

THEOLOGICAL EDUCATION FOR THE ANGLICAN COMMUNION PRIESTS AND TRANSITIONAL DEACONS TARGET GROUP

	At selection evidence should be shown that ...	At ordination evidence should be shown that ...	After ordination and in the course of three years in orders evidence should be shown that ...	In on-going ministry evidence should be shown that ...
Vocation and Discernment	Candidates are able to speak to their sense of vocation to ministry and mission, referring both to their own conviction and to the extent to which others – particularly the local church community - have confirmed it; this sense of vocation should be obedient, realistic and informed. Candidates have an awareness of Anglican-Episcopal tradition and practice of the local church and are willing to work within them. Candidates have an understanding of their gifts. Candidates have practical experience of lay ministry. A process of vocational discernment involving individual, parish, diocese and bishop is in place.	Ordinands believe themselves to be called by God to ordination. Ordinands have successfully engaged in/completed, prior to ordination, some form of formal theological education, provincial or diocesan, monitored by the diocesan bishop or his/her representative. Ordinands are able to give an account of their vocation to ministry and mission and their readiness to receive and exercise ordained ministry as a deacon/ priest within the Church of God. Ordinands demonstrate familiarity with responsibilities appropriate to the newly ordained working under supervision Ordinands' affirm that their vocation has developed to that of accepting 'orders' and this has been confirmed by the bishop and church. The community is ready and willing to receive the new ministry. Ordinands are aware of the various tensions of ordained ministry.	If possible, transitional deacons to be placed with an experienced priest for guidance and mentoring – extended to first year of ordination as priest if practicable. Priests are able to give an account of their vocation to ministry and mission and their readiness to continue to exercise ordained ministry as a priest/presbyter within the Church of God. Diocese has provided 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. Transitional deacons/priests have done directed reading relevant to situation of ministry Transitional deacons/priests have participated in regular in-service training programmes of the Diocese, so that: Priests demonstrate proficiency in a broad range of skills needed to exercise public ministry and leadership in a local	Priests are involved in a process of ongoing clergy in-service courses run or organized by the diocese. Priests have the opportunity for sabbaticals and further study, theological or otherwise, and space to read and write. Priests have the opportunity for job evaluation, and reflection on the developing nature of the priest's vocation and identity. Priests demonstrate the capacity to bear a public and representative role in ministry and mission, and a readiness and proficiency in the exercise of oversight and leadership. Priests show sophisticated skills as effective and reflective practitioners. Priests demonstrate working understanding of and good practice in legal, canonical and administrative responsibilities. Priests demonstrate skill in presiding in public worship in ways that empower the people.

A.1	A.2	A.3	church. Priests demonstrate the ability to exercise their ministry with discipline in less supervised settings. Priests show developed skills as effective and reflective practitioners, and demonstrate a good working understanding in the necessary administrative responsibilities of public ministry. Priests demonstrate a clear development in the gifts and expectations of ordained ministry. Priests show that they are continuing to ask important questions and to be self-critical. The particular community to which the priest is assigned accepts and welcomes his/her ministry, is willing to work with him/her in the gospel and to allow him/her the space for spiritual, mental and emotional growth. Priests have had at least two reviews of their ministerial life. A.4	Priests demonstrate ability to take an active role ecumenically, in public life, in secular institutions and among other faiths. Priests acquire literacy in interpreting local culture along with their theological education, and demonstrate a willingness to ask, 'How is the Kingdom of God found in this community?' A.5
Clarity about the nature of ministry	Candidates have a mature view of ministry as would be expected of the average church member. The local church community has openly recognised in each candidate gifts of leadership, respect for all, integrity, loving care and willingness to serve. Candidates are aware of the difference between lay discipleship, commissioned ministry and ordination, and believe themselves to be called to ordination.	Ordinands have reflected on different types of ministry and understand the particular ministries to which they are called. Ordinands demonstrate familiarity with responsibilities appropriate to the newly ordained and those working under supervision. The bishop, training supervisor, ministerial colleagues and representatives of the congregation(s)	Priests are firmly convinced of their calling in the presbyterate and are also realistic about its challenges. Priests have a tested working knowledge of ordained ministry. Priests are able to articulate their own strengths and weaknesses in ministry. Priests have established some form of Christian support and partnership.	Priests have a mature grasp of the nature of the ministry, backed up by effective experience.

B.1	B.2	B.3	B.4	B.5
Spirituality and faith	Candidates should demonstrate personal commitment to Christ and a capacity to communicate the gospel. Candidates should show evidence of a commitment to a spiritual discipline, involving individual and corporate prayer and worship, such as to sustain and energise them in every aspect of their lives. Candidates are reading the Bible and praying systematically. Candidates can talk comfortably of their faith with a wide range of people and demonstrate the love of God in their lives. Candidates have an enquiring faith through the discipline of Anglican common prayer.	have clarified details of the exercise of their new ministry, and all are committed to mutual support. Ordinands show evidence of lives increasingly formed and sustained by trust in and dependence on the gifts and grace of God. Ordinands demonstrate commitment to loving service in the Church rooted in a sustained and growing love of God in Christ. Ordinands reveal a growing Christ-likeness and the grace of the Holy Spirit in their lives and ministries. Ordinands understand the importance of offering their lives in service to the Friend of sinners. Ordinands are rooted and growing in a disciplined life of prayer shaped in Anglican common prayer and life within the demands of initial training and the expectations of public ministry.	Priests can identify instances of a tested and tried faith and relationship with God. Priests are known to share the spiritual life of the community they have been serving.	Priests demonstrate loving service in personal discipleship, in priestly ministry, in collaborative leadership and in faithful response to the leading of the Holy Spirit. Priests sustain a life of prayer that provides good sustenance for leadership. Priests are able to call the local church to commitment to Christ and sacrificial service.
C.1	C.2	C.3	C.4	C.5
Personality, character and integrity	Candidates are mature, stable and show that they are able to sustain the demanding role of a minister, and are able to face change and pressure in a flexible and balanced way. Candidates are people of proven integrity. Candidates have no unresolved personal, spiritual or psychological problems. Candidates are keenly aware of ethical issues, particularly those which are faced	Ordinands demonstrate insight, openness, maturity and stability in the face of pressure and changing circumstances. Ordinands are able to reflect with insight on personal strengths and weaknesses, their gifts and their vulnerability. Ordinands demonstrate evidence of personal and spiritual growth and self-awareness. Ordinands exercise appropriate care of self, accountability to others and are	Priests display insight, openness, maturity, integrity and stability in public ministry. Priests continue to reflect with insight on personal strengths and weaknesses, their gifts and their vulnerability. Priests exercise appropriate care of self, work-life balance and accountability to others, and can access support when needed. Priests demonstrate evidence of a growing capacity to lead, to proclaim the	Priests are able to facilitate and enable change. Priests show insight, openness, maturity, integrity and stability Priests with others reflect deeply on styles of leadership, and demonstrate appropriate development in their own leadership. Priests continue to exercise appropriate care of self, and facilitate the appropriate care of colleagues. They are also to train in supervising newer clergy.

D.1	in their own society. Candidates are comfortable with people, individually and in groups. Candidates are willing to learn and modify their opinions.	D.2	aware of how to access support when needed. Ordinands are open to others and also able to keep confidences.	D.3	gospel and to grow in fulfilment of their discipleship and ministry. Priests have developed a personality and character worthy of example. Priests display continued growth in experience and insight. Priests have some important interests and concerns outside the church.	D.4	Priests to be involved in advanced study of the ethos, structure, and provision of the Anglican Way – theology, liturgy, prayer, ministry, interfaith relations, and all areas of life, acknowledging always their own limitations.	D.5
Relationships E.1	Candidates demonstrate self-awareness and self-acceptance as a basis for developing open and healthy professional, personal and pastoral relationships as ministers. Candidates respect the will of the Church on matters of sexual morality. Candidates are recognised as leaders who have the respect of the congregation and of the wider community. Candidates are able to establish good relationships with many types of people. Candidates are aware of the demands of human relationships.	E.2	Ordinands form and sustain good relationships, not only with those who are like-minded but also with those from whom they differ. Ordinands value and practise integrity, respect for others, empathy and honesty in their relationships, and learn from them. Ordinands build good relationships outside the church. Ordinands have the capacity to invite trust on the part of others and are sensitive to gender issues. Ordinands exercise insight in handling conflict and its resolution. Ordinands prioritise their relationships.	E.3	Priests form and sustain relationships across a wide range of people, particularly in situations of conflict and stress. Priests value and demonstrate integrity, empathy, respect, honesty and insight in their relationships. Priests are role models of good practice in a wide range of pastoral and professional relationships.	E.4	Priests show skill and sensitivity in resolving issues of conflict within the church community and the formation of a common life in diversity. Priests demonstrate the ability to supervise others in ministry. Priests are aware of the importance of their example to others as human beings, Christians and ministers.	E.5
Leadership and collaboration	Candidates show potential for leadership in the Church and possibly in the wider community. Candidates demonstrate an example of faith and discipleship. Candidates collaborate effectively with others.		Ordinands demonstrate openness toward and ability to gain from the experience of still being in training. Ordinands demonstrate effective collaborative leadership and an ability to work in teams in a range of settings. Ordinands demonstrate an ability to improve team-working and leadership		Priests understand the distinction between leadership and management. Priests demonstrate the ability to supervise others in a varied range of roles and responsibilities. Priests continue to demonstrate effective collaborative leadership and an ability to		Priests demonstrate effective collaborative leadership and the ability to exercise this in positions of responsibility; Priests show an integration of authority and obedience, leadership and service, management and accountability that enables the exercise of collaborative leadership.	

F.1	Candidates have potential to guide and shape the life of the church community and God's mission in the world.	skills. Ordinands understand the working of groups, the use of power to enable others and its abuse in disabling others. Ordinands demonstrate appropriate accountability and responsibility. Ordinands accept the authority of others, particularly in the context of ongoing training. Ordinands understand responsibility and decision-making, its implementation and follow-up. Ordinands are developing skills to recognise gifts in others and to equip them to serve.	work in teams and groups. Priests understand and practise the proper use of authority and avoid its abuse. Priests are willing to accept leadership, practice collaboration and develop effective styles of service. Priests show clear signs of recognising and nurturing the gifts of others.	Priests recognise and nurture leadership potential in others.
Awareness of context G.1	Candidates show an awareness of and sensitivity to their own social, and cultural contexts and have the ability to make wise observations about the world around them. Candidates have some experience of seeking to meet some of the immediate needs of their community. Candidates have some awareness of world issues and of the differing response of the church to diverse contexts. Candidates are given the opportunity, if possible, to experience another part of the Anglican Communion during theological studies, through internships.	Ordinands understand something of the geographical, historical, political, religious, cultural, social (and possibly linguistic) context in which they live. Ordinands display a good understanding of the local setting of their ministry. Ordinands are particularly aware of the pains and stresses in their own context, and of the spiritual and ethical issues raised there. Ordinands are able to communicate to others an understanding of context in order to enable the Christian community to respond to it.	Priests have an accurate and unbiased awareness of the context in which they and others exercise their discipleship. Priests are able to be both committed to and objective about their own context, and recognise the dangers of being driven by its pressures and duties. Priests have experience of dealing with various social and cultural situations.	Priests give patient and honest attention to the past, the present and the future.

Biblical and theological competence	Candidates have the necessary intellectual capacity and quality of mind to undertake a course of theological study and preparation and to cope with the intellectual demands of ministry. Candidates show an understanding of the Christian faith and a desire to deepen their understanding. Candidates have a broad understanding of the scope of the Bible and understand the importance of biblical interpretation. Candidates have some appreciation of the value of church history, liturgy, ethics and social action.	Ordinands have satisfactorily completed basic studies at the best available level adequate for the context of Christian ministry exercised in an Anglican context. Ordinands have experienced ecumenical theological education and provision for Anglican teaching and discipline, vis-à-vis theology, worship, relation of church and society, and interfaith studies/relations. Ordinands understand the importance of the community's reading of the Bible in the light of Christian tradition and God-given reason. Ordinands will have engaged with a reasonably comprehensive range of biblical traditions within the canon of Scripture, and are familiar with basic credal doctrine and the teaching of major figures in church history. Ordinands demonstrate some understanding of the ways in which Christian beliefs and practices have developed over time and are developing in varying contexts. Ordinands demonstrate a growing critical engagement with the Scriptures and the traditions of Christian thought, characterised both by faithful obedience and openness to new insights. Ordinands develop a practice of study and reflection, and a working knowledge of how to interpret and use Scripture in a range of different contexts. Ordinands are excited by their reading of	Priests are able to engage confidently with the Bible and the fundamental traditions of Christian belief and practice. Priests interpret and use the Scriptures across a wide range of settings, showing developed exegetical and hermeneutical skills that also encourage others to learn and explore. Priests are recognised as reflective practitioners, able to exercise wise and discerning judgment. Priests have demonstrated an on-going desire to grow in understanding by participation in Continuing Ministerial Education / Post-Ordination Training and other means of education. In their communication of the gospel, priests reflect the needs of the local church context, the wider community, the nation and the world. Priests are familiar with new resources available for Christian education, and continue to promote this study in themselves and others. Priests make time for on-going learning and reflection with ordained colleagues.	Priests continue to study biblical interpretation and application, doctrinal and moral issues, and to inspire others to continue in study.
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		the Bible and their growing understanding of Christian doctrine, and are developing in themselves and others an open intellectual curiosity. As reflective practitioners, ordinands are able to engage thoughtfully and critically with a wide range of people in order to communicate the gospel and encourage others to learn and explore. Ordinands practise what they preach, demonstrating that their thinking affects their life, character and ministry.		
H.1	H.2	H.3	H.4	H.5
Practical competence ▪ <i>Preaching</i> ▪ <i>Pastoral care</i> ▪ <i>Liturgy</i> ▪ <i>Training & Education</i> ▪ <i>Ecumenical</i> ▪ <i>Administration</i>	Candidates show some familiarity with parochial, diocesan and provincial / national church structures. Candidates have gifts for and a desire to proclaim the word, communicate the gospel and teach the faith. Candidates have a general appreciation of the liturgical tradition. Candidates have an approachable and caring attitude. Candidates have some experience of basic administration or are willing to learn.	Ordinands show a secure grasp of exegetical and communication skills, in theory and in practice, in the contexts of worship, group-study and the media. Ordinands demonstrate gifts and capacity to offer pastoral care. Ordinands are rooted in corporate worship and show sensitivity, understanding and competence in leading public worship. Ordinands show understanding of how children and adults learn in order to nurture others in faith development Ordinands show an enthusiasm for learning and teaching the faith; and continue to develop their gifts and interests in other ways. Ordinands demonstrate an awareness of the church's role and opportunities in public life, and in collaborative and well-informed working with ecumenical partners, other faith communities and secular agencies.	Priests are ready to take charge of a church or churches and/or work in a self-directed capacity. Priests are familiar with the basic legal aspects of parish, deanery and diocesan and national church / provincial administration. Priests have received training in any aspects of ministry (eg hearing confessions) which are normally restricted to priests who have spent several years in ministry.	Priests have the insight to discern the nature of and principles behind issues faced in their ministry, and thus to provide informed leadership Priests continuously connect the local and church communities, their gifts and challenges with the Kingdom of God.

		Ordinands understand basic administration including stewardship of resources, vision, prioritisation, collaborative working, finance and accountability.		
I.1	I.2	I.3	I.4	I.5
Mission and evangelism	Candidates demonstrate a passion for mission and evangelism that is reflected in thought, prayer and action. Candidates understand the key issues and opportunities for Christian mission within the contemporary culture. Candidates enable others to develop their callings as witnesses and advocates of the gospel by word and action.	Ordinands recognise that the Church is called to love the world in Christ's name and in the power of the Holy Spirit. Ordinands demonstrate an infectious enthusiasm for God's mission in every aspect of contemporary life. Ordinands have practical experience of participating in holistic mission in ways appropriate to the local situation, including the call to Christian commitment, baptism and discipleship, and to ways of service, mercy, justice and peace. Ordinands demonstrate that they are reflecting on the theory and practice of mission and evangelism, changing expressions of church life, and their relation to the local context.	Priests prioritise the Kingdom of God in the life of the Church. Priests demonstrate an ability to nurture others in Christian discipleship. Priests demonstrate the ability to communicate the gospel effectively among different groups in the church and the community.	Priests regularly review their ministry in the light of Christ's apostolic commission.
J.1	J.2	J.3	J.4	J.5
The Anglican Way	Candidates and bishops, through diocesan processes engage in an interactive discernment to ensure the corporate nature of selection of candidates. Candidates are committed to the worship, mission and ministry of the local church (not uncritically).	Ordinands show a genuine commitment to the Christian faith as lived through the Anglican Communion. Ordinands demonstrate a healthy, loyal and not-uncritical relationship to their diocese and national church / province. Ordinands have an understanding of the Anglican Communion worldwide, its history, diversity, successes, failings and contemporary challenges. Ordinands have a willingness to use their	Priests have considered how the Church been and is being shaped by Christ's words, acts and sacraments. Priests continue to ask important questions about their role as a presbyter in an Anglican church. Priests have enriched and been enriched by working with other Christian traditions.	Priests show a working knowledge of the ethos and life of Anglicanism and the Anglican Communion, and its contribution to the ecumenical scene. Priests are to seek exposure to different varieties of Anglican expressions across different provinces.

		gifts in the service of the church beyond the local context. Ordinands have a good basic grounding in Anglican doctrine, theology, liturgy, history, ethics, pastoral care and method. Ordinands have some understanding of Anglican spirituality and the importance of liturgy in doctrinal and ethical awareness.		
K.1	K.2	K.3	K.4	K.5
Spouse (where applicable)	Candidates have fully discussed with spouse (and family, as appropriate) the consequences of possible selection, training, ordination and ministry.	Ordinands show an awareness of the potential tensions in personal relationships, marriage and family life as a result of the change of role and of external pressures and expectations. Each married ordinand and his/her spouse, as appropriate, have reflected on the effect on their relationship of the continuing formation process: what needs to be changed, strengthened or otherwise addressed. Ordinands should have adopted a reasonable plan for a balanced and well-integrated family life and ordained ministry.	Families are asked how the ministry has impacted on them and attention is given to any problems, which are identified.	Priests are able to articulate the need to hold together married life, family, work, prayer, ministry, study and leisure.
L.1	L.2	L.3	L.4	L.5