



THE CHURCH
OF ENGLAND

Ministry Division

Criteria for Selection
for the
Ordained Ministry
in the
Church of England

Ministry Division

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Introduction

The following Criteria, which are approved for use by the House of Bishops, are primarily intended for the guidance of Bishops' Advisers in the assessment and selection of candidates for ordained ministry in the Church of England. However, they are also useful for those engaged in vocational discernment within dioceses – DDOs, Vocations Advisers and Examining Chaplains.

The Criteria set out, under nine headings, the areas of assessment in which Bishops' Advisers need to be satisfied if they are to recommend a candidate for training.

The Vocation Criterion

The Criteria are divided into two sections. Criterion A (Vocation) stands alone in Section 1, while all the other Criteria are listed in Section 2. This is to differentiate Criterion A (Vocation) from the other Criteria as the key Criterion which candidates must fulfil if they are to be recommended for training. If candidates do not have a discernible sense of vocation, they cannot be recommended for training no matter how gifted and experienced they may be in relation to the other Criteria.

Gathering Evidence

The task of the Bishops' Advisers is to gather evidence for either how candidates fulfil the Criteria or how they do not fulfil the Criteria.

Each Criterion is made up of core elements which in turn are amplified and teased out by bullet points. Bishops' Advisers need to find evidence within the candidate's paperwork (the Registration Form, Written Reflection, Sponsoring Papers, References) that the core elements have been covered. If there is clear evidence that a core element has been fulfilled, to their satisfaction, the Bishops' Advisers should focus in interview on another of the core elements where the evidence is less clear cut. If the evidence is contradictory, patchy or absent and needs further investigation then that should be undertaken in interview. Evidence for fulfilling or not fulfilling the Criteria is also gained from the various exercises at the Bishops' Advisory Panel (the Presentation, Group Discussion, Personal Inventory and Pastoral Exercise) as well as how the candidate presents at interview and in social engagement during the Panel.

Assessing Potential and Risk

The main purpose of the Criteria is to provide a framework for helping the Bishops' Advisers to assess a candidate's potential for ordained ministry.

Assessing potential can seem more straightforward in some candidates than others. For instance, candidates who are over 30 often come to the selection

process with considerable life experience and can readily provide evidence as to how they might fulfil the Criteria. If that evidence is not present, the Bishops' Advisers can legitimately ask 'Why not?' However, the questions with regard to older candidates are often

- Are their skills and experience readily transferrable to ordained ministry?
- Are they flexible enough and sufficiently open to formation and development to be able to grow into the role of ordained ministry?

In addressing these questions, the Bishops' Advisers should find evidence for assessing a candidate's potential.

Assessing potential in younger candidates requires considerable care. Candidates under 30 may have little experience in some of the Criteria. For instance under Criterion F (Leadership and Collaboration), they may have had little experience of exercising leadership. The evidence may still be at an early, embryonic stage and Bishops' Advisers will have to assess whether there are sufficient signs to suggest that a candidate has the capacity to grow and develop. However, having voiced this caveat, it has to be said that more often than not younger candidates show themselves to be extraordinarily resourceful and often seem, in a short period of time, to have gained and developed helpful, transferrable life skills. Younger candidates often seem to be particularly open to the process of formation which theological training brings.

While Bishops' Advisers need to assess candidates' potential and their capacity to grow and develop into effective ordained ministers, they also need to assess risk. In every candidate there will be an element of risk – an area of weakness or underdevelopment which could undermine a candidate's effectiveness. Bishops' Advisers will need to identify the risk, to judge how serious it is and to decide whether the candidate's potential outweighs the risk. If the risk in recommending a candidate for training outweighs the potential, the Bishops' Advisers need (with the relevant evidence against the Criteria) not to recommend that candidate for training.

Developmental and Non-Developmental Issues

All candidates will have their strengths and their relative weaknesses: all are works in progress. The issue for Bishops' Advisers is whether or not there is scope in the areas of weakness (realistically) for development.

If an area of weakness is developmental, it normally means that a candidate given time and appropriate guidance and support could successfully address the weakness, either before entering training or during training. For instance, a candidate's weakness may be that he or she doesn't have an understanding of the nature of the different traditions and strands that make up the Church of England and so there is a significant weakness under Criterion B (Ministry in the Church of England). In such a situation this deficiency could be addressed through some guided reading and through experience on a series of parish placements. Thus the weakness should not be considered as too

serious and should be seen as developmental – something which can be addressed relatively easily and in a short space of time.

However, sometimes the weakness can be non-developmental. This means that it would be difficult for a candidate readily and quickly to address the issue and undergo the necessary change. This could be the case, for instance, if there was a weakness under Criterion D (Personality and Character). While people can change difficult aspects of their personality and character (or learn to tone them down) this is a process which is not easy. It could involve a lengthy period of time and recourse to professional therapeutic help. Thus if the candidate's weaknesses are judged to be non-developmental, the Bishops' Advisers need (with the relevant evidence under the Criteria) not to recommend that candidate for training.

Focuses of Ministry

At a Bishops' Advisory Panel, there are two discernment processes at work:

The **first** is vocational discernment – does the candidate possess the potential to exercise ordained ministry in the Church of England? The **second** is deployment discernment – does the candidate, at the point of selection, possess the potential to exercise the focus of ministry for which they have been sponsored?

For the vocational discernment, a candidate needs to fulfil all the Criteria so as to be recommended for training. For the deployment discernment, a candidate needs to fulfil the additional core elements of the Criteria which relate to their particular focus of ministry.

For a candidate with the potential to exercise ministry with incumbent responsibilities, there are additional core elements under the following Criteria:

- Criterion F (Leadership and Collaboration)
- Criterion H (Mission and Evangelism)
- Criterion I (Quality of Mind)

For candidates for assistant minister and ordained local minister, there are no additional core elements and they are expected to fulfil all of the Criteria. However, for discerning ordained local minister candidates, Bishops' Advisers need to pay particular attention to the local nature of that ministry. Consequently, an understanding of the Church of England in the locality where the candidate lives and would potentially minister is of greater importance than an understanding of the wider Church. Similarly, given the collaborative nature of ordained local ministry, gifts and skills in collaborative working would be more important than developed up front leadership.

Diversity of Candidates

Candidates for selection come from a broad range of backgrounds and with a rich variety of experience of the Church and society. Bishops' Advisers need to be aware of and sensitive to that diversity.

For instance, a candidate's church tradition within Anglicanism may well affect their theological and ecclesiological outlook and language. Similarly the context in which a candidate has experienced the church, whether it is rural, urban, suburban, or market-town, will affect their perspectives and priorities. Bishops' Advisers need to take all of this into account.

Particular care is needed in assessing candidates from a minority ethnic background to ensure that ethnic and cultural aspects are taken into proper consideration. Bishops' Advisers should be aware of the danger of having expectations of candidates which are inappropriate to their ethnic or cultural background.

Particular care is also required in assessing candidates with disabilities to ensure that their situation is taken into account in a realistic way.

When candidates from the Scottish Episcopal Church are being assessed, Bishops' Advisers will be provided with further guidance on applying the Criteria. This can also be the case in assessing candidates from the Diocese of Europe.

Criteria for Selection for Ordained Ministry in the Church of England

SECTION 1

Criterion A: Vocation

Candidates should be able to articulate a sense of vocation to the ordained ministry and reflect on the effect of this on their life. They should be able to speak of the development of their inner conviction and the extent to which others have confirmed it. They should be able to show an understanding of what it means to be a deacon or a priest. Their sense of vocation should be obedient, realistic and informed.

A 1: Candidates should have an inner sense of call

Evidence for this may be drawn from a candidate's capacity to:

- Display conviction, commitment and tenacity in his/ her vocational journey and an openness to whatever God may have in store for the future
- Reflect upon his/ her own inner sense of call, identifying the motivation, the key turning points and the significant people and events in its development

A 2: Candidates' calling should be confirmed by others

Evidence for this may be drawn from a candidate's capacity to:

- Show that those in their local church and those who know him/ her well are supportive and affirming of his/ her vocation
- Reflect on what it has meant to him/ her to have his/ her call affirmed by others

A 3: Candidates should be able to show how their vocation has changed them

Evidence for this may be drawn from a candidate's capacity to:

- Reflect upon the effect that his/ her vocation has had upon him/ her, especially in his/ her relationship with God and with others, and in his/ her perceptions of the world

A 4: Candidates' vocation should be obedient

Evidence for this may be drawn from a candidate's capacity to:

- Demonstrate clearly that he/ she understands the importance of being open and obedient to the needs of the Church in terms of his/ her future deployment
- Show that he/ she is prepared to allocate the necessary time and energy to undertake the demands of ministerial training

Criterion B

- Reflect upon the effect that sacrifice may have played and may continue to play in his/ her being obedient to his/ her calling

A 5: Candidates' vocation should be informed

Evidence for this may be drawn from a candidate's capacity to:

- Display an understanding of the nature and role of the ordained ministry for which he/ she has been sponsored, especially in the light of the Ordinal in *Common Worship*
- Reflect on the way patterns of ministry are changing and what that might mean for how ministry is exercised

A 6: Candidates' vocation should be realistic

Evidence for this may be drawn from a candidate's capacity to:

- Demonstrate that he/ she fulfils the other eight Criteria for Selection so that his/ her vocation is seen to be realistic and deliverable; and that he/ she has the potential to exercise the ministry for which he/ she has been sponsored

SECTION 2

Criterion B: Ministry within the Church of England

Candidates should show an understanding of their own tradition within the Church of England, an awareness of the diversity of traditions and practice, and a commitment to learn from and work generously with difference. They should be able to speak of the distinctiveness of ordained ministry within the Church of England and of what it means to exercise public ministry. They should be able to reflect on changes in contemporary society and the implications of this for ministry and the Church.

B 1: Candidates should have knowledge and understanding of the Church of England

Evidence for this may be drawn from a candidate's capacity to:

- Show knowledge and understanding of the life and structures of the Church of England, including its place in the life of the nation and the Anglican Communion
- Reflect upon what is distinctive about the Church of England
- Display an awareness of the opportunities and challenges that the Church faces in engaging with contemporary society
- Reflect on the role played by scripture, tradition and reason within the heritage and contemporary life of the Church of England

B 2: Candidates should display commitment to the Church of England

Evidence for this may be drawn from a candidate's capacity to:

- Show willingness to work within the Church of England as it is and as it evolves
- Reflect upon what it is about the Church of England to which he/ she feels committed
- Understand the authority structures within the Church of England, particularly the role of the bishops; and to be clear that he/ she is able to accept the discipline that canonical obedience would bring

B 3: Candidates should have an understanding of ministry within the Church of England

Evidence for this may be drawn from a candidate's capacity to:

- Show an understanding of the public representative nature of ordained ministry and how it is lived out within the local community
- Reflect on the opportunities for ministry through the occasional offices of baptisms, weddings and funerals
- Show an understanding of, and commitment to, the ministry of the whole People of God

B 4: Candidates should show willingness to work with diversity within the Church of England

Evidence for this may be drawn from a candidate's capacity to:

- Understand, value and respect the diversity of approaches to theology, ministry, mission and liturgical practice within the Church of England
- Display a spirit of generosity, respect and flexibility towards those from different Anglican traditions and perspectives
- Be willing to work ecumenically and in partnership with those from other Christian Churches and be prepared to relate to those of other Faiths and none

Criterion C: Spirituality

Candidates should show evidence of a commitment to a spiritual discipline, which involves individual and corporate prayer and worship. They should be committed to a developing pattern of disciplined prayer, Bible study and the regular receiving of Holy Communion. They should be able to show how they discern God's activity in their life, how their spiritual practice may have changed over time and how it is changing them. They should be able to reflect on how engagement with the world and others both affects, and is affected by, their practice of prayer. Their spiritual practice should be able to sustain and energise them in daily life and future ministry.

C 1: Candidates should have a disciplined personal pattern of prayer

Evidence for this may be drawn from a candidate's capacity to:

- Reveal a growing, vibrant and joyful relationship with God
- Show a disciplined, structured and realistic pattern of prayer that sustains him/ her daily
- Engage in personal Bible reading and study and to be spiritually nourished by it
- Be prepared to seek the support of others for their spiritual growth and development

C 2: Candidates should faithfully participate in corporate worship

Evidence for this may be drawn from a candidate's capacity to:

- Show a disciplined and regular pattern of corporate worship in the life of a church, including the regular receiving of Holy Communion
- Reflect on how worship with others affects him/ her

C 3: Candidates' spirituality should be developing

Evidence for this may be drawn from a candidate's capacity to:

- Show how his/ her spirituality has changed and is transforming them
- Demonstrate how his/ her spirituality is developing and deepening
- Reflect on how his/ her experience of the nature and presence of God has changed over the years

C 4: Candidates' spirituality should be world-engaging

Evidence for this may be drawn from a candidate's capacity to:

- Demonstrate how his/ her spiritual life informs his/ her relationships with others and his/ her wider engagement with the world
- Reflect on how he/ she discerns God's presence and activity in the lives of others and in the wider world

Criterion D: Personality and Character

Candidates should be sufficiently self-aware, mature and stable to show that they are able to sustain the demanding role of an ordained minister. They should be able to demonstrate how they have faced change and pressure in a balanced and flexible way and how they manage stress. Candidates should be seen to be people of integrity who can generate trust and display honesty. They should be able to speak of how they have coped with difficult life experiences, how they have reflected upon them and incorporated them within their life and understanding.

D 1: Candidates should display self-awareness and self-acceptance

Evidence for this may be drawn from a candidate's capacity to:

- Reflect accurately upon his/ her strengths and weaknesses; and identify ways in which his/ her strengths may be used and ways in which the impact of his/ her weaknesses may be limited
- Show appropriate self-acceptance and be reconciled to his/ her own vulnerabilities and limitations
- Show that he/ she is relaxed and at ease with him/ herself; and be able to reflect on him/ herself with humour and a sense of perspective

D 2: Candidates should display emotional stability

Evidence for this may be drawn from a candidate's capacity to:

- Assimilate and deal appropriately with negative or difficult life experiences
- Show sufficient integration of different aspects of self, including how he/ she experiences and manages anger and inner conflict
- Cope adequately with stress and have effective strategies for managing it
- Face change in a flexible and balanced way

D 3: Candidates should display maturity and integrity

Evidence for this may be drawn from a candidate's capacity to:

- Generate trust and display honesty
- Learn from his/ her own behaviour, including mistakes and errors of judgement
- Respond appropriately to, and learn from, criticism
- Reflect upon how he/ she has encouraged and affirmed others

D 4: Candidates should display appropriate self-confidence

Evidence for this may be drawn from a candidate's capacity to:

- Present themselves with self-confidence, tempered with humility, and to have the strength of character to stand up for what he/ she perceives to be right, even if unpopular

D 5: Candidates should display stamina, robustness and resilience

Evidence for this may be drawn from a candidate's capacity to:

- Show signs of the kind of stamina, robustness and resilience which would be expected if he/ she were to cope with the demands and pressures of the ministry for which he/ she has been sponsored

D 6: Candidates should display potential for self-development and growth

Evidence for this may be drawn from a candidate's capacity to:

- Display an on-going history of personal growth and change
- Reflect on the importance of having a breadth of interests other than church life, which help him/ her to grow and develop

Criterion E: Relationships

Candidates should show the capacity to build healthy personal, professional, and pastoral relationships. They should demonstrate an awareness of the need for, and ability to establish and sustain, appropriate boundaries between personal and professional life and within pastoral relationships. They should be able to manage conflict and show an ability to negotiate difficult relationships. Candidates should demonstrate good interpersonal skills, the willingness to learn from experience, and a commitment to building inclusive relationships within diversity. They should show the potential to exercise effective pastoral care. Candidates must be willing to live within the discipline of *Issues in Human Sexuality*.

E 1: Candidates should be able to develop healthy personal relationships

Evidence for this may be drawn from a candidate's capacity to:

- Display that he/ she has healthy, stable and supportive relationships such as to sustain him/ her in training and into ministry
- Show an ability to balance the demands of important personal relationships and the demands of work, ministry or other commitments
- Reflect on ways in which he/ she has come to terms with and (where possible) resolved problematic personal relationships

E 2: Candidates have the potential to develop healthy professional and pastoral relationships

Evidence for this may be drawn from a candidate's capacity to:

- Form, develop and maintain healthy professional and pastoral relationships
- Maintain boundaries and confidentiality
- Manage conflict and learn from it

E 3: Candidates should be able to relate to people who are different from themselves

Evidence for this may be drawn from a candidate's capacity to:

- Reflect upon what it means to be 'one in Christ' (cf. Galatians 3:28)
- Reflect on his/ her behaviour, attitudes and commitment to oppose discrimination and injustice
- Demonstrate that he/ she understands, respects, values and engages with difference in others including social, cultural, gender, ethnicity, disability, age and sexuality.
- Demonstrate that he/ she is inclusive in engagement with people from diverse backgrounds and is able to reflect on the lessons learnt

E 4: Candidates should have the potential for exercising effective pastoral care

Evidence for this may be drawn from a candidate's capacity to:

- Enjoy engaging with other people and be genuinely interested in them
- Be approachable, listen well and show empathy
- Be compassionate and be able to exercise appropriate pastoral care and sensitivity
- Exercise discernment and good judgement in understanding others
- Show a humility that speaks of the servant ministry of Christ

E 5: Candidates should be able to accept the standards of sexual morality expected of ordained ministers

Evidence for this may be drawn from a candidate's capacity to:

- Confirm that he/ she has read the House of Bishops' Guidelines *Issues in Human Sexuality* and is prepared to live within them. *(This is normally handled by the DDO and evidenced in the Diocesan Sponsoring Papers)*
- Reflect on how he/ she will work with those with whom he/ she differ in this area

Criterion F: Leadership and Collaboration

Candidates should demonstrate an ability to offer leadership in the Church community and in the wider community as appropriate. This ability includes the capacity to offer an example of faith and discipleship which is inspiring to others and witnesses to the servanthood of Christ. They should show a commitment to identifying and nurturing the gifts of others and be able to collaborate effectively. Candidates should be able to identify their own leadership style, and reflect on the strengths and weaknesses of this and of the different ways in which leadership may be exercised within the Church. They should be able to be flexible and adaptable in leadership and demonstrate ability to guide and shape the life of the Church community in its mission to the world.

F 1: Candidates should display a knowledge and understanding of leadership

Evidence for this may be drawn from a candidate's capacity to:

- Show a knowledge and an understanding of different styles of leadership
- Reflect on the distinctiveness of Christian leadership
- Reflect on the significance of contextual issues in leadership

F 2: Candidates should have potential for exercising leadership

Evidence for this may be drawn from a candidate's capacity to:

- Reflect on the leadership skills which make an effective ordained minister
- Reflect accurately on his/ her own leadership skills
- Have the potential to exercise leadership effectively and flexibly
- Reflect on his/ her experience of delegating
- Reflect upon how he/ she has encouraged and enabled the gifts of others
- Show that he/ she can effectively chair and facilitate a group (*this is evidenced at a Bishops' Advisory Panel*)

F 3: Candidates should have effective communication skills

Evidence for this may be drawn from a candidate's capacity to:

- Make an effective Presentation that engages and holds the attention of an audience (*this is evidenced at a Bishops' Advisory Panel*)
- Communicate personally and persuasively in such a way as to engage and motivate others (*this is evidenced at a Bishops' Advisory Panel*)
- Communicate information clearly and effectively so that it is meaningful, relevant and understood within a group (*this is evidenced at a Bishops' Advisory Panel*)
- Communicate effectively in writing in a way that is clear and accessible (*this is evidenced at a Bishops' Advisory Panel*)

F 4: Candidates should show potential for collaborating with others

Evidence for this may be drawn from a candidate's capacity to:

- Be an effective team player within a group: working effectively alongside others, encouraging and recognising the worth of others (*this is evidenced at a Bishops' Advisory Panel*)
- Work appropriately with those more or less able than him/ herself
- Value and work with a diverse range of people

For candidates sponsored as having the potential to exercise ministry with incumbent responsibilities

F 5: Candidates should show potential for creative leadership

Evidence for this may be drawn from a candidate's capacity and potential to:

- Show initiative, drive and creativity in planning and implementing change
- Show adaptability, sensitivity and responsiveness during times of change
- Be entrepreneurial - forward looking, creative in their thinking and be able to grasp and run with new ideas
- Reflect on a time when he/ she took a calculated risk

F 6: Candidates should show potential for exercising team leadership

Evidence for this may be drawn from a candidate's capacity and potential to:

- Show an understanding of how teams operate
- Be discerning about the differing gifts of others
- Reflect on a time when he/ she has affirmed and enabled others

Criterion G: Faith

Candidates should show an understanding of the Christian faith and a desire to deepen their understanding. They should demonstrate a personal commitment to Christ and a mature, robust faith which shapes their life and work. Candidates should show an ability to reflect critically on their faith and make connections between faith and contemporary life. They should demonstrate a capacity to communicate their faith engagingly and effectively.

G 1: Candidates should have a personal commitment to Christian faith

Evidence for this may be drawn from a candidate's capacity to:

- Show a personal commitment to a relationship with Jesus Christ as Saviour and Lord
- Have a deep and robust faith which has been able to wrestle with doubt, disappointment and failure
- Live out the Gospel in who they are and what they do
- Discern God at work in his/ her life through times of joy and sorrow

G 2: Candidates should show a knowledge and understanding of the Christian faith

Evidence for this may be drawn from a candidate's capacity to:

- Have an understanding of, and a commitment to, the key beliefs of the Church as expressed in the scriptures and the creeds
- Show an understanding of the loving and saving purposes of God in Christ for the whole world
- Engage in critical reflection on his/ her faith
- Reflect upon how his/ her understanding of his/ her faith has developed and is developing
- Reflect on those aspects of his/ her faith that have been most challenging to him/ her

G 3: Candidates should be able to communicate their faith effectively

Evidence for this may be drawn from a candidate's capacity to:

- Give an account of what excites and enthuses him/ her in his/ her faith and which he/ she would wish to share with others
- Articulate his/ her faith naturally and effectively in ways that are balanced, appropriate, accessible and sensitive to the situation

G 4: Candidates should be able to respect and work with those whose understanding of Christian faith is different from their own

Evidence for this may be drawn from a candidate's capacity to:

- Appreciate different perspectives on faith, doctrine and practice within the Church of England and to be able to engage with them

Criterion H: Mission and Evangelism

Candidates should demonstrate a personal commitment to mission that is reflected in thought, prayer and action. They should show a wide and inclusive understanding of mission and the strategic issues and opportunities within contemporary culture. Candidates should be able to articulate the good news of the Kingdom appropriately in differing contexts and speak of Jesus Christ in a way that is exciting, accessible, and attractive. They should enable others to develop their vocations as witnesses of the good news. They should show potential as leaders of mission.

H 1: Candidates should have a personal commitment to mission and evangelism

Evidence for this may be drawn from a candidate's capacity to:

- Show how his/ her commitment to mission permeates his/ her thought, prayer and action
- Show how he/ she has participated in God's mission and engaged in effective evangelism
- Reflect on the importance of mission and evangelism in the life of the Church
- Have a practical understanding of what mission can mean in a local church context
- Relate well to those outside the church

H 2: Candidates should have a knowledge and understanding of mission and evangelism

Evidence for this may be drawn from a candidate's capacity to:

- Show a wide and inclusive understanding of mission including an understanding of the *Five Marks of Mission* (to proclaim the Good News of the Kingdom; to teach, baptise and nurture new believers; to respond to human need by loving service; to seek to transform unjust structures of society and challenge violence of every kind and to pursue peace and reconciliation; to safeguard the integrity of creation, and sustain and renew the earth)
- Reflect upon the role of the Church in God's mission in the world
- Understand the difference between mission and evangelism
- Reflect on the value of having a diversity of approaches to evangelism

H 3: Candidates should have effective communication skills for mission and evangelism

Evidence for this may be drawn from a candidate's capacity to:

- Talk about Jesus Christ and the good news of the Kingdom in a way that is exciting, accessible and attractive
- Communicate well in language which people with different levels of knowledge can understand

H 4: Candidates should be able to enable others in mission and evangelism

Evidence for this may be drawn from a candidate's capacity and potential to:

- Help others to explore and come to faith
- Enable and equip others to witness to their faith in Christ

H 5: Candidates should be able to engage with contemporary culture

Evidence for this may be drawn from a candidate's capacity to:

- Reflect upon the opportunities for interaction between contemporary culture and the Gospel
- Show sufficient imagination, insight and flexibility to engage critically with contemporary culture

For candidates sponsored as having the potential to exercise ministry with incumbent responsibilities

H 6: Candidates should have potential for engaging in mission-shaped ministry

Evidence for this may be drawn from a candidate's capacity and potential to:

- Be open to new and enterprising ways of engaging with mission and evangelism
- Be creative, innovative and pioneering
- Reflect on past experiences of mission and evangelism, identifying both successes and failures, and to reflect on how this experience might affect the future shape of their ministry

Criterion I: Quality of Mind

Candidates should have the necessary intellectual capacity and quality of mind to undertake satisfactorily a course of theological study and ministerial preparation and to cope with the intellectual demands of ministry. They should demonstrate a desire to learn through the integration of academic study and reflection on experience and a commitment to this as a lifelong process of learning and formation. Candidates should show flexibility of mind, openness to change and challenge, and the capacity to facilitate learning and theological reflection within the Church community.

I 1: Candidates should have an ability to learn

Evidence for this may be drawn from a candidate's capacity to:

- Show ways in which he/ she has gained new understanding, knowledge and skills
- Have a realistic understanding of how he/ she learns
- Work well with others who learn in different ways
- Have the potential for developing his/ her critical faculties
- Have the ability to benefit from theological training.

I 2: Candidates should be open to learning and formation

Evidence for this may be drawn from a candidate's capacity to:

- Show a positive attitude and self-motivation towards the discipline of study
- Show a commitment to intellectual exploration and life-long learning
- Reflect on ways that he/ she is open to personal development and formation
- Be teachable

I 3: Candidates should have flexibility of mind

Evidence for this may be drawn from a candidate's capacity to:

- Explore new ideas imaginatively and possess intellectual curiosity
- Be open to other people's perspectives and to being challenged as a way of growing and developing
- Think on his/ her feet
- Express him/ herself well both orally and in written work
- Formulate a cogent argument, which is well structured and organised
- Live with questions which do not permit easy answers

I 4: Candidates should be able to reflect

Evidence for this may be drawn from a candidate's capacity to:

- Make connections between life and faith and to engage in critical reflection

For candidates sponsored as having the potential to exercise ministry with incumbent responsibilities

I 5: Candidates should have the potential to be a theological leader in mission

Evidence for this may be drawn from a candidate's capacity and potential to:

- Use Biblical and theological understanding in discussion of people's questions about ethical and contemporary issues and matters which catch the public imagination
- Be an effective and articulate public apologist for Christian faith in the public arena