Qualities for Discernment

Priest and Distinctive Deacon

Top-level grids for Candidates

including Safeguarding and Discernment

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DIOCESE OF COVENTRY

THE CHURCH OF ENGLAND

Introduction

Qualities
At the heart of the grids which follow— and the Shared Discernment Process as a whole, as it seeks to discern the shape of a person's calling within the Church of England— is the concept of Qualities to be inhabited. Inhabiting a quality speaks of a lifelong process that is ever deepening, and it offers resonance with the ancient term 'habitus', which speaks of dispositions lived out through being immersed deeply in a wide variety of lived contexts and relationships, all of which shape our living and calling. The Qualities are grounded in the Church of England's Ordinals.

There are six Qualities: ***Love for God, Call to Ministry, Love for People, Wisdom, Fruitfulness, and Potential***.
These Qualities are explored in the context of a Candidate's relationship to ***Christ***, ***the Church, the World,*** and ***the Self***.

Priest and Distinctive Deacon
This document contains the top-level grids for both Priests and Distinctive Deacons. These top-level grids are the Candidate-facing documents.
(There is a more detailed breakdown of the Qualities, not shown here, which is designed to help DDOs in the task of exploring the Qualities with Candidates to enable them to inhabit the top-level grid most effectively).

A clear, trusted, flexible, and welcoming framework
We hope that these Qualities are clear and communicable. We hope the framework is reliable, transparent, rigorous, and consistent. Above all, we hope that it is widely inclusive of all potential Candidates across the widest range of contexts and that it will enable all Candidates to give of their best, opening space for them to explore God's call in their lives, whatever shape that takes. We hope that within these two fundamental orders of ministry, a variety of different profiles of ministry might emerge, in response to the needs of the Church and to God's call on the lives of Christian disciples.

Safeguarding and Discernment
Candidates must be completely committed to excellent safeguarding practice, personally and across the Church, and this needs to be evident in practice, attitudes, and ongoing learning. Safeguarding underpins the whole discernment process and must be clearly visible as a vital building block of the excellent safeguarding culture we are striving to promote. Training for Candidates, Bishops' Advisers, and staff, as specified by the National Safeguarding Team, is a prerequisite for discernment work. For Candidates, potential safeguarding 'Roadblocks' (Enhanced DBS with barring information; overseas safeguarding checks where needed; engagement with ***Promoting a Safer Church*** and completion of Basic and Foundation safeguarding training) must be addressed and completed before attending a Stage 1 Panel (with confirmation from DDOs in the Stage 1 paperwork). During a Stage 2 Panel, a Candidate's safeguarding understanding, attitudes, learning, and practice are assessed across the Qualities as set out in the assessment grids. Evidence of these will be included in reports, augmenting the in-depth exploration of a person's 'being' and 'growing'. The use of Assessment for Psychological Wellbeing is now a mandatory part of the Shared Discernment Process aiding preparation for Stage 2 assessments. The submitted paperwork and reports will, therefore, provide a clear and transparent audit trail regarding a Candidate's safeguarding practice.

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.

Priest	**Christ**	**Church**	**World**	**Self**
Love for God ***The Candidate…***	Is reliant on God - Father, Son and Holy Spirit - and lives out an infectious, life-transforming faith **Can reflect on safeguarding as key in discipleship and 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
Call to Ministry ***The Candidate…***	Responds to the call of Christ to be a disciple	Understands the distinctive nature of ordained priestly ministry **Understands safeguarding in church communities**	Is committed to being a public and representative person	Articulates an inner sense of call grounded in priestly service
Love for People ***The Candidate…***	Welcomes Christ in others, listens, values and respects; cares for those in poverty and the marginalised	Builds relationships which are collaborative and enabling	Shows God's compassion for the world	Has empathy and is aware of how others receive them **Keeps secure boundaries in all relationships**
Wisdom ***The Candidate…***	Is inquisitive, curious and open to new learning	Shows leadership that enables thriving and healthy churches and handles conflict **Takes measures to lead safely**	Is robust and courageous and prepared to take risks	Is a mature, self-aware and integrated person of stability and integrity
Fruitfulness ***The Candidate…***	Embraces the different and enables others to be witnesses and servants	Shows the capacity to exercise sacramental, liturgical and effective and enabling teaching ministry	Shares faith in Christ and can accompany others in their faith and can lead in mission **Recognises the need to assess safeguarding risks**	Has resilience and stamina
Potential ***The Candidate has potential to…***	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	See where God is working in the world and respond with missionary imagination	Be adaptable and agile

 Legend: pink background - **Safeguarding**

Distinctive Deacon	Christ	Church	World	Self
Love for God ***The Candidate…***	Is reliant on God - Father, Son and Holy Spirit - and lives out an infectious, life-transforming world-focussed faith **Can reflect on safeguarding as key in discipleship and 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
Call to Ministry ***The Candidate…***	Responds to the call of Christ to be a disciple	Understands the distinctive nature of ordained diaconal ministry **Understands safeguarding in church communities**	Is committed to being a public and representative person of the Church in the forgotten corners of the world	Articulates an inner sense of call grounded in diaconal service
Love for People ***The Candidate…***	Welcomes Christ in others, listens, values and respects; has a special care for those in poverty and the marginalised	Builds relationships which are collaborative and enabling	Shows God's compassion and care in the world in multifaceted contexts and with social agencies	Has empathy and is aware of how others receive them **Keeps secure boundaries in all relationships**
Wisdom ***The Candidate…***	Is inquisitive, curious and open to new learning that connects church and world	Shows instinctively collaborative leadership that enables healthy churches to be bridge-builders in their communities, handles conflict **Takes measures to lead safely**	Is robust and courageous in reflecting the world to the Church and the Church to the world	Is a mature, self-aware and integrated person of stability and integrity
Fruitfulness ***The Candidate…***	Embraces the different and animates others to be witnesses and servants	Shows the capacity to exercise diaconal sacramental and liturgical ministry and effective and enabling teaching ministry	Is a storyteller of God's love and agent of God's kingdom of justice; can lead in mission **Recognises the need to assess safeguarding risks**	Has resilience and stamina
Potential ***The Candidate has potential to…***	Grow in faith and to be open to navigating the future in the company of Christ and guided by the Holy Spirit	See the big picture in their context and, within it, enable a Christian community to serve	See where God is working in the world and to read the signs of the times	Be adaptable and agile

 Legend: pink background - **Safeguarding**