Bishops’ Advisory Panel

On Selection for Training for Ordained Ministry

 Pastoral Adviser's Assessment Sheets

The purpose of a Bishops' Advisory Panel is to make a recommendation to a Bishop about whether a candidate should enter training for Ordained Ministry in the Church of England (or the Scottish Episcopal Church).

You should arrive at the Panel having:

a) analysed the papers and recorded the evidence relating to your criteria and

b) devised an Interview plan for each candidate.

The following tables are designed to assist you in that task. Use them to record evidence in relation to the Criteria for which you are responsible gleaned from the Registration Form, Written Reflection, Sponsoring Papers and References.

This information will help you in your task of writing a report which explains your recommendation. Additional evidence will be collected throughout the meeting of the Panel from the Personal Inventory, the Interview, the Presentation, the Group Discussion and the Pastoral Exercise.

You are strongly recommended to record evidence from the interview as soon as the interview is over.

By the time of Moderation on the fourth day you should have written a short paragraph in relation to each Criterion that you are assessing, drawing upon all the evidence available to you.

You may wish to refer to Chapter 10 in the Bishops' Selection Advisers’ Handbook for more detailed information about these sheets.

**PLEASE FEEL FREE TO ADAPT THIS TEMPLATE AS BEST SUITS YOUR OWN WAY OF WORKING.**

PASTORAL ADVISER – Evidence gathering

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| **Candidate: Priest/Deacon (Distinctive)****Incumbent/Assistant Minister/Ordained Local Minister (Locally Deployable) Interview time:** |
| **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.* |
| **D1 Self-awareness and self-acceptance**  | **Evidence\*** |
|  |  |
| **D2 Emotional stability** | **Evidence\*** |
|  |  |
| **D3 Maturity and integrity** | **Evidence\*** |
|  |  |
| **D4 Appropriate self-confidence** | **Evidence\*** |
|  |  |
| D5 Stamina, robustness and resilience | Evidence\* |
|  |  |
| D6 Potential for self-development and growth | Evidence\* |
|  |  |
| Possible Interview Questions |
| **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.* |
| **E1 Develop healthy personal relationships** | **Evidence\*** |
|  |  |
| **E2 Potential to develop healthy professional and pastoral relationships** | **Evidence\*** |
|  |  |
| **E3 Relate to people who are different from themselves** | **Evidence\*** |
|  |  |
| **E4 Potential for exercising effective pastoral care** | **Evidence\*** |
|  |  |
| **E5 Accept the standards of sexual morality expected of ordained ministers** | **Evidence\*** |
|  |  |
| Possible Interview Questions |
| **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.* |
| **F1 Knowledge and understanding of leadership** | **Evidence\*** |
|  |  |
| **F2 Potential for exercising leadership** | **Evidence\*** |
|  |  |
| **F3 Effective communication skills** | **Evidence\*** |
|  |  |
| **F4 Potential for collaborating with others** | **Evidence\*** |
|  |  |
| **F5 (Incumbent level) Potential for creative leadership** | **Evidence\*** |
|  |  |
| F6 (Incumbent level) Potential for exercising team leadership | **Evidence\*** |
|  |  |
| Possible Interview Questions |