

Appendix 5 – An example of Assessment Tool Worksheet (diaconate)

Anna: Discerning for Diaconate

We are looking for evidence that the gifts and skills outlined in the “Criteria for Holy Orders” are already present in some form in the enquirer. We also recognized that all these ways of functioning may not be fully present. However, the expectation is that, over time, the enquirer will develop greater facility in the areas outlined below.

Discernment for Holy Orders Assessment Tool

The diocese of islands and inlets seeks persons who are gatherers and builders of community. We seek persons who:

- Are gifted in gathering diverse people into a community and then building and developing that community over time.
- Can help groups of people come together around shared values and a sense of purpose.
- Can assist others in identifying and developing their gifts and skills in service to God, the church and the broader community.

Experienced or Observed Strengths

Anna is showing great promise in this area in the parish. In the two years she has been in the parish, she has organized and led a homeless advocacy group that has both volunteered at a local shelter and participated in the ongoing dialogue about the issue of homelessness in the Fraser Valley. In addition, she has organized a successful young singles social group. Anna is a natural gatherer of people and creator of community around a specific purpose. Within her work in the parish and in her work, she has great opportunity to interact with people of diverse backgrounds, ages and ethnicities.

Areas Needing Development

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Questions / Comments / Notes

She just needs to keep this up and needs to find a way to build in feedback on her leadership style.

The diocese of islands and inlets seeks persons who have a pattern of spiritual practice that is rooted in a Christ-centered, Anglican approach to spirituality. We seek persons who:

- Is committed to a life of prayer.
- Are regular in the Daily Office, engaged and faithful in the Eucharist, and active in the practice of personal prayer.
- Is seeking a spiritual director and pays attention to their internal life.

Experienced or Observed Strengths

As a recent "convert" to Anglicanism, Anna has much enthusiasm for weekly Eucharist and for the combination of order and open-mindedness that Anglicanism has at its core. Anna is very interested in learning new ways to practice spiritual life.

Areas Needing Improvement

Anna should learn more about and practice the Anglican pattern of Eucharist, Office and Personal Prayer. She should enter into the rhythm of praying the Office as well as find a spiritual director who would also serve as her confessor. Anna should begin serving in different capacities in the Sunday liturgy.

Questions / Comments / Notes

Some wonder how Anna will feel about life in an Anglican Church once the initial euphoria wears off?

The diocese of islands and inlets seeks persons who are emotionally and relationally mature. We seek persons:

- Of emotional resilience who can persevere and stay in relationship with others when situations get difficult.
- Whose presence grounds, encourages and inspires others.
- Who work on increasing their own self-awareness and who nurture authentic and productive relationships with others. This includes: understanding their emotions; being aware of their strengths and areas needing ongoing attention in relationships with others; and, being attuned to the impact of their presence, words and actions on others.

Experienced or Observed Strengths

Given her background in counseling, Anna is adept at understanding and articulating her emotions. She is also strong in her ability to cultivate authentic, healthy relationships with others.

Areas Needing Development

Some wonder if Anna will be able to exhibit the kind of resilience needed to remain in relationship over time when things get difficult.

Comments / Questions / Notes

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The diocese of islands and inlets seeks persons who can exercise leadership that has authority and can live productively in relationship to those in authority. We seek:

- Leaders who are comfortable exercising a style of leadership that is both relational and carries authority.
- Persons who, having made ordination vows, acknowledge the authority and responsibility that others (archbishops, bishops, archdeacons, rectors, elected and appointed lay leaders, etc.) carry in relationship to them and can nurture productive relationships with those carrying authority and responsibility.

Experienced or Observed Strengths

Anna seems to have no problem with exhibiting leadership in an "upfront" way that stays connected to others. She has shown this both in the parish and in her work as an Executive Director of a fledgling NGO.

Areas Needing Development

In that the Anglican Church is new to Anna, she will need to learn about and experience being in productive relationship with others who have authority in relationship to her, especially in the role of deacon.

Comments / Questions / Notes

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The diocese of islands and inlets seeks persons who listen and love to learn. We seek persons who:

- Are open and intrigued by the learning process and who see God as moving and active in Scripture, tradition, reason, learning from other disciplines and in the wisdom of the community.
- Are committed to increasing their own learning and theological understanding over time.
- Learn from their experience: both their successes and their failures.

Experienced or Observed Strengths

Anna is a learner and sees life as one learning opportunity after another. She is particularly interested in learning more about how Anglicans see things.

Areas Needing Improvement

In that Anna is new to the Anglican Church, she needs a full immersion in how Anglicans understand Scripture, tradition, reason, community life, liturgy, learning from other disciplines, Christian action and on and on!

Comments / Questions / Notes

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The diocese of islands and inlets seeks persons who are good stewards. We seek persons who:

- Care for themselves in terms of body, mind, spirit and who nourish the important relationships in their lives.
- Gives generously of their time, talent and treasure in gratitude to God who is the source of all.
- Have developed and are working with a Rule of Life and whose lives reflect a deep commitment to all the dimensions of their baptismal covenant, including care for creation.

Experienced or Observed Strengths

Anna has a strong ethic of giving of herself to her work, to her Christian faith and to the circle of friends she has cultivated.

Areas Needing Improvement

Anna openly admits that she needs help in cultivating greater balance in her life. More specifically, she needs encouragement in getting the rest and exercise she needs as well as a pattern of financial giving that reflects her commitment to the church.

Comments / Questions / Notes

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