

**A PROCESS GUIDE TO
MINISTRY DISCERNMENT
for
ORDAINED MINISTRY
in
THE ANGLICAN DIOCESE
OF WELLINGTON**



A Note from the Bishop

While all members of the Christian community are called to exercise a servanthood that should be an example to others, those called to ordination are expected to express servant leadership in the way they empathise with others. They should be willing to be courageous risk-takers within understood theological and ethical boundaries and can express a vision of where the church is going based on the five marks of mission and the intentions of the diocese.

Ordained leaders will have a flexible rather than authoritative style - with a generous heart capable of reaching out to the various expressions of what it means to be Anglican.

The Ordained are required to be biblically, theologically and liturgically literate – to know what they are about in preaching, teaching, worship and pastoral care.

Those called to Priesthood are the ones who gather the faith-community around the table of reconciliation and hope in the presence of Christ, to preside at the breaking of the bread and sharing of the cup. They are the Gatherers and not the Waiters – to reconcile, forgive, nurture and bless.

Those ordained serve alongside other servants yet in a different way, with a different call and they will need the prayers and support of the faith-community.



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as a Christian faith community we worship, we witness, we teach, we serve, we care.

Welcome to this further stage of exploring your sense of God's call upon your life. In doing so, you call upon the church for its guidance and support and also submit your sense of call to the discernment of the church. Whether this testing of vocation results in affirmation of your ministry as a lay person or in ordination as a deacon or priest, may God richly bless you in and through it.

Discernment for ministry is a process. It takes as long as it takes. It cannot and should not be rushed to conveniently fit into a pre-established timetable. Certainly there are various deadlines and commitments that must be met, but it is our hope that the person who emerges from a period of discernment will be led by the agenda of the Holy Spirit and not a personal need. This process is not about you, though it will feel that way.

The journey through discernment is personal but never private. It is important to recognise the need for good care and pastoral support from the beginning. This responsibility of care is a three way process:

- The candidate has a responsibility of care to ensure they have a good support group around them from the inception of discernment. This includes regular spiritual direction and supervision.
- The nominating ministry unit has a responsibility of care to ensure their candidate is prayed for, mentored and supported throughout the process.
- The Diocese has a responsibility of care to ensure that its processes are transparent, communication is effective and appropriate feedback happens throughout the various stages of the process.

We will pray with you as you proceed along the ministry discernment path.

May you know God's blessing and wisdom as you take this serious but exciting step in your journey of exploration.

The Ministry Discernment Team

There are three **Holy Orders** in the Anglican Diocese of Wellington;

- **The Permanent Diaconate.**

Permanent Deacons are called to be servants, both within the Church and in the wider community.

- **The Priesthood.**

Priests are called to build up the Body of Christ in the world through the ministry of Word and Sacrament, pastoral care and teaching.

In the first instance you would be ordained deacon for (usually) a year prior to be ordained priest.

- **The Diocesan Bishop**

The Bishop is called to be a pastor and shepherd of Christ's flock, a teacher of the faith and a focus of the Church's unity and mission in the world.

See The Catechism in A New Zealand Prayer Book, He Karakia Mihinare O Aotearoa. P.932

The ministry discernment process seeks to discern a call to lay ministry, the vocational diaconate or the priesthood. Bishops are elected by an Electoral Synod.

The ministry of vocational deacon and priest may be exercised as;

- Stipended Ordained Ministry (SOM)
- Self Supporting Ordained Ministry (SSOM)

Diocesan Expectations of the Ministry Unit Supporting A Candidate For Ministry Discernment For Ordained Ministry.

- The mission/ministry unit that sponsors a candidate has a responsibility to support the candidate prayerfully, pastorally and administratively.
- The vicar is to meet regularly with the candidate to encourage, support, equip and pray for the individual during the discernment journey.
- The mission/ministry unit is to work with the candidate to identify a suitable mentor/companion from their ministry unit. This person may or may not be the vicar.
- If a candidate is offering for self supporting ministry, the mission/ministry unit will offer the candidate a reasonable contribution toward costs such as spiritual direction, and travel for interviews and discernment process activities.
- The nominating vicar will take into account the expectations and additional commitment the discernment process places upon a candidate in respect to levels of involvement in parish ministry.
- If a candidate is offering for self supporting ordained ministry, ministry units will be expected to contribute toward discernment costs, specifically the costs of the Ministry Discernment Event.
- Note: If a candidate is accepted for ordained ministry training for self supporting ordained ministry, the ministry unit will be expected to contribute toward the costs of spiritual direction, ministry and training-related travel, a book allowance, a hospitality allowance, miscellaneous expenses incurred in ministry and some ongoing training costs such as CPE (Clinical Pastoral Education). The Diocese has the latest Inland Revenue approved rates for these expenses.

Diocesan Expectations Of Those Seeking Ministry Discernment For Ordained Ministry.

- A candidate must produce evidence of their baptism and confirmation.
- A candidate is to be active in an Anglican parish or ministry unit.
- A candidate will understand the ethos of the Anglican Church in Aotearoa, New Zealand and Polynesia, and the wider Anglican Communion.
- There will be evidence of regular commitment to a leadership role in lay ministry, preferably diocesan licensed lay ministry.
- A candidate's faith will be mature, with evidence of ongoing spiritual and theological development.
- A candidate will have completed a Myers Briggs type personality indicator and understand the outcome in respect to their life and ministry.
- A candidate will be able to articulate their call, differentiating between lay and ordained ministry, aware of the difference ordination would make.
- A candidate will have the full support of their vicar and the parish wardens.
- If a candidate is offering for self supporting ordained ministry (SSOM), their vestry would be required to provide an outline of the potential ordained ministry.
- All candidates must undergo a police check to confirm that they are safe to minister with vulnerable people.

PART 1 – INITIAL EXPLORATION / PRE-DISCERNMENT

What does God want me to do with my life?

Have an initial conversation with your vicar or ministry leader.

What are my options for ministry?

Lay Ministry

- Parish Licence
- Diocesan Licence
- Lay Ministry training programme.

Ordained Ministry

- Permanent Deacon
- Priest
- Stipended (SOM)
- Self-supporting (SSOM)

Exploring Your Vocation

From 2010 information about Lay and Ordained Ministries will be given in April (from 2011) & September in ministry road shows in the north & south of the diocese. Information will be provided about the various forms of ordained ministry & about the discernment process for ordained ministry .

What needs to happen if I want to explore ordained ministry?

- Contact the Bishop's Ministry Chaplain.
- You may be encouraged to enter the pre-discernment process.
- Provide a brief summary of your sense of call to ordination
- Evidence of Parish Support is requested:
 - Vicar completes Ministry Affirmation Inventory
 - Wardens complete letters of affirmation
 - A lay leader (in your area of ministry) may also be asked to complete a letter of affirmation
 - Vestry affirms the application if the ministry is to be SSOM
 - Interview with an Examining Chaplain

The Prediscernment process concludes with an interview with the bishop after which the candidate may be invited into the discernment process.

Not invited to Proceed

You will be contacted by the Bishop's Ministry Chaplain and encouraged to explore the Diocesan Lay Ministry programme.

Invited to Proceed

You will be contacted by the Bishop's Ministry Chaplain, who will provide specific information about the application process.

PART 2 - FORMAL APPLICATION / DISCERNMENT

Note: Candidates will go through each of the following stages of the discernment process. The order of the stages may vary, at the Bishop's discretion.

You will be asked to:

- Complete the Application Form.
- Write your Spiritual Autobiography.

Provide:

- A recent photograph.
- A medical certificate.
- A copy of your Baptism Certificate.
- A copy of your Confirmation Certificate.
- Names and contact details for three referees.

Give the Diocese written permission to gather information about you pertaining to ministry discernment.

Note; The Diocese cannot continue with your process until all of this documentation has been returned to the Bishop's Ministry Chaplain.

Book Reviews will be required for:

Either

- *A Generous Orthodoxy*
by Brian McLaren

Or

- *The Great Emergence*
by Phyllis Tickle

Further Reading may be provided:

- *When the Church Says 'No'*
by Helen Thorp
- *Called or Collared*
by Francis Dewar.

References

Your referees will be given guidelines for preparing their references and invited to reply confidentially.

When the references have been received and read by the Bishop, he will decide whether to proceed or not.

Ministry Project

You will be given guidelines to complete a ministry project and two book reviews.

You will be invited to attend two evenings with others in the Ministry Discernment process in July and August. Included in the programme will be the completion of a personality assessment tool such as the Myers Briggs Personality Type indicators inventory.

Psychological Assessment.

You will be asked to undergo a psychological assessment. This consists of an interview with a diocesan appointed registered psychologist. You may be asked to complete some form of Standardised Psychological Assessment.

Ministry Discernment Event (MDE)

You and your spouse, fiancé or support person will be invited to attend a residential weekend event. The programme will include:

- Interviews.
- Preparing a short worship experience.
- A brief homily on a given subject.
- A presentation on your ministry project.
- Group exercises.

A report is written by the MDE team. You will receive a copy of the report.

The Bishop will read the report and decide whether to proceed or not.

MDE Report

Shortly after the MDE you will be given a copy of your MDE report. Any matters raised in the report will be discussed with you. You will be informed of the Bishop's decision to proceed or not.

Examining Chaplains Interviews

You will be asked to have interviews with three Examining Chaplains. The Examining Chaplains will be using the same criteria as the MDE team members for their questions.

The Examining Chaplains will send a confidential report to the Bishop and this will be added to your file.

PART 3 – DISCERNMENT OUTCOME

Discernment Review Annual Meeting (DRAM)

The Bishop, Bishop's Ministry Chaplain, Examining Chaplains, MDE team members and the Archdeacon for Ministry Development meet to review the discernment progress of all the candidates. They make a recommendation to the Bishop based on the collective information gathered during the discernment process. The Bishop makes the decision to continue in lay ministry or to enter training toward ordination.

Receiving the Discernment Outcome

You will meet with the Bishop, or his representative, and the Bishop's Ministry Chaplain to receive the discernment outcome.

Lay Ministry

You will be encouraged to continue to explore lay ministry options.

Training Toward Ordained Ministry

Your letter will give details of the training group you will be joining. You will be contacted regarding training requirements.

Your vicar will be contacted to arrange appropriate pastoral support and nurture in your ongoing ministry journey.



For further enquiries contact:

The Bishop's Ministry Chaplain
The Anglican Centre
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Wellington
Email minchap@wn.ang.org.nz

Or the Archdeacon for Ministry Development
www.wn.anglican.org.nz

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