

Appendix 4 – An example of Assessment Tool Worksheet (priesthood)

John: Discerning for Priesthood

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 recognize 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:

John has experience gathering people and building community in his workplace but has not had the opportunity to gather a group of people for a common purpose in a church setting. John seems to have a strength in working with people of diverse backgrounds and seems at ease with differences related to age, ethnicity and religious background. This is a strength that he would bring to gathering and building community in a parish setting.

Areas Needing Development:

Again, John simply needs to create or lead a group that has a common task and work on the development of the life of that group over time.

Comments / Questions / Notes

How can we give John experience in this criterion in an area he has some passion about?

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

John has been regular in praying the Office for the past three years and loves an Anglican pattern of worship and prayer as a way to practice his spiritual life. Others in the parish perceive John as grounded and prayerful in his presence.

Areas Needing Development

John needs to get into spiritual direction and incorporate confession either into his time with his spiritual director or needs to identify a priest who can serve as his confessor and begin meeting with his confessor.

Comments / Questions / Notes

--

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

John has strong conceptual and intellectual skills and has cultivated close relationships with a small number of people in his life. John is not a "quitter" in his relationships and is adept at maintaining his relationships with others over time.

Areas Needing Development

John seems unaware of the distancing effect of some of his behavior and mannerisms on others, particularly on women. On some occasions, John appears to be talking to himself rather than directly to others as he works through ideas or his thoughts.

John has said that he may need to work through some family of origin issues as well as find ways to explore what he does that others interpret as cutting off from them, as sarcasm or as superiority in relation to them.

Comments / Questions / Notes

A question—what does John do when he gets into conflict with others? This may be a possible area to work on in that John needs to work on his awareness and expression of his emotions.

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.

Observed or Experienced Strengths

John seems to be confident in his work life as a consultant but has not as yet been given the responsibility to lead a group from an “upfront” position and get feedback on how others perceive his leadership style. John seems to be at ease in living with others’ authority and responsibilities in relationship to him.

Areas Needing Development

John needs to gain experience in leading in a church setting from an “upfront” position—liturgically and in the areas of formation or service—getting feedback as he does this.

The hope here would be that he will focus on gaining skills in facilitating the engagement of others rather than just be an expert intellectual voice.

Comments / Questions / Notes

--

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.

Observed Experiences or Strengths

John loves to learn. He is an avid reader and would probably love to be a permanent student! He is committed to expanding his understanding and some of his skills.

Areas Needing Development

John needs to learn to listen for people's emotions and to respond at that level.

Comments / Questions / Notes

--

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.

Observed Experiences or Strengths

John is very strong in this area. He regularly takes time for himself, for his family and for friends. The Biblical tithe is his standard in financial giving to the parish. John is also very articulate about thanksgiving being at the heart of his giving of his time, talent and treasure.

Areas Needing Development

--

Questions / Comments / Notes

I wonder if this might be an area John could lead a class in, practicing some of the skills needed in some of the other areas of criteria noted above.