

# Diocese of Western Anglicans



## *Refocus* for Deacons February 2023 Draft



## Part B: Refocus

The *Refresh, Refocus Process* is an opportunity for a dialogue to take place between a Deacon in the Diocese of Western Anglicans and those with whom s/he serves. The form is designed to assess relevant areas of ministry and mission appropriate to one's calling.

Derived from the Holy Scriptures, the Deacon's calling draws on narrative and didactic texts and presents itself in at least five major ways:

- **Servant-Leader:** *One who integrates serving and leading...*
- **Missional Bridgebuilder:** *One who has one foot in the church and the other in the community...*
- **Compassionate Caregiver:** *One who ministers to people's material and spiritual needs...*
- **Formational Equipper:** *One who leads corporate worship and equips for discipleship...*
- **Collaborative Colleague:** *One who partners with others in ministry and mission...*

In this instrument, you will find connections to Jesus, Stephen, Philip, the "Acts 7," the Good Samaritan, and passages on the character and qualifications of Deacons according to Paul's Pastoral Epistles.

You will also find a "deep-dive" analysis of particular characteristics concerning:

- **Minister of Word and Sacrament:** *One who ministers in preaching, teaching and liturgy...*
- **Catechist:** *One who forms and matures disciples of Jesus...*
- **Team Leader:** *One who leads others in community among teams...*
- **Theologian:** *One who knows God and explains faith in Him...*

**Instructions:** The Part B: *Refocus* consists of nine (9) sections. In order to see how each section contributes to the complete picture:

- Please scan the entire document before beginning to answer;
- After completing each section, use the summary at the end of each section to tally the number of points. These points will be added together on Page 6 to give a complete score;
- Using the "Key" supplied, circle the number on the scale below each question that best represents your response:  
*1=Consistently, 2=Almost Always, 3=Intermittently, 4=Seldom, 5=Rarely;*
- Review this form with an identified person and be sure to give them a copy of it in advance of your discussion. The identified person(s) are listed below:
  - ✦ Deacon shares with Rector
  - ✦ Deacon shares with Bishop
- Thank you for your prayerful assessment.

**Servant-Leader:** *One who integrates serving and leading...*

	<i>Consistently</i>	<i>Almost Always</i>	<i>Intermittently</i>	<i>Seldom</i>	<i>Rarely</i>
1. Possesses a demonstrated history of service to others	1	2	3	4	5
2. Is recognized as a person who listens and responds to the Godly promptings of the Holy Spirit	1	2	3	4	5
3. "Leads with the towel" as did Deacon Jesus	1	2	3	4	5
4. Asks others to do only what s/he is prepared to do and is already doing	1	2	3	4	5
5. Willingly "pitches in" and assists where help is needed	1	2	3	4	5
6. Goes the "extra mile" to ensure that people are served and tasks are done with excellence and on time	1	2	3	4	5
7. Communicates a clear vision of servant ministry and models it in working through ministry goals	1	2	3	4	5
8. Evidences the abilities to discover principles and develop servant ministry practices in the Local Church and its ministers	1	2	3	4	5
9. Is positive and "solution-oriented" in problem-solving	1	2	3	4	5
10. Knows what diaconal resources to bring to bear and takes initiative to achieve goals	1	2	3	4	5
11. Identifies and leads Local Church members into the wider community for prayer and evangelism	1	2	3	4	5

Total Points this Section \_\_\_\_

**Missional Bridgebuilder:** *One who has one foot in the church and the other in the community...*

	<i>Consistently</i>	<i>Almost Always</i>	<i>Intermittently</i>	<i>Seldom</i>	<i>Rarely</i>
1. Can explain the Gospel, the Church and the Bible to people of the same and differing cultures, ethnicities and understandings in meaningful terms with the love of Christ	1	2	3	4	5
2. Understands the resources of the Kingdom of God and how they apply to the needs and wants of communities and people through the ministry of the Local Church and its members	1	2	3	4	5
3. Casts vision for God's Kingdom at work in the world through the full range of mission and ministry in the Local Church, Deanery and Diocese	1	2	3	4	5
4. Works in partnership with and under the guidance of assigned ecclesial authorities (Bishop/s, Dean/s, Canon/s, Rector/s and Deacon/s) to equip God's people to reach their communities, especially through community-based mission projects that bridge the Local Church to the world	1	2	3	4	5
5. Is able to explain the Gospel and defend its truth to seekers and skeptics (Stephen)	1	2	3	4	5

- |   |   |   |   |   |   |
|---|---|---|---|---|---|
| 6. Proclaims the Good News in Biblically faithful/culturally relevant ways that invites people in public settings to explore faith in Jesus Christ and extends to discipleship (Philip) | 1 | 2 | 3 | 4 | 5 |
| 7. Manifests personal character and professional integrity in life and ministry which is a meaningful testimony of God's grace both within the church and to the larger community       | 1 | 2 | 3 | 4 | 5 |
| 8. Builds and develops relationships with others to equip them to understand opportunities for service in the church and mission in the community                                       | 1 | 2 | 3 | 4 | 5 |
| 9. Is approachable for consultation with and/or advice to church members wishing to take next steps in mission  | 1 | 2 | 3 | 4 | 5 |
| 10. Assists and supports gifted laypersons in developing ministry in the communities to which they are called   | 1 | 2 | 3 | 4 | 5 |
| 11. Maintains an appropriate level of responsibility and gives clear direction to those supervised in service and missional opportunities   | 1 | 2 | 3 | 4 | 5 |
| 12. Understands the necessity for and dynamics of cross-cultural communication and multicultural/multiethnic engagement   | 1 | 2 | 3 | 4 | 5 |

Total Points this Section \_\_\_\_

**Compassionate Caregiver:** *One who ministers to people's material and spiritual needs...*

- |  | <i>Consistently</i> | <i>Almost Always</i> | <i>Intermittently</i> | <i>Seldom</i> | <i>Rarely</i> |
|--|---------------------|----------------------|-----------------------|---------------|---------------|
| 1. Cannot help but be drawn to the material and spiritual needs of people who are suffering, hurt, injured, damaged, traumatized and/or indigent or needy by reason of life events                 | 1                   | 2                    | 3                     | 4             | 5             |
| 2. Does not "walk by," but actively engages those who suffer and need help by serving through the administration of appropriate assistance to get them out of danger and stabilize their situation | 1                   | 2                    | 3                     | 4             | 5             |
| 3. Effectively utilizes the healing ministry to alleviate suffering or need and promote wholeness and healing  | 1                   | 2                    | 3                     | 4             | 5             |
| 4. Uses available personal and professional assets and engages others in the helping and healing process to the benefit of the suffering and needy   | 1                   | 2                    | 3                     | 4             | 5             |
| 5. Advocates for the suffering and needy, seeking out additional resources and care partners that will contribute to healing and wholeness   | 1                   | 2                    | 3                     | 4             | 5             |
| 6. Is willing to engage suffering and needy people over a longer period and encourage others to follow that lead for the betterment of those individuals or groups                                 | 1                   | 2                    | 3                     | 4             | 5             |
| 7. Hears cries for help and does not turn a deaf ear or a blind eye to suffering and need  | 1                   | 2                    | 3                     | 4             | 5             |
| 8. While advocating, uses gifts of discernment and seeks collaborative direction concerning next steps to relieve suffering and need   | 1                   | 2                    | 3                     | 4             | 5             |

9. Assists the Rector with effective pastoral care systems and provides training opportunities to equip compassionate caregivers  
1                                      2                                      3                                      4                                      5
10. Works in conjunction with local communities and their authorities to assess and partner to alleviate suffering and meet needs  
1                                      2                                      3                                      4                                      5
11. Trains and deploys Local Church members to the community to present the Gospel in partner in practical, compassionate and caregiving ways for the purposes of ministry and mission  
1                                      2                                      3                                      4                                      5

Total Points this Section \_\_\_\_\_

**Formational Equipper:** *One who leads corporate worship and equips for discipleship...*

- |   | <i>Consistently</i> | <i>Almost Always</i> | <i>Intermittently</i> | <i>Seldom</i> | <i>Rarely</i> |
|---|---------------------|----------------------|-----------------------|---------------|---------------|
| 1. Is regarded in church and community as a Godly leader and Jesus-follower because s/he is formed by the Gospel and adheres to the qualifications (character and behavior) of a Deacon as found in the Scriptures<br>1                                      2                                      3                                      4                                      5   | 1                   | 2                    | 3                     | 4             | 5             |
| 2. Understands the transforming power of liturgy and is skilled in the flow of Anglican worship which meaningfully involves every worshipper in "the work of the people" as it leads all to God, including the Daily Office<br>1                                      2                                      3                                      4                                      5  | 1                   | 2                    | 3                     | 4             | 5             |
| 3. Serves God and the Local Church by assisting the Presbyter in the administration of the Sacraments of Baptism and Holy Communion according to Anglican tradition and rubrics and in the absence of a Presbyter, leads sacramental worship by means of the Communion under Special Circumstances liturgy<br>1                                      2                                      3                                      4                                      5 | 1                   | 2                    | 3                     | 4             | 5             |
| 4. Possesses a strong faith in the Sovereignty of God and evidences trust in God by a life of prayer on behalf of the people of God<br>1                                      2                                      3                                      4                                      5  | 1                   | 2                    | 3                     | 4             | 5             |
| 5. In collaboration with the Presbyter, demonstrates enthusiasm, ability and willingness to lead God's people to health (holistic) and growth as members of Christ's Church<br>1                                      2                                      3                                      4                                      5  | 1                   | 2                    | 3                     | 4             | 5             |
| 6. Advocates for and guides the extension of the Local Church through online platforms that engage seekers and address their needs<br>1                                      2                                      3                                      4                                      5   | 1                   | 2                    | 3                     | 4             | 5             |
| 7. Demonstrates an ability to identify, recruit and empower Local Church members to disciple unchurched people<br>1                                      2                                      3                                      4                                      5   | 1                   | 2                    | 3                     | 4             | 5             |
| 8. Effectively "matches" people with tasks in order to achieve "fit", maximizing missional effectiveness and holds colleagues accountable for evaluation of spiritual, mission and ministry growth<br>1                                      2                                      3                                      4                                      5   | 1                   | 2                    | 3                     | 4             | 5             |
| 9. Intentionally trains leaders and others to lead as the Lord leads according to Biblical models and Safe Ministry practices, sharing spiritual insights about the conversion and commitment process<br>1                                      2                                      3                                      4                                      5  | 1                   | 2                    | 3                     | 4             | 5             |
| 10. Actively develops and implements a disciple-making process and plan for Local Church which effectively utilizes mission focused small groups that multiply<br>1                                      2                                      3                                      4                                      5   | 1                   | 2                    | 3                     | 4             | 5             |

11. Makes space for personal testimony of disciple-making effectiveness among the unchurched and mobilizes Local Church Members as everyday missionaries

1 2 3 4 5

Total Points this Section \_\_\_\_

**Collaborative Colleague:** *One who partners with others in ministry and mission...*

*Consistently*      *Almost Always*      *Intermittently*      *Seldom*      *Rarely*

1. Knows the communal nature of ministry, the church and its leaders, practicing collaboration with conviction, avoiding competition, and articulating it with clarity  
1 2 3 4 5
2. Assists the Bishop in ministry and mission initiatives which are appropriate to the diaconate, advising him concerning any special opportunities, insights or giftings that may augment and/or enhance the effectiveness of such initiatives  
1 2 3 4 5
3. Assists the Presbyter in realistic goal and objective-setting ministry and missional activities appropriate to the current stage of the local church's development, advising him/her concerning any special opportunities, insights or giftings that may augment and/or enhance the effectiveness of such goals and/or objectives  
1 2 3 4 5
4. Recruits and fosters development of missional leadership in the church by modeling, mentoring, training and mobilizing church members in and for everyday missional living  
1 2 3 4 5
5. Prepares written ministry descriptions for lay leaders that are missional and reflective of one's ministry as a disciple of Jesus  
1 2 3 4 5
6. Demonstrates the ability to align seekers and members to the mission of God's Kingdom  
1 2 3 4 5
7. Introduces meaningful change with mission-driven and common-sense credibility  
1 2 3 4 5
8. Effectively leads out of vision for and direction of the church and its mission  
1 2 3 4 5
9. Capable of facilitating progress evaluation and willing to adjust change processes as appropriate  
1 2 3 4 5
10. Assists in the recruitment and raising of one or more Lay Missioners for deployment  
1 2 3 4 5

Total Points this Section \_\_\_\_

**Minister of Word and Sacrament:** *One who ministers in preaching, teaching and liturgy...*

*Consistently*      *Almost Always*      *Intermittently*      *Seldom*      *Rarely*

1. Sermons, when licensed, demonstrate evidence of research, scholarship, planning and sensitivity to the assembly's needs  
1 2 3 4 5
2. Teaches God's Word with Biblical faithfulness and cultural relevance  
1 2 3 4 5
3. Delivers presentations in a clear and compelling manner or style  
1 2 3 4 5

- |  |   |   |   |   |   |
|--|---|---|---|---|---|
| 4. Sermons, when licensed, are teachings that are credible, believable and offer options for action  | 1 | 2 | 3 | 4 | 5 |
| 5. Teaches everyone intentionally to welcome seekers, new members and continuing members   | 1 | 2 | 3 | 4 | 5 |
| 6. Utilizes effective learning modalities including VIA Catechesis, Alpha and others   | 1 | 2 | 3 | 4 | 5 |
| 7. Is enthusiastic and convincing, inspiring others to action while offering action alternatives   | 1 | 2 | 3 | 4 | 5 |
| 8. Is open to feedback from leaders and members of the Local Church  | 1 | 2 | 3 | 4 | 5 |
| 9. Deploys Local Church members in the community to present the gospel in inviting and effective ways  | 1 | 2 | 3 | 4 | 5 |
| 10. In the absence of the Presbyter, conducts and trains lay leaders in the worship offices of the church appropriate to the tradition and goals of Anglican worship | 1 | 2 | 3 | 4 | 5 |
| Total Points this Section ____   |   |   |   |   |   |

**Catechist:** *One who forms and matures disciples of Jesus...*

- |  | <i>Consistently</i> | <i>Almost Always</i> | <i>Intermittently</i> | <i>Seldom</i> | <i>Rarely</i> |
|--|---------------------|----------------------|-----------------------|---------------|---------------|
| 1. Described by others as caring for the needs of the church, God's people   | 1                   | 2                    | 3                     | 4             | 5             |
| 2. In evangelism and discipleship settings, offers counsel with Godly wisdom on the combined bases of God's truth and mercy                            | 1                   | 2                    | 3                     | 4             | 5             |
| 3. Leads church members, in concert with the Presbyter, to grow toward Christian maturity  | 1                   | 2                    | 3                     | 4             | 5             |
| 4. Leads church members gently, nurturing growth and change with confident stability   | 1                   | 2                    | 3                     | 4             | 5             |
| 5. Offers regular catechesis opportunities, so that seekers may be discipled in Christian belief and behavior  | 1                   | 2                    | 3                     | 4             | 5             |
| 6. Designs effective disciple-making methods that are contextual and relatable for seekers   | 1                   | 2                    | 3                     | 4             | 5             |
| 7. Trains Local Church members in effective disciple-making practices  | 1                   | 2                    | 3                     | 4             | 5             |
| 8. Models and mentors Christians and seekers in the everyday discipline of Christian love and corrects with compassion                                 | 1                   | 2                    | 3                     | 4             | 5             |
| 9. Is benevolent, visiting the sick and tending to the concerns of the needy   | 1                   | 2                    | 3                     | 4             | 5             |
| 10. Encourages and models "koinonia" through Biblical hospitality  | 1                   | 2                    | 3                     | 4             | 5             |
| 11. Utilizes, trains and encourages Biblical peacemaking and reconciliation  | 1                   | 2                    | 3                     | 4             | 5             |
| 12. Is thoroughly familiar with and uses the Bible and the Book of Common Prayer, teaching others to do the same as means of devotion and discipleship | 1                   | 2                    | 3                     | 4             | 5             |
| Total Points this Section ____   |                     |                      |                       |               |               |



**Team Leader:** *One who leads others in community among teams...*

	<i>Consistently</i>	<i>Almost Always</i>	<i>Intermittently</i>	<i>Seldom</i>	<i>Rarely</i>
1. Skillfully leads with humility, confidence and compassion	1	2	3	4	5
2. Inspires others to lead and invites participation in a collegial, "team" environment	1	2	3	4	5
3. Spends time with individual team members in structured and spontaneous environments	1	2	3	4	5
4. Involves others in shared tasks, supervising progress and complimenting achievement	1	2	3	4	5
5. Invests in others' personal and ministry development by providing opportunities for learning	1	2	3	4	5
6. Develops team growth by encouraging "outside the box" creativity and innovation	1	2	3	4	5
7. Affirms both team member autonomy and accountability to the team	1	2	3	4	5
8. Expects obedience to God and offers openness to new areas of mission and ministry	1	2	3	4	5
					Total Points this Section ____

**Theologian:** *One who knows God and explains faith in Him...*

	<i>Consistently</i>	<i>Almost Always</i>	<i>Intermittently</i>	<i>Seldom</i>	<i>Rarely</i>
1. Possesses a good grasp of the Scriptures and the Tradition of the one, Holy catholic and apostolic church as an Anglican	1	2	3	4	5
2. Possesses knowledge of Church History, theology and its missional thrust	1	2	3	4	5
3. Values Christian formation and actively advocates for its practices, including the Anglican Catechism	1	2	3	4	5
4. Teaches the Bible and theology with accuracy, insight and application using habits of formation	1	2	3	4	5
5. Models spiritual formation and encourages the same in the Body of Christ by leading the Local Church disciple-making process	1	2	3	4	5
6. Teaches sound doctrine and gently corrects error expressed by the church members	1	2	3	4	5
7. Fosters an environment for people to live according to a Rule of Life	1	2	3	4	5
					Total Points this Section ____



## Scoring

To score this *Renew, Refocus* document, transfer points from each section to the chart below.

- Average scores for each area may be achieved by dividing the Total points by the number of questions in each section.
- An overall average score may be achieved by adding all Total Points together and dividing by the overall number of questions.

Area	Total Points	Average Score
▪ <b>Servant-Leader</b>	_____	Divided by 11 = _____
▪ <b>Missional Bridgebuilder</b>	_____	Divided by 12 = _____
▪ <b>Compassionate Caregiver</b>	_____	Divided by 11 = _____
▪ <b>Formational Equipper</b>	_____	Divided by 11 = _____
▪ <b>Collaborative Colleague</b>	_____	Divided by 10 = _____
▪ <b>Minister of Word...</b>	_____	Divided by 10 = _____
▪ <b>Catechist</b>	_____	Divided by 12 = _____
▪ <b>Team Leader</b>	_____	Divided by 8 = _____
▪ <b>Theologian</b>	_____	Divided by 7 = _____
<b>Total</b>	_____	Divided by 92 = _____

### Possible Scoring Schemes:

Numerical...

If "1"	= 100%
"1.2"	= 96%
"1.4"	= 92%
"1.6"	= 88%
"1.8"	= 84%
If "2"	= 80%

OR

Letter...

"1"	= "A, Excellent"
"2"	= "B, Good"
"3"	= "C, Average"
"4"	= "D, Poor"
"5"	= "F, Failing"

## *Refocus* Teambuilding Guide

*"Character, calling, collegiality and competence..."*

The *Refocus* instrument provides an opportunity for written and verbal dialogue to take place between a person in Clergy Leadership in the Diocese of Western Anglicans and the leaders with whom he/she is actively working in day-to-day ministry.

- + Rector shares with Vestry or Vestry designated sub-group
- + Staff Priest shares with Rector
- + Deacon shares with Bishop and Rector

Please complete this reflection guide in preparation for discussion with your colleagues and share it in advance of the meeting so that your colleagues can engage with you effectively.

### **1. Important Advances**

- A. List what you consider to be your most important advances this year.
  
  
  
  
  
  
  
  
  
  
- B. In discussion, record what your colleague considers to be your most important advances this year.

### **2. Management Capacity**

- A. Reflect on your capacity to manage the demands of your ministry.
  
  
  
  
  
  
  
  
  
  
- B. In discussion, record what your colleague considers to be your capacity to manage the demands of your ministry.

### **3. Greatest Disappointments**

- A. Describe your greatest disappointment(s) and/or frustration(s).
  
  
  
  
  
  
  
  
  
  
- B. In discussion, record what your colleague considers to be your greatest disappointment(s) and/or frustration(s).

**4. Mission and Ministry Goals**

A. Describe your mission and ministry goals for the coming year.

B. In discussion, record what your colleague would describe as preferred mission and ministry goals for the coming year.

C. In further discussion, develop a list of common goals that may be submitted to prayer and further discussion among the leaders of the Local Church.

**5. Mutual Support of Mission and Ministry**

A. What might the leaders of the Local Church do to more fully advance the Kingdom of God in partnership with you?

+ Vestry

+ Staff

+ Other Lay Leaders

B. In discussion, record what might the clergy leaders of the Local Church do to more fully advance the Kingdom of God in partnership with you?

+ Rector

+ Clergy and Lay Ministry Staff

+ Other Lay Leaders

**Signatures**

*For Deacons-*

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Deacon

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Bishop

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Deacon

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Rector

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Date

Please take a picture of this *Refocus* Teambuilding Guide Signature Page and send to the Bishop's office by March 31<sup>st</sup> at: [refreshrefocus@westernanglicans.org](mailto:refreshrefocus@westernanglicans.org).

# Appendix 1

## VISION AND MISSION

The Diocese of Western Anglicans is a regional association of missional congregations and church plants networked with one another in regions, called Deaneries, that enable clergy and those they lead to share resources, receive mutual encouragement and strengthen one another to fulfill the Great Commission of Jesus wherever the Lord grants us favor. The Diocese of Western Anglicans is one of the dioceses of the Anglican Church in North America, which is a church planting movement that brings the good news of Jesus to North America in a distinctly Anglican way. Dioceses in our movement are often described as representing the 3 classical streams of Christian spirituality, which are: Scripture, Sacrament and Spirit. As such, we engage holistically with those who are built up by God's Word (evangelical), God's Sacramental Tradition (catholic) and God's Holy Spirit (pentecostal).

Vision is always defined by what we can see even if only in our imagination, but Mission is defined by Jesus:

### The Great Commandment

*"You shall love the Lord your God with all your heart and with all your soul and with all your mind. And, 'Love your neighbor as yourself.'" (Matthew 22:37-39)*

*"These commandments I give you today are to be upon your hearts. Impress them on your children. Talk about them when you sit at home or when you walk along the road, when you lie down or when you get up." (Deuteronomy 6:6-7)*

### The Great Commission

*"Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely, I am with you always, to the very end of the age." (Matthew 28:19-20)*

Ref: Acts 1:8

Ref: Romans 16:25-27

Ref: John 17:14-19

His immense purpose in which we participate by His Great Commandment and Commission, being led by the Spirit, grants us the privilege of sharing in the life and work of His Kingdom. So, it is good to us and to the Holy Spirit to obey His call to us to make disciples of all nations and teach them to obey all He has commanded.

## VISION AND MISSION (Cont.)

The Mission of the church does not change but the application of human wills in submission to His will permits infinite variety and tremendous creativity!

Teaching people how to love God and people is a life-long learning experiment by the Holy Spirit in the lives of human beings, one generation at a time. This is God's plan for us. In our time together, we will always be deepening our love life as we incline our hearts toward Him and others. Learning how to 'go and make disciples of Jesus' will require us to orient away from maintaining what we have learned how to do, allowing Him to draw us into our utter dependence upon Him while He uses us to reach others with good news. We should expect that we will be moving one step at a time away from Maintenance and ever toward Mission; from greater Mission toward increasing Reproduction (Multiplication). In this, there are 3 Primary Areas of development:

1. Disciples Making Disciples, who in turn make more Disciples of Jesus
2. Forming Missional Leaders, who lead for the sake of God's Kingdom
3. Multiplying Missional Communities that reach for and serve the world for Jesus

We are approaching work in these three focus areas with an eye toward planting churches on university campuses, urban centers and among ethnic populations, including Hispanic, African-American and Asian communities.

Lay people, no less than clergy, are called to participate in the work of building the Kingdom of God. The Constitution and Canons of our Diocese make plain this narrative and clergy serve as equippers (Ephesians 4:11-13) to empower, strengthen and release the ministry of the laity.

### DIOCESAN VALUES

1. **Common** *Prayer, Worship and Study* (Acts 2:42)
  2. **Great Commandment** (Matthew 22:37-38) and **Commission** (Matthew 28:19-20; Deuteronomy 6:4-7) *communities and their members*
  3. **Collaborative** *Leading* and **Community** *Building*
  4. **Full Commitment** to 'Glocal' *Mission* (Global and Local)
  5. **Local Church** *Development* through **Church** *Planting* and **Missional Community** *Reproduction*
- Core Principles** of Kingdom Life through *Disciple-making* based on practices of "**imitation**" and "**reproduction**"



## Appendix 2

### Colleagues and Leaders

#### *Criteria for Clergy Licensure*

*“And he gave the apostles, the prophets, the evangelists, the shepherds and teachers, to equip the saints for the work of ministry, for building up the body of Christ” (Eph. 4:11-12 ESV)*

It is the sacred charge of a Bishop and the clergy under his jurisdiction to provide for the people of God and that such ordained ministers conform themselves and their character both to the writ of Holy Scripture and the Rites and Vows prescribed by the Ordinal of the Anglican Church of North America. Furthermore, all Clergy of this Church and Diocese are to conduct themselves *“in a manner worthy of the calling to which you have been called, with all humility and gentleness, with patience, bearing with one another in love, eager to maintain the unity of the Spirit in the bond of peace”*. To that end, all Priests, Deacons and Authorized Lay Ministers (Lay Missioners, Catechists, etc.) of the Diocese of Western Anglicans, are expected to maintain their “Good Standing” by meeting the standards established by the Diocese for Annual Licensure by the Bishop as established in the Canons of both Province and Diocesan.

- ✦ Any person who has received authority to be a Presbyter or Deacon in any Diocese of this Church owes canonical obedience in all things lawful and honest to the Bishop of the Diocese, and the Bishop of each Diocese owes canonical obedience in all things lawful and honest to the Archbishop of this Church. In the absence of a Bishop, a Presbyter or Deacon owes such obedience to the Ecclesiastical Authority of the Diocese or to the Ecclesiastical Authority of a Diocese-in-Formation.
- ✦ In order to function as a Presbyter or Deacon one must be under the episcopal authority of the Bishop of a Diocese (that Diocese being one’s “Domicile”). No member of the Clergy shall function in any Diocese other than the one in which the member of the Clergy is domiciled within the meaning of this section without written permission from the Ecclesiastical Authority of the Diocese in which the member of the Clergy desires to officiate.
- ✦ Accordingly, this Diocese expects that candidates for ordination in this Diocese and ministers from other jurisdictions who seek to be received into this Diocese will meet and, as a condition of remaining in office, will continue to meet our standards and requirements of the ordained clergy.

- ✦ As a diocese of the Anglican Church in North America, being a part of the One, Holy, Catholic, and Apostolic Church of Christ, we believe and confess Jesus Christ to be the Way, the Truth, and the Life: no one comes to the Father but by Him. Therefore, we subscribe unreservedly to the Fundamental Declarations of the Church contained in the Constitution of the Anglican Church in North America. It is expected that all candidates for ordination in this Diocese and all ministers from other jurisdictions who seek to join this Diocese will, without reservation or purpose of evasion, by appropriate instrument in writing, subscribe unreservedly to the Fundamental Declarations of the Church and to the standards and responsibilities set forth in Title II Canon 1 Sections 1.03 through 1.09.

The following checklist delineates the requirements necessary for maintaining “Good Standing” and receiving either an Initial or Annual Renewal of Licensure by the Bishop of Western Anglicans.

Please note that some criteria are not required to be renewed annually.

### Clergy Licensure Checklist

<u>Requirement</u>	<u>Description</u>	<u>Applies to</u>	<u>Frequency</u>
Oath of Conformity	Vow of Obedience required of those Ordained in the ACNA	All Clergy	Upon Ordination and Annually during Renewal of Vows
Background Check	Safe Ministry Background Check	All Clergy and Key Lay Leaders	As condition for Ordination and/or Admittance to Diocese and then every 3 years, thereafter
Safe Ministry Certification	Sexual Misconduct Prevention Training	All Clergy and Key Lay Leaders	Every 2 years
Personal Refresh	Complete Refresh portion of Refresh, Renew, Refocus	All Clergy	Annually
Mutual Renew, Refocus	Complete the Renew and Refocus portion of Refresh, Renew, Refocus	Rector and Vestry; Rector w/Staff Clergy	Annually
Ministry Report	Completed Refresh, Renew, Refocus	All Clergy and those licensed by the Bishop; Vestry members	Annually

Ember Day Letters	Letter Addressed to the Bishop and the Dean providing an update and status report from the correspondent.	All Postulants and Clergy in formation	All Ember Days
Rector & Warden's Manual	Review the R & W Manual; Return signed Acknowledgement	All Clergy, Licensed Laity and Wardens	Annually
Participation in Clergy Gatherings	Deacons or Presbyters' Retreat	All Clergy by Order	Recommended but not required
Participation in Clergy Gatherings	Deanery Gatherings/Meetings/Next Steps or other Conferences	All Clergy	Required unless excused by Bishop
Participation in Clergy Gatherings	Annual Clergy Gathering	All Clergy	Required unless excused by Bishop
Participation in Church Councils	Annual Diocesan Synod	All Clergy	Required unless excused by Bishop
Participation in Church Councils	Annual Renewal of Vows	All Clergy	Required unless excused by Bishop