



Anglican Diocese  
of Adelaide

# Intentional Ministry Discernment A Guide



## **Diocese of Adelaide Mission Statement**

*We will be a Diocese of flourishing Anglican communities, united and connected, whose members are confident and competent to live as disciples of Jesus Christ in the power of the Holy Spirit.*

*Every Christian by virtue of their baptism, is called by God to live a life of discipleship. To bear witness to our faith in God in the way we live our lives, as we grow our relationships with God's people, and reach out to our Communities in Mission.*

*Those exploring formal Ministry Discernment seek to affirm God's call to leadership in the Church, lay or ordained, to enable and grow God's people in their call to be flourishing competent disciples of Christ.*

*The process of ministry discernment is to enable the candidate and the church to identify God's call upon their lives. This may be a call to lay or ordained ministry. While this process will feel very personal, a call must be tested by the wider church. Many people will be involved in that journey.*

*The information contained in this booklet outlines the Diocese of Adelaide process for people to intentionally explore a potential call to leadership in the church – lay or ordained.*

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*The Director of Formation and Ministry Discernment coordinates and facilitates the Intentional Ministry Discernment process on behalf of the Archbishop of Adelaide.*

*Acceptance into each stage of the Ministry Discernment Process  
does not infer or guarantee ordination.*

## **Diocesan Expectations of Those Exploring Ministry Discernment**

*The process of ministry discernment is to enable the candidate and the church to identify God's call upon their lives. This may be a call to lay or ordained ministry. Acceptance into each stage of the Ministry Discernment process does not infer or guarantee ordination.*

- A candidate must produce evidence of their baptism and confirmation.
- A candidate is to be active in an Anglican Parish. They may also be active in another expression of Anglican ministry e.g., Chaplaincy.
- A candidate will understand the ethos of the Anglican Church of Australia, and the wider Anglican Communion.
- There will be evidence of a regular commitment to a leadership role in lay ministry both within a Parish, and, if appropriate in another expression of Anglican ministry, with the candidate holding an Archbishop's Lay Ministry license prior to acceptance into formal Ministry Discernment.
- A candidate faith will be mature, with evidence of ongoing spiritual and theological development.
- A candidate will have a mature level of Emotional and Social Intelligence, and high level of self-awareness.
- A candidate will be able to articulate their call, differentiating between lay and ordained ministry, aware of the difference ordained ministry would make.
- A candidate will have the full support of their Parish Priest, and, if applicable Supervising Minister.
- A candidate will meet the requirements of each stage of the Discernment Process.
- A candidate must meet all Professional Standards, Working with Children and Safe Ministry requirements.

## ***Diocesan Expectations of a Parish Supporting a Candidate to Explore Ministry Discernment.***

*Note: Parish and/or other expression of Anglican ministry e.g., Chaplaincy*

- The Parish will support the candidate prayerfully, pastorally, and administratively.
- The Parish Priest will meet with the candidate regularly to encourage, support, equip and pray for the journey.
- May work with the candidate to identify a suitable mentor/companion from the parish. This person may or may not be the Parish Priest.
- The Parish Priest, when considering Lay Ministry involvement in the parish, will consider the expectations and additional commitment ministry discernment places upon the candidate.

## Stage 1 - Enquiry

### **What does God want me to do with my life?**

Initial conversation with Parish Priest and/or supervising minister.

### **What are my options?**

#### ***Lay Ministry***

- ❖ Parish Ministry
- ❖ Archbishop's Lay Ministry Licence
- ❖ Some chaplaincy roles

#### ***Ordained Ministry***

- ❖ Vocational Deacon
- ❖ Chaplaincy
- ❖ Priest

### **How Might I Begin to Intentionally Explore Where God Is Calling Me?**

If you have the encouragement of your Parish Priest (and, if applicable Senior Minister/Chaplain) please speak with the Director of Formation and Ministry Discernment who will give you some information, books to read and movies to watch. You will be expected to join, and actively participate in, the monthly Theological Reflection Group.

**Academic Requirements:** If you continue in the Ministry Discernment Process you will be required to complete a Bachelor of Theology degree, usually through St Barnabas College, Adelaide. It will be important to speak with the Academic Dean early in your discernment journey to identify your requirements.

***Timeline:*** As long as it takes, and usually up to a year.

***NOTE:*** At every stage of the Ministry Discernment Process, you may choose to continue, or to step out at any time without prejudice.

## Stage 2 - Exploration

If you choose to continue exploring God's call on your life, and with the ongoing support of your Parish Priest or supervising minister, you will be required to

- ❖ Complete diocesan Professional Standards, Safe Ministry, and Working with Children checks & associated training
- ❖ Participate in monthly group discussions focussing on different ways to exercise ministry
- ❖ Continue active participation in the Theological Reflection group
- ❖ Participate in a prescribed reading programme
- ❖ Continue academic study

*During the monthly group discussions, you will share with others who are exploring their call to ministry. You will have the opportunity to explore your ministry gifts, and learn about ministry in parishes, schools, hospitals, the community, and a wide range of settings.*

***Timeline:*** *As long as it takes, usually a year. However, every person's journey is individual. A series of reports from your Parish Priest, and/or Ministry setting will be requested from time to time to determine the right timing for you to move into the next stage of exploring your call.*

***NOTE:*** *At every stage of the Ministry Discernment Process, you may choose to continue, or to step out at any time without prejudice.*

## Stage 3 – Formal Ministry Discernment

### Pre-Requisites to being Invited into Formal Ministry Discernment

To be invited into the formal Ministry Discernment process the criteria for the Diocese of Adelaide is as follows:

- ❖ Be worshipping in an Anglican Parish in the Diocese of Adelaide.
- ❖ Be actively involved in clearly defined Lay Ministry in that parish
- ❖ Hold an Archbishop's Lay Ministry Licence.
- ❖ Have the written support of the Parish Priest to step into formal Ministry Discernment
- ❖ Be actively participating in, and meeting the requirements, of the Exploration Process
- ❖ Have satisfactorily completed a minimum of four subjects toward a Bachelor of Theology
- ❖ Meet with the Archbishop or his delegate, who will have reviewed progress and support to date. You will be asked to share your journey so far, and your sense of call.

*The Archbishop having reviewed all the information to hand will decide if an Explorer is ready to proceed to formal Ministry Discernment.*

*If so, a letter of invitation will be extended.*

*If not, clear recommendations will be made to guide next steps.*

***Timeline:*** *Formal Ministry Discernment will usually take a year. However, every person's journey is individual.*

***NOTE:*** *At every stage of the Ministry Discernment Process, you may choose to continue, or to step out at any time without prejudice.*

## **Step 1 - The Process of Formal Ministry Discernment**

Formal Ministry Discernment is a year of intense assessment, which is why it is important to ensure a person is ready to step into this stage.

Having completed the requirements of the Exploration Stage, and the pre-requisites for formal Ministry Discernment, the candidate will be required to:

- ❖ Actively participate in the monthly Ministry Discernment programme & Theological Reflection group
- ❖ Continue with academic study
- ❖ Complete a comprehensive application form
- ❖ Undergo a psychological assessment following the National Church guidelines.
- ❖ Undergo a medical assessment

In addition, references will be required from

- ❖ Your Parish Priest and/or Senior Minister/Chaplain
- ❖ Other senior clergy and lay people

*The Archbishop having reviewed all the information to hand, and the recommendations will decide if a candidate is ready to proceed to the Ministry Discernment Event.*

*If so, a letter of invitation will be extended.  
If not, clear recommendations will be made to guide next steps.*

***NOTE: Acceptance into the formal Ministry Discernment process does not infer or guarantee ordination.***

*NOTE: At every stage of the Ministry Discernment Process, you may choose to continue, or to step out at any time without prejudice.*



## **Step 2 - The Ministry Discernment Event**

The Ministry Discernment Event takes place toward the end of the year of formal Ministry Discernment and comprises a series of interviews and presentations with Examining Chaplains.

During the Event, having reviewed the many reports, references, and recommendations, the Examining Chaplains will meet with the Candidate, and their spouse if applicable, to mutually discern more clearly God's call. At the conclusion of the event, they will submit a report, with recommendations, to the Archbishop.

The assessment criteria are guided by the Theological Education in the Anglican Communion (TEAC) Ministry Assessment Grids.

*The Archbishop having reviewed the report will decide if a candidate is ready to continue to develop Lay Ministry, needs further time in formal Ministry Discernment, or be accepted for Ministry Formation for potential ordained ministry.*

*Each candidate will receive a letter from the Archbishop with details of the outcome.*

***Timeline:*** *Formal Ministry Discernment, including participation in a Ministry Discernment Event, will usually take a year. However, every person's journey is individual.*

***NOTE:*** *At every stage of the Ministry Discernment Process, you may choose to continue, or to step out at any time without prejudice.*

### **Step 3 - Post the Ministry Discernment Event**

*Each candidate will receive a letter from the Archbishop with details of the Ministry Discernment outcome. They will be invited to meet with the Director of Formation to discuss the recommendations for the next stages of the discernment journey.*

The outcome of the Ministry Discernment Event will take one of three forms,

#### **Continue to Develop Lay Ministry.**

For those who have been discerned as being called to Lay Ministry, a process of ongoing formation will be developed with the candidate, the Parish Priest and/or Senior Minister/Chaplain, and the Director of Formation. Various courses and Study options may be recommended.

#### **Requires Further time in Formal Discernment.**

If a candidate is discerned as requiring further time and/or experience before a formal discernment can be affirmed, the Director of Formation will work with the Candidate, Parish Priest and/or Senior Minister/Chaplain, and the Examining Chaplains to put in place a programme to address the identified needs.

*Note: This will be specific to an individual candidate.*

#### **Invited into the Ministry Formation programme for potential ordained ministry.**

If a Candidate is discerned as having a potential call to ordained ministry (permanent diaconate or priesthood), they will be invited into the Ministry Formation programme. This is usually a two-year programme of intense formation, coordinated by the Director of Formation on behalf of the Archbishop.

***NOTE: Acceptance into the Ministry Formation programme does not infer or guarantee ordination.***

*NOTE: At every stage of the Ministry Discernment Process, you may choose to continue, or to step out at any time without prejudice.*

## Minimum Academic Requirements for Ordination to the Priesthood.

\*THL101 NT Greek

OR

\*THL102 Hebrew 1

THL105 Intro OT Studies

THL106 Intro NT Studies

THL111 Intro Christian Theology

THL113 Being the Church

THL115 Christian Worship

THL120 Practical Theology

THL131 Early Church History

THL132 European Reformations

THL203 Paul and his Letters

THL208 Synoptic Gospels

THL215 Jesus the Christ

THL225 Aboriginal Cultures and Spirituality *(Required by CSU for the B.Th. degree)*

THL228 Pastoral Care

THL238 Mission, Evangelism & Apologetics

\*THL301 Hebrews and the General Epistles OR

\*THL307 Johannine Literature

\*THL304 The Pentateuch

OR

\*THL308 Prophetic Literature

THL314 Sacramental Theology

THL316 The Triune God

THL315 Anglican Foundations

THL320 Homiletics

THL326 Theological Ethics

*At least 1 Unit of Clinical Pastoral Education completed through an accredited CPE association.*

## Minimum Academic Requirements for Ordination to the Vocational (Permanent) Diaconate

THL105 Intro OT Studies

THL106 Intro NT Studies

THL111 Intro to Christian Theology

THL113 Being the Church

THL115 Christian Worship

THL120 Practical Theology

THL131 Early Church History

THL132 Reformation Church History

THL203 Paul and his Letters

THL208 Synoptic Gospels

THL215 Jesus the Christ

THL238 Mission, Evangelism and Apologetics

THL304 Pentateuch,

\*THL307 Johannine Literature

OR

\*THL301 Hebrews and the General Epistles

THL308 The Prophetic literature

THL314 Sacramental Theology

THL315 Anglican Foundations

THL320 Homiletics

*At least 1 Unit of Clinical Pastoral Education completed through an accredited CPE association.*

*Note 1: These subjects may change from time to time.*

*Note 2: If a B.Th. has been completed elsewhere, the Academic Dean will review the candidates Transcript and advise the Archbishop of any additional subjects that may be required to meet the academic requirements of the Diocese of Adelaide.*

Lord, you call us to be story-tellers:  
planting your explosive news into our defended lives;  
locating us in the script of your human history.

You call us to be trailblazers:  
living in your future that we receive only as gift;  
subverting the fixed, fated world of low horizons.

You call us to be weavers:  
tracing, stretching, connecting the knotted threads;  
gathering up unravelling, disconnected lives.

You call us to be fools –  
for Christ's sake: bearing life's absurdities and incongruities;  
puncturing our seriousness and grandiosity.

You call us to be hosts:  
welcomers of the sacred, intimate, transfiguring;  
lavish celebrants of our communities and homecomings.

You call us to be poets:  
artists and illuminators of inner space;  
naming, invoking, heralding your presence.

You call us to be gardeners:  
sowers, cultivators, nurturers of fragile lives;  
benefactors of your gratuitous harvest.

You call us to be conductors  
celebrating harmony, coaxing symphony;  
orchestrating the praise of your inhabited creation;  
Lord, you lavish gifts on all whom you call.

Strengthen and sustain us and all ministers of your church,  
that in the range and diversity of our vocation,  
we may be catalysts of your kingdom in the world,  
through Jesus Christ our Lord. **Amen**

*Roger Spiller (1944– ) alt.*