

Ministries
in the
Scottish Episcopal
Church

Revised 2018

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(1) MINISTRY

The Ordinal (1984) of the Scottish Episcopal Church declares:

“The Church is the People of God, the Body of Christ and the dwelling of the Holy Spirit. It is built upon the foundation of the apostles and the prophets, Jesus Christ himself being the chief corner stone. In baptism every disciple is called to make Jesus known as Saviour and Lord and to share his work in renewing the world.”

The fundamental call is to the baptised people of God to proclaim Christ and work for the Kingdom of God. Each Christian is called to represent Christ in the world in their particular way, offering the gifts which God has given them.

Some may be called to public ministry, with specific roles and responsibilities. This is a calling to be a visible focus of Christian life and action, to use particular gifts, and to undertake certain tasks on behalf of the Church.

All those in public ministry are also called, as Christian disciples like anyone else, to deepen their relationship with God through prayer and study; to seek opportunities to grow in faith; to give generously of their time and money for God’s purposes; to share the Good News of God’s Kingdom and to care for those in need and for Creation.

(2) RECOGNISED MINISTRIES

Lay people may serve in the congregation in different ways, some of which are recognised as ministries with particular responsibilities. They will normally be licensed or otherwise authorised by their diocesan bishop for one or more of the following roles:

Eucharistic Assistant: a lay person primarily engaged in administering the Sacrament during public worship.

The role may involve:

- Administering the chalice at Holy Communion
- Taking the Reserved Sacrament to the housebound and ill
- Leading worship in church in the absence of a priest in an emergency or on an occasional basis (using the Reserved Sacrament).

Pastoral Assistant: a lay person primarily engaged in the pastoral work of a charge.

The role may involve:

- Taking the Reserved Sacrament to the housebound and ill
- Visiting at the direction of the Rector

- Assisting with baptism, marriage and funeral preparation and taking part in the services concerned, especially where there has been a pastoral relationship with the individuals concerned

Worship Leader: a lay person who is primarily engaged in leading worship.

The role may involve:

- Leading worship as agreed locally, including reading from the Bible and offering intercessions
- Leading the Exposition of the Word as required

Other lay ministries: Ministries that also resource the life of the Church are:

- ❖ **Lay Evangelists** - people committed to intentional sharing of the gospel in varied ways, who may be linked to the Church Army
- ❖ **Spiritual Director** - people trained to guide the spiritual journeys of individuals
- ❖ **Members of Religious Communities** - those vowed to live by a monastic rule

(3) LAY READERS

Lay Readers are theologically-trained lay people who are called to proclaim the Gospel and lead worship, serving alongside clergy to support and develop the life of a congregation. Their role is governed by Canon Law and they are licensed by the bishop.

Whilst there are certain core responsibilities and expectations of Lay Readers, the shape of their ministry depends on the gifts they bring and the context in which they serve. Lay Readers constitute a diocesan resource, and are deployed according to the needs identified by their bishop. In congregations, they serve as part of the ministry team under the leadership of the Rector.

The **CORE RESPONSIBILITIES** of a Lay Reader include:

- Leading the Ministry of the Word or non-Eucharistic public services
- Administering the Reserved Sacrament at services when requested
- Conducting funerals
- Teaching and preaching on Sundays and during the week
- Encouraging faith development, for example in study groups
- Preparing candidates for baptism
- Pastoral work, e.g. visiting and distributing the Reserved Sacrament to the sick

CRITERIA FOR SELECTION

of Lay Readers:

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.

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.

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.

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.

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 receive the support and guidance of a spiritual director or soul friend. Lay Reader candidates welcome the Church's call to assist in leading worship and preaching.

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.

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.

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.

C4 Candidates have an honesty and integrity that is not subverted by insecurity, and which generates trust. They know how to respect confidentiality.

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.

C6 Candidates enjoy being with other people. They are secure and integrated enough in themselves to be outward-facing and appreciative of others.

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.

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 what mission and evangelism can mean in a local church context.

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.

F LEADERSHIP, COLLABORATION AND COMMUNITY

F1 Candidates have the potential to exercise appropriate leadership in a team. 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.

G: VOCATION AND MINISTRY WITHIN THE SCOTTISH EPISCOPAL CHURCH

G1 Candidates can articulate an inner sense of call to Lay Reader ministry, 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.

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.

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.

G4 Candidates are informed about their potential ministry. They have explored what it means to be a Lay Reader. They can reflect on the range of opportunities for ministry in the Scottish Episcopal Church.

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.

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 authorised ministry in the Scottish Episcopal Church.

FORMATION OUTCOMES

for Lay Readers by the time of licensing:

Christian Tradition, Faith and Discipleship:

Lay Readers ...

- understand and can evaluate varying approaches to Christian faith, and are able to articulate a personal position.
- show evidence of good and effective teaching, inspiring others to learn.
- are able to inspire others' interest in learning and development and committed to his/her own life-long deepening of faith and commitment.

Mission, Evangelism and Making Disciples:

Lay Readers ...

- constantly seek to renew his/her understanding of the role of the local church in mission.
- are able to make theological sense of changing world views and the church's response.
- understand other faith traditions.
- see, respond to and articulate the role of Lay Reader in relation to growing new disciples.

Spirituality and Worship:

Lay Readers ...

- have an appreciative and respectful awareness of the breadth of spirituality.
- have an understanding and experience of the range of authorised SEC worship.
- are able to construct and lead services appropriate to a range of situations.

Personality and Character:

Lay Readers ...

- show evidence of a capacity to sustain the demands of their ministry and face change or pressure in balanced and effective ways.
- show self-awareness and are demonstrably at ease with him/herself.
- are able to reflect with insight on personal strength and weaknesses.

Relationships and Community:

Lay Readers ...

- exercise appropriate care for self and others.

- are able to model pastoral care in a wide range of practical situations following good practice.
- interact with a diverse range of people and handle conflict positively.

Collaboration and Shared Leadership:

Lay Readers ...

- can both accept and relinquish personal responsibility.
- can enable others to lead within a collaborative structure.
- Model accountability within leadership and collaborative structures.

Vocation and Ministry within the Scottish Episcopal Church:

Lay Readers ...

- can enable and inspire others to develop their vocation.
- model Lay Reader ministry for enquirers.
- contribute effectively as lay minister to their church’s ministry, thinking and vision.
- continue to reflect critically on the exercise of their ministry and its opportunities for development.
- demonstrate experience and competence as preacher in a variety of contexts.
- are able to represent and respect the authority of the Scottish Episcopal Church.

(4) DEACONS

Deacons are heralds of the Gospel, called to proclaim and make visible God’s love in word and deed. They seek out those in need to bring them the good news of the Kingdom, and bring the concerns of the world to the attention of the Church and its congregations, reminding them of their call to serve others in love in their mission to the world.

Deacons work closely with the bishop, and may also serve within a congregation.

The **CORE RESPONSIBILITIES** of a Deacon may include:

- Serving in the community and challenging it in the name of the Kingdom, with particular reference to issues of peace, justice and the integrity of Creation
- Drawing people to Christian faith
- Preparing candidates for baptism
- Reading the Gospel and preaching
- Leading intercessions and training intercessors
- Teaching the Christian faith
- Assisting priests at the Eucharist and distributing the Reserved Sacrament to the sick
- Serving the bishop in diocesan tasks, such as fostering missional work in congregations
- Serving the wider Church in its tasks of building up the people of God and encouraging and equipping its mission to the world

CRITERIA FOR SELECTION

of Deacons:

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.

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.

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.

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.

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.

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.

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.

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.

C4 Candidates have an honesty and integrity that is not subverted by insecurity, and which generates trust. They know how to respect confidentiality.

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.

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.

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.

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. 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.

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.

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.

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.

F: LEADERSHIP, COLLABORATION AND COMMUNITY

F1 Candidates have the potential to exercise appropriate 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 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.

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.

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.

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.

G2 Candidates have had their call affirmed by others. They can identify those who have recognised their potential vocation to the diaconate and the grounds for their support.

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.

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.

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.

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 the diaconate in the Scottish Episcopal Church.

FORMATION OUTCOMES

for Deacons

See comparative tables at the end for outcomes applying to all ordained ministers.

SPECIAL FORMATION OUTCOMES for VOCATIONAL DEACONS are:

Christian Tradition, Faith and Life:

Deacons understand the importance of the community's reading of the Bible in the light of Christian tradition. They ...

- have become proficient in appropriate contextualisation and application of Biblical teaching.
- are committed to the proclamation of the Good News of Jesus Christ in the community.

Mission, Evangelism and Making Disciples:

Deacons put into practice their enthusiasm for and understanding of mission. They ...

- think strategically about mission and enable its implementation.
- nurture the prophetic element of a deacon's ministry and the call to empower others.
- are experienced in interpreting the local context and communicating their understanding to the church community.

Spirituality and Worship:

Deacons ...

- have developed ways of sharing the spiritual life of the community they are serving.
- are confident in inhabiting the deacon's role liturgically and can communicate its meaning and significance.

Personality and Character:

Deacons ...

- have an outgoing personality that is keenly aware of and responsive to need, both in individuals and in society as a whole.

Relationships and Community:

Deacons can form good relationships with many different kinds of people. They

- are skilled in working with groups and in relating to secular agencies.
- mobilise others effectively to meet needs in the local community.
- can engage in advocacy in the public arena.

Vocation and Ministry within the Scottish Episcopal Church:

Deacons are alert to the potential and scope of the diaconate. They ...

- are willing to use their gifts in the service of the church beyond the local context.

(5) PRIESTS

Priests serve and build up the body of Christ in Christian communities through the Ministry of Word and Sacrament. They help disciples to grow into the fullness of Christ, pray and care for those committed to their charge and lead and equip them for mission in the world.

Priests also serve their diocese and the Province, and may be called to a variety of responsibilities in the Church.

There are different categories of priest, whose roles and responsibilities may overlap, but who each have a different focus of ministry.

(i) Incumbents

Incumbents hold responsibility for a particular charge. They lead them in worship and mission, drawing out the gifts of all. They gather the people of God and serve them by teaching, preaching, sacramental ministry and pastoral care. Working with the bishop, they seek to maintain the unity of the Church in their particular context. Some incumbents may have oversight of other priests in a group of congregations committed to their care.

The **CORE RESPONSIBILITIES** of an Incumbent Priest may include:

- Praying for those committed to their care
- Presiding at worship and celebrating the sacraments
- Preparation and development of liturgy
- Teaching and preaching on Sundays and during the week
- Leading and equipping God's people in mission
- Pastoral care through visiting and sacramental ministry
- Establishing relationships with secular groups, schools and civic bodies
- Chairing the Vestry
- Ensuring the administration of the congregation is done
- Exercising oversight of other local priests, such as through regular meetings, co-ordinating mission strategies, chairing the vestries of other charges, leading worship occasionally at their churches and reporting to the bishop.
- Serving the diocese and Province, by taking on particular responsibilities e.g. serving on committees, chapters and Synods, or caring for and promoting a particular aspect of the wider Church's life.

(ii) Assistant priests

Assistant priests work alongside an Incumbent to build up the Body of Christ. Their role may have more of an emphasis on leading worship, or more on pastoral work, or on teaching and faith development. Some assistant priests may take overall responsibility, under the incumbent, for a linked charge or chapel.

The **CORE RESPONSIBILITIES** of an Assistant Priest may include:

- Praying for those committed to their care
- Presiding or assisting at worship and celebrating the sacraments, at the direction of the Incumbent
- Teaching and preaching on Sundays and during the week
- Encouraging and equipping God's people in mission
- Pastoral care through visiting and sacramental ministry
- Assisting with the administration of the congregation
- Undertaking duties associated with a congregation or chapel as requested by the incumbent

(iii) **Chaplains**

Chaplains may or may not be ordained. They represent the Church in secular institutions, such as schools, universities, hospitals, workplaces and the armed forces. Chaplains offer spiritual and pastoral care to those they serve. They uphold the values of the Kingdom and challenge situations of injustice and oppression.

The **CORE RESPONSIBILITIES** of a chaplain may include:

- Praying for those committed to their care
- Sharing time with those in the institution
- Offering counselling and a listening ear
- Providing opportunities for spiritual practice
- Teaching the Christian faith to those who seek it
- Being an advocate for those in their care who need a voice
-

CRITERIA FOR SELECTION

of priests

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.

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.

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.

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.

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 .

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.

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.

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.

C4 Candidates have an honesty and integrity that is not subverted by insecurity, and which generates trust. They know how to respect confidentiality.

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.

C6 Candidates enjoy being with other people. They are secure and integrated enough in themselves to be outward-facing and appreciative of others.

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.

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.

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.

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.

F LEADERSHIP, COLLABORATION AND COMMUNITY

F1 Candidates have the potential to exercise 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.

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.

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.

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.

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.

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.

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 ministry in the Scottish Episcopal Church.

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.

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.

FORMATION OUTCOMES

for Priests by the end of IME 6, with those for incumbents listed in *italics*, are:

Christian Tradition, Faith and Life:

Ordained ministers sustain their public ministry and personal faith in Christ through study and reflection that is open to new insights. They ...

- understand the Bible as text and as holy Scripture for the Church and the world through regular critical engagement with Old and New Testament texts and issues relating to their interpretation.
- are able to interpret Scripture in a wide range of settings, using their exegetical and hermeneutical skills to communicate clearly and accurately in ways that enable others to learn and explore.
- are able to engage in independent study of Christian beliefs and practices and communicate their findings in diverse settings.

Ordained ministers work with and value the breadth and diversity of belief and practice within the Scottish Episcopal Church. They ...

- are able to engage in independent study of how Christian beliefs and practices shape the moral life of individuals and communities.
- are able to reflect critically on how Christian doctrine and ethics relate to discipleship, church and society, communicating this appropriately inside and outside the church.
- are able to work with different traditions of theology, ministry, mission and liturgical practice.

Incumbents replenish their leadership through a life of disciplined study and reflection that is open to new insights. They ...

- are able to exercise theological leadership for the church in mission.
- are able to use Biblical and theological understanding in public discussion of ethical and contemporary issues.
can be articulate and effective public apologists for the Christian faith.

Mission, Evangelism and Developing Discipleship:

Ordained ministers have a deep and prayerful enthusiasm for mission and evangelism that is nourished by Christ's love for the world and lived out in acts of mercy, service, justice and reconciliation. They ...

- are able to discern God's mission in a specific context by reflective and empathetic engagement with it in light of its cultural, historical, economic, social, political and religious characteristics.
- are able to engage courageously in mission, evangelism and apologetics in a range of contexts and particularly in local communities and churches.
- are able to communicate the gospel confidently and effectively using a variety of media in diverse situations, both inside and outside the church.
- are able to lead and inspire others in mission and evangelism in the local church.

Ordained ministers are committed to Christian education, promoting good practice, both inside and outside the church.

They ...

- are able to nurture others in their faith development, including those with little previous knowledge of the faith, through catechesis, teaching and preaching, including preparation for baptism and confirmation.
- understand the importance of the Scottish Episcopal Church's engagement with schools/young people outwith the church.

Incumbents ...

- lead, enable and release missional vision and faithful witness in and among those for whom they have responsibility.
- enable others to articulate the gospel and participate in its proclamation.
- are able to foster and lead mission-shaped churches.

Spirituality and Worship:

Ordained ministers are sustained by disciplined personal and corporate prayer shaped by the responsibilities of public ministry and corporate worship in the tradition of the Scottish Episcopal Church. They ...

- are able to relate different approaches to, and traditions of, personal and corporate prayer to sustain and develop their own prayer life and those of others of all ages, backgrounds and in a range of life circumstances.

Ordained ministers ...

- are able to demonstrate good reflective practice in preaching and in leading – and where appropriate, presiding at – public worship, including pastoral services, using appropriate forms of liturgy in a variety of settings.

Ordained ministers are growing in the love of God and in Christ-likeness as members of the body of Christ and can testify to the grace of the Holy Spirit in their lives and ministries. They..

- draw on varied resources and traditions to develop their own spirituality and sustain them in the joys and strains of public ministry.
- can discern God's presence and activity in their relationships and in the wider world.
- view and relate to others inside and outside the church in ways which spring from their own relationship with God.

Ordained ministers nurture the spiritual development of others. They ...

- are able to help others discern God's presence and activity in their relationships and in the wider world.
- use different approaches to develop the spirituality of people of all ages, backgrounds and in a range of life circumstances.

Personality and Character:

Ordained ministers show insight, resilience, maturity and integrity in the pressure and change entailed in public ministry. They ...

- are able to balance appropriate care of self with the care of others by developing sustainable patterns of life and work, and effective support networks in the context of public ministry.

Ordained ministers are growing in self-knowledge and commitment to Christ within the roles and expectations of ordained ministry. They ...

- are able to approach the sacrificial impact of ordained ministry on the whole of life with wisdom and discernment.
- are able to reflect with insight and humility on personal strengths, weaknesses, failures, gifts and vulnerability in response to a new context of public ministry.

Incumbents ...

- encourage and enable colleagues to balance appropriate care of self with care of others.

Incumbents personify an integration and integrity of authority and obedience, leadership and service. They ...

- engage with others to reflect with insight on their style of leadership, its strengths and weaknesses in context, and demonstrate appropriate development.

Relationships:

Ordained ministers ...

- are able to form and sustain healthy relationships with peers in the mixed economy of fresh and more traditional expressions of church.
- are able to handle and help resolve conflicts and disagreements, enabling growth through them.
- understand human flourishing in relationships and Christian pastoral care in a range of life circumstances and contexts.
- demonstrate good reflective practice in a wide range of pastoral and professional relationships.

Ordained ministers are people who respect others, and empathy and honesty in their relationships, learning from them. They ...

- are able to engage positively with those with whom they differ.

- are able to establish and evaluate appropriate professional boundaries in their ministerial practice and personal lives.
- understand and apply policies and best practice in safeguarding and their application in a variety of contexts.

Incumbents ...

- show skill and sensitivity in resolving issues of conflict within the church community.
- are able to supervise others in the conduct of pastoral relationships.

Leadership, Collaboration and Community:

Ordained ministers seek to model their servant leadership on the person of Christ. They ...

- are able to participate in and lead communities, reflecting on, and being alert to, the use and abuse of power.
- are able to lead collaboratively and competently, working, as an ordained person, as a member of a team within a community.

Ordained ministers share leadership by actively looking for, recognising and nurturing the gifts of others. They ...

- are able to use authority appropriately in ways that release, equip, enable and empower others, including colleagues, to fulfil their calling to mission and ministry from within a Christian community.
- are able to supervise and mentor others in a defined range of roles and responsibilities in mission and ministry.

Incumbents ...

- show skill and sensitivity in enabling the formation and flourishing of corporate life in the presence of diversity.
- are able to lead teams collaboratively in a variety of settings, including linked charges.
- are able to facilitate change creatively and sensitively, exercising leadership with an entrepreneurial and forward-looking approach.
- are able to supervise lay and ordained people in positions of responsibility in formal and informal settings of training and practice.

Vocation and Ministry within the Scottish Episcopal Church:

Ordained ministers are firmly convinced of their calling to ordained ministry, realistic about its challenges, and continue to ask important questions about their role as deacon or priest in the church of God. They ...

- are able to articulate their calling to discipleship and to ordained ministry as a deacon or priest within the Scottish Episcopal Church.
- understand the sacrificial and corporate nature of their role in ministry and mission as a deacon or priest within the breadth and diversity of a mixed economy of traditional and fresh expressions of church.

Ordained ministers are rooted in the traditions and practices of the Scottish Episcopal Church and share in the spiritual life of the communities they serve. They ...

- are able to represent the church in public life.
- are able to engage in partnerships across wider groups of charges, including, where possible, working with churches of different denominations and traditions and other faith communities and their leaders.

Ordained ministers are accountable and obedient in exercising ordained ministry as a deacon or priest within the Scottish Episcopal Church. They ...

- understand the legal, canonical and administrative responsibilities of those in public ministry.

show developed skills as theologically reflective and reflexive practitioners in relatively unsupervised settings, exercising wise and discerning judgment.

Incumbents are ready for, and open to, exercising a ministry of oversight and vision as priests in the church of God. They ...

- take a lead role in working with partners, including, where possible, working with other faith leaders.

BISHOPS

Bishops exercise a ministry of oversight over a diocese. They work with clergy and lay leaders to ensure the mission, unity and good governance of God's people in the diocese. Bishops minister collegially with their fellow-bishops in mutual commitment to building up the life of the Scottish Episcopal Church and to ensuring its fidelity to Scripture, tradition and reason. They engage with the rest of the Anglican Communion and other denominations in nourishing the life of the universal Church. Bishops offer a prophetic and pastoral voice to society in the name of the Gospel.

CORE RESPONSIBILITIES

of a bishop undertake may include:

- Inspiring and leading the mission of God's people in the diocese
- Teaching the Catholic faith and upholding Anglican tradition
- Ordaining, licensing and sending out public ministers
- Supporting and encouraging clergy and senior lay staff by review and pastoral care

- Overseeing the proper ordering of word and sacrament and presiding at worship as chief pastor of the diocese
- Overseeing the Cathedral and its Chapter in accordance with its statutes
- Ensuring good governance of the diocese, including its organisation, staffing and finance, boards, committees and Diocesan Synod
- Serving on the Boards and Committees of the General Synod
- Engaging and networking with the rest of the Anglican Communion, partner dioceses and other denominations
- Communicating with society through public speaking and writing

CRITERIA FOR SELECTION

for episcopal ministry might include:

Vocation and Ministry in the Scottish Episcopal Church:

Candidates are experienced priests who have become aware of their particular gifts of oversight. Candidates should have consulted widely during their discernment for episcopal ministry. They will have reflected on how this new calling relates to the servant leadership they have already exercised, and what new gifts of grace they will need to pray for. They have an awareness of the historic and contemporary role of the Anglican episcopate and its responsibilities. Candidates have a good knowledge of the Scottish Episcopal Church and its place in the Anglican Communion and Scottish society. They are willing to contribute to the governance of the Scottish Episcopal Church and to work collegially with other bishops. Candidates can welcome a degree of diversity within the boundaries of the canons, liturgies and traditions of the Scottish Episcopal Church. They are alert to ecumenical and inter-faith relations and how these might be developed and fostered in the diocese and beyond.

Spirituality and Faith:

Candidates have established a disciplined personal spiritual practice which will grow to sustain them in episcopal ministry. They offer an example of holiness in word and life which will inspire and encourage the growth of others in Christian discipleship. Candidates have a well-established faith that has been tested by life experience, and enriched by continuing regular study of theology, liturgy, devotional works and modern thought. They are able to share the fruits of their faith and study by preaching and teaching. Candidates have a deep commitment to preserving the unity and catholicity of the Christian faith alongside honest enquiry in openness to God's Spirit.

Personality and Relationships

Candidates are resilient and self-aware, with an inner security that enables them to minister in the challenging and sometimes isolated role of oversight. They have personal integrity and probity, be able to keep confidences and be in reasonably good health. Candidates have developed emotional intelligence and the ability to relate well to many different kinds of people, whether clergy or lay. They can listen to others perceptively and to exercise

authority without either inappropriate assertion or undue defensiveness. Candidates render and invite reciprocal loyalty to and from others.

Leadership

Candidates have shown the ability to lead others in mission and ministry, and to help the Church respond creatively to challenge and change. They can articulate a clear vision for God's people and inspire others to engage with it. Candidates are committed to the growth and development of others. They have developed good pastoral, organisational and management skills. They have experience of consultation, negotiation and dealing with conflict. Candidates can communicate well in different formats and contexts, and have the confidence to speak for the Gospel in the public arena. They have the capacity to represent the Church in the national and international sphere.

Mission and Evangelism

Candidates are proven leaders of mission and evangelism, and have a commitment to inspiring the compassionate service of others and the sharing of the Gospel in the diocese. They are aware of the contexts of the diocese and some of the different opportunities and challenges these present to mission. Candidates should be willing to articulate a prophetic critique of society in the light of Kingdom values. They can build partnerships with community and civic leaders and other faith representatives.

FORMATION OUTCOMES

During their formation in episcopal ministry, bishops may show evidence of these qualities and actions:

Christian Tradition, Faith and Life

Bishops are confident in their role as apostolic guardians of the faith and ecclesial unity, ensuring that the Church as a whole remains faithful to its calling. They ...

- study the doctrinal, liturgical and ethical issues in the diocese and wider Church, and share their insights with the clergy and laity of the diocese.
- reflect on how best to be a focus of unity, and what are the acceptable limits of diversity.
- exercise responsible and sensitive discipline in the diocese, and, collegially, beyond it.

Mission, Evangelism and Developing Discipleship

Bishops inspire and release the energy of the people of God in their calling to reach out to others in love and to share the Gospel. They ...

- are committed to teaching the people of God in their diocese about the Christian faith and its outworking in the world, whilst modelling a personal commitment to ongoing learning.

- articulate a prophetic vision for mission in the diocese and work collaboratively to create a strategy for its implementation.
- seek to secure resources of personnel and finance for mission.
- ensure the monitoring and review of the effectiveness of mission and evangelism in the diocese.
- are alert to the opportunities to build honest and open partnerships with other faith communities and secular agencies.

Spirituality and worship

Bishops develop personal disciplines of prayer, study and spiritual accountability that support their new responsibilities and public exposure. They ...

- may seek a new spiritual director and/or retreat experience to offer support for their developing ministry.
- refresh their reading and reflection regularly to nourish their spiritual growth.

Bishops deepen their role as the principal minister of the sacraments in the diocese, nurturing the life of worship in the diocese. They ...

- develop appropriate ways of presiding at episcopally-led liturgies in a range of contexts.
- offer opportunities for clergy and laity to renew and enlarge their understanding and practice of worship and prayer.
- strive to achieve an appropriate balance between liturgical creativity and canonical observance in the diocese.

Personality and Relationships

Bishops integrate their episcopal role with their personal identity and maintain a healthy self-awareness. They ...

- find adequate mechanisms of support and honest feed-back.
- make time for rest, leisure and sabbatical leave.

Bishops nurture relationships, both personal and professional. They seek to remain approachable, trustworthy, just and courteous to the diverse range of people they encounter. They ...

- keep all relationships under regular review, including through supervision and spiritual direction.
- support the development and well-being of diocesan staff, both clergy and lay.
- reflect on the impact of their more sensitive and exposed public role on their personality and relationships.

Leadership, Collaboration and Community

Bishops lead their diocese in mission and ministry. They ...

- use a variety of effective ways to communicate and build a shared vision for the life and growth of Christian life in the diocese.
- work with other clergy and lay leaders on the implementation of this vision, assessing priorities and strategies in the light of the diocesan context and resources.

Bishops steward the resources of the diocese for mission and ministry. They ...

- enable and nurture clergy and lay ministers, from discernment through ordination and licensing to ongoing ministerial formation, appraisal and review.
- facilitate the reflective practice of diocesan ministers and their congregations.
- ensure that key diocesan personnel have targeted training to support them in their specific roles.
- secure appropriate financial and administrative support for the agreed goals and priorities of the diocese.
- establish effective processes of accountability, including safeguarding.

Bishops manage change and growth in a constructive way. They ...

- are aware of their own management style and review it in the light of established best practice.
- seek to understand how the various communities in the diocese work and thrive, and what issues underlie any controversy and conflict.
- contain anxiety about change and growth, and have the confidence to hold difficult conversations.
- exercise episcopal authority in a firm but sensitive way, seeking to inform about and establish proper boundaries and procedures.

Bishops contribute to the provincial leadership of the Scottish Episcopal Church and of the Anglican Communion. They ...

- work collegially with the other bishops of the Scottish Episcopal Church at Episcopal Synods and at other times to ensure its faithful discipleship and mission.
- convene and serve on the Boards and Committees of the General Synod.
- ensure that the Provincial Officers of the Church, both clergy and lay, are supported and nurtured in their ministry.
- offer leadership at meetings of the General Synod.
- network with other bishops of the Anglican Communion, whether in partner dioceses, groupings of bishops, or Communion-wide gatherings.
- contribute to the thinking and direction of the wider Church.
- participate in the partnerships of the Anglican Communion with other denominations and faiths.

Bishops represent the Church in the public square, offering a prophetic and compassionate voice on contemporary issues. They ...

- engage in biblical, theological and ethical study and reflection so as to equip themselves for effective communication in the public arena.
- seek appropriate media training and work closely with the Provincial Communications Officer.

- are alert to varied opportunities that arise for engaging with contemporary society for the sake of the Gospel.

Vocation and Ministry within the Scottish Episcopal Church

Bishops are rooted in Anglican theologies of episcopal ministry. They ...

- deepen their understanding of the history and theology of the apostolic role, reflecting on how it relates to their own experience of the episcopal vocation, its expectations and pressures.
- discern the continuing evolution of their vocation and the special gifts and roles that are emerging.

Bishops nurture and refresh their calling, praying for the mind of Christ. They ...

- reflect on the example of Jesus as servant, teacher, intercessor and pastor, and the joys and sacrifices of his life.
 - seek appropriate spiritual counsel and support for their vocation.
-

COMPARATIVE TABLES

(1) Comparison of core responsibilities

| LAY READER | INCUMBENT PRIEST | ASSISTANT PRIEST | CHAPLAIN | VOCATIONAL DEACON |
|---|---|--|---|--|
| | Praying for those committed to their care. | Praying for those committed to their care. | Praying for those committed to their care. | |
| Leading the Ministry of the Word or non-Eucharistic public services. Administering the Reserved Sacrament at services when requested. If authorised, conducting funerals. | Presiding at worship and celebrating the sacraments. Preparation and development of liturgy. | Presiding or assisting at worship and celebrating the sacraments, at the direction of the Incumbent. | Providing opportunities for spiritual practice as appropriate. | Assisting priests at the Eucharist. Reading the Gospel. Leading intercessions. |
| Teaching and preaching on Sundays and during the week . Encouraging faith development, for example in study groups. Preparing candidates for baptism. | Teaching and preaching on Sundays and during the week. Nurturing Christian faith | Teaching and preaching on Sundays and during the week. Nurturing Christian faith | Teaching the Christian faith to those who seek it. Nurturing Christian faith | Teaching and preaching the Christian faith. Training intercessors. Drawing people to Christian faith. Preparing candidates for baptism. |
| Encouraging and equipping God's people in mission | Leading and equipping God's people in mission. | Encouraging and equipping God's people in mission. | Being a Christian presence in the chaplaincy context | Serving the wider Church in its tasks of building up the people of God and encouraging and equipping its mission to the world. |
| Pastoral work, eg. visiting and distributing the Reserved Sacrament to the sick. | Pastoral care through visiting and sacramental ministry. | Pastoral care through visiting and sacramental ministry. | Sharing time with those in the institution; offering counselling and a listening ear. | Distributing the Reserved Sacrament to the sick. |

| LAY READER | INCUMBENT PRIEST | ASSISTANT PRIEST | CHAPLAIN | VOCATIONAL DEACON |
|-------------------|---|--|---|--|
| | Establishing relationships with secular groups, schools and civic bodies. | | Being an advocate for those in their care who need a voice. | Serving in the community and challenging it in the name of the Kingdom. |
| | <p>Chairing the Vestry.</p> <p>Ensuring the administration of the congregation is done.</p> <p>Serving the diocese and Province, by taking on particular responsibilities e.g. serving on committees, chapters and Synods, or caring for and promoting a particular aspect of the wider Church's life.</p> <p>Exercising oversight of other local priests, such as through regular meetings, coordinating mission strategies, chairing the vestries of other charges, leading worship occasionally at their churches and reporting to the bishop.</p> | Undertaking duties associated with a congregation or chapel as requested by the incumbent. | Serving the diocese and Province appropriate, and making all possible connections between the place of chaplaincy and the wider Church. | Serving the bishop in diocesan tasks, such as fostering missional work in congregations. |

(2) Criteria for Selection

| A: CHRISTIAN TRADITION, FAITH AND LIFE | | |
|--|---|---|
| <p>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.</p> <p>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.</p> <p>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.</p> <p>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.</p> <p>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.</p> | | |
| B: SPIRITUALITY AND WORSHIP | | |
| <p>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.</p> <p>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.</p> <p>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.</p> <p>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.</p> | | |
| <p><i>Lay Reader candidates</i></p> <p>welcome the call to assist in leading worship and preaching.</p> | <p><i>Incumbent and assistant priest candidates</i></p> <p>welcome the call to exercise sacramental ministry.</p> | <p><i>Deacon candidates</i></p> <p>have explored the liturgical role of the deacon and how it relates to missional engagement in the community.</p> |

C: PERSONALITY AND CHARACTER

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.

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.

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.

Candidates have an honesty and integrity that is not subverted by insecurity, and which generates trust. They know how to respect confidentiality.

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.

Candidates enjoy being with other people. They are secure and integrated enough in themselves to be outward-facing and appreciative of others.

Deacon candidates are keenly aware of and responsive to need in individuals and in society. They are particularly challenged by injustice and oppression.

D: RELATIONSHIPS

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.

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.

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.

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

Candidates demonstrate their commitment to mission and evangelism in their thought, prayer and action.

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.

Candidates for Lay Readership can reflect on what mission and evangelism can mean in a local church context.

Candidates for ordained ministry

- 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.
- **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.
- **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.

Incumbent candidates show potential to engage in and lead mission-shaped ministry.

Deacon candidates

- 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.
- recognise and have some experience of both the missional aspect and the prophetic element of diaconal ministry.

F: LEADERSHIP, COLLABORATION AND COMMUNITY

Candidates have the potential to exercise leadership appropriate to their ministry 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 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.

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.

Candidates collaborate with others. They value and encourage the skills and gifts of a diverse range of people, and they are team-players.

| | |
|---|---|
| <p><i>Candidates for Lay Readership</i></p> <ul style="list-style-type: none"> • are able to work effectively in a team • have the potential to exercise accountable leadership where appropriate | <p>Candidates for ordained ministry</p> <ul style="list-style-type: none"> • 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. • 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. |
|---|---|

| | | |
|--|--|--|
| | <p><i>Incumbent candidates</i></p> <ul style="list-style-type: none"> • show potential for creative leadership of a congregation and of teams | <p><i>Deacon candidates</i></p> <ul style="list-style-type: none"> • have the confidence and skill to speak up for others • have some experience of working with groups and in the community • demonstrate an ability to recognise, equip and mobilise the gifts of others. |
|--|--|--|

G: VOCATION AND MINISTRY WITHIN THE SCOTTISH EPISCOPAL CHURCH

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.

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.

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.

Candidates are informed about their potential ministry. They have explored what it means to be a Lay Reader or ordained minister 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.

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.

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.

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| <p><i>Lay Reader candidates</i></p> <ul style="list-style-type: none"> • can speak of a personal call to Lay Reader ministry • have the potential to exercise authorised Lay Reader ministry to the Scottish Episcopal Church | <p><i>Incumbent candidates</i></p> <p>have the potential to exercise a ministry of oversight and missional leadership</p> | <p><i>Deacon candidates</i></p> <ul style="list-style-type: none"> • have had practical experience of lay ministry • have some grasp of the historical understanding of the diaconate • are open to the possibilities of diaconal ministry as deployed by the bishop in the local church and beyond |
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(3) Formation outcomes

| A: CHRISTIAN TRADITION, FAITH AND LIFE | |
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| <p><i>Lay Readers ...</i></p> <ul style="list-style-type: none"> • understand and can evaluate varying approaches to Christian faith, and are able to articulate a personal position. • provide evidence of good and effective teaching, inspiring others to learn. | <p><i>Ordained ministers sustain their public ministry and personal faith in Christ through study and reflection that is open to new insights. They ...</i></p> <ul style="list-style-type: none"> • understand the Bible as text and as holy Scripture for the Church and the world through regular critical engagement with Old and New Testament texts and issues relating to their interpretation. • are able to interpret Scripture in a wide range of settings, using their exegetical and hermeneutical skills to communicate clearly and accurately in ways that enable others to learn and explore. |

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| <ul style="list-style-type: none"> are able to inspire others' interest in learning and development, and are committed to their own life-long learning. | <ul style="list-style-type: none"> are able to engage in independent study of Christian beliefs and practices and communicate their findings in diverse settings. <p><i>Ordained ministers work with and value the breadth and diversity of belief and practice within the Scottish Episcopal Church. They ...</i></p> <ul style="list-style-type: none"> are able to engage in independent study of how Christian beliefs and practices shape the moral life of individuals and communities. are able to reflect critically on how Christian doctrine and ethics relate to discipleship, church and society, communicating this appropriately inside and outside the church. are able to work with different traditions of theology, ministry, mission and liturgical practice. | |
| | <p><i>Incumbents replenish their leadership through a life of disciplined study and reflection that is open to new insights. They ...</i></p> <ul style="list-style-type: none"> are able to exercise theological leadership for the church in mission. are able to use Biblical and theological understanding in public discussion of ethical and contemporary issues. can be articulate and effective public apologists for the Christian faith. | <p><i>Deacons understand the importance of the community's reading of the Bible in the light of Christian tradition. They ...</i></p> <ul style="list-style-type: none"> have become proficient in appropriate contextualisation and application of Biblical teaching. are committed to the proclamation of the Good News of Jesus Christ in the community. |
| B: SPIRITUALITY AND WORSHIP | | |
| <p><i>Lay Readers ...</i></p> <ul style="list-style-type: none"> have an appreciative and respectful awareness of the breadth of spirituality. have understanding and experience of the range of authorised SEC worship are able to construct and lead services appropriate to a range of situations. | <p><i>Ordained ministers are sustained by disciplined personal and corporate prayer shaped by the responsibilities of public ministry and corporate worship in the tradition of the Scottish Episcopal Church. They ...</i></p> <ul style="list-style-type: none"> are able to relate different approaches to, and traditions of, personal and corporate prayer to sustain and develop their own prayer life and those of others of all ages, backgrounds and in a range of life circumstances. <p><i>Ordained ministers ...</i></p> <ul style="list-style-type: none"> are able to demonstrate good reflective practice in preaching and in leading – and where appropriate, presiding at – public worship, including pastoral services, using appropriate forms of liturgy in a variety of settings. | |

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| | <p><i>Ordained ministers are growing in the love of God and in Christ-likeness as members of the body of Christ and can testify to the grace of the Holy Spirit in their lives and ministries. They..</i></p> <ul style="list-style-type: none"> • draw on varied resources and traditions to develop their own spirituality and sustain them in the joys and strains of public ministry. • can discern God’s presence and activity in their relationships and in the wider world. • view and relate to others inside and outside the church in ways which spring from their own relationship with God. <p><i>Ordained ministers nurture the spiritual development of others. They ...</i></p> <ul style="list-style-type: none"> • are able to help others discern God’s presence and activity in their relationships and in the wider world. • use different approaches to develop the spirituality of people of all ages, backgrounds and in a range of life circumstances. |
| | <p><i>Deacons ...</i></p> <ul style="list-style-type: none"> • have developed ways of sharing the spiritual life of the community they are serving. • are confident in inhabiting the deacon’s role liturgically and can communicate its meaning and significance. |
| C: PERSONALITY AND CHARACTER | |
| <p><i>Lay Readers ...</i></p> <ul style="list-style-type: none"> • show evidence of a capacity to sustain the demands of their ministry and face change or pressure in balanced and effective ways. • show self-awareness and are demonstrably at ease with him/herself. • are able to reflect with insight on personal strength and weaknesses. | <p><i>Ordained ministers show insight, resilience, maturity and integrity in the pressure and change entailed in public ministry. They ...</i></p> <ul style="list-style-type: none"> • are able to balance appropriate care of self with the care of others by developing sustainable patterns of life and work, and effective support networks in the context of public ministry. <p><i>Ordained ministers are growing in self-knowledge and commitment to Christ within the roles and expectations of ordained ministry. They ...</i></p> <ul style="list-style-type: none"> • are able to approach the sacrificial impact of ordained ministry on the whole of life with wisdom and discernment. • are able to reflect with insight and humility on personal strengths, weaknesses, failures, gifts and vulnerability in response to a new context of public ministry. |

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| | <p><i>Incumbents ...</i></p> <ul style="list-style-type: none"> • encourage and enable colleagues to balance appropriate care of self with care of others. • <p><i>Incumbents personify an integration and integrity of authority and obedience, leadership and service. They ...</i></p> <ul style="list-style-type: none"> • engage with others to reflect with insight on their style of leadership, its strengths and weaknesses in context, and demonstrate appropriate development. | <p><i>Deacons ...</i></p> <ul style="list-style-type: none"> • have an outgoing personality that is keenly aware of and responsive to need, both in individuals and in society as a whole. |
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D: RELATIONSHIPS

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| <p><i>Lay Readers ...</i></p> <ul style="list-style-type: none"> • exercise appropriate care for self and others. • are able to model pastoral care in a wide range of practical situations following good practice. • interact with a diverse range of people and handle conflict positively. | <p><i>Ordained ministers ...</i></p> <ul style="list-style-type: none"> • are able to form and sustain healthy relationships with peers in the mixed economy of fresh and more traditional expressions of church. • are able to handle and help resolve conflicts and disagreements, enabling growth through them. • understand human flourishing in relationships and Christian pastoral care in a range of life circumstances and contexts. • demonstrate good reflective practice in a wide range of pastoral and professional relationships. <p><i>Ordained ministers are people who respect others, and empathy and honesty in their relationships, learning from them. They ...</i></p> <ul style="list-style-type: none"> • are able to engage positively with those with whom they differ. • are able to establish and evaluate appropriate professional boundaries in their ministerial practice and personal lives. • understand and apply policies and best practice in safeguarding and their application in a variety of contexts. |
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| | <p><i>Incumbents ...</i></p> <ul style="list-style-type: none"> • show skill and sensitivity in resolving issues of conflict within the church community. • are able to supervise others in the conduct of pastoral relationships. | <p><i>Deacons can form good relationships with many different kinds of people. They</i></p> <ul style="list-style-type: none"> • are skilled in working with groups and in relating to secular agencies. • mobilise others effectively to meet needs in the local community. • can engage in advocacy in the public arena. |
| E: LEADERSHIP, COLLABORATION AND COMMUNITY | | |
| <p><i>Lay Readers ...</i></p> <ul style="list-style-type: none"> • can both accept and relinquish personal responsibility. • can enable others to lead within a collaborative structure. • Model accountability within leadership and collaborative structures. | <p><i>Ordained ministers seek to model their servant leadership on the person of Christ. They ...</i></p> <ul style="list-style-type: none"> • are able to participate in and lead communities, reflecting on, and being alert to, the use and abuse of power. • are able to lead collaboratively and competently, working, as an ordained person, as a member of a team within a community. <p><i>Ordained ministers share leadership by actively looking for, recognising and nurturing the gifts of others. They ...</i></p> <ul style="list-style-type: none"> • are able to use authority appropriately in ways that release, equip, enable and empower others, including colleagues, to fulfil their calling to mission and ministry from within a Christian community. • are able to supervise and mentor others in a defined range of roles and responsibilities in mission and ministry. | |
| | <p><i>Incumbents ...</i></p> <ul style="list-style-type: none"> • show skill and sensitivity in enabling the formation and flourishing of corporate life in the presence of diversity. • are able to lead teams collaboratively in a variety of settings, including linked charges. | |

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| | <ul style="list-style-type: none"> • are able to facilitate change creatively and sensitively, exercising leadership with an entrepreneurial and forward-looking approach. • are able to supervise lay and ordained people in positions of responsibility in formal and informal settings of training and practice. | |
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F: VOCATION AND MINISTRY WITHIN THE SCOTTISH EPISCOPAL CHURCH

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| <p><i>Lay Readers ...</i></p> <ul style="list-style-type: none"> • can enable and inspire others to develop their vocation. • model Lay Reader ministry for enquirers. • contribute effectively as lay minister to their church’s ministry, thinking and vision. • continue to reflect critically on the exercise of their ministry and its opportunities for development. • demonstrate experience and competence as preacher in a variety of contexts. • are able to represent and respect the authority of the Scottish Episcopal Church | <p><i>Ordained ministers are firmly convinced of their calling to ordained ministry, realistic about its challenges, and continue to ask important questions about their role as deacon or priest in the church of God. They ...</i></p> <ul style="list-style-type: none"> • are able to articulate their calling to discipleship and to ordained ministry as a deacon or priest within the Scottish Episcopal Church. • understand the sacrificial and corporate nature of their role in ministry and mission as a deacon or priest within the breadth and diversity of a mixed economy of traditional and fresh expressions of church. <p><i>Ordained ministers are rooted in the traditions and practices of the Scottish Episcopal Church and share in the spiritual life of the communities they serve. They ...</i></p> <ul style="list-style-type: none"> • are able to represent the church in public life. • are able to engage in partnerships across wider groups of charges, including, where possible, working with churches of different denominations and traditions and other faith communities and their leaders. <p><i>Ordained ministers are accountable and obedient in exercising ordained ministry as a deacon or priest within the Scottish Episcopal Church. They ...</i></p> <ul style="list-style-type: none"> • understand the legal, canonical and administrative responsibilities of those in public ministry. • show developed skills as theologically reflective and reflexive practitioners in relatively unsupervised settings, exercising wise and discerning judgment. |
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| | <p><i>Incumbents are ready for, and open to, exercising a ministry of oversight and vision as priests in the church of God. They ...</i></p> <ul style="list-style-type: none"> • take a lead role in working with partners, including other faith leaders. | <p><i>Deacons are alert to the potential and scope of the diaconate. They ...</i></p> <ul style="list-style-type: none"> • are willing to use their gifts in the service of the church beyond the local context. |
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