

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.

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)

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
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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)
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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
 - acceptance into Formation Stage 1;
 - a determination that ordination is not the right pathway; or
 - 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 preceded 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
 - 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