

Appropriate evidence should be shown	Before consecration, ordination, licensing or baptism	After consecration, ordination or licensing (first 2 years)	In the long-term
Bishops	Process • Reading • Assistance with transition • Mentoring by peers • Retreat. Content • Anglican understanding of episcopal authority • Liturgical instruction and theological rationale • Discussion with the metropolitan.	Process • Structured course, if possible • Reading • Mentoring and support of new bishop (by group of fellow bishops). Content • Full Anglican understanding of the episcopate – chief pastor, teacher, prophet, liturgical officer, CEO, leader in mission, symbol of unity, leader in ecumenism and inter-faith • Bishop / Synod relationship • Nature of episcopal authority • Canons and constitution • Initial Anglican Communion understanding.	Process • Assessment of needs (of House of Bishops) • In-service training for all bishops (HoB events) • Sabbaticals • Identification and development of individual bishops' particular skills • Reading • Job appraisals. Content • Deeper understanding of full rôle of bishop • Long-term discipline and new directions and insights • Contribution to needs of wider Anglican Communion • Participation in training of new bishops.
A.1	A.2	A.3	A.4
Priests	Process • Vocational discernment process involving individual, parish, diocese and bishop • Some form of formal theological education, provincial or diocesan, monitored by the diocesan bishop or his or her representative • If ecumenical theological education, provision for Anglican teaching and discipline • Possibility of some overseas internship experience in another part of the Anglican Communion during theological studies. Content	Process • If possible, transitional deacon to be placed with an experienced priest for guidance and mentoring - extended to first year of ordination as priest if practicable. • Diocese to provide at least one in-service seminar for newly ordained priests within first two years of ordination for identification of critical areas of ministry and potential difficulties • Directed reading relevant to situation of ministry • Participate in regular in-service training programmes of the Diocese. Content • In service seminar(s) (above) to focus on	Process • Ongoing clergy in-service courses run or organized by the diocese • Opportunity for sabbaticals and further study, theological or otherwise • Experience of the Anglican Communion in some other part of the world • Reading and writing • Job evaluation • Reflection on developing nature of the priest's vocation and identity. Content • This very much depends on the priest's situation of

	<i>Pastoral counselling studies, with emphasis on listening and coordination of Scripture, doctrine, ethics and psychological insight.</i> <i>Personal, intercessory and liturgical prayer.</i> <i>Skills in preaching and teaching</i> <i>Awareness of the nature of evil and the Christian response.</i> <i>Study of the Anglican Way: theology, history, worship, prayer, relation of church and society, etc.</i> <i>Interfaith studies</i> <i>Administrative skills for parish life</i>		<i>particularly Anglican approaches to critical ministry issues in place of appointment</i> <i>"Bringing to life" the areas studied in theological college in the parish setting (Bible studies and cell groups, pastoral counselling, Scriptural exegesis, interfaith relationships, learning from the laity, etc.)</i> <i>Reflection on the nature of 'Anglican priesthood'.</i>		<i>ministry and areas of interest – encourage some specialization</i> <i>Deal with increasing responsibilities, dangers of burnout and stress, interaction of priestly ministry and family life, etc.</i> <i>Advanced study of the Anglican Way – theology, liturgy, prayer, ministry, interfaith relations, etc.</i> <i>How to integrate all of one's areas of ministry, study, relationships, political life, etc.</i> <i>Training in supervising newer clergy.</i>
B.1		B.2		B.3	B.4
Deacons	Process <i>Vocational discernment process involving individual, parish, diocese and bishop, with emphasis on the particular vocation of the Diaconate (not as route to priesthood) and the discernment of the candidate's particular diaconal gifts</i> <i>Some form of formal theological education, provincial or diocesan, monitored by the diocesan bishop or his or her representative, including practical or field placements</i> <i>If ecumenical theological education, provision for Anglican teaching and discipline</i> <i>The Deacon begins or continues to work at his or her diaconal work during training.</i> Content <i>Scripture, theology, ethics, spirituality, apologetics, liturgy, analysis of contemporary and local society, personal and intercessory prayer, public proclamation skills, etc.</i> <i>Theology, history and practice of the Diaconate, historically, including in the Anglican Communion, with clarity about relationship with bishop, priests and lay ministers</i> <i>Theological reflection on current diaconal work.</i>		Process <i>Diocese to provide ongoing seminar for deacons, which new deacons join upon ordination</i> <i>Directed reading</i> <i>Participate in regular in-service training programmes of the diocese, where relevant.</i> Content <i>Above diocesan seminar to concentrate on theological reflection on the diaconal ministries of those participating</i> <i>Reading in theology and practice of ministry in area of diaconal ministry.</i>		Process <i>Ongoing participation in diocesan seminary for deacons</i> <i>Opportunity for sabbaticals and further study, theological or otherwise</i> <i>Experience of the Anglican Communion in some other part of the world</i> <i>Reading and writing</i> <i>Job evaluation</i> <i>Reflection on developing nature of the deacon's vocation and identity.</i> Content <i>Specialized training in area of diaconal ministry, both practical and theological</i> <i>Deal with increasing responsibilities, dangers of burnout and stress, interaction of diaconal ministry and family life, etc.</i> <i>Advanced study of the Anglican Way – theology, liturgy, prayer, ministry, interfaith relations, etc.</i> <i>How to integrate all of one's areas of ministry, study, relationships, political life, etc.</i> <i>Training in supervising new deacons.</i>
C.1		C.2		C.3	C.4
Catechists, Lay	Process		Process		Process

Readers and Evangelists	- Vocational discernment process involving the individual and the parish, with reference to diocesan standards - Some form of training, diocesan or parish, with evaluation and recommendation to bishop for license - Practical experience of particular specialized lay ministry during training. Content - Scripture, theology, ethics, spirituality, apologetics, analysis of contemporary and local society, understanding of people's needs and questions today - Liturgical training – theological and practical - Other specialized training - Anglican Way dimension to the particular ministry - Relations with other ministers in the parish – priest, deacon, etc. – building the parish team.	- At least one diocesan event for newly licensed lay ministers within two years after licensing - Participating in ongoing diocesan and parish lay training events - Directed reading. Content - Reflection, practical and theological, on “putting into practice” the lay ministry for which the person has been trained - Directed reading to focus on area of speciality, including Anglican dimension.	- Participating in ongoing diocesan and parish education events for specialized lay ministry - Opportunities for further formal training, residential or non-residential - Reading and writing - Job evaluation - Possibly some experience outside one's own parish or diocese. Content - Courses both in areas of specialization and the Anglican Way - Courses to upgrade level of expertise – catechist to train to take preaching license, etc. - Ongoing reflection on team ministry and enabling the ministry of the laity. - Ongoing discernment of ministry – emerging new vocation?
D.1	D.2	D.3	D.4
The laity	Process - For adults, formal catechesis before Baptism involving lay members of the congregation as mentors - Clear explanation of the theological and liturgical meaning of Baptism - Participation in worshiping Christian community (including for parents and godparents) - Structured teaching of parents and godparents of infants and children to be baptized. Content - Basic Christian catechism (Scripture, doctrine, theology, liturgy, ethics, church history, etc.) - Clear teaching about the Anglican Way - Instruction of parents and godparents of their obligations as sponsors.	Process - Support group for newly baptized adults within the Parish - Full participation in all parish education events (see next column). Content - Reflection on new life in Christ in Baptism – areas of conflict, difficulty, relationships, etc. - See next column for overall content of ongoing lay training.	Process - Parish, multi-parish or diocesan education programmes and events - Ecumenical educational events - Confirmation classes - Visiting lecturers, preachers, specialists, etc. - Parish Bible study groups and/or cells, renewal groups, etc. Content - Scripture (read, pray, meditate, act), prayer, church history (including Anglican Way), analysis of contemporary and local society, lay ministry, ecumenism – generally speaking, “baptismal ministry” - Leadership in the church – relations of bishop, priests, deacons, licensed lay ministers and laity. - Discernment of lay vocation for each member of congregation.
E.1	E.2	E.3	E.4

