

## DRAFT 4: FORMATION AND SELECTION CRITERIA FOR VOCATIONAL/DISTINCTIVE/DIOCESAN DEACONS

### A. CHRISTIAN TRADITION, FAITH AND LIFE

| AT SELECTION   | AT END OF IME PHASE 1   | AT END OF IME PHASE 2   | POST OF RESPONSIBILITY  |
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| <p><b>1.</b> Diaconal candidates should have a personal commitment to Christian faith and an ability and openness to learning and formation.</p>       | <p>Diaconal ordinands are disciples of Christ who are growing in new insights through disciplined learning and reflection.</p>  | <p>Deacons sustain their public ministry and personal faith in Christ by study and reflection that is open to new insights.</p>   | <p>Deacons exercise a ministry as ambassadors and servants of the Gospel, and are able to replenish their ministry through a life of disciplined study and reflection that is open to new insights.</p> |
|  | <p>Diaconal ordinands understand the significance of the Bible for the church and the world through critical engagement with Old and New Testament texts and issues relating to their interpretation.</p>   | <p>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.</p>   |   |
| <p>They should be able to communicate their faith effectively.</p>   | <p>They are able to use their exegetical and hermeneutical skills to interpret and communicate Scripture clearly in a variety of settings.</p>  | <p>They 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.</p> |   |
| <p>and show a knowledge and understanding of the Christian faith</p>   | <p>They understand Christian beliefs and practices and their development in historical and cultural contexts, and how they are interpreted now. They have a good grasp of the history and theology of the diaconate and its continuing development today, particularly in the Anglican Communion.</p> | <p>They are able to engage in independent study of Christian beliefs and practices and communicate their findings in diverse settings.</p>  |   |
| <p><b>2.</b> Diaconal candidates should be able to respect and work with those whose understanding of Christian faith is different from their own.</p> | <p>Diaconal ordinands are generous in their respect for the breadth and diversity of belief and practice within the Church of England.</p>  | <p>Deacons work with and value the breadth and diversity of belief and practice within the Church of England.</p>   |   |
|  | <p>They understand how Christian beliefs and practices shape the moral life of individuals and communities. They are able to reflect critically on how Christian doctrine and ethics relate to discipleship, church and society.</p>  | <p>They are able to engage in independent study of how Christian beliefs and practices shape the moral life of individuals and communities.</p>   |   |

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|   |  | They make time for ongoing learning by engaging with ordained and lay colleagues, particularly with other vocational deacons.   |  |
| They should be able to reflect on experience, be flexible in their working with others, and have the potential to be a diaconal leader. | They are able to integrate their learning with their practice of prayer and worship, understanding the centrality of intercessory prayer to their diaconal ministry. They are able to make connections between the Christian faith and the unchurched community. | They are able to connect faith and learning with the outward-looking ministry of the diaconate. They are able to interpret what they know of their community in the light of the Christian faith. |  |

| <b>B. MISSION, EVANGELISM AND DISCIPLESHIP</b>  |   |  |   |
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| <b>AT SELECTION</b>   | <b>AT END OF IME PHASE 1</b>  | <b>END OF IME PHASE 2</b>  | <b>POST OF RESPONSIBILITY</b>   |
| 1. <b>Diaconal</b> candidates should have a personal commitment to mission and evangelism.  | <b>Diaconal ordinands</b> have an articulate 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.  | <b>Deacons</b> 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 should have a knowledge and understanding of mission and evangelism. <b>They should be able to articulate in outline the missional aspect of diakonia.</b> | They understand holistic and contextual engagement with the world in Christian mission and evangelism from biblical, theological, historical and ecclesial perspectives. <b>They are able more fully to recognise and articulate the missional aspect of diakonia.</b>        | <b>They have made connections with the community, and have shown skill in building relationships.</b>  | <b>They are able to think strategically about the connections between the Christian faith and the unchurched community</b>  |
| They should be able to engage with contemporary culture.  | They are able to read the cultural, historical, economic, social, political and religious context of a community, and to develop discernment of God's mission in and beyond the church.   | 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.  | They can lead, enable and release missional vision and faithful witness within the church community. <b>They are able to work collaboratively with others and empower them to maximise their gifts.</b> |
| <b>They should understand the key issues and opportunities for Christian mission and show what experience they have had.</b>                                    | They can engage in mission, evangelism and apologetics appropriate to specific contexts with particular insight into the community outside the church. <b>They are developing ways of enabling the response of the Christian community in sensitive and appropriate ways.</b> | <b>They have found ways of developing the prophetic role of the diaconate and addressing justice issues. They work collaboratively with other ministers, congregations, faith communities, charities, and community organisations to develop and implement the church's outreach, mission, evangelism and acts of social justice, mercy, service and reconciliation.</b> | <b>They are able to envision church members to take the Christian faith outside its walls, and are developing this process.</b>   |
| They should have effective communication skills for mission and evangelism.   | They are able to communicate the gospel sensitively and appropriately using a variety of media, both inside and outside the church.   | They are able to communicate the gospel confidently and effectively using a variety of media in diverse situations, both inside and outside the church <b>and particularly within local communities.</b>   | They enable others to articulate the gospel and participate in its proclamation.  |

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| They should have an awareness of world issues and the diaconal nature of the church's response in different contexts. | They are willing to use their gifts outside church culture and have had practical experience of participating in a placement with a missional dimension and have reflected on its diaconal aspects.   | They are willing to take risks for the gospel and to engage courageously in mission, evangelism and apologetics, adapt to different contexts and learn from the outcomes.                         |  |
| 2.  | Diaconal ordinands desire to see others grow in their understanding and commitment to Christian discipleship.   | Deacons are able to build relationships of trust and communicate the gospel confidently in a range of contexts.   |  |
|   | They understand how children and adults learn, and encourage and nurture others in sharing the Christian faith in appropriate ways with their neighbourhood. They are skilled in baptism preparation. | They can lead and inspire others in sharing the gospel with the local community. They have identified a community need and have either created or collaborated on a project addressing that need. |  |
|   | They are able to show how their diaconal understanding of ministry influences the way they nurture others in the faith.   | They are skilled in baptism preparation. They understand the importance of engagement with schools and other community projects, and can show how they are developing such engagement             |  |

### C. SPIRITUALITY AND WORSHIP

| AT SELECTION   | END OF IIME PHASE 1  | END OF IIME PHASE 2   | POST OF RESPONSIBILITY   |
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| <p><b>1.</b> Diaconal candidates should have a disciplined personal pattern of prayer with a particular calling to intercession.</p> | <p>Diaconal ordinands are rooted and growing in disciplined personal and corporate prayer, shaped by the expectations of public ministry in the Church of England.</p>   | <p>Deacons are sustained by disciplined personal and corporate prayer, shaped by the responsibilities of public ministry and corporate worship in the tradition of the Church of England.</p>                     | <p>Deacons are sustained in the strains and joys of their responsibilities by a life of prayer. They have a clear commitment to a ministry of intercession for the church and community.</p> |
|  | <p>They understand different approaches to, and traditions of, personal and corporate prayer in relation to the spiritual development of children and adults, with a particular emphasis on intercession.</p>  | <p>They are able to explore different approaches and traditions of personal and corporate prayer to sustain and develop their own prayer life and those of others of all ages, backgrounds and circumstances.</p> | <p>They are excited about the possibilities of ministry of the whole body of Christ, and are able, creative and enthusiastic in encouraging others to pray with them for it.</p>             |
| <p><b>2.</b> Diaconal candidates should faithfully participate in corporate worship.</p>   | <p>Diaconal ordinands depend on God's grace and gifts to sustain humble, self-giving and outward-looking service, and on the guidance and wisdom of the Holy Spirit in the adventures of faith.</p>  | <p>Deacons show good reflective practice in preaching and leading public worship and in responsibility for intercessory prayer.</p>   |  |
|  |  | <p>They are adventurous in developing culturally-appropriate forms of worship, prayer and spirituality for their community context.</p>   | <p>They are confident in their role and sustained by a strong understanding of their diaconal calling to reach out to others and create ways for the unchurched to connect with God.</p>     |
| <p>There should be a strong missional and outward-looking element in a candidate's spirituality.</p>                                 | <p>They understand Christian worship and liturgy, their theological foundations and ecclesial and contextual expressions, including pastoral services. They are familiar with the diaconal role in liturgy. They are able to preach and lead worship competently within their diaconal remit, using different forms of liturgy, and reflect on their practice.</p> | <p>They show an understanding of the way liturgy is interpreted by the unchurched, and are prepared to be creative in their response.</p>   |  |
| <p><b>3.</b> Diaconal candidates should be developing a pattern of spiritual learning and reflection.</p>                            | <p>Diaconal ordinands are growing in the love of God and in Christ-likeness as members of the body of Christ through the grace of the Holy Spirit in their lives and ministries.</p>   | <p>Deacons 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.</p>                             |  |

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| They should be able to articulate in outline the differences between priesthood and the diaconate, and demonstrate enthusiasm and commitment to the vocation and ministry of the deacon | They understand historical and contemporary Christian spirituality grounded in Scripture and tradition.   |   |  |
|   | They are able to relate spiritual traditions to corporate and individual practices that sustain their own prayer life and spirituality, and those of others of all ages and stages of life.   | They are able to relate spiritual traditions to corporate and individual practices that sustain their own prayer life and spirituality, and those of others of all ages, backgrounds and in a range of circumstances. |  |
| 4. Diaconal candidates' spirituality should be world-engaging, with a particular interest in issues of poverty and justice.   | Diaconal ordinands have a spirituality rooted in Christ's servant heart and in their call to be his messengers and ambassadors, which informs their relationship with others and their engagement with the world  | The diaconal spirituality of being a servant and ambassador for Christ, commissioned by him to share the Gospel in word and deed, permeates all deacons are and do.   |  |
|   | They are increasingly able to discern Christ's diaconal presence and activity in the lives of others and in the wider world. They have faced and been challenged by questions about God and Christian faith, particularly those voiced by the unchurched. | They are able to help others discern God's presence and activity in their relationships, especially when alongside the unchurched.  |  |

#### D. PERSONALITY AND CHARACTER

| AT SELECTION   | END OF IME PHASE 1   | END OF IME PHASE 2  | POST OF RESPONSIBILITY  |
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| 1. Diaconal candidates should display emotional stability, maturity, integrity, appropriate self-confidence, stamina, robustness and resilience. | Diaconal ordinands teachable, resilient and psychologically stable in the face of pressure and changing circumstances.                               | Deacons show insight, resilience, maturity and integrity in the pressures and changes of public ministry, and have an appetite for ongoing learning and reflection.   | Deacons are confident and joyful in their ministry and work collaboratively to prioritise the church's outreach and mission.                                    |
|  | They understand personality in relation to human flourishing and team relationships, and the part their own personality plays in collaborative work. |   |   |
| They are able to face change and pressure in a flexible and balanced way.  | They are able to balance care for others and care for self and are open to spiritual direction and support from others.                              | 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.  |   |
| 2. Diaconal candidates should show self-awareness and self-acceptance, and potential for self-development and spiritual growth.                  | Diaconal ordinands are growing in self-knowledge and commitment to Christ.   | Deacons are growing in self-knowledge and commitment to Christ within the roles and expectations of their diaconate.  | Deacons personify an integration and integrity of servant leadership and missional intent.  |
| They have a care for issues of injustice and oppression.   | They understand the sacrificial impact of a vocation to the ordained ministry on the whole of life.  | They are able to approach the sacrificial impact of ordained ministry on the whole of life with wisdom and discernment, and can reflect with insight and humility on personal strengths, weaknesses, failures, gifts and vulnerability in response to a new context of public ministry. |   |
| They have a particular care for those outside the church community, and see the church as agent of mission as well as of pastoral care.          | They are able to reflect with insight and humility on personal strengths, weaknesses, gifts and vulnerability.                                       | They are growing in the skill of building bridges between the church and the community, and between the Christian faith and the unchurched.   | They engage with others to reflect with insight on their style of leadership, its strengths and weaknesses in context, and demonstrate appropriate development. |
| They are bridge-builders and risk-takers.  | They are aware of and articulate about the challenges of their vocation, and are able to meet those challenges with confidence and joy.              | They have significant interests and concerns outside the church, and are learning to balance these with church responsibilities.  |   |

## E RELATIONSHIPS

| AT SELECTION   | END OF IME PHASE 1   | END OF IME PHASE 2  | POST OF RESPONSIBILITY  |
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| 1. <b>Diaconal</b> candidates' relationships reflect the love and compassion of God.   | <b>Diaconal</b> ordinands seek to imitate the self-giving love, compassion and <b>servanthood</b> of Christ in their relationships.  |   |   |
| They develop healthy personal relationships and are able to relate to people who are different from themselves.  | They are able to form and sustain healthy relationships with people inside and outside the church, including those with whom they differ. They understand issues regarding human flourishing in the Christian faith, and are able to respond appropriately and with critical self-awareness. | They form and sustain healthy relationships with peers in the mixed economy of fresh and more traditional expressions of church, and with a <b>wide range of people, including those of differing spiritualities.</b>                                 | They show skill and sensitivity <b>when working with a variety of groups. They reflect on underlying issues and are able to tackle challenges with confidence and creativity.</b> |
| They have the potential <b>to handle wisely relationship challenges.</b>   |  | <b>They have received training and are developing skills in handling conflict and enabling growth. They understand human flourishing in relationships, are relational and collaborative, and demonstrate good reflective practice.</b>                | <b>They are trained in and able to practise reconciliatory skills.</b>  |
| 2. <b>Diaconal</b> candidates are people of integrity and have expressed a commitment to live within the House of Bishops' Guidelines <i>Issues in Human Sexuality</i> . | <b>Diaconal</b> ordinands respect others, demonstrating empathy and honesty in relationships, learning from them.  | <b>Deacons</b> show respect, empathy and honesty with others and an ability to learn from their relationships.  |   |
|  | They are able to live within the House of Bishops' Guidelines: <i>Issues in Human Sexuality</i> , and relate empathetically to those who differ in understanding from themselves.  | They are able to live within the House of Bishops' guidelines on human sexuality, and engage positively with those with whom they differ.   |   |
| They should have the potential to develop healthy professional, pastoral and <b>missional</b> relationships.   | They understand issues of sexuality, gender and power, and create professional boundaries <b>in their diaconal ministry</b> , understanding and modelling best practice in safeguarding.   | They have established and are able to maintain appropriate boundaries in their <b>diaconal</b> and personal lives. They understand policies and model best practice in safeguarding.  |   |
| <b>They are people who relate well to others and prefer working collaboratively.</b>   | <b>They build good relationships with those outside the church, and are able to envision others to do so too.</b>  | <b>They are able to work collaboratively with community groups and agencies in bridge-building relationships for the Gospel. They understand how groups work and are becoming relationally skilful. They are able to mobilise others in diakonia.</b> | <b>They avoid creating dependency, working collaboratively to enable others to grow in spiritual confidence.</b>  |

## F. LEADERSHIP, COLLABORATION AND COMMUNITY

| AT SELECTION   | END OF IIME PHASE 1   | END OF IIME PHASE 2   | POST OF RESPONSIBILITY   |
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| 1. Diaconal candidates should have potential for exercising diaconal leadership, and show awareness of diaconal models of leadership.  | Diaconal ordinands reflect on and seek to model their ministry on the servanthood of Christ and the ambassadorial role of deacons as those commissioned by Christ to share the Gospel.  | Deacons seek to reflect on and model their servant leadership on Christ.  |  |
|  | They have a biblical and theologically-informed understanding of leadership as exercised in different orders of ministry, especially diaconal leadership and community formation in the changing and diverse contexts of the Church of England. |   | They are confident in their role and collaborative in working with other ministers. They are able to discern and take opportunities to build relationships between church and community and to find ways of meeting community needs. |
| They should show effective communication skills, prefer to work collaboratively and are aware of the deacon's role in a parish team.   | They understand issues of authority, responsibility, power and group dynamics in working with community groups and leaders, and show they are able to work collaboratively.   | They continue to work collaboratively within the church, and in developing community relationships and projects, reflecting on, and being alert to the use and abuse of power.                                | They are proactive, radical in outlook, unafraid of change and wise in risk-taking. They are able to handle failure.   |
| 2. Diaconal candidates should be outward-looking, having a strong desire to minister on the boundaries of the church, to work collaboratively with others and to enable their gifts. | Diaconal ordinands are supportive of the gifts and vocation of others, and enable others to discern and practise their calling to mission and service.  | Deacons discern, nurture and support the gifts of others in order to fulfil the church's calling to mission and ministry.   |  |
| Their chief interest is in building links with the unchurched community.   | Deacons are aware of both the distinctiveness and the relationality of each vocation.   | 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. |  |
|  |   | They are able to supervise and mentor others in a limited range of roles and responsibilities in mission and ministry.  |  |
|  | They are relational and able to build community cohesion. They show both courage and wisdom in taking risks for the Gospel.   | They can enable the processes of implementing missional gifts and tasks.  |  |

## G. VOCATION AND MINISTRY

| AT SELECTION  | END OF IME PHASE 1  | END OF IME PHASE 2  | POST OF RESPONSIBILITY   |
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| <p><b>1.</b> Diaconal candidates should have an inner sense of call to a ministry of ambassadors and servants of the Gospel, that is confirmed by others and shows commitment to the Church of England.</p> | <p>Diaconal ordinands believe themselves to be called by God and the church to ordination in the Church of England.</p>   | <p>Deacons are fully convinced of their calling to the ordained diaconate. They are realistic about the challenges of this ministry and continue to ask important questions about their role as a deacon in the church of God. They are able to articulate their calling to discipleship and to the diaconate within the Church of England.</p> | <p>Deacons have a clear and committed grasp of diaconal ministry and are enthusiastic about its potential. They look forward to working with others in building relationships with the community and meeting both practical and spiritual needs.</p> |
| <p>They are able to articulate how their vocation is changing them.</p>   |   |   |  |
| <p>They should have knowledge and understanding of the Church of England and be willing to work within its diversity.</p>   | <p>They are able to articulate their calling to discipleship and their vocation to the diaconate, and are clear about and committed to its distinctiveness.</p>   |   |  |
| <p>They should have a realistic vocation to bridge-building both between the community of faith and the wider community, and within the wider community itself.</p>   | <p>They understand aspects of the history, diversity and contemporary challenges of the Church of England and the Anglican Communion worldwide, and see the contribution that the diaconate can make.</p>   |   |  |
| <p>They should be prayerful about their future and clear about the nature and trajectory of their diaconal vocation.</p>  | <p>They understand the sacrificial nature and theological underpinning of different ministries in the Church of England, and of the diaconate to which they are called. They look forward to working diaconally within the diversity of a mixed economy of traditional and fresh expressions of church.</p> | <p>They understand the sacrificial and corporate nature of their role as a deacon within the breadth and diversity of a mixed economy of traditional and fresh expressions of church.</p>   |  |
| <p><b>2.</b></p>  | <p>Diaconal ordinands are rooted in corporate worship in the traditions and practices of the Church of England.</p>   | <p>While deacons are fully rooted within the traditions and practices of the church and share in the spiritual life of the communities they serve, the main ambit of their ministry is on and beyond the church boundaries.</p>   |  |
| <p>They have a heart and passion for sharing Christ with the needy and with those who do not yet know Him. They are committed to the importance of enabling the church community to meet these needs.</p>   | <p>They understand the church of England's role and opportunities for Christian ministry and mission in a range of public settings, agencies, and faith communities, including schools.</p>   | <p>They are able to represent the church in public life and engage in partnerships across wider groups of parishes. They are able to work ecumenically and constructively with other denominations, traditions, faith communities and their leaders. They build collaborative partnerships.</p>   |  |

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|   |  | They are proactive in building relationships, take courageous risks wisely, and are creative in meeting both the practical and spiritual needs of the community.   |  |
| 3. Diaconal candidates' vocation should be informed and obedient. | Diaconal ordinands are ready to be accountable and obedient in receiving and exercising ordained ministry as a deacon within the Church of England.  | Deacons are accountable and obedient in exercising ordained ministry as a deacon within the Church of England.   | Deacons exercise appropriate accountability and responsibility in faithfully and loyally receiving the authority of others, consistent with a position of responsibility.  |
|   | They understand the significance of the legal, canonical and administrative responsibilities of the newly ordained within a mixed economy of church.   | They understand the legal, canonical and administrative responsibilities of those in public ministry within a mixed economy of church.   | They know and understand the legal, canonical and administrative responsibilities of those in servant-hearted and missional ministry.  |
|   | They are able to apply the methodologies of theological reflection and reflective practice habitually and effectively to themselves and their ministry. They are confident in the liturgical role of the deacon and its significance to both church and community. | They show developed skills as theologically reflective and reflexive practitioners in relatively unsupervised settings. They exercise wise and discerning judgment in collaborative working, relationship-building and taking initiatives in mission and community-building. | They show sophisticated skills as reflective and reflexive practitioners, in collaborative working, in team-building, in the ability to interpret their context and in creative ways of meeting community needs and aspirations. |
|   | They focus primarily on the church's opportunities for mission in a range of public settings, groups and agencies, and are creative in their approach.   |  |  |