


**THEOLOGICAL EDUCATION FOR THE ANGLICAN COMMUNION**  
**DEACONS, CATECHISTS AND LICENSED LAY MINISTERS TARGET GROUP**  
**CATECHISTS AND LICENSED LAY MINISTERS**

	<b>At selection evidence should be shown that ...</b>	<b>At point of licensing evidence should be shown that ...</b>	<b>After three years in ministry evidence should be shown that ...</b>	<b>Before involvement in training others for the ministry concerned evidence should be shown that ...</b>
<b>Vocation and Discernment</b>  <p style="text-align: right;">A.1</p>	<p>Candidates have an understanding of their gifts, abilities, strengths and weaknesses and have been encouraged by their minister and congregation to assist with lay ministers' tasks.</p> <p>Candidates have a longing for deeper involvement in the life and ministry of the Church.</p> <p>Candidates have a heart for those who are not Christians.</p> <p style="text-align: right;">A.2</p>	<p>Candidates have a deepened and enriched sense of their gifts and an awareness of possible tension between the personal and ecclesial aspects of ministry.</p> <p>Candidates should be able to articulate clearly their sense of vocation to the ministry to which they are being licensed.</p> <p style="text-align: right;">A.3</p>	<p>Ministers have had at least two reviews of their ministerial life</p> <p>Ministers can begin to see the possibilities of nurturing vocations to lay ministry in others.</p> <p style="text-align: right;">A.4</p>	<p>Ministers have seen others move into licensed lay ministries.</p> <p style="text-align: right;">A.5</p>
<b>Clarity about the nature of ministry</b>  <p style="text-align: right;">B.1</p>	<p>Candidates are able to understand the nature of lay ministry in relationship to ordained ministry and lay discipleship.</p> <p>Candidates appreciate the value of different roles within the whole Body of Christ.</p> <p style="text-align: right;">B.2</p>	<p>Candidates have a working knowledge of the biblical, historical and theological basis for lay ministry in its various forms and, in particular, in relation to the ministry which they will be licensed to exercise.</p> <p>Candidates are able to articulate coherently the nature of the particular ministry they will exercise.</p> <p>Candidates are willing to work within the constraints of diocesan policies and canons, eg terms of service.</p> <p style="text-align: right;">B.3</p>	<p>Ministers are able to articulate the nature of the particular ministry they are exercising and demonstrate a coherence between word and praxis.</p> <p style="text-align: right;">B.4</p>	<p>Ministers have a clear understanding, of the roles, tasks, potential and limitations of licensed lay ministry.</p> <p>Ministers have themselves ministered in more than one context.</p> <p style="text-align: right;">B.5</p>

<p><b>Spirituality and faith</b></p> <p>C.1</p>	<p>Candidates are baptized, confirmed and regular Anglican communicants.</p> <p>Candidates have an understanding of the Christian faith and a desire to deepen that understanding.</p> <p>Candidates demonstrate personal commitment to Christ.</p> <p>Candidates show evidence of commitment to a regular discipline of corporate and individual prayer and worship.</p> <p>C.2</p>	<p>Candidates are able to demonstrate an understanding of the foundations of the Church's and their own beliefs, and to identify false and inadequate foundations for belief.</p> <p>Candidates have faced and been challenged by any questions about God and Christian belief raised by the process of training.</p> <p>Candidates have developed basic skills of interpretation to make connections between their own life experience and the Christian tradition of faith.</p> <p>Candidates are rooted in a life of prayer, shaped by the understanding and experience of the Anglican discipline of common prayer.</p> <p>C.3</p>	<p>Ministers have shown themselves faithful ministers in the period since their licensing, expressed in effective and collaborative leadership, discipleship of Christ, and continued growth in the Holy Spirit.</p> <p>Ministers are rooted and growing in a life of prayer, shaped within and drawing upon their daily life and their public ministry.</p> <p>C.4</p>	<p>Ministers are confident to talk about and assist others with their life of prayer.</p> <p>Ministers should have an appreciative awareness of the breadth of spirituality.</p> <p>C.5</p>
<p><b>Personality and character</b></p> <p>D.1</p>	<p>Candidates are mature and stable, able to face change and pressure in a flexible and balanced way.</p> <p>Candidates are able to interact with a variety of individuals.</p> <p>D.2</p>	<p>Candidates have grown in self-knowledge, and in awareness of their own strengths and limitations, and to be able (when appropriate) to admit to being in the wrong.</p> <p>Candidates show ability to deal with pressures, and the need to care for oneself.</p> <p>D.3</p>	<p>Ministers have reflected on their personal strengths and weaknesses in the context of their ministry.</p> <p>Ministers are acknowledged to have become more balanced characters.</p> <p>Ministers have exercised appropriate care for themselves and their families.</p> <p>Ministers have acquired the flexibility and skills to manage necessary change.</p> <p>D.4</p>	<p>Ministers have demonstrated their ability to work in a way that is collaborative and enables others.</p> <p>D.5</p>
<p><b>Relationships</b></p> <p>E.1</p>	<p>Candidates have the ability to empathise with others.</p> <p>Candidates are sufficiently self-aware that they can form open and healthy personal and pastoral relationships.</p> <p>E.2</p>	<p>Candidates have acquired the personal skills to relate effectively to people of different ages and personalities.</p> <p>Candidates understand issues of sexuality, gender and power, particularly in relation to working with colleagues of the opposite sex.</p> <p>E.3</p>	<p>Ministers have developed skills to deal with conflict and disagreement in a way that is marked by integrity, empathy, respect and insight.</p> <p>Ministers have demonstrated good practice in a range of pastoral and ministerial situations.</p> <p>E.4</p>	<p>Ministers have reflected on how groups work.</p> <p>E.5</p>

<p><b>Leadership and collaboration</b></p> <p>F.1</p>	<p>Candidates show ability to offer leadership in the local church and community.</p> <p>Candidates are aware of possible tensions between leadership and collaboration, and between the local situation and the wider church.</p> <p>Candidates show willingness to accept the leadership of others.</p> <p>F.2</p>	<p>Candidates value the importance of effective ministerial leadership, and of the role of the minister in providing an example of love and faith as a witness to the mind of Christ.</p> <p>Candidates are alert to the need for different methods and styles of leadership.</p> <p>Candidates have learned from practical engagement in working collaboratively with others in the life of the church.</p> <p>Candidates show willingness to accept the authority of others.</p> <p>F.3</p>	<p>Ministers are able to work unsupervised.</p> <p>Ministers are able to supervise others.</p> <p>Ministers have reflected with insight on the use and abuse of power.</p> <p>Ministers have the confidence and ability to empower others, including colleagues.</p> <p>F.4</p>	<p>Ministers have had experience of supervising others in ministry.</p> <p>F.5</p>
<p><b>Awareness of context</b></p> <p>G.1</p>	<p>Candidates are aware of the customs and beliefs of the society in which they will minister.</p> <p>G.2</p>	<p>Candidates are developing the tools to make interpretive connections and theological sense of the social, political and church contexts in which they are located.</p> <p>G.3</p>	<p>Ministers can make interpretive connections and theological sense of the social, political and church contexts in which they are located.</p> <p>Ministers are able to articulate issues of contextualisation and inculturation of the Christian faith.</p> <p>G.4</p>	<p>Ministers can express with clarity the interpretive connections suggested in the adjacent column.</p> <p>G.5</p>
<p><b>Biblical and theological competence</b></p>	<p>Candidates show the level of biblical and doctrinal understanding expected of a mature lay adult (see Laity grid).</p> <p>Candidates demonstrate the potential to undertake a course of study and ministerial preparation with an open and enquiring mind and with the willingness to cope with the challenges to faith which it may pose.</p>	<p>Candidates have successfully undertaken a course of biblical and theological study.</p> <p>Candidates have a clear grasp of the major statements of faith held by Christians eg creeds and historical formularies, particularly those held by Anglicans, and an understanding of how they may have application to contemporary issues.</p> <p>Candidates have integrated their theological learning with their practice of prayer and worship.</p> <p>Candidates are aware of the need for continuing theological study throughout</p>	<p>Ministers have demonstrated that they believe that Christian learning is 'life-long' by continuing to engage with some form of theological study since their licensing.</p> <p>Ministers interpret and use the scriptures across a range of contexts relevant for their ministry, showing understanding of exegetical and hermeneutical principles.</p>	<p>Ministers have a good grasp of biblical and theological knowledge.</p> <p>Ministers are recognised in the community as being proficient practitioners of the ministry concerned.</p>

H.1	H.2	<p>their ministry.</p> <p>Candidates have a good overall view of the Bible and its major themes and divisions.</p> <p>Candidates demonstrate the ability and willingness to engage positively but critically with the Bible and the traditions of Christian thought, in a spirit that is both faithful and also open to new insights.</p>	H.3	H.4	H.5
<p><b>Practical competence</b></p> <p>I.1</p>	<p>Candidates show ability to communicate.</p> <p>Candidates show potential to develop the skills needed for the specific lay ministry (eg if this is likely to involve preaching, demonstrating the potential to be an effective minister of the Word).</p> <p>Candidates show awareness of the need for training in practical aspects of ministerial formation.</p> <p>I.2</p>	<p>Candidates have had experience in and are competent to exercise the specific liturgical roles that are linked with their ministry in their context (eg in the case of public ministers, reading lessons, preaching, administering the chalice, leading worship, leading intercessions, etc.).</p> <p>Candidates have had experience of a range of pastoral situations and show that they have learned by dealing with these.</p> <p>In ministries which include a teaching role candidates show ability as teachers.</p> <p>I.3</p>	<p>Ministers are competent and at ease about exercising the specific liturgical, teaching and pastoral roles that are linked to their ministry.</p> <p>Ministers have undertaken training for any additional roles that may be delegated to them after a number of years in licensed ministry (eg funerals, or baptisms).</p> <p>I.4</p>	<p>Ministers have had basic training in counselling and adult education skills.</p> <p>I.5</p>	
<p><b>Mission and evangelism</b></p>	<p>Candidates show a lively interest in contemporary issues in church and society and be interested in how the Christian faith can impact upon them.</p> <p>Candidates are excited about the loving and saving purpose of God for the world and have a firm desire to share this by word and deed.</p>	<p>Candidates have an understanding of the role of the local church in mission.</p> <p>Candidates appreciate how prayer and worship relates to the world of work, the family and wider society.</p> <p>Candidates demonstrate some awareness and ability of the need for Christians to engage with the beliefs and practices of other faith traditions.**</p> <p>Candidates have begun to develop the educational tools to nurture faith in others.</p>	<p>Ministers have demonstrably put into practice in their ministry the understanding of mission gained during initial training.</p>	<p>Ministers continue to review their ministry in the light of Christ's apostolic commission.</p>	

J.1	J.2	Candidates participate in the mission of God, with some understanding of its breadth (eg the Marks of Mission). J.3	J.4	J.5
<b>The Anglican Way</b>  K.1	Candidates are familiar with the traditions, practice and structures of the Anglican Church in their locality, and be ready to work within them.  Candidates be aware of the liturgical opportunities for the ministry for which they are offering themselves.  K.2	Candidates have a good grasp of the Anglican theology of ministry.  Candidates are aware of diocesan structures.  Candidates have a grasp of Anglican history, particularly as it relates to their context.  Candidates show an awareness of what is meant by the Anglican Communion.  Candidates demonstrate an understanding of the principle of 'diversity in unity'.  K.3	Ministers have had the opportunity to reflect on the strengths and weaknesses of the Anglican Way during the practice of their ministry.  Ministers have some idea of the particular contribution that Anglicans can make within the Christian community, eg in ecumenical contexts.  K.4	Ministers have had the opportunity to interact with/gain knowledge about the practice of lay ministry in another province.  Ministers have interacted with diocesan and provincial activities or structures.  K.5
<b>Spouse (if applicable)</b>  L.1	Candidates have considered the needs and interests of their spouse (and other members of their household).  If married, that their spouse is broadly supportive of the demands that the training and ministry will place upon them.  L.2	Candidates are supported by their spouse to move into the new stage of their ministry.  L.3	Their spouse has had the opportunity for an interview with the relevant church authority to express their feelings about how they and the family are affected by the exercise of the ministry during the preceding three years.  L.4	Ministers have engaged in considered reflection on the role of a spouse in ministry.  L.5