**MINISTRIES IN THE SCOTTISH EPISCOPAL CHURCH**

*This is a first draft of a paper requested by the Institute Council of the Scottish Episcopal Institute, in response to recommendations by the TISEC Review Working Group Report (2013).*

*It is intended as a stimulus for input from others, so as to arrive at the intended goal:*

**“a clear description of typical roles, responsibilities and formational outcomes related to each category of ordained ministry and Reader ministry, Provincially developed and agreed”**

*For the sake of completeness, descriptors of ‘Recognised ministries’ have been added to this, based largely on material from the Diocese of Glasgow and Galloway.*

*The summaries of ‘Formational outcomes’ for Lay Readers and ordained ministry are based on ‘Selection and Formation Guidelines for Readers’ and ‘Selection and Formation Guidelines for Ordained Ministry’ published by the Ministry Council of the Church of England May 2014.*

*The Core Responsibilities, Criteria for Selection and Formational Outcomes for Lay Readers, Deacons and Priests may be compared in the tables at the end of this paper.*

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.

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1. **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:

**2A 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).

**2B 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

 **2C 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

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1. **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 episcopally-licensed.

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.

**3A** 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

**3B** The **CRITERIA** by which Lay Readers are selected are:

**Criterion A Vocation:**

Candidates should be able to speak of a personal call to Lay Reader ministry that is recognised and affirmed by others. They should be willing to explore this call and seek the discernment of the wider church. They should show an understanding of what it means to be a Lay Reader. Their sense of vocation should be obedient, realistic and informed.

**Criterion B Ministry within the Scottish Episcopal Church :**

Candidates must be baptised, and normally have been an active member of a SEC congregation for at least two years. Candidates should show an understanding of their own tradition within the SEC, an awareness of its diversity of traditions and practice, and a commitment to learn from and work generously with difference. Candidates should have some understanding of the role of a Lay Reader in the SEC. They should be aware of the opportunities and the challenges the Church faces in contemporary Scotland.

**Criterion C Spirituality:**

Candidates should show evidence of a commitment to a spiritual discipline, which involves individual and corporate prayer and worship. They should be committed to a developing pattern of disciplined prayer, Bible study and the regular receiving of Holy Communion. Candidates should be seeking to grow closer to God through Bible study and reflection, and be developing their ability to relate their prayer and worship to the world of home, work and society. They should be open to exploring different approaches to faith and spirituality.

**Criterion D Personality and Character:**

Candidates should be mature, stable and resilient, and able to cope with the demands of authorised lay ministry. Candidates should have personal integrity and be self-aware about their gifts, strengths and weaknesses.

**Criterion E Relationships:**

Candidates should be approachable and show a capacity to form and develop healthy personal, professional and pastoral relationships. They should demonstrate an awareness of the need for, and ability to establish and sustain appropriate boundaries between personal and professional life and within pastoral relationships. They should be able to manage conflict and show an ability to negotiate difficult relationships. Candidates should have good empathetic and listening skills and interact well with a variety of people.

**Criterion F Leadership and Collaboration:**

Candidates should be able to work effectively in a team, and have the potential to exercise leadership. They should be able to engage respectfully with those who disagree with them and to work with a range of different types of people.

**Criterion G Faith:**

Candidates should show an understanding of the Christian faith and a desire to deepen their understanding and grow in faith. They should demonstrate a personal commitment to Christ and a mature, robust faith which shapes their life and work. Candidates should show an ability to reflect critically on their faith and make connections between faith and contemporary life. They should demonstrate a capacity to communicate their faith engagingly and effectively.

**Criterion H Mission and Evangelism:**

Candidates should demonstrate a personal commitment to mission that is reflected in thought, prayer and action. Candidates should be able to articulate the good news of the Kingdom appropriately in differing contexts and speak of Jesus Christ in a way that is exciting, accessible, and attractive.

**Criterion I Quality of Mind:**

Candidates should have the necessary intellectual capacity and quality of mind
to undertake satisfactorily a course of theological study and ministerial preparation
and to cope with the intellectual demands of ministry. They should demonstrate a desire to learn through the integration of academic study and reflection on experience and a commitment to this as an ongoing process of learning and formation. They should be committed to developing the skills of reflective practice, and deepening their understanding of the Christian faith with an open and enquiring mind.

**3C 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 is 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 learning.

**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.

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1. **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.

**4A PARTICULAR TASKS** which a Deacon undertakes 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

**4B CRITERIA FOR SELECTION** for deacons overlap with those for priests where they apply to all ordained ministry but include special Criteria applicable to Vocational Deacons. (This is most clearly seen in the comparative tables at the end of this document.)

 **SPECIAL CRITERIA FOR SELECTION** **of Vocational Deacons** are:

**Criterion A: Vocation:**

Candidates should be able to articulate a sense of vocation to the diaconal ministry, and to have had practical experience of lay ministry. They should be able to show an understanding of both the missional and prophetic calling of a deacon.

**Criterion B Ministry within the Scottish Episcopal Church:**

Candidates should be able to speak of the distinctiveness of diaconal ministry within the Scottish Episcopal Church and have some grasp of the historic understanding of the diaconate. They should be open to the possibilities for diaconal ministry as deployed by the bishop in the local church and beyond.

**Criterion C Spirituality:**

Candidates should demonstrate commitment to loving service in the Church rooted in a growing love of God in Christ. They should have a particular understanding of kenotic (self-emptying) spirituality in the image of Christ. Candidates should have some awareness of the liturgical role of the deacon.

**Criterion D Personality and Character:**

Candidates should be outgoing, and keenly aware of and responsive to ‘need’ both in individuals and in society as a whole. They should be individuals who are particularly challenged by injustice and oppression. They should be open to others and also able to keep confidences. They should be developing and acting upon important interests and concerns outwith the Church**.**

**Criterion F Leadership and Collaboration:**

Candidates should appreciate the value of different roles within the whole Body of Christ, and be committed to fostering lay ministry. They should have some experience of working with groups, and demonstrate an ability to recognise, equip and mobilise the gifts of others.

**Criterion H Mission and Evangelism:**

Candidates should 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. They will have appropriate gifts of communication. They should recognise and have some experience of both the missional aspect and the prophetic element of diaconal ministry.

**4C FORMATION OUTCOMES** for Deacons overlap with those for priests where they apply to all ordained ministry. (This is most clearly seen in the comparative tables at the end of this paper.)

 **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.

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1. **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.

**5A (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 particular tasks which an Incumbent Priest undertakes 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.

**5A (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 Criteria for Selection of Assistant Priests is the same as for Incumbents (see below) but omitting the Criteria in *italics*.

The particular tasks which an Assistant Priest undertakes 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

**5A (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 particular tasks which a chaplain undertakes 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

**5B CRITERIA FOR SELECTION** for priests (with criteria for Incumbents in *italics*) are:

**Criterion A Vocation:**

Candidates should be able to articulate a sense of vocation to the ordained ministry and reflect on the effect of this on their life. They should be able to speak of the development of their inner conviction and the extent to which others have confirmed it. They should be able to show an understanding of what it means to be a priest. Their sense of vocation should be obedient, realistic and informed.

**Criterion B Ministry within the Scottish Episcopal Church :**

Candidates must be baptised and confirmed, and normally have been active members of a SEC congregation for at least two years. Candidates should show an understanding of their own tradition within the Scottish Episcopal Church, an awareness of the diversity of traditions and practice, and a commitment to learn from and work generously with difference. They should be able to speak of the distinctiveness of ordained ministry within the Scottish Episcopal Church and of what it means to exercise public ministry. They should be able to reflect on changes in contemporary society and the implications of this for ministry and the Church.

**Criterion C Spirituality:**

Candidates should show evidence of a commitment to a spiritual discipline, which involves individual and corporate prayer and worship. They should be committed to a developing pattern of disciplined prayer, Bible study and the regular receiving of Holy Communion. They should be able to show how they discern God’s activity in their life, how their spiritual practice may have changed over time and how it is changing them. They should be able to reflect on how engagement with the world and others both affects, and is affected by, their practice of prayer. Their spiritual practice should be able to sustain and energise them in daily life and future ministry.

**Criterion D Personality and Character:**

Candidates should be sufficiently self-aware, mature and stable to show that they are able to sustain the demanding role of an ordained minister. They should be able to demonstrate how they have faced change and pressure in a balanced and flexible way and how they manage stress. Candidates should be seen to be people of integrity who can generate trust and display honesty. They should be able to speak of how they have coped with difficult life experiences, how they have reflected upon them and incorporated them within their life and understanding.

**Criterion E Relationships:**

Candidates should show the capacity to build healthy personal, professional, and pastoral relationships. They should demonstrate an awareness of the need for, and ability to establish and sustain,appropriate boundaries between personal and professional life and within pastoral relationships. They should be able to manage conflict and show an ability to negotiate difficult relationships. Candidates should demonstrate good interpersonal skills, the willingness to learn from experience, and a commitment to building inclusive relationships within diversity. They should show the potential to exercise effective pastoral care.

**Criterion F Leadership and Collaboration:**

Candidates should demonstrate an ability to offer leadership in the Church community and in the wider community as appropriate. This ability includes the capacity to offer an example of faith and discipleship which is inspiring to others and witnesses to the servanthood of Christ. They should show a commitment to identifying and nurturing the gifts of others and be able to collaborate effectively. Candidates should be able to identify their own leadership style, and reflect on the strengths and weaknesses of this and of the different ways in which leadership may be exercised within the Church. They should be able to be flexible and adaptable in leadership and demonstrate ability to guide and shape the life of the Church community in its mission to the world.
*Incumbents should show potential for creative leadership and for exercising team leadership.*

**Criterion G Faith:**

Candidates should show an understanding of the Christian faith and a desire to deepen their understanding and grow in faith.. They should demonstrate a personal commitment to Christ and a mature, robust faith which shapes their life and work. Candidates should show an ability to reflect critically on their faith and make connections between faith and contemporary life. They should demonstrate a capacity to communicate their faith engagingly and effectively.

**Criterion H Mission and Evangelism:**

Candidates should demonstrate a personal commitment to mission that is reflected in thought, prayer and action. They should show a wide and inclusive understanding of mission and the strategic issues and opportunities within contemporary culture. Candidates should be able to articulate the good news of the Kingdom appropriately in differing contexts and speak of Jesus Christ in a way that is exciting, accessible, and attractive. Candidates should show a wide and inclusive understanding of mission and strategic issues and opportunities within contemporary culture. They should enable others to develop their vocations as witnesses of the good news. *Incumbents should show potential as leaders of mission* *and have the potential to engage in mission-shaped ministry*.

**Criterion I Quality of Mind:**

Candidates should have the necessary intellectual capacity and quality of mind to undertake satisfactorily a course of theological study and ministerial preparation and to cope with the intellectual demands of ministry. They should demonstrate a desire to learn through the integration of academic study and reflection on experience and a commitment to this as a lifelong process of learning and formation. Candidates should show flexibility of mind, openness to change and challenge, and the capacity to facilitate learning and theological reflection within the Church community.
*Incumbents should have the potential to be a theological leader in mission.*

**5C 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.

**COMPARATIVE TABLES**

1. **Comparison of core responsibilities**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **LAY READER** | **INCUMBENT PRIEST** | **ASSISTANT PRIEST** | **CHAPLAIN**  | **VOCATIONALDEACON** |
|  | 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.**LAY READER** | Pastoral care through visiting and sacramental ministry.**INCUMBENT PRIEST** | Pastoral care through visiting and sacramental ministry.**ASSISTANT PRIEST** | Sharing time with those in the institution; offering counselling and a listening ear.**CHAPLAIN** | Distributing the Reserved Sacrament to the sick.**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. |
|  | Chairing the Vestry.Ensuring the administration of the congregation is done.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.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. | 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. |

1. **Criteria for Selection**

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| **LAY READER** | **PRIEST**(with criteria for Incumbents in italics) | **VOCATIONAL DEACON** |
| **VOCATION** |
| Candidates should be able to speak of a personal call to Lay reader ministry that is recognised and affirmed by others. They should be willing to explore this call and seek the discernment of the wider church. They should show an understanding of what it means to be a Lay Reader. | Candidates should be able to articulate a sense of vocation to ordained ministry and reflect on the effect of this on their life. They should be able to speak of the development of their inner conviction and the extent to which others have confirmed it. They should be able to show an understanding of what it means to be a priest.  | Candidates should be able to articulate a sense of vocation to the diaconal ministry, and to have had practical experience of mission. They should be able to show an understanding of both the missional and prophetic calling of a deacon.  |
| Their sense of vocation should be obedient, realistic and informed. |
| **MINISTRY IN THE SCOTTISH EPISCOPAL CHURCH** |
| Candidates must be baptised. | Candidates must be baptised and confirmed. |
| Candidates should normally have been an active member of a SEC congregation for at least two years. They should show an understanding of their own tradition within the SEC, an awareness of its diversity of traditions and practice, and a commitment to learn from and work generously with difference.  |
| Candidates should have some understanding of the role of a Lay Reader in the SEC. They should be aware of the opportunities and the challenges the Church faces in contemporary Scotland.  | Candidates should be able to speak of the distinctiveness of ordained ministry within the Scottish Episcopal Church and of what it means to exercise public ministry. They should be able to reflect on changes in contemporary society and the implications of this for ministry and the Church.  | Candidates should be able to speak of the distinctiveness of diaconal ministry within the Scottish Episcopal Church and have some grasp of the historic understanding of the diaconate. They should be open to the possibilities for diaconal ministry as deployed by the bishop in the local church and beyond.  |
| **SPIRITUALITY** |
| Candidates should show evidence of a commitment to a spiritual discipline that includes individual and corporate prayer and worship. They should be committed to a developing pattern of disciplined prayer, Bible study and the regular receiving of Holy Communion. |
| **LAY READER** | **PRIEST** | **VOCATIONAL DEACON** |
| **SPIRITUALITY (cont.)** |
| Candidates should be seeking to grow closer to God through Bible study and reflection, and be developing their ability to relate their prayer and worship to the world of home, work and society. They should be open to exploring different approaches to faith and spirituality. | Candidates should be able to show how they discern God’s activity in their life, how their spiritual practice may have changed over time and how it is changing them. They should be able to reflect on how engagement with the world and others both affects, and is affected by, their practice of prayer. Their spiritual practice should be able to sustain and energise them in daily life and future ministry.  | Candidates should demonstrate commitment to loving service in the Church rooted in a growing love of God in Christ. Candidates should have some awareness of the liturgical role of the deacon.  |
| **PERSONALITY AND CHARACTER** |
| Candidates should be mature, stable and resilient, and able to cope with the demands of authorised lay ministry. Candidates should have personal integrity and be self-aware about their gifts, strengths and weaknesses. | Candidates should be sufficiently self-aware, mature and stable to show that they are able to sustain the demanding role of an ordained minister. They should be able to demonstrate how they have faced change and pressure in a balanced and flexible way and how they manage stress. Candidates should be seen to be people of integrity who can generate trust and display honesty. They should be able to speak of how they have coped with difficult life experiences, how they have reflected upon them and incorporated them within their life and understanding. |
|  | Candidates should be outgoing, and keenly aware of and responsive to ‘need’ both in individuals and in society as a whole. They should be individuals who are particularly challenged by injustice and oppression. They should be open to others and also able to keep confidences. They should be developing and acting upon important interests and concerns out with the Church.  |
| **RELATIONSHIPS** |
| Candidates should be approachable and show a capacity to form and develop healthy personal, professional and pastoral relationshipsThey should demonstrate an awareness of the need for, and ability to establish and sustain appropriate boundaries between personal and professional life and within pastoral relationships. They should be able to manage conflict and show an ability to negotiate difficult relationships. |
| **LAY READER** | **PRIEST**(with criteria for Incumbents in italics) | **VOCATIONAL DEACON** |
| **RELATIONSHIPS (cont.)** |
| Candidates should have good empathetic and listening skills and interact well with a variety of people. | Candidates should demonstrate good interpersonal skills, the willingness to learn from experience, and a commitment to building inclusive relationships within diversity. They should show the potential to exercise effective pastoral care. |
| **LEADERSHIP** |
| Candidates should be able to work effectively in a team, and have the potential to exercise leadership. They should be able to engage respectfully with those who disagree with them and to work with a range of different types of people. | Candidates should demonstrate an ability to offer leadership in the Church community and in the wider community as appropriate. This ability includes the capacity to offer an example of faith and discipleship which is inspiring to others and witnesses to the servanthood of Christ. They should show a commitment to identifying and nurturing the gifts of others and be able to collaborate effectively. Candidates should be able to identify their own leadership style, and reflect on the strengths and weaknesses of this and of the different ways in which leadership may be exercised within the Church. They should be able to be flexible and adaptable in leadership and demonstrate ability to guide and shape the life of the Church community in its mission to the world. *Incumbents should show potential for creative leadership and for exercising team leadership.*  | Candidates should appreciate the value of different roles within the whole Body of Christ, and be committed to fostering lay ministry. They should have some experience of working with groups, and demonstrate an ability to recognise, equip and mobilise the gifts of others.  |
| **LAY READER** | **PRIEST**(with criteria for Incumbents in italics) | **VOCATIONAL DEACON** |
| **FAITH** |
| Candidates should show an understanding of the Christian faith and a desire to deepen their understanding and grow in faith. They should demonstrate a personal commitment to Christ and a mature, robust faith which shapes their life and work. Candidates should show an ability to reflect critically on their faith and make connections between faith and contemporary life. They should demonstrate a capacity to communicate their faith engagingly and effectively. |
| **MISSION AND EVANGELISM** |
| Candidates should demonstrate a personal commitment to mission that is reflected in thought, prayer and action. Candidates should be able to articulate the good news of the Kingdom appropriately in differing contexts and speak of Jesus Christ in a way that is exciting, accessible, and attractive. |
|  | Candidates should show a wide and inclusive understanding of mission and strategic issues and opportunities within contemporary culture. They should enable others to develop their vocations as witnesses of the good news. *Incumbents should show potential as leaders of mission and have the potential to engage in mission-shaped ministry.* | Candidates should 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. They will have appropriate gifts of communication. They should recognise and have some experience of both the missional aspect and the prophetic element of diaconal ministry.  |
| **QUALITY OF MIND** |
| Candidates should have the necessary intellectual capacity and quality of mind to undertake satisfactorily a course of theological study and ministerial preparation and to cope with the intellectual demands of ministry. They should demonstrate a desire to learn through the integration of academic study and reflection on experience and a commitment to this as an ongoing process of learning and formation. |
| They should be committed to developing the skills of reflective practice, and deepening their understanding of the Christian faith with an open and enquiring mind. | Candidates should show flexibility of mind, openness to change and challenge, and the capacity to facilitate learning and theological reflection within the Church community.  |
|  | *Incumbents should have the potential to be a theological leader in mission.* |  |

1. **Formation outcomes**

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| **LAY READER** | **PRIEST** | **VOCATIONAL DEACON** |
| **CHRISTIAN TRADITION, FAITH AND LIFE** |
| *Lay Readers …** 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.
* are able to inspire others’ interest in learning and development, and are committed to their own life-long learning.
 | *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.
 | *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.
 |
| **LAY READER** | **PRIEST** | **VOCATIONAL DEACON** |
| **MISSION, EVANGELISM AND DEVELOPING DISCIPLESHIP** |
| *Lay Readers …** constantly seek to renew their 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.
 | *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.
 | *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. |
| **LAY READER** | **PRIEST** | **VOCATIONAL DEACON** |
| **SPIRITUALITY AND WORSHIP** |
| *Lay Readers …** 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.
 | *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.
 |
|   |  | *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.
 |
| **LAY READER** | **PRIEST** | **VOCATIONAL DEACON** |
| **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.
 | *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.
 | *Deacons* …* have an outgoing personality that is keenly aware of and responsive to need, both in individuals and in society as a whole.
 |
| **LAY READER** | **PRIEST** | **VOCATIONAL DEACON** |
| **RELATIONSHIPS**  |
| *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.
 | *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.
 | *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.
 |
| **LEADERSHIP, COLLABORATION AND COMMUNITY** |
| *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.
 | *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.
 |  |
| **LAY READER** | **PRIEST** | **VOCATIONAL DEACON** |
| **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
 | *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.
 | *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.
 |