-level grid is followed by a more detailed breakdown of the qualities which is designed to help DDOs in the task of exploring the qualities with candidates to enable them to inhabit the high-level grid most effectively.

Assistant Ministry and Incumbent Level Ministry

The grids include what is needed in the qualities for those offering for Assistant Level ministry and for those offering for ministry at Incumbent Level. We have included incumbent level qualities for both Priests and Distinctive Deacons since there is no theological reason why a Distinctive Deacon cannot exercise ministry at Incumbent Level, even though this may well not be in traditional parish-based ministry. The question of whether a minister is stipendiary or non-stipendiary is separate from whether they are being considered for ministry at Assistant Level or Incumbent Level.

A clear, trusted, flexible and welcoming framework

We hope that these qualities will be clear and communicable. We hope the framework will be reliable, transparent, rigorous and consistent. Above all we hope that it will be widely inclusive of all potential candidates across the widest range of contexts and that it will enable all candidates to give of their best, opening space for them to explore God's call in their lives, whatever shape that takes. We hope that within these two fundamental orders of ministry a variety of different profiles of ministry might emerge, in response to the needs of the Church and to God's call on the lives of Christian disciples.

Safeguarding and Discernment

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. Safeguarding underpins the whole discernment process and must be clearly visible as a vital building block of the excellent safeguarding culture we are striving to promote. Training for candidates, Bishops' advisers, and staff, as specified by the National Safeguarding Team is a prerequisite for discernment work. For candidates, potential safeguarding 'Roadblocks' (Enhanced DBS with barring information; overseas safeguarding checks where needed; engagement with *Promoting a Safer Church* and completion of Basic and Foundation safeguarding training) must be addressed and completed before attending a

Stage 1 Panel (with DDOs confirmation from DDOs in the Stage 1 paperwork). During a Stage 2 Panel, a candidate's safeguarding understanding, attitudes, learning and practice are assessed in the **Love or People** and **Wisdom** Qualities as set out in the assessment grids. Evidence of these will be included in reports, augmenting the in-depth exploration of a person's 'being' and 'growing' and the use of psychological assessment as normative and consistent during preparation for Stage 2 assessments. The submitted paperwork and reports will, therefore, provide a clear and transparent audit trail regarding a candidate's safeguarding practice.

Words from the Ordinal - From the Common Worship Ordination Service

From the ordination of Deacons

Deacons are called to work with the Bishop and the priests with whom they serve as heralds of Christ's kingdom. They are to proclaim the gospel in word and deed, as agents of God's purposes of love. They are to serve the community in which they are set, bringing to the Church the needs and hopes of all the people. They are to work with their fellow members in searching out the poor and weak, the sick and lonely and those who are oppressed and powerless, reaching into the forgotten corners of the world, that the love of God may be made visible.

Deacons share in the pastoral ministry of the Church and in leading God's people in worship. They preach the word and bring the needs of the world before the Church in intercession. They accompany those searching for faith and bring them to baptism. They assist in administering the sacraments; they distribute communion and minister to the sick and housebound.

Deacons are to seek nourishment from the Scriptures; they are to study them with God's people, that the whole Church may be equipped to live out the gospel in the world. They are to be faithful in prayer, expectant and watchful for the signs of God's presence, as he reveals his kingdom among us.

From the ordination of Priests

Priests are called to be servants and shepherds among the people to whom they are sent. With their Bishop and fellow ministers, they are to proclaim the word of the Lord and to watch for the signs of God's new creation. They are to be messengers, watchmen and stewards of the Lord; they are to teach and to admonish, to feed and provide for his family, to search for his children in the wilderness of this world's temptations, and to guide them through its confusions, that they may be saved through Christ forever. Formed by the word, they are to call their hearers to repentance and to declare in Christ's name the absolution and forgiveness of their sins.

With all God's people, they are to tell the story of God's love. They are to baptize new disciples in the name of the Father, and of the Son, and of the Holy Spirit, and to walk with them in the way of Christ, nurturing them in the faith. They are to unfold the Scriptures, to preach the word in season and out of season, and to declare the mighty acts of God. They are to preside at the Lord's table and lead his people in worship, offering with them a spiritual sacrifice of praise and thanksgiving. They are to bless the people in God's name. They are to resist evil, support the weak, defend the poor, and intercede for all in need. They are to minister to the sick and prepare the dying for their death. Guided by the Spirit, they are to discern and foster the gifts of all God's people, that the whole Church may be built up in unity and faith.

Priest	Christ	Church	World	Self
Love for God <i>The candidate...</i>	Is reliant on God - Father, Son and Holy Spirit - and lives out an infectious, life-transforming faith	Is rooted in Scripture, the worship of the Church and the living traditions of faith	Whole-heartedly, generously and attractively engages with God's world	Is prayerful and studies the Bible
Call to Ministry <i>The candidate...</i>	Responds to the call of Christ to be a disciple	Understands the distinctive nature of ordained priestly ministry	Is committed to being a public and representative person	Articulates an inner sense of call grounded in priestly service
Love for People <i>The candidate...</i>	Welcomes Christ in others, listens, values and respects; cares for those in poverty and the marginalised	Builds relationships which are collaborative and enabling Keeps pastoral and professional boundaries	Shows God's compassion for the world	Has empathy and is aware of how others receive them Keeps personal boundaries
Wisdom <i>The candidate...</i>	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 and 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
Fruitfulness <i>The candidate...</i>	Embraces the different and enables others to be witnesses and servants	Shows the capacity to exercise sacramental, liturgical and an effective and enabling teaching ministry	Shares faith in Christ and can accompany others in their faith	Has resilience and stamina
Potential <i>The candidate has potential to...</i>	Grow in faith and be open to navigating the future in the company of Christ and guided by the Holy Spirit	Manage change, and see the big picture	See where God is working in the world and respond with missionary imagination	Be adaptable and agile

Priest	Christ	Church	World	Self
Love for God <i>The candidate...</i>	Is reliant on God - Father, Son and Holy Spirit - and lives out an infectious, life-transforming faith	Is rooted in scripture, the worship of the Church and the living traditions of faith	Whole-heartedly, generously and attractively engages with God's world	Is Prayerful and studies the Bible
The candidate...	<p>1. Communicates their own faith clearly and attractively</p> <p>2. Can describe how their relationship with Christ has changed and deepened in recent years</p> <p>3. Shows how they live out the Gospel in their daily living</p> <p>4. Shows a vibrant, deep and robust faith which has been able to wrestle with doubt, disappointment, change, pain and failure</p>	<p>1. Can speak of, and show commitment to, the key beliefs of the Church as expressed in the Scriptures and the creeds</p> <p>2. Can evidence effective and appropriate involvement in the leading (of aspects) of worship</p> <p>3. Can reflect on the meaning of Holy Communion for them personally</p> <p>4. Can reflect on the meaning of Holy Communion in the life of the Church</p> <p>5. Recognises the tradition of the Daily Office as an anchor for prayer and shows commitment to a Daily Office (or other Anglican resource)</p>	<p>1. Can talk about the loving and saving purposes of God in Christ for the whole of creation</p> <p>2. Can draw on Biblical and theological ideas to discuss people's questions about life and faith and to reflect critically on their own faith</p> <p>3. Can show a spirituality that is life – and world –affirming</p> <p>4. Can show engagement with issues in the world especially justice, peace and the integrity of creation</p>	<p>1. Shows how Bible study forms their personal discipleship</p> <p>2. Can reflect on how their disciplined, structured pattern of personal prayer and encounter with Scripture sustains their daily living</p> <p>3. Can reflect on how praying has impacted on and enabled growth in them, especially when prayer has been arid or hard</p> <p>4. Can show they have a supportive and accountable relationship in which their spirituality can be challenged and enabled to grow and can speak of the benefits of this relationship</p>

Priest	Christ	Church	World	Self
Call to Ministry <i>The candidate...</i>	Responds to the call of Christ to be a disciple	Understands the distinctive nature of ordained priestly ministry	Is committed to being a public and representative person	Articulates an inner sense of call grounded in priestly service
The candidate...	<p>1. Can speak of the connections between their life as a disciple and their vocational journey</p> <p>2. Shows openness to whatever God, through the Holy Spirit, may unfold in the future</p> <p>3. Can demonstrate willingness, time and energy to undertake training and formation wholeheartedly</p>	<p>1. Can use the description of a Deacon and Priest in the ordinal to explore images that resonate for them</p> <p>2. Can recognise and explain a range of different traditions in the Church of England and reflect on how their tradition sits within the breadth of traditions</p> <p>3. Can articulate the distinctive nature of ministry as a priest</p> <p>4. Understands how discipline and accountability are exercised within the Church and what these may require of them now and in the future</p> <p>5. Shows generosity and respect to, and work flexibility with, those whose tradition and practice are different</p>	<p>1. Can show knowledge and understanding of the place of the Church of England in the life of the nation</p> <p>2. Can explore how the Church proclaims afresh in each generation the Good News of Jesus Christ as society and culture change</p> <p>3. Can show knowledge and understanding of the public and representative nature of ordained ministry, drawing on their own experience</p> <p>4. Can show understanding that God's call comes through the Church and a willingness to respond to the Church's needs regarding ministerial deployment</p>	<p>1. Can describe how they have practically tested their inner sense of call; for example, through undertaking new experiences or opportunities</p> <p>2. Can explore key turning points, significant people, and experiences in the development of their call</p> <p>3. Can show that they are so captivated by their sense of God's call that grappling with it and responding seems an imperative</p> <p>4. Can recognise the cost of this call and can show that they are willing to accept this costliness and what needs to be embraced in the pursuit of their call</p> <p>5. Can reflect on the response of others to their potential call to ordained ministry</p>

Priest	Christ	Church	World	Self
Love for People <i>The candidate...</i>	Welcomes Christ in others, listens, values and respects; cares for those in poverty and the marginalised	Builds relationships which are collaborative and enabling Keeps pastoral and professional boundaries	Shows God's compassion for the world	Has empathy and awareness of how others receive them Keeps personal boundaries
<i>The candidate...</i>	<p>1. Shows capacity to reflect on why, as a Christian imperative, we engage generously with those who are different</p> <p>2. Shows an openness to valuing and engaging with people who are different from themselves such as social, cultural, gender, ethnicity, disability, age and sexuality differences</p>	<p>1. Can evidence good listening skills and empathy</p> <p>2. Can evidence having shown compassion and/or exercised pastoral care in appropriate and sensitive ways</p> <p>3. Shows the capacity to be a valued team member, including working in an effective way alongside those who are different from them</p> <p>4. Can evidence the interpersonal skills to draw alongside others and build healthy and bounded professional and pastoral relationships</p> <p>5. Can show acceptance of working with other people's limitations and vulnerabilities</p> <p>6. Can nurture and mentor others and build the unity of the Church</p>	<p>1. Shows enjoyment and deep interest in engaging with people in the wider world</p> <p>2. Can build relationships readily in the wider world, finding ways to speak the 'language' of others appropriately</p> <p>3. Can show how their prayer and worship overflow into missional engagement in the world in thought, prayer and action</p>	<p>1. Can balance the demands of personal relationships and those of work, ministry or other commitments, whilst maintaining appropriate boundaries</p> <p>2. Is able to manage appropriate personal boundaries</p> <p>3. Can evidence healthy, stable and supportive personal relationships that will sustain and support them in their training and ministry</p> <p>4. Comes across with gravitas and a rooted sense of self that generates trust from others</p> <p>5. Can evidence sensitive and appropriate ways of managing situations requiring confidentiality</p>

Priest	Christ	Church	World	Self
<p>Wisdom</p> <p><i>The candidate...</i></p>	<p>Is inquisitive, curious and open to new learning</p> <p>Can learn and reflect</p>	<p>Shows leadership that enables thriving and healthy churches, handles conflict and can lead in mission</p> <p>Understands safeguarding / safety in church communities</p>	<p>Is robust, courageous and prepared to take risks</p> <p>Recognises the need to assess risk</p>	<p>Is a mature and integrated person of stability and integrity</p> <p>Is personally self-aware</p>
<p><i>The candidate...</i></p>	<p>1. Shows they can learn and be a life-long learner</p> <p>2. Shows they are open to others' perspectives and opinions</p> <p>3. Can live with unanswered questions</p> <p>4. Shows openness to allowing new learning to shape their discipleship and vocation</p> <p>5. Can reflect on all aspects of safeguarding as fundamental to their life-long learning as a disciple and minister</p> <p>6. Can reflect on how learning about safeguarding has impacted upon their understanding and attitudes</p>	<p>1. Can reflect on situations of conflict and on resolving them including reflecting on what has been learnt from such situations</p> <p>2. Shows understanding of the challenges, tensions and costs inherent in real collaborative leadership</p> <p>3. Can show knowledge and understanding of the motifs of distinctively Christian leadership needed for thriving and healthy churches</p> <p>4. Has capacity to adapt a leadership style to the context</p> <p>5. Shows how they have led in such a way as to enable, encourage and empower others</p> <p>6. Can articulate what makes a church or worshipping community safe</p> <p>7. Can model good safeguarding in their leadership</p>	<p>1. Can evidence being able to 'steer through choppy waters' and show robustness reflecting on what they learnt from such an experience</p> <p>2. Shows how they can stand up for what they believe to be right, even though it might not be popular</p> <p>3. Can show how they have been prepared to take risks, and what they have learnt from any lack of success</p> <p>4. Can articulate the importance of assessing safeguarding risks</p> <p>5. Recognises the safeguarding risks of social media</p>	<p>1. Can reflect on how they have integrated difficult personal experiences and hard times in life</p> <p>2. Can show how they have developed understanding of, and ways of mitigating, their personal vulnerabilities</p> <p>3. Shows they can integrate experiences of anger and turmoil</p> <p>4. Can show maturity in encounters with others, and the ability to handle complex relationships with wisdom</p> <p>5. Can maintain self-confidence in the face of criticism or situations of conflict</p> <p>6. Demonstrates how they are a person of honesty and integrity</p> <p>7. Has good self-awareness</p> <p>8. Is open to personal accountability</p>

Priest	Christ	Church	World	Self
Fruitfulness <i>The Candidate...</i>	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
The Candidate...	<p>1. Can reflect on the impact of enabling others to live out their faith and grow their discipleship</p> <p>2. Can reflect on concrete examples of embracing those different from them e.g. working ecumenically; working with those of other faiths; working with Christians who express faith very differently from the way they do</p>	<p>1. Can reflect on how worship, especially sacramental worship, helps them and others to be more effective and faithful disciples</p> <p>2. Can reflect on how Scripture helps them and others to be more effective and faithful disciples</p> <p>3. Recognises the importance of work with children and young people and shows they can enable such work to flourish</p> <p>4. Can communicate well so as to preach the Word of God and teach effectively and creatively</p>	<p>1. Can communicate faith to people, including children and young people, in different contexts and situations</p> <p>2. Can story-tell in a creative way</p> <p>3. Can use current affairs and contemporary culture to draw out Gospel themes</p> <p>4. Shows a wide and inclusive understanding of mission based on the <i>Five Marks of Mission</i> and how they might be lived out in a given context</p> <p>5. Shows commitment to enabling the whole people of God to live out their calling in the world as well as the Church</p>	<p>1. Shows perseverance and stamina over the long haul and the capacity to reflect on what they have experienced</p> <p>2. Can bear the attritional nature of ministry and resist being ground down</p> <p>3. Can learn from, and reflect upon, mistakes and errors of judgement</p> <p>4. Can show resilience, elasticity and a capacity to 'bounce back' in the face of difficulties</p> <p>5. Shows a good sense of humour and the capacity to maintain perspective</p>

Priest	Christ	Church	World	Self
Potential <i>The Candidate has potential to...</i>	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
<p>The candidate has potential to...</p>	<ol style="list-style-type: none"> 1. Show growth in faith in recent years that has been personal and transformative 2. Show they are open to new insights about God and God’s call on their life 3. Show how they will sustain and develop their relationship with God, and their relationship with others 4. Show they are open and willing to be obedient to the needs of the church in terms of future deployment 5. Show their faith opens them to ‘love mercy, do justly and walk humbly with God’ in facing challenges in society and responding to others with humility 	<ol style="list-style-type: none"> 1. All: Understand and respond well to the distinctive challenges and opportunities that come with working with volunteers 2. Assistant: Work with others to develop a strategy for growth Incumbent: See the big picture, cast a vision with others and develop strategy for growth which takes people with them 3. Assistant: Work with others in implementing growth and change Incumbent: Show initiative, drive and creativity in implementing growth so as to promote and release others 4. Assistant: Reflect critically on experiencing team leadership and to show personal growth in response Incumbent: Reflect critically on exercising or experiencing visionary team leadership and to show personal growth in response 5. All: Understand the relationship between power and authority, understand their dynamics and exercise both with wisdom and humility 6. Incumbent: Hold the ring in terms of decision making when the buck stops with them 7. Incumbent: Show nuanced skills in negotiation and problem solving so as to manage change effectively 	<ol style="list-style-type: none"> 1. All: See where God is at work in the world and to work out, with others, how to join in 2. Incumbent: Show capacity to become an inspiring and articulate apologist and interpreter for Christian faith in the public arena 3. Assistant: Show how they might participate in evangelistic and missional projects Incumbent: Show how they might lead or initiate evangelistic and missional projects 4. All: Reflect insightfully on the lessons learnt from missional or evangelistic initiatives – both those that worked, and those that didn’t 5. Assistant: Show their capacity to engage better in mission and evangelism Incumbent: Show their capacity to enable others to engage better in mission and evangelism 	<ol style="list-style-type: none"> 1. Show that they accept themselves, understand their own strengths, are reconciled to their vulnerabilities and have developed strategies for mitigating them 2. Change their mind or their perspective in the light of new learning 3. Recognise, understand and address their own biases 4. Demonstrate flexibility of mind and capacity to think on their feet 5. Articulate how they have changed because of their vocational journey 6. Show that they have examined honestly and in depth the changes that ordained ministry will bring within their household 7. Maintain a wide breadth of interests to enable flourishing and growth as a human being

Distinctive Deacon	Christ	Church	World	Self
Love for God <i>The candidate...</i>	Is reliant on God - Father, Son and Holy Spirit - and lives out an infectious, life-transforming world-focussed faith	Is rooted in scripture, the worship of the Church and the living traditions of faith	Whole heartedly, generously and attractively engages with God's world	Is prayerful and studies the Bible
Call to Ministry <i>The candidate...</i>	Responds to the call of Christ to be a disciple	Understands the distinctive nature of ordained diaconal ministry	Is committed to being a public and representative person of the Church in the forgotten corners of the world	Articulates an inner sense of call grounded in diaconal service
Love for People <i>The candidate...</i>	Welcomes Christ in others, listens, values and respects and has a special care for those in poverty and the marginalised	Builds relationships which are collaborative and enabling Keeps pastoral and professional boundaries	Shows God's compassion and care in the world in multifaceted contexts and with social agencies	Has empathy and is aware of how others receive them Keeps personal boundaries
Wisdom <i>The candidate...</i>	Is inquisitive, curious and open to new learning that connects church and world Can learn and reflect	Shows instinctively collaborative leadership that enables healthy churches to be bridge-builders in their communities Understands safeguarding / safety in church communities	Is robust and courageous in reflecting the world to the Church and the Church to the world Recognises the need to assess risk	Is a mature and integrated person of stability and integrity Is personally self-aware
Fruitfulness <i>The candidate...</i>	Embraces the different and animates others to be witnesses and servants	Shows the capacity to exercise diaconal sacramental and liturgical ministry and effective and enabling teaching ministry	Is a storyteller of God's love and agent of God's kingdom of justice	Has resilience and stamina
Potential <i>The candidate has potential to...</i>	Grow in faith and to be open to navigating the future in the company of Christ and guided by the Holy Spirit	See the big picture in their context and, within it, enable a Christian community to serve	See where God is working in the world and to read the signs of the times	Be adaptable and agile

<i>Distinctive Deacon</i>	<i>Christ</i>	<i>Church</i>	<i>World</i>	<i>Self</i>
<i>Love for God</i> <i>The candidate...</i>	Is reliant on God – Father, Son and Holy Spirit - and lives out an infectious, life-transforming world-focussed 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
The candidate...	<p>1. Communicates their own faith clearly and attractively in deed as well as word</p> <p>2. Can describe how their relationship with Christ has changed and deepened in recent years</p> <p>3. Shows how they live out the Gospel in their daily living and how they see Christ in the midst of the life of the world</p> <p>4. Shows a vibrant, deep and robust faith which has been able to wrestle with doubt, change, disappointment, pain and failure</p>	<p>1. Can speak of and show commitment to the key beliefs of the Church as expressed in the Scriptures and the creeds</p> <p>2. Can evidence effective and appropriate involvement in the leading (of aspects) of worship</p> <p>3. Can reflect on the meaning of Holy Communion for them personally</p> <p>4. Can reflect on the meaning of Holy Communion in the life of the Church.</p> <p>5. Recognises the Daily Office as an anchor for prayer and shows commitment to a Daily Office (or other Anglican resource)</p> <p>6. Can reflect on the liturgical role of a Deacon in helping make Christ present in the assembly</p>	<p>1. Can talk about the loving and saving purposes of God in Christ for the whole of creation</p> <p>2. Can draw on Biblical and theological ideas to discuss people’s questions about life and faith and to reflect critically on their own faith</p> <p>3. Can show a spirituality that is life – and world – affirming, being deeply attentive to God’s presence in the world in its majesty and misery</p> <p>4. Can show engagement with issues in the world especially justice, peace and the integrity of creation</p>	<p>1. Shows how Bible study forms their personal discipleship</p> <p>2. Can reflect on how their disciplined, structured pattern of personal prayer and engagement with scripture sustains their daily living, including well-developed intercessory prayer bridging Church and world</p> <p>3. Can reflect on how praying has impacted on, and enabled growth in them especially when prayer has been arid or hard</p> <p>4. Can show they have a supportive and accountable relationship in which their spirituality can be challenged and enabled to grow and can speak of its benefits</p>

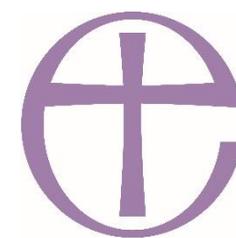
<i>Distinctive Deacon</i>	<i>Christ</i>	<i>Church</i>	<i>World</i>	<i>Self</i>
<i>Call to Ministry</i> <i>The candidate...</i>	Responds to the call of Christ to be a disciple	Understands the distinctive nature of ordained diaconal ministry	Is committed to being a public and representative person of the Church in the forgotten corners of the world	Articulates an inner sense of call grounded in diaconal service
The candidate...	<p>1. Can speak of the connections between their life as a disciple and their vocational journey</p> <p>2. Shows openness to whatever God, through the Holy Spirit, may unfold in the future</p> <p>3. Can demonstrate willingness, time and energy to undertake training and formation wholeheartedly</p>	<p>1. Can use the description of a Deacon in the ordinal to explore images that resonate for them</p> <p>2. Can recognise and explain a range of different traditions in the Church of England and reflect on how their tradition sits within the breadth of traditions</p> <p>3. Can articulate the distinctive nature of ministry as a Deacon – rooted in Word, sacrament and pastoral care so as to be a sign and animator of the diaconal character of the whole Church</p> <p>4. Understands how discipline and accountability are exercised within the Church and what these may require of them now and in the future</p> <p>5. Shows generosity and respect to, and can work flexibility with, those whose tradition and practice are different</p>	<p>1. Can show knowledge and understanding of the place of the Church of England in the life of the nation</p> <p>2. Can explore how the church proclaims afresh in each generation the Good News of Jesus Christ as society and culture change</p> <p>3. Can show knowledge and understanding of the public and representative nature of ordained diaconal ministry, taking the ministry of the Church into the heart of the world in a pioneering way as Christ's ambassador</p> <p>4. Can show understanding that God's call comes through the Church and a willingness to respond to the Church's needs regarding ministerial deployment</p>	<p>1. Can describe how they have practically tested their inner sense of call; for example, through undertaking new experiences or opportunities</p> <p>2. Can explore key turning points, significant people and experiences in the development of their call</p> <p>3. Can show that they are so captivated by their sense of God's call that grappling with it and responding seems an imperative</p> <p>4. Can recognise the cost of this call to be a 'living icon' of Christ the servant showing that they are willing to accept the costliness and what needs to be embraced in the pursuit of their call</p> <p>5. Can reflect on the response of others to their potential call to ordained ministry</p>

Distinctive Deacon	Christ	Church	World	Self
<p>Love for People <i>The candidate...</i></p>	<p>Welcomes Christ in others, listens, values and respects; and has a special care for those in poverty and marginalised</p>	<p>Builds relationships which are enabling and collaborative Keeps pastoral and professional boundaries</p>	<p>Shows God’s compassion and care in the world in multifaceted contexts and with social agencies</p>	<p>Has empathy and awareness of how others receive them Keeps personal boundaries</p>
<p>The candidate...</p>	<p>1. Stands in the midst of those who are poor or marginalised and shows the capacity to reflect on why, as a Christian imperative, we engage generously with those who are different</p> <p>2. Shows an openness to how they have valued and engaged with people who are different from themselves such as social, cultural, gender, ethnicity, disability, age and sexuality differences</p> <p>3. Can reflect on all aspects of safeguarding as fundamental to their life-long learning as a disciple and minister</p>	<p>1. Can evidence good listening skills and empathy</p> <p>2. Can evidence having shown compassion and/or exercised pastoral care in appropriate and sensitive ways</p> <p>3. Shows the capacity to be a valued team member, including working in an effective way alongside those who are different from them</p> <p>4. Can evidence the interpersonal skills to draw alongside others and build healthy and boundaried professional and pastoral relationships</p> <p>5. Shows acceptance of working with other people’s limitations and vulnerabilities</p> <p>6. Can nurture and mentor others and build the unity of the Church</p>	<p>1. Shows enjoyment and deep interest in engaging with people in the wider world</p> <p>2. Can build relationships readily in the wider world, finding ways to speak the ‘language’ of others appropriately, including engaging creatively with community and other agencies</p> <p>3. Shows how their prayer and worship overflow into missional engagement in the world in thought, prayer and action, and how engagement in the world is brought back into the prayer, worship and life of the Church</p>	<p>1. Can balance the demands of personal relationships and those of work, ministry or other commitments, whilst maintaining appropriate boundaries</p> <p>2. Is able to manage appropriate personal boundaries</p> <p>3. Can evidence healthy, stable and supportive personal relationships that will sustain and support them in their training and ministry</p> <p>4. Comes across with gravitas and a rooted sense of self that, by the way they are received by others, builds trust</p> <p>5. Can evidence sensitive and appropriate ways of managing situations requiring confidentiality</p>

Distinctive Deacon	Christ	Church	World	Self
<p>Wisdom</p> <p><i>The candidate...</i></p>	<p>Is Inquisitive, curious and open to new learning especially that connects church and world</p> <p>Can learn and reflect</p>	<p>Shows instinctive collaborative leadership that enables thriving and healthy churches to be bridge-builders in their communities</p> <p>Understands safeguarding / safety in church communities</p>	<p>Is robust, courageous and prepared to take risks in reflecting the world to the Church and the Church to the world</p> <p>Recognises the need to assess risk</p>	<p>Is a mature and integrated person of stability and integrity</p> <p>Is personally self-aware</p>
<p>The candidate...</p>	<ul style="list-style-type: none"> 1. Shows they can learn and be a life-long learner 2. Shows they are open to others' perspectives and opinions 3. Can live with unanswered questions 4. Shows openness to allowing new learning to shape their discipleship and vocation 5. Is open to fresh learning and new perspectives particularly relating to the needs of the world and enabling Christian responsiveness to such needs 6. Can reflect on all aspects of safeguarding as fundamental to their life-long learning as a disciple and minister 7. Can reflect on how learning about safeguarding has impacted upon their understanding and attitudes 	<ul style="list-style-type: none"> 1. Can reflect on situations of conflict and on resolving them, including reflecting on what has been learnt from such situations 2. Shows understanding of the challenges, tensions and costs inherent in real collaborative leadership 3. Shows knowledge and understanding of the motifs of distinctively Christian leadership needed for thriving and healthy churches 4. Has the capacity to adapt a style of leadership to the context in a way that is instinctively collaborative 5. Shows how they have led in such a way as to release, encourage and empower others 6. Can articulate what makes a church or worshipping community safe 7. Can model good safeguarding in their leadership 	<ul style="list-style-type: none"> 1. Can evidence being able to 'steer through choppy waters' and show robustness reflecting on what they learnt from such an experience 2. Shows how they can stand up for what they believe to be right, taking a prophetic stance, even when it might not be popular 3. Shows how they have been prepared to take risks, and what they have learnt from any lack of success 4. Is conversant with contemporary cultures and aspirations and has the capacity and courage to act as a go-between and envoy who can bridge misunderstanding and build reconciliation 5. Can articulate the importance of assessing safeguarding risks 6. Recognises the safeguarding risks of social media 	<ul style="list-style-type: none"> 1. Can reflect on how they have integrated difficult personal experiences and hard times in life 2. Shows how they have developed understanding of, and ways of mitigating, their personal vulnerabilities 3. Shows they can integrate experiences of anger and turmoil 4. Shows maturity in encounters with others, and the ability to handle complex relationships with wisdom 5. Can maintain self-confidence in the face of criticism or situations of conflict 6. Demonstrates how they are a person of honesty and integrity 7. Has good self-awareness 8. Is open to personal accountability

Distinctive Deacon	Christ	Church	World	Self
Fruitfulness <i>The Candidate...</i>	Embraces the different and animates others to be witnesses and servants	Shows the capacity to exercise diaconal sacramental and liturgical ministry and effective and enabling teaching ministry	Is a storyteller of God's love and an agent of God's kingdom of justice	Has resilience and stamina
The candidate...	<p>1. Can reflect on the impact of enabling others to live out their faith and grow their discipleship</p> <p>2. Can reflect on concrete examples of embracing those different from them e.g. working ecumenically; working with those of other faiths; working with Christians who express faith very differently from the way they do</p> <p>3. Can engage well on the margins as a commissioned minister who can enable a wide range of others to be servants, and witnesses</p>	<p>1. Can reflect on how worship, especially sacramental worship, helps them and others to be more effective and faithful disciples</p> <p>2. Can reflect on how Scripture helps them and others to be more effective and faithful disciples</p> <p>3. Recognises the importance of work with children and young people and shows they can enable such work to flourish</p> <p>4. Can accompany children or adults searching for faith so as to bring them to baptism and to the church's sacramental life</p> <p>5. Has the capacity to increase understanding of the needs of the world in the Church and grow commitment to engaging with such needs</p> <p>6. Can communicate well so as to preach the Word of God and teach effectively and creatively</p>	<p>1. Can communicate faith to people, including children and young people, in different contexts and situations</p> <p>2. Can story-tell in a creative way</p> <p>3. Can use current affairs and contemporary culture to draw out Gospel themes</p> <p>4. Shows a wide and inclusive understanding of mission based on the <i>Five Marks of Mission</i> and how they might be lived out in a given context</p> <p>5. Is deeply facilitative showing commitment, to and capacity for, enabling the whole people of God to live out their calling in the world as well as the Church</p>	<p>1. Shows perseverance and stamina over the long haul and the capacity to reflect on what they have experienced</p> <p>2. Can bear the attritional nature of a particularly liminal ministry and resist being ground down</p> <p>3. Can learn from and reflect upon mistakes and errors of judgement</p> <p>4. Can show resilience, elasticity and a capacity to 'bounce back' in the face of difficulties</p> <p>5. Shows a good sense of humour and the capacity to maintain perspective</p>

Distinctive Deacon	Christ	Church	World	Self
<p>Potential <i>The Candidate has potential to...</i></p>	<p>Grow in faith and to be open to navigating the future in the company of Christ and guided by the Holy Spirit</p>	<p>See the big picture in their context and within in it, enable a Christian community to serve</p>	<p>See where God is working in the world and to read the signs of the times</p>	<p>Be adaptable and agile</p>
<p>The candidate has potential to...</p>	<ol style="list-style-type: none"> 1. Show growth in faith in recent years that has been personal and transformative 2. Show they are open to new insights about God and God’s call on their life 3. Show how they will sustain and develop their relationship with God, and their relationship with others 4. Show they are open and willing to be obedient to the needs of the church in terms of future deployment 5. Show their faith opens them to ‘love mercy, do justly and walk humbly with God’ in facing challenges in society and responding to others with humility 	<ol style="list-style-type: none"> 1. All: Understand and respond well to the distinctive challenges and opportunities that come with working with volunteers 2. Assistant: Work with others to develop a strategy for growth with engagement in the local context Incumbent: See the big picture, grow vision with others and develop strategies to implement vision which takes people in their context with them 3. Assistant: Work with others in implementing growth and change in a way that doesn’t seek the limelight Incumbent: Show initiative, drive and creativity in implementing growth so as to promote and release others 4. Assistant: Reflect critically on experiencing team leadership and to show personal growth in response Incumbent: Reflect critically on exercising or experiencing deeply collaborative but effective strategic leadership which grows vision and ownership and to show personal growth in response 5. Assistant: Understand the relationship between power and authority, understand their dynamics and exercise both with wisdom and humility 6. Incumbent: Recognise that, even with episcopally delegated authority, responsibility lies with them, even whilst leading from the middle 7. Incumbent: Show nuanced skills in negotiation and problem solving so as to manage change effectively 	<ol style="list-style-type: none"> 1. All: See where God is at work in the world and to work out, as the eyes and ears of the church, how to enable others to participate 2. Incumbent: Show capacity to become an inspiring and articulate apologist and interpreter for Christian faith in the public arena 3. Assistant: Show how they might participate in evangelistic and missional projects Incumbent: Show how they might lead or initiate evangelistic and missional projects 4. All: Reflect insightfully on the lessons learnt from missional or evangelistic initiatives – both those that worked, and those that didn’t 5. Assistant: Show their capacity to engage better in mission and evangelism Incumbent: Show their capacity to enable others to engage better in mission and evangelism 	<ol style="list-style-type: none"> 1. Show that they accept themselves, understand their own strengths, are reconciled to their vulnerabilities and have developed strategies for mitigating them 2. Change their mind or their perspective in the light of new learning 3. Recognise, understand and address their own biases 4. Demonstrate flexibility of mind and capacity to think on their feet 5. Articulate how they have changed because of their vocational journey 6. Show that they have examined honestly and in depth the changes that ordained ministry will bring within their household 7. Maintain a wide breadth of interests to enable flourishing and growth as a human being



THE CHURCH
OF ENGLAND