

A Report on Competencies Necessary for Diaconal Ministry
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Approved by the Diaconate Working Group, September 30, 2009

General Introduction

1. The list of competencies as outlined several years ago by the Diaconate Working Group of the Diocese of Rupert's Land is more than adequate, and is still available for candidates if so desired. This revised document is based on a series of questions for potential diaconal candidates to answer to assess their levels of competency and experience in various areas of diaconal ministry.
2. In each of the four sections in this document, parts A to E are to be addressed in one page, with weight given to various sub-sections as the candidate considers useful. Parts F to H are to be address in a further one-quarter page for each section. Work is to be produced on computer, on 8x11.5 paper, in Times New Roman font, size 12 print, for a total of not more than six pages in length.
3. Candidates are advised that their work will be shared only with those who need to know in the DWG (Diaconate Working Group) and the DDGOM (Diocesan Discernment Group on Ordained Ministry): i.e. those involved in assessing candidates for ordained diaconal ministry.
4. All potential candidates are required to meet together with the Coordinator of Deacons' Formation and one other member of the DWG to ask about any points of clarification needed. Following this meeting, they are expected individually to compose their responses on their own time.

Competencies

Definition: Demonstrating our Christian faith by the ways in which we use a set of knowledge, skills, and abilities, obtained through formal or non-formal education, work or church-based experience, or other means, required for diaconal ministry.

I. Pastoral Competencies

Definition: Demonstrating our Christian faith by the ways in which we care for each other.

- A) Describe your listening skills and where you have used them.
- B) Explain a conflict management style you are familiar with and give an example.
- C) Describe situations where you have had to relate to people from other cultural, social, religious, and ethical backgrounds.
- D) Tell us about a situation in which you have administered pastoral care in your church.
- E) Tell us about a situation where you have demonstrated sensitivity to people on the margins of society.
- F) List courses, training and experience you have that are relevant to the above pastoral competencies.

- G) Personally rate yourself on the following scale with regard to the above competencies:
No Experience Poor Fair Good Very Good Excellent
- H) In note form, identify your strengths and weaknesses in this field and explain where you believe you need the most improvement.

II. Social Competencies

Definition: Demonstrating our Christian faith by the ways in which we relate to others in community.

- A) Describe a situation in which your experience of another culture has caused you to question your own and the other's cultural understandings and practices.
- B) Explain your understanding of just and unjust relationships, and the issue of power in relationships, as exercised or illustrated in society.
- C) Describe your communication style and explain how you have used it effectively to teach or mentor others within your parish setting.
- D) Explain how you would create a safe emotional and physical environment for others and yourself.
- E) Describe a time when you have explained the needs of the world to the church.
- F) List courses, training and experience you have that are relevant to the above pastoral competencies.
- G) Personally rate yourself on the following scale with regard to the above competencies:
No Experience Poor Fair Good Very Good Excellent
- H) In note form, identify your strengths and weaknesses in this field and explain where you believe you need the most improvement.

III. Ecclesial/Liturgical Competencies

Definition: Demonstrating our Christian faith by the ways in which we participate in the functions, teachings, or organization of the church.

- A) Briefly describe your experience with each of the following liturgical practices:
 - i) Serving at the Altar (Table) of the Lord
 - ii) Public Reading of Scripture
 - iii) Leading Worship
 - iv) Preaching
 Explain your understanding of the deacon's role in each category.
- B) Describe the relationship between the deacon's ministry and the ministry of the baptized.
- C) Explain the deacon's role in relation to lay and ordained worship leaders.
- D) Describe how and where you would see a deacon fitting into your parish.

- E) Describe an example of your involvement in collaborative team leadership.
- F) List courses, training and experience you have that are relevant to the above pastoral competencies.
- G) Personally rate yourself on the following scale with regard to the above competencies:
No Experience Poor Fair Good Very Good Excellent
- H) In note form, identify your strengths and weaknesses in this field and explain where you believe you need the most improvement.

IV. Theological/ Biblical Competencies

Definition: Demonstrating our Christian faith by the ways in which we attempt to understand and convey our understanding of, and relation to, God through God's self-revelation in the Bible, the church and the world (Scripture, tradition, and reason).

- A) Describe your practice of reading and studying scripture and other Christian resources.
- B) Briefly explain where and when you have engaged in theological and Biblical reflection.
- C) Describe a situation in which you have communicated to someone else your faith and experience of God's love and grace in Christ.
- D) Explain your understanding of the diversity of Anglican approaches to theology.
- E) Identify and describe one Biblical and one theological concept that relate to diaconal ministry
- F) List courses, training and experience you have that are relevant to the above pastoral competencies.
- G) Personally rate yourself on the following scale with regard to the above competencies:
No Experience Poor Fair Good Very Good Excellent
- H) In note form, identify your strengths and weaknesses in this field, and explain where you believe you need the most improvement.