**SCOTTISH EPISCOPAL CHURCH: DISCERNMENT OF MINISTRY**

**ASSISTANT DIRECTOR OF ORDINANDS ASSESSMENT REPORT**

*Please return to* *PDO@scotland.anglican.org*

**Candidate’s name:
Date of original referral to ADO:**

 **SUMMARY RECOMMENDATION (*please indicate one of the following*):**

(i) Candidate is ready to go to a discernment meeting

(ii) Candidate needs further time

(iii) Candidate should not go forward

**ASSESSMENT AGAINST CRITERIA**

Please assess how far the candidate meets the Criteria below, using the first set for Deacons and the second set for Priests.

Support your remarks by evidence drawn from your conversations with the candidate, and refer to how they have developed through the Discernment Curriculum.

1. CRITERIA FOR SELECTION OF DEACONS

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| **A CHRISTIAN TRADITION, FAITH AND LIFE** |
| A1 Candidates have a personal commitment to Christian faith which is mature and developing. They can describe their faith journey, the challenges to faith they have experienced in their lives and the ways in which it has been strengthened. |
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| A2 Candidates show a knowledge and understanding of the key beliefs of the Christian faith as expressed in the Scriptures and creeds. They can reflect critically on their faith and have both the desire and the ability to deepen that understanding and grow in faith. |
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| A3 Candidates can communicate their faith engagingly and effectively. They can articulate what excites them about their faith and know how to do so in ways that are appropriate to the situation. |
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| A4 Candidates respect and engage with those whose understanding of faith is different from their own. They have the flexibility of mind to appreciate the range of perspectives on faith, doctrine and practice within the Scottish Episcopal Church. |
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| A5 Candidates live out their faith in their life. They can discern God at work in their lived experience, and can demonstrate that the Gospel has begun to shape who they are and what they do. They can make connections between Christian faith and contemporary life. |
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| **B SPIRITUALITY AND WORSHIP** |
| B1 Candidates show evidence of a commitment to a spiritual discipline which involves individual and corporate prayer and worship, and which sustains them in their walk with God. They should show evidence of a developing pattern of prayer, Bible study and the regular receiving of Holy Communion. They receive regular spiritual direction or accompaniment. |
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| **B2 Candidates show how their spirituality is deepening,** by reflection on the way that their relationship with God has developed through their lives, and how this has changed and transformed them. Their spirituality informs their relationships with others and with the wider world. |
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| **B3** **Candidates have a growing understanding of spirituality and worship**, and have explored traditions that are different from their own. They are committed to the sacramental life of the Church while being open to new forms of worship. They have explored the liturgical role of the deacon and how it relates to missional engagement in the community. |
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| **B4 Candidates have some experience of leading prayer and worship with others,** and can reflect on how they can encourage others to discern the presence of God in their lives. |
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| C PERSONALITY AND CHARACTER |
| C1 Candidates have a secure sense of self. They have a healthy awareness of their strengths and weaknesses, and the way they come across to others. They are self-accepting, relaxed and at ease with who they are.  |
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| **C2 Candidates know how to care for themselves.** They have considered the impact that public ministry has on personal life, and have a range of personal interests and social supports to sustain them. |
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| **C3 Candidates have the resilience to operate in complex situations.** They have responded creatively to life experiences including failure, and have demonstrated their potential for growth through them. They can integrate new experiences and emotions in a way that helps them grow intellectually, emotionally and spiritually.  |
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| **C4 Candidates have an honesty and integrity** that is not subverted by insecurity, and which generates trust. They know how to respect confidentiality. |
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| **C5 Candidates have a robust personality and character.** They have the stamina and confidence to cope with change and stress. They can draw on all their personal resources to respond to new people and situations, adapting but remaining authentic.  |
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| **C6 Candidates enjoy being with other people.** They are secure and integrated enough in themselves to be outward-facing and appreciative of others. They are keenly aware of and responsive to need in individuals and in society. They are particularly challenged by injustice and oppression.  |
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| D RELATIONSHIPS |
| **D1 Candidates’ relationships are grounded in the love and compassion of God.** They have a range of healthy personal and professional relationships, and know how to sustain them.  |
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| **D2 Candidates maintain appropriate boundaries between personal and professional life and within pastoral relationships.** They can reflect on the complexities and demands of relationships within public ministry. |
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| **D3 Candidates have good interpersonal skills.** They enjoy engaging with others, appreciate diversity and difference, and can negotiate difficult relationships. They have a good listening ability. |
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| **D4 Candidates have the potential to exercise effective pastoral care.** They are approachable, empathetic and compassionate. They have a servant heart which is committed to the dignity and flourishing of others. |
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| E MISSION, EVANGELISM AND DEVELOPING DISCIPLESHIP |
| **E1 Candidates demonstrate their commitment to mission and evangelism in their thought, prayer and action.** They can reflect on their own experience of reaching out in loving service and witness, and have practical experience of what mission and evangelism can mean in a local church context.They demonstrate an excitement about the loving and saving purpose of God for the world, and have a firm desire to share this by word and deed.  |
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| E2 Candidates have a knowledge and understanding of mission and evangelism. They can speak of the role of mission and evangelism in the life of the Church, the difference between them, and the strategic issues that may be involved. They are alert to the opportunities for engagement with contemporary culture and are sensitive to the demands of particular contexts. They recognize and have some experience of both the missional aspect and the prophetic element of diaconal ministry.  |
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| E3 Candidates have effective communication skills for mission and evangelism. They can speak of the Gospel in ways that are attractive and appropriate to the listener. They are familiar with a range of media. |
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| E4 Candidates are committed to developing the discipleship of others. They are able to nurture the faith of others and to equip others to witness to their faith in Christ.  |
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| F LEADERSHIP, COLLABORATION AND COMMUNITY |
| F1 Candidates have the potential to exercise diaconal leadership in the Church and the wider community. They have had experience of leadership and can reflect on what it tells them about their leadership style. They demonstrate an ability to recognize, equip and mobilise the gifts of others. They are aware of how power may be used and abused. |
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| F2 Candidates have good communication skills. They can speak and write clearly and effectively, in a way that inspires and engages others. They are comfortable with communicating in different ways, appropriate to the situation. They have the confidence and skill to speak up for others. |
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| F3 Candidates collaborate with others. They value and encourage the skills and gifts of a diverse range of people, and they are team-players. They have some experience of working with groups and in the community. |
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| F4 Candidates have the potential to lead strategically. They are able to look forward in an imaginative and theologically-informed way. They can take the initiative and have a creative, entrepreneurial approach. They are prepared to take risks and to implement a process of change with flexibility and resilience. |
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| **F5 Candidates understand and work with the dynamics of a community.** They can describe the context of their local community. They are open to the possibilities of working with other denominations and faiths. They seek to engage with the secular community and to foster partnerships that support and nurture community life. |
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| **G: VOCATION AND MINISTRY WITHIN THE SCOTTISH EPISCOPAL CHURCH** |
| **G1**  **Candidates can articulate an inner sense of call,** which has persisted over time. They have reflected on the significant moments of their discernment journey, and can describe the impact on their lives of their sense of vocation. |
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| **G2. Candidates have had their call affirmed by others.** They can identify those who have recognised their potential vocation to ordained ministry and the grounds for their support. |
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| **G3. Candidates are obedient to the Church’s call to ministry.** They are open to the requirements and needs of the Church with regard to formation and deployment, and have reflected on the sacrifices involved in living out their vocation. |
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| **G4. Candidates are informed about their potential ministry.** They have explored what it means to be a deacon, have some grasp of the historical understanding of the diaconate and have studied the Ordinal of the Scottish Episcopal Church. They can reflect on the range of opportunities for ministry in the Scottish Episcopal Church. They have had practical experience of lay ministry. |
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| **G5. Candidates have knowledge of and commitment to the Scottish Episcopal Church.** They are aware of the life and contemporary role of the Scottish Episcopal Church and have experienced its diversity. They are baptised and confirmed, and can demonstrate a sustained active membership of a congregation in the Scottish Episcopal Church. They understand the authority structures of the Scottish Episcopal Church, particularly the role of the bishop, and accept the discipline that canonical obedience would bring. They are open to the possibilities of diaconal ministry as deployed by the bishop in the local church and beyond. |
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| **G6. Candidates have a realistic vocation.** They fulfil adequately this and the other Criteria for Selection; their circumstances and ability enable them to complete the required course of training, and they have the overall potential to be formed for diaconal ministry in the Scottish Episcopal Church.  |
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1. **CRITERIA FOR SELECTION OF ASSISTANT AND INCUMBENT PRIESTS**

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| **A CHRISTIAN TRADITION, FAITH AND LIFE** |
| A1 Candidates have a personal commitment to Christian faith which is mature and developing. They can describe their faith journey, the challenges to faith they have experienced in their lives and the ways in which it has been strengthened. |
|  |
| A2 Candidates show a knowledge and understanding of the key beliefs of the Christian faith as expressed in the Scriptures and creeds. They can reflect critically on their faith and have both the desire and the ability to deepen that understanding and grow in faith. |
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| A3 Candidates can communicate their faith engagingly and effectively. They can articulate what excites them about their faith and know how to do so in ways that are appropriate to the situation. |
|  |
| A4 Candidates respect and engage with those whose understanding of faith is different from their own. They have the flexibility of mind to appreciate the range of perspectives on faith, doctrine and practice within the Scottish Episcopal Church. |
|  |
| A5 Candidates live out their faith in their life. They can discern God at work in their lived experience, and can demonstrate that the Gospel has begun to shape who they are and what they do. They can make connections between Christian faith and contemporary life. |
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| **B SPIRITUALITY AND WORSHIP** |
| B1 Candidates show evidence of a commitment to a spiritual discipline which involves individual and corporate prayer and worship, and which sustains them in their walk with God. They should show evidence of a developing pattern of prayer, Bible study and the regular receiving of Holy Communion. They receive regular spiritual direction or accompaniment. |
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| **B2 Candidates show how their spirituality is deepening,** by reflection on the way that their relationship with God has developed through their lives, and how this has changed and transformed them. Their spirituality informs their relationships with others and with the wider world. |
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| B3 Candidates have a growing understanding of spirituality and worship, and have explored traditions that are different from their own. They are committed to the sacramental life of the Church while being open to new forms of worship. They welcome the call to exercise sacramental ministry. |
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| **B4 Candidates have some experience of leading prayer and worship with others,** and can reflect on how they can encourage others to discern the presence of God in their lives. |
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| C PERSONALITY AND CHARACTER |
| C1 Candidates have a secure sense of self. They have a healthy awareness of their strengths and weaknesses, and the way they come across to others. They are self-accepting, relaxed and at ease with who they are.  |
|  |
| **C2 Candidates know how to care for themselves.** They have considered the impact that public ministry has on personal life, and have a range of personal interests and social supports to sustain them. |
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| **C3 Candidates have the resilience to operate in complex situations.** They have responded creatively to life experiences including failure, and have demonstrated their potential for growth through them. They can integrate new experiences and emotions in a way that helps them grow intellectually, emotionally and spiritually.  |
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| **C4 Candidates have an honesty and integrity** that is not subverted by insecurity, and which generates trust. They know how to respect confidentiality. |
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| **C5 Candidates have a robust personality and character.** They have the stamina and confidence to cope with change and stress. They can draw on all their personal resources to respond to new people and situations, adapting but remaining authentic.  |
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| **C6 Candidates enjoy being with other people.** They are secure and integrated enough in themselves to be outward-facing and appreciative of others. |
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| D RELATIONSHIPS |
| **D1 Candidates’ relationships are grounded in the love and compassion of God.** They have a range of healthy personal and professional relationships, and know how to sustain them.  |
|  |
| **D2 Candidates maintain appropriate boundaries between personal and professional life and within pastoral relationships.** They can reflect on the complexities and demands of relationships within public ministry. |
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| **D3 Candidates have good interpersonal skills.** They enjoy engaging with others, appreciate diversity and difference, and can negotiate difficult relationships. They have a good listening ability. |
|  |
| **D4 Candidates have the potential to exercise effective pastoral care.** They are approachable, empathetic and compassionate. They have a servant heart which is committed to the dignity and flourishing of others. |
|  |
| E MISSION, EVANGELISM AND DEVELOPING DISCIPLESHIP |
| E1 Candidates demonstrate their commitment to mission and evangelism in their thought, prayer and action. They can reflect on their own experience of reaching out in loving service and witness, and have practical experience of what mission and evangelism can mean in a local church context. |
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| E2 Candidates have a knowledge and understanding of mission and evangelism. They can speak of the role of mission and evangelism in the life of the Church, the difference between them, and the strategic issues that may be involved. They are alert to the opportunities for engagement with contemporary culture and are sensitive to the demands of particular contexts. |
|  |
| E3 Candidates have effective communication skills for mission and evangelism. They can speak of the Gospel in ways that are attractive and appropriate to the listener. They are familiar with a range of media. |
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| E4 Candidates are committed to developing the discipleship of others. They are able to nurture the faith of others and to equip others to witness to their faith in Christ. *Incumbent candidates show potential to engage in and lead mission-shaped ministry.* |
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| F LEADERSHIP, COLLABORATION AND COMMUNITY |
| F1 Candidates have the potential to exercise appropriate leadership as a priest in the Church and the wider community. *Incumbent candidates show potential for creative leadership of a congregation and of teams.* They have had experience of leadership and can reflect on what it tells them about their leadership style. They have the confidence to use their own and others’ gifts in Christ’s service. They are aware of how power may be used and abused. |
|  |
| F2 Candidates have good communication skills. They can speak and write clearly and effectively, in a way that inspires and engages others. They are comfortable with communicating in different ways, appropriate to the situation. |
|  |
| F3 Candidates collaborate with others. They value and encourage the skills and gifts of a diverse range of people, and they are team-players.  |
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| F4 Candidates have the potential to lead strategically. They are able to look forward in an imaginative and theologically-informed way. They can take the initiative and have a creative, entrepreneurial approach. They are prepared to take risks and to implement a process of change with flexibility and resilience. |
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| **F5 Candidates understand and work with the dynamics of a community.** They can describe the context of their local community. They are open to the possibilities of working with other denominations and faiths. They seek to engage with the secular community and to foster partnerships that support and nurture community life. |
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| G VOCATION AND MINISTRY WITHIN THE SCOTTISH EPISCOPAL CHURCH |
| **G1**  **Candidates can articulate an inner sense of call,** which has persisted over time. They have reflected on the significant moments of their discernment journey, and can describe the impact on their lives of their sense of vocation. |
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| **G2. Candidates have had their call affirmed by others.** They can identify those who have recognised their potential vocation to ordained ministry and the grounds for their support. |
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| G**3. Candidates are obedient to the Church’s call to ministry.** They are open to the requirements and needs of the Church with regard to formation and deployment, and have reflected on the sacrifices involved in living out their vocation. |
|  |
| **G4. Candidates are informed about their potential ministry.** They have explored what it means to be an ordained minister and have studied the Ordinal of the Scottish Episcopal Church. They can reflect on the range of opportunities for ordained ministry in the Scottish Episcopal Church.  |
|  |
| G**5. Candidates have knowledge of and commitment to the Scottish Episcopal Church.** They are aware of the life and contemporary role of the Scottish Episcopal Church and have experienced its diversity. They are baptised and confirmed, and can demonstrate a sustained active membership of a congregation in the Scottish Episcopal Church. They understand the authority structures of the Scottish Episcopal Church, particularly the role of the bishop, and accept the discipline that canonical obedience would bring. |
|  |
| **G6. Candidates have a realistic vocation.** They fulfil adequately this and the other Criteria for Selection; their circumstances and ability enable them to complete the required course of training, and they have the overall potential to be formed for ordained ministry in the Scottish Episcopal Church. *Incumbents have the potential to exercise a ministry of oversight and missional leadership* |
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