



Inspiring *each* Generation



Discernment for Ordained Ministry In the Diocese of Hereford



— Diocese of —
Hereford

Proclaiming Christ + Growing Disciples

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Christians are called to serve God in all sorts of ways, in their work and voluntary activities, in their relationships and through the church.

More information about vocations can be found at:

[Vocations | The Church of England](#)



Within the variety of Christian callings, since early times the Church has set aside some of its members by ordination, to be fully dedicated to ministry and to bear various responsibilities. In the Church of England, the vast majority of those ordained are priests.

If you, or someone you know, feels they may be called to ordained ministry, this should first always be discussed with the relevant parish priest. They may then contact the Diocesan Director of Vocations & Ordinands (DDVO), who meets with prospective candidates and oversees the process. Candidates should be prepared for a long testing process of discernment, over at least a year, accepting that all parts of their lives are potentially relevant areas to be explored and that the outcome may not be what they hope.

What is the Process of Discernment?

In the Church of England, the discernment process is shared between the local diocese and the national church and is based on the Qualities for Discernment:

- Love of God
- Call to Ministry
- Love of People
- Wisdom
- Fruitfulness
- Potential

More information about the process and the Qualities can be found here:

[Understanding Discernment | The Church of England](#)

The phases in the process

Broadly, there are usually the following phases:

1) Diocesan Discernment

The DDVO will meet with all candidates initially, after which they may continue to meet with the DDVO or with one of the Assistant Diocesan Directors of Ordinands (ADDOS).

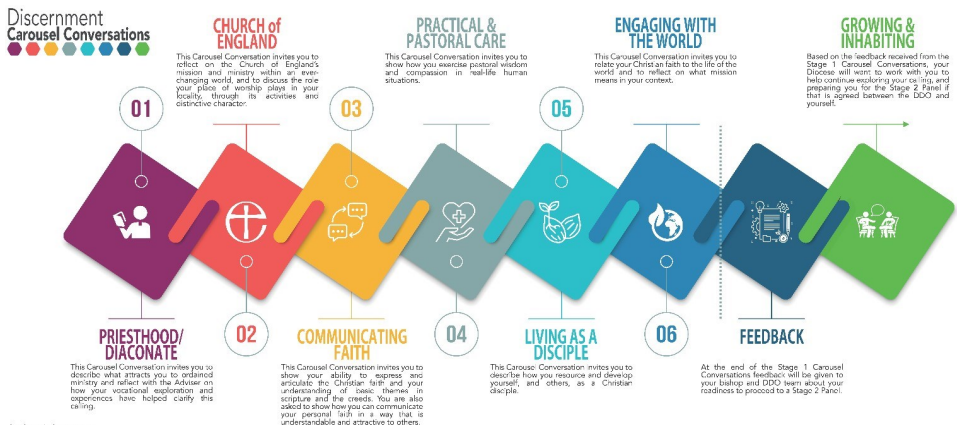
Confidentiality is held by the whole discernment process and not individuals within it, so information may be shared with others who are part of the discernment process locally and nationally.

During this phase the candidate will be asked for lots of information about themselves and may be encouraged to do some reading or other activities such as visiting different kinds of churches or meeting with people in ministry.

As things progress, there will be more searching questions and Safeguarding checks as well as a psychotherapy assessment. The candidate will also need to have read and considered some key church documents.

2) National Discernment: Stage 1

This consists of a day of online conversations with national discernment advisers, called Carousel Conversations. These usually happen between November and February and focus on the 'doing' and 'knowing' aspects of the Qualities Grid.



3) National Discernment: Stage 2

This involves a two day residential/non-residential gathering with national vocations advisers, including two in-depth 75 minute interviews and a group exercise. These usually take place between March and July and focus on the 'being' and 'growing' aspects of the Qualities Grid.

The Stage 2 Report is sent to the Sponsoring Bishop and DDVO/ADDO.

Discernment Stage 2 Panel



PRAYER & WORSHIP

Everything that takes place at the Stage 2 Panel is done within the 'network of Prayer and Worship'. The day will start with a welcome, blessing, a light lunch together, and an act of worship.

REFLECTION

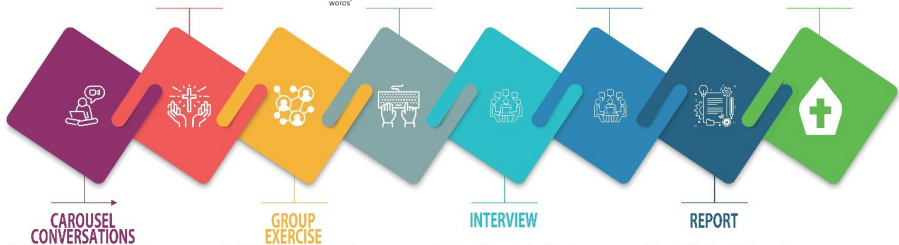
Having participated in the Group Exercise you will be asked to reflect on your own experience in the exercise in preparation for discussing your participation in the subsequent Interviews. While in your free time in the remainder of the Panel you are asked to write a short reflection of up to 500 words.

INTERVIEW

Interviews will be with two Bishop's Advisers, this interview will have a focus on your Love for People and Ministry, while also exploring your Fruitfulness and Potential.

BISHOP'S DECISION

Based on the report received from the Stage 2 Panel, your Bishop will make a decision about you going forward for training.



Based on the feedback received from the Stage 1 Carousel Conversations, your DDVO will have done some work with you to help prepare you for the Stage 2 Panel, and you will be invited to attend by your Bishop.

Candidates work together on a solution for a typical situation that occurs in ministry. You will be given the scenario on paper and have time to read and reflect on the situation. Then you meet as a group to formulate a group response. Runway through an Adviser introduces new information about a significant development.

Interviews will be with two Bishop's Advisers, this interview will have a focus on your Love for God, and Call to Ministry, while also exploring your Fruitfulness and Potential.

At the end of the Stage 2 Panel a report will be given to your Bishop, and DDVO about your readiness to proceed to training and formation for ministry.

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4) Bishop's Decision

Following receipt of the report, the Bishop will make a decision. The candidate may proceed to training or have to gain experience of some kind before starting training. If a candidate is not recommended for training, then appropriate support will be given.

For more information or an informal discussion, please contact: Elizabeth Wild, Director of Mission and Ministry and Diocesan Director of Vocations and Ordinands at : elizabeth.wild@hereford.anglican.org



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