

# Qualities Grids for candidates

*for*

- *Priest*
- *Ordained Pioneer*
- *Distinctive Deacon*
- *LLM (Reader)*

*Ministries*

# Words from The Ordinal

*(From the Common Worship Ordination Service)*

## From the ordination of Deacons

Deacons are called to work with the Bishop and the priests with whom they serve as heralds of Christ's kingdom. They are to proclaim the gospel in word and deed, as agents of God's purposes of love. They are to serve the community in which they are set, bringing to the Church the needs and hopes of all the people. They are to work with their fellow members in searching out the poor and weak, the sick and lonely and those who are oppressed and powerless, reaching into the forgotten corners of the world, that the love of God may be made visible.

Deacons share in the pastoral ministry of the Church and in leading God's people in worship. They preach the word and bring the needs of the world before the Church in intercession. They accompany those searching for faith and bring them to baptism. They assist in administering the sacraments; they distribute communion and minister to the sick and housebound.

Deacons are to seek nourishment from the Scriptures; they are to study them with God's people, that the whole Church may be equipped to live out the gospel in the world. They are to be faithful in prayer, expectant and watchful for the signs of God's presence, as he reveals his kingdom among us.

## From the ordination of Priests

Priests are called to be servants and shepherds among the people to whom they are sent. With their Bishop and fellow ministers, they are to proclaim the word of the Lord and to watch for the signs of God's new creation. They are to be messengers, watchmen and stewards of the Lord; they are to teach and to admonish, to feed and provide for his family, to search for his children in the wilderness of this world's temptations, and to guide them through its confusions, that they may be saved through Christ forever. Formed by the word, they are to call their hearers to repentance and to declare in Christ's name the absolution and forgiveness of their sins.

With all God's people, they are to tell the story of God's love. They are to baptize new disciples in the name of the Father, and of the Son, and of the Holy Spirit, and to walk with them in the way of Christ, nurturing them in the faith. They are to unfold the Scriptures, to preach the word in season and out of season, and to declare the mighty acts of God. They are to preside at the Lord's table and lead his people in worship, offering with them a spiritual sacrifice of praise and thanksgiving. They are to bless the people in God's name. They are to resist evil, support the weak, defend the poor, and intercede for all in need. They are to minister to the sick and prepare the dying for their death. Guided by the Spirit, they are to discern and foster the gifts of all God's people, that the whole Church may be built up in unity and faith.

# Words from the Admission and Licensing of Readers

My brothers and sisters, God has gathered us into the fellowship of the universal Church. As members together of his body, Christ calls us to minister in his name and, according to our gifts, to be instruments of his love in the world. Within this ministry, Readers are called to serve the Church of God and to work together with clergy and other ministers. They are to lead public worship, to preach and teach the word of God, to assist at the eucharist and to share in pastoral and evangelistic work. As authorized lay ministers, they are to encourage the ministries of God's people, as the Spirit distributes gifts among us all. They are called to help the whole Church to participate in God's mission to the world.

# Top-Level Qualities Grids

Reflect on the grid which represents the ministry to which you believe you are called. Gather the evidence, from your personal life, secular life and church involvement which demonstrates that you are inhabiting each area of these grids.

If there are areas where you struggle to find evidence, talk with the DDO or your Discernment Adviser as to how you can create evidence, through reading, reflection, placement in another church, or opportunities to “have a go” at different areas of ministry.

The following pages contain the top-level grids for

- Priest
- Ordained Pioneer Minister
- Distinctive Deacon
- Licensed Lay Minister (Reader)

<b>Priest</b>	<b>Christ</b>	<b>Church</b>	<b>World</b>	<b>Self</b>
<b>Love for God</b> <i>The candidate...</i>	<i>Is reliant on God - Father, Son and Holy Spirit - and lives out an infectious, life-transforming faith</i>	<i>Is rooted in Scripture, the worship of the Church and the living traditions of faith</i>	<i>Whole-heartedly, generously and attractively engages with God's world</i>	<i>Is prayerful and studies the Bible</i>
<b>Call to Ministry</b> <i>The candidate...</i>	<i>Responds to the call of Christ to be a disciple</i>	<i>Understands the distinctive nature of ordained priestly ministry</i>	<i>Is committed to being a public and representative person</i>	<i>Articulates an inner sense of call grounded in priestly service</i>
<b>Love for People</b> <i>The candidate...</i>	<i>Welcomes Christ in others, listens, values and respects; cares for those in poverty and the marginalised</i>	<i>Builds relationships which are collaborative and enabling</i> <b>Keeps pastoral and professional boundaries</b>	<i>Shows God's compassion for the world</i>	<i>Has empathy and is aware of how others receive them</i> <b>Keeps personal boundaries</b>
<b>Wisdom</b> <i>The candidate...</i>	<i>Is inquisitive, curious and open to new learning</i> <b>Can learn and reflect</b>	<i>Shows leadership that enables thriving and healthy churches, handles conflict, and can lead in mission</i> <b>Understands safeguarding / safety in church communities</b>	<i>Is robust and courageous and prepared to take risks</i> <b>Recognises the need to assess risk</b>	<i>Is a mature and integrated person of stability and integrity</i> <b>Is personally self-aware</b>
<b>Fruitfulness</b> <i>The candidate...</i>	<i>Embraces the different and enables others to be witnesses and servants</i>	<i>Shows the capacity to exercise sacramental, liturgical and an effective and enabling teaching ministry</i>	<i>Shares faith in Christ and can accompany others in their faith</i>	<i>Has resilience and stamina</i>
<b>Potential</b> <i>The candidate has potential to...</i>	<i>Grow in faith and be open to navigating the future in the company of Christ and guided by the Holy Spirit</i>	<i>Manage change, and see the big picture</i>	<i>See where God is working in the world and respond with missionary imagination</i>	<i>Be adaptable and agile</i>

**Highlighted text** relates to good Safeguarding

<b>Pioneer Priest</b>	<b>New Contextual Christian Community</b> <i>Church &amp; World are inextricably linked therefore these domains should be held together across a permeable line</i>			
	<b>Christ</b>	<b>Church</b>	<b>World</b>	<b>Self</b>
<b>Love for God</b> <i>The candidate...</i>	Is reliant on God - Father, Son and Holy Spirit - and lives out an infectious, life-transforming faith <b>Pioneer Foundation: Jesus-Centred</b>	Is rooted in Scripture, the worship of the Church and the living traditions of faith	Whole-heartedly, generously and attractively engages with God's world <b>giving it close attention.</b> <b>Pioneer Practice: Noticing</b>	Is prayerful and studies the Bible <b>Pioneer Foundation: Prayerful</b>
<b>Call to Ministry</b> <i>The candidate...</i>	Responds to the call of Christ to be a disciple <b>Pioneer Foundation: Responsive Obedience</b>	Understands the distinctive nature of ordained <b>priestly</b> <b>Pioneer</b> ministry	Is committed to being a public and representative person	Articulates an inner sense of call grounded in <b>priestly service that is distinctly pioneer shaped.</b>
<b>Love for People</b> <i>The candidate...</i>	Welcomes Christ in others, listens, values and respects; cares for those in poverty and the marginalised	Builds relationships which are collaborative and enabling <b>Keeps pastoral and professional boundaries</b> <b>Pioneer Quality: Hospitable</b>	Shows God's compassion for the world <b>through a ministerial identity deeply rooted in the world.</b> <b>Pioneer Foundation: Bi-Cultural Identify</b>	Has empathy and is aware of how others receive them <b>Keeps personal boundaries</b>
<b>Wisdom</b> <i>The candidate...</i>	Is inquisitive, curious and open to new learning <b>Can learn and reflect</b> <b>Pioneer Quality: Discerning</b>	Shows leadership that can grow thriving and <b>healthy new Contextual Christian Communities,</b> handles conflict and can lead in mission. <b>Understands safeguarding / safety in church communities</b> <b>Pioneer Practice: Co-Creating</b>	Is robust and courageous and prepared to take risks <b>Recognises the need to assess risk</b>	Is a mature and integrated person of stability and integrity <b>Is personally self-aware</b>
<b>Fruitfulness</b> <i>The candidate...</i>	Embraces the different and enables others to be witnesses and servants <b>Pioneer Quality: Self-Giving</b>	Shows the capacity to exercise sacramental, liturgical and an effective and enabling teaching ministry	Shares faith in Christ and can accompany others in their faith	Has resilience and stamina
<b>Potential</b> <i>The candidate has potential to...</i>	Grow in faith and be open to navigating the future in the company of Christ and guided by the Holy Spirit	Manage change and see the big picture <b>by engaging in playful imagination, open to the unknown.</b> <b>Pioneer Quality: Playful</b>	See where God is working in the world <b>and respond with missionary imagination</b> <b>Pioneer Practice: Experimenting</b>	Be adaptable and agile <b>Pioneer Practice: Adapting</b>

NB. **Orange Text** identifies connections with the Foundations, Qualities, and Practices of Pioneer Ministry.  
**Highlighted text** relates to good Safeguarding

<b>Deacon</b>	<b>Christ</b>	<b>Church</b>	<b>World</b>	<b>Self</b>
<b>Love for God</b> <i>The candidate...</i>	<i>Is reliant on God - Father, Son and Holy Spirit - and lives out an infectious, life-transforming world-focussed faith</i>	<i>Is rooted in scripture, the worship of the Church and the living traditions of faith</i>	<i>Whole heartedly, generously and attractively engages with God's world</i>	<i>Is prayerful and studies the Bible</i>
<b>Call to Ministry</b> <i>The candidate...</i>	<i>Responds to the call of Christ to be a disciple</i>	<i>Understands the distinctive nature of ordained diaconal ministry</i>	<i>Is committed to being a public and representative person of the Church in the forgotten corners of the world</i>	<i>Articulates an inner sense of call grounded in diaconal service</i>
<b>Love for People</b> <i>The candidate...</i>	<i>Welcomes Christ in others, listens, values and respects and has a special care for those in poverty and the marginalised</i>	<i>Builds relationships which are collaborative and enabling</i> <b>Keeps pastoral and professional boundaries</b>	<i>Shows God's compassion and care in the world in multifaceted contexts and with social agencies</i>	<i>Has empathy and is aware of how others receive them</i> <b>Keeps personal boundaries</b>
<b>Wisdom</b> <i>The candidate...</i>	<i>Is inquisitive, curious and open to new learning that connects church and world</i> <b>Can learn and reflect</b>	<i>Shows instinctively collaborative leadership that enables healthy churches to be bridge-builders in their communities</i> <b>Understands safeguarding / safety in church communities</b>	<i>Is robust and courageous in reflecting the world to the Church and the Church to the world</i> <b>Recognises the need to assess risk</b>	<i>Is a mature and integrated person of stability and integrity</i> <b>Is personally self-aware</b>
<b>Fruitfulness</b> <i>The candidate...</i>	<i>Embraces the different and animates others to be witnesses and servants</i>	<i>Shows the capacity to exercise diaconal sacramental and liturgical ministry and effective and enabling teaching ministry</i>	<i>Is a storyteller of God's love and agent of God's kingdom of justice</i>	<i>Has resilience and stamina</i>
<b>Potential</b> <i>The candidate has potential to...</i>	<i>Grow in faith and to be open to navigating the future in the company of Christ and guided by the Holy Spirit</i>	<i>See the big picture in their context and, within it, enable a Christian community to serve</i>	<i>See where God is working in the world and to read the signs of the times</i>	<i>Be adaptable and agile</i>

**Highlighted text** relates to good Safeguarding

<b>LLM (Reader)</b>	<b>Christ</b>	<b>Church</b>	<b>World</b>	<b>Self</b>
<b>Love for God</b> <i>The candidate...</i>	Is reliant on God – Father, Son and Holy Spirit - and lives out an infectious, life-transforming, everyday-focussed faith	Is rooted in Scripture, the worship of the Church and the living traditions of faith	Whole heartedly, generously and attractively engages with God's world	Is prayerful and studies the Bible
<b>Call to Ministry</b> <i>The candidate...</i>	Responds to the call of Christ to be a disciple	Understands and is excited by the nature of Reader / LLM (Reader) ministry	Is committed to public ministry rooted in God's world	Has a sense of call to lay ministry
<b>Love for People</b> <i>The candidate...</i>	Welcomes Christ in others and follows Jesus' example in listening, valuing and respecting others	Builds healthy relationships which are enabling of others in ministry	Seeks to serve their community and enables others to join in mission	Has empathy and is self-aware
<b>Wisdom</b> <i>The candidate...</i>	Is open to life-long learning, reflection and growth	Can work collaboratively and embrace difference	Can connect gathered worship with being sent out into the world	Is a person of integrity and emotional stability, open to feedback
<b>Fruitfulness</b> <i>The candidate...</i>	Shares God's story in a way that encourages others to follow Jesus' call in their lives	Can share the faith imaginatively, relevantly and well	Shares God's love for the world in mission	Recognises their strengths and weaknesses, and resources themselves with good self-care
<b>Potential</b> <i>The candidate has potential to...</i>	Grow in faith and to be open to navigating the future in the company of Christ	Lead collaboratively as part of a local team within the wider church context	See where God is working in the world and spot opportunities to respond	Be adaptable, imaginative and creative