Attachment 1: Anglican Diocese of Adelaide

Overview of processes of discernment, screening and formation

Screening: Clergy and Lay People

The approach undertaken is known as a ‘scaffolding model’: each transitional stage builds upon satisfactory formation, development and completion of previous stages.

The ‘Base level’ applies to lay leaders and clergy alike.

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**Safer Ministry Training Requirements – Base levels – Two Tiers:**

**Tier 1**  All lay and ordained ministry licence holders, church leadership positions

Requirements:
- *Ensuring Safer Church Communities* (full day training course: 3 yearly refresher)
- Acceptance of standards articulated in *Faithfulness in Service*
- (all) Adherence of child safe policies articulated in *Faithfulness in Service* for Ministry licence holders (lay and ordained)
- National Police clearance
- Safer Ministry Questionnaire and References for Clergy
- Adherence to all standards articulated in *Faithfulness in Service*

**Tier 2**  All clergy, youth and children’s workers, and other specified ministries

Requirements:
- All Tier 1 requirements
- *Child Safe Environment* Full day training for all levels of responsibility (incl. Mandatory Reporting training): Families SA curriculum and accredited training (3 yearly refresher)

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**Advanced Level Safer Ministry Training (Clergy) Provisional Ordinance and Clergy**

- Training Stage 1 - Ministry Formation (pre-ordination) – two years
- Training Stage 2 - Ministry Development (post-ordination) – two years
  - Requirements:
    - Group learning and training
    - Individual project appropriate to ministry context which is assessed by the Director of Discernment and Formation
Clergy: Inquiry, Discernment, Formation, Ordination and Development

Processes regarding clergy selection and training comprise four phases (structured on a scaffolding model):

1. **Pre-discernment ‘Inquirer’:** 12 months initial observation

   Inquirer expresses an interest in the possibility of ordained ministry within the Anglican Church
   - Meets with Director of Discernment and Formation, followed by the Bishop (if so recommended by the Director)
   - Key questions: is the inquirer known to an Anglican faith community, and do they support the initial inquiry
   - At least twelve months of participation in the life of a home parish community is required to inform a report of support for the inquiry to progress to acceptance as part of the Discernment process
   - Progress is dependent upon satisfactory process, as notified in report from Parish Priest and with the endorsement of the Parish Council

2. **Discernment:** 1 year (sometimes 2)

   Discernment involves a more intentional range of experience, and context-based guidance and reports. It is directed towards, and culminates in, the Ordination Advisory Conference
   - Monthly meetings with Discernment Group under the oversight of the Director
   - Learning plan and agreement for specific areas of competency (or potential competency), maturity and character formation
   - Satisfactory completion of Tiers 1 and 2 of safer ministry training
   - Process of application, references and profile building is developed
   - Medical and psychological testing is required
   - Culminates in the ‘Ordination Advisory Conference

**Ordination Advisory Conference (OAC)**

The *Ordination Advisory Conference* is an annual weekend conference attended by those applying for ordination (and upon an invitation by the Archbishop). It is shaped around interviews involving three panels following a schedule of questions and inquiries.

   - Three panels of three members, selected for professional expertise and representing a cross section of the church community (mainly lay, some ordained; male and female)
   - Panel members provided with full range of reports, including psycho-social and psycho-sexual [as from 2017]
   - Each individual panel member prepares a report and makes a recommendation
   - Where panel is in agreement, they may report as a panel

**Following Ordination Advisory Conference**

   - The Bishop will consult with other senior advisors (Bishop’s Chaplains, Director of Formation and Examining Chaplains) in weighing the OAC panel reports
   - If the Bishop chooses not to follow the recommendation of the advisory panel, then Diocesan Council is to be notified of the reasons (while identity is redacted) [policy from 2017]
• Bishop advises panel members of the Bishop’s proposed course of action: a panellist may have remaining concerns noted in ordinand file and in report to Diocesan Council [policy from 2017]
• Candidates are advised by letter from the Bishop (personally handed over) notifying the outcome of the OAC process: either
  o acceptance into Formation Stage 1;
  o a determination that ordination is not the right pathway; or
  o a ‘not yet’ recommendation, with specific outcomes that need to be addressed and demonstrated before a new application might be accepted.

3. Training Stage 1: Formation – 2 years (see Attachment 2: ‘Reporting Framework for Discernment and Ministry Formation’)

Formation for Provisional Ordinands

Ordination ordinarily is proceeded by satisfactory completion and reports covering a two year Formation Stage

• Half day group formations during semester time (24 sessions each year)
• Learning plan and agreement for specific areas of demonstrated competency maturity and character formation
• Curriculum includes an advanced level of safer ministry principles and training (for those with leadership responsibilities, implementation and volunteer practice)
• Satisfactory progress in academic studies and participation in the community life of the theological college
• Curriculum includes a range of ministry competencies, together with personal formation of character with a view to higher levels of authority and public standing

Immediately prior to ordination

Within four weeks of proposed ordination, the following steps occur:

• Public notification of those proposed to be ordained at a nominated time and place
• Public reading of the ‘Si Quis’ (‘If anyone knows of any reason why this person should not be ordained’) in home church (over 2 weeks)
• Reference required from laity and clergy of senior standing
• Pre-Ordination Retreat – solemn charge/exhortation is highlighted
  o One on one time with Bishop (required) and Chaplain (optional)
• Ordination Service: The statement “If … any of you know an adequate reason why we should not proceed, come forward and make it known…” is a public invitation (prior to act of ordination).

4. Training Stage 2: Development – 2 years (see Attachment 2: ‘Reporting Framework for Discernment and Ministry Formation’)

Focus of learning at this stage is context-based learning, integrating peer learning, input from experienced practitioners, and self-nominated learning projects under the oversight of a supervisor.

This stage follows an extensive ministry competency curriculum, alongside intentional character and spiritual maturity dimensions.

• Four full day group sessions per year
• One day specialist ministry conference
• 900 hours (over 2 years) of practical ministry experience under the supervision of an experienced practitioner