

Going to a Bishops' Advisory Panel

**Selection for Training for
Ordained Ministry**

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INTRODUCTION

I am delighted that you are prayerfully considering your God's call and the possibility of ordained ministry.

Each year the Ministry Division of the Archbishops' Council organises on behalf of the House of Bishops about fifty Bishops' Advisory Panels where candidates, who have been sponsored by a Bishop, come to test their vocation to be ordained in the Church of England.

Each candidate is a member of a group of up to eight who are assessed by a Panel of three Advisers. Normally two of these panels meet concurrently at one venue and they are assisted by a Panel Secretary who is a member of the Ministry Division staff. All the candidates and Advisers are together for meals and times of worship, but they work as two distinct groups for the activities to do with discernment and assessment. Currently the majority of these Panels meet at either Shallowford House in Staffordshire or Bishop Woodford House in Ely.

The aim of this booklet is to respond to questions which are frequently asked about these national selection procedures of the Church of England. It includes an outline of the Bishops' Advisory Panel programme, a summary of the *Criteria for Selection for Ordained Ministry in the Church of England* and information about tasks you will be asked to complete in preparation for attending the Panel and while you are there.

We hope that you will find this response to common questions about Advisory Panels helpful. Your Diocesan Director of Ordinands (DDO) will also be able to help you as you prepare.

+Steven Sheffield

The Rt Revd Dr Steven Croft, Bishop of Sheffield

Chairman

Ministry Division

Section 1

BISHOPS' ADVISORY PANEL: How to prepare and what to expect

Why do I have to go to a Bishops' Advisory Panel?

If you are coming to a Bishops' Advisory Panel, you will have been through various stages of exploration within your own diocese as God's will for you is discerned. A national Bishops' Advisory Panel reflects the Church of England's position as a national body. The Church's ordained ministers are recognised nationally, not just by the local community in which they live and work. Many people move considerable distances during their ministry and it is important that all candidates entering training can feel that they have the confidence of the Church nationally behind them, not just that of their local community.

The overarching name for this national process is the Bishops' Advisory Panel on Selection for Training for Ordained Ministry. The role of the Ministry Division is to provide an advisory service to the Bishops and to ensure that Panels run smoothly. Each Panel has a Secretary who is a member of the Ministry Division staff and ensures that Advisers know their task and that candidates are treated fairly.

Who are the Advisers?

The Advisers are ordinary members of the Church, ordained and lay, appointed by the Bishops for a period of five years to undertake this task. They represent all kinds of backgrounds, experience and ages, and are trained by the Ministry Division for this role. At any Bishops' Advisory Panel there will usually be a mixture among the Advisers of women and men, clergy and lay people. Before a Panel, you will be sent brief biographical details of the Advisers so that you know something about those who will be assessing you.

How can I be sure that there will be enough time for the Advisers to get to know me? Don't people in my own diocese know me better?

Before you come to a Bishops' Advisory Panel, a great deal of information will have been gathered locally about your experience and your understanding of your vocation. In preparing for a Panel, Advisers give careful attention to the paperwork sent in by you, the DDO, and by your referees. Views expressed in the paperwork are taken very seriously and they provide, together with the various activities of the Panel, a real opportunity for Advisers to get to know you and so to be informed in their assessment of you.

What do I have to do in preparation for the Advisory Panel?

Once your Bishop has agreed to sponsor you, a mutually convenient date will be agreed with the Ministry Division for you to attend a Bishops' Advisory Panel.

Before you go to the Panel, you will have to complete a *Registration Form* and write a *Written Reflection* and these, together with diocesan Sponsoring Papers and references, will be sent to the Ministry Division by the DDO, to arrive not less than six weeks before the Panel meets. You need to make every effort to ensure that the necessary paperwork is completed on time.

You will be asked to provide the names and addresses of four referees. These are normally people who know you well and are able to comment on your suitability for ordained ministry. Usually your referees should include your parish priest or chaplain, a lay person, an occupational referee and an educational referee.

In addition, you will have to prepare a *Presentation* to be delivered to the Advisers and fellow candidates at the Panel. Following your *Presentation*, you will lead and facilitate a *Group Discussion* on the *Presentation* that you have given. The *Presentation* and introduction to the *Group Discussion* should be prepared before arriving at the Panel.

Your DDO will advise you about completing these tasks, and further guidelines about the *Written Reflection*, *Presentation* and *Group Discussion* are found in Section 2 of this booklet. The *Registration Form* and other relevant forms will be given to you by your DDO, or can be found on the Ministry Division website, www.cofe-ministry.org.uk. Click on the link to 'Selection' and then the link for 'Candidates'.

A *Statement of Financial Position* has to be completed and discussed with your DDO. Details of how your financial needs and those of your family are to be addressed during training should be discussed within the Diocese before you attend a Panel.

As part of our safeguarding procedures, you will be asked to complete a copy of the *Confidential Declaration – Protection of Children, Young People and Vulnerable Adults* and to provide a copy of your CV with an explanation of any gaps for your DDO, as well as to apply for an Enhanced Disclosure from the Disclosure and Barring Service.

If you have had little previous experience of study or few formal academic qualifications, you might be asked by your DDO to undertake online Ability Tests. The results will not determine the final recommendation of the Advisers, but will provide additional evidence which can help Advisers to be confident of your ability to cope with and benefit from theological training.

What happens at the Bishops' Advisory Panel?

As the whole aim of the Panel is to discover God's will for you and the other candidates, the times set aside for prayer and worship are central to the Panel.

A variety of tools of assessment is used at the Panel:

- A Personal Inventory in which you will be asked to respond in writing to a series of questions based on the Criteria for Selection.
- A Pastoral Exercise in which you will be asked to respond in writing to a complex pastoral situation.

- A Presentation (which you will have prepared before the Panel) in which you will speak for up to five minutes on a topic chosen by you, which relates to an aspect of one of the Criteria for Selection.
- A Group Discussion, which involves facilitating as well as participating in a discussion group.
- Three interviews with the Advisers in your group which will focus on the Criteria for Selection.

All these will help the Advisers to get to know you as a person and show them the ways in which you meet the Criteria for Selection.

Details about all the activities and exercises which take place at a Bishops' Advisory Panel are to be found in Section 2 of this booklet.

How is the assessment made?

The revised *Criteria for Selection for Ordained Ministry in the Church of England* were adopted by the House of Bishops in 2010. It is in the light of these Criteria that the Advisers give advice to the Bishop. Each Adviser has an overall responsibility for assessing you against all of the Criteria, but particular roles are allotted within this to ensure that each area is properly covered. Additional information about the Advisers' roles and the Criteria for Selection is given in Section 3 of this booklet.

After you have gone home, the Panel Secretary stays on with the Advisers who reflect prayerfully before writing their draft reports. The next day they come together to make their assessment and to compile their report for the Bishop. All three Advisers have to agree on the advice which is being given to the Bishop and the Panel Secretary is present to ensure that everything has been undertaken fairly and that the Criteria have been addressed fully.

How will I hear?

You will hear from your Bishop. The Advisers cannot tell you anything directly. This is because their task is to provide advice to the Bishop who has the responsibility for making the decision about whether or not you should enter training.

The Bishop will communicate his decision to you within two weeks of the Panel. If this does not happen, you should contact your DDO, who will usually be in touch with you both after the Panel and also when the Bishop's decision is known.

What can I expect to hear?

The advice of the Advisers to the Bishop will take one of the following three forms:

- Recommended for training. The way is open for you to embark upon training.

- Conditionally Recommended for training. This means that your recommendation is dependent upon certain conditions being fulfilled. It may mean that the Ministry Division has not yet received all of your paperwork or it may be that you have not fully met one or two of the Criteria for Selection and need to do some work on them before you are ready for training.
- Not Recommended for training. The reasons for your not being recommended for training will be given and your DDO will want to spend time reflecting upon them with you.

On receiving the advice from the Advisers your Bishop will write or speak to you in order to inform you of his decision and ask you to be in touch with your DDO. You should receive a copy of the Advisers' report after the Bishop has made his decision.

If I am recommended for training, what do I do next?

If you are recommended, you need to discuss the details of your training with your DDO and your prospective training institution. You will receive a booklet called *Financial Information for Recommended Candidates* which explains which expenses will be covered by Central Church Funds.

The application form for a training grant, which is supplied with the booklet, should be completed by you and returned to the Grants Officer at the Ministry Division as soon as the training plan has been agreed.

What happens if I am not recommended?

The Church has become increasingly aware of the need to help people think through the implications of a non-recommendation. No matter how much it is said that it is not a rejection and that a lay ministry is just as important as ordained ministry it can feel very hurtful to be told this after focusing so long on this possibility. Your DDO and others would work with you in this situation.

What about an Appeal?

Any questions about the decision need to be taken up with the Bishop. If the Bishop feels that something has been badly misjudged it is possible for him to set aside the Advisers' advice. However, this does not happen often.

How long do I need to wait before I can come back to another Panel?

If you are not recommended for training, you are advised not to come back to another Bishops' Advisory Panel for two years. This is because it normally takes that length of time to come to terms with some of the difficult feelings arising from a non-recommendation and to undertake the further work or gain the experience which Advisers might have suggested as necessary. You are permitted to attend up to three Bishops' Advisory Panels.

SECTION 2

TOOLS OF ASSESSMENT

In going to a Bishops' Advisory Panel you will be expected to engage with a number of activities and exercises which are known as the tools of assessment. This section outlines the tools of assessment in some detail so that you know what will be involved and what the Advisers will be looking for. They are addressed here in the order that you will meet them in the process.

1) THE WRITTEN REFLECTION

What is the aim of the Written Reflection?

The *Written Reflection* is intended to help Advisers in assessing your ability to express your thoughts clearly in written form.

What do I have to do?

The *Written Reflection* is a piece of writing of between 500 and 750 words. It should be typed. It will be a separate document among the pack of papers circulated to Advisers before the Panel and has to be completed, preferably with your Registration Form, to arrive at Ministry Division at least six weeks before you go to a Bishops' Advisory Panel.

The task of the Written Reflection is for you to write on 'an aspect of mission and evangelism that is related to your experience and to which you feel drawn as part of your calling'. So you have a wide scope for choice. You could handle this in a variety of ways. For instance you could write about your own personal engagement with mission and evangelism in your life and how you live it out. Alternatively, you may want to look at the mission and evangelism priorities of your parish or context and how you might engage with them.

In helping you to decide upon your approach, it would be useful for you to be aware of the five marks of mission 'To proclaim the Good News of the Kingdom; to teach, baptise and nurture new believers; to respond to human need by loving service; to seek to transform unjust structures of society and challenge violence of every kind and to pursue peace and reconciliation; to strive to safeguard the integrity of creation, and sustain and renew the earth.' (Anglican Consultative Council, *Five Marks of Mission*, 1988)

The topic should be something about which you are interested and as enthusiastic and confident as possible. You are free to handle your chosen topic in whatever way you choose. However:

- The *Written Reflection* must be your own work and be typed.
- The *Written Reflection* must relate aspects of Criterion H (Mission and Evangelism) to your own experience and sense of vocation.
- You must be prepared to discuss your ideas further during interviews.
- It is important that your writing explores your own experience and understanding and is not merely a theoretical discussion of mission, evangelism or vocation.

Whilst the *Written Reflection* must be your own work, about which you can talk to Advisers during interviews, you may want to discuss relevant issues with your DDO or other experienced people before you complete the task. There is no prescribed style or format, but the requirements about subject and length must be followed.

Assessment of the Written Reflection

In reading the *Written Reflection*, Advisers will particularly look for:

- An ability to articulate an authentic and convincing sense of vocation.
- An ability to communicate your thoughts appropriately in writing.
- An understanding of an aspect of Criterion H (Mission and Evangelism).

2) THE PERSONAL INVENTORY

What is the Personal Inventory?

It is important to begin by emphasising that the *Personal Inventory* is not a personality test. Rather it is a pre-interview questionnaire that consists of a series of open-ended questions. It is designed to stimulate your thoughts around certain issues and on occasion asks you to think of relevant examples. This means that you will have the opportunity to reflect on your views in advance of your interviews and begin to provide some thoughts for yourself and your interviewer that can be explored further during your interview.

It is hoped that this will encourage you to be as relaxed as possible and be able to 'be yourself'. In addition, it should help both you and your interviewer to move more smoothly into a discussion of some of the key areas of concern as Advisers seek to discern whether it is appropriate for you to enter ministerial training.

Will my answers be scored - can I fail?

The *Personal Inventory* is not a test, and so as such there are no right and wrong answers. Rather it is a tool to enable the Advisers to gain as much information about you as possible. Your responses will not be scored, but rather considered by the Advisers and used as they prepare the framework for their subsequent interviews with you. So, you cannot fail and you are not awarded a high or a low mark. The *Personal Inventory* is to help you and the Advisers have informed, more relaxed and in-depth interviews, so try to fill it in as openly and honestly as possible.

Advisers will receive a copy of your completed *Personal Inventory* and will consider this, along with all of the other supporting paperwork, when they prepare for the interview. Whilst they are likely to pick up a number of your responses for discussion, do not be alarmed if they do not cover all the questions with you during the interview, as it may be that they feel your written response is clear enough and hence requires no further exploration.

Writing skills are not my strength - will I be penalised?

Absolutely not. The Advisers will not be focusing on your spelling, grammar or handwriting. Do of course try to make your writing legible, but otherwise focus on the content rather than the presentation style of your answer. You will be urged to be as succinct as possible, writing in note form or bullet points.

Will it be timed?

Yes. You will have 40 minutes in which to complete the *Personal Inventory* so it is important not to spend too long pondering over any particular question. Obviously you should aim to complete the whole questionnaire, but do not become unduly concerned if your responses to some questions are less detailed than others. The aim is for you to get across the key points to the Advisers in advance of your interviews with them.

What if I do run out of time?

Do try to give some response to all of the questions. The *Personal Inventory* is in three sections, one for each of the Advisers. It is important to try to ensure that, in each section, at least one of the questions is answered fully. However, there will be an opportunity to talk about any of the questions at the interview so don't worry if some of your answers are brief or incomplete.

What happens if I think of a better answer later?

Try not to think of answers as 'better' or 'worse' - remember that there are no right or wrong answers. Your first response is likely to be the one that is most true to you so do not discount it for what may seem a 'cleverer' answer. It is likely that you will think of additional things that you will want to add to what you've already written - but that's fine because the interview may well offer an opportunity for this.

What sort of questions will I be asked?

You will be asked a series of questions relating to each of the nine Criteria for Selection. Some questions will ask you to give an example of an incident so you will need to outline briefly what happened, who was involved, what the outcome was and how it made you feel. There are a few questions which literally ask for your word associations with certain concepts, so in these cases jotting down key words will be adequate. Other questions will ask for your views on issues, so highlighting the main points is the best approach. Ultimately the Advisers can always ask for more information during the interview, so your responses are often just a good way into discussing the topic.

Is there an advantage to having done it before?

Because there are no right or wrong answers you do not gain by 'practice'. However, you will probably find that thinking through and discussing examples of experiences and feelings that you have had regarding the areas covered by the Criteria for Selection will help you to be clearer and more concise when you complete the *Personal Inventory*.

Why can't I see the Personal Inventory before the Panel?

A number of the questions in the Personal Inventory ask you for your first response, or your reactions and feelings about issues. These are often difficult to give openly and honestly if you have lots of time to ponder and agonize over them. So, to be sure that everyone is completing the *Personal Inventory* on an equal footing, it is kept confidential until the Panel.

Why can't I keep a copy of my responses to take into the interview with me?

There is no need for you to keep a copy of your responses as you will not be assessed on whether or not you can remember the exact details of your answers.

How can I prepare for it?

It is a good idea to read through the Criteria for Selection headings outlined in Section 3 of this booklet and to think of examples or events that would help you to illustrate your views, feelings and understanding in response to each of the Criteria.

Please remember that the reason behind using the *Personal Inventory* is to provide a rich source of information to the Advisers by helping you to communicate your experiences, thoughts and feelings to them ahead of the interview.

3) THE PASTORAL EXERCISE

What is the aim of the Pastoral Exercise?

The *Pastoral Exercise* is intended to help Advisers in assessing your ability to understand and respond to a complex human situation; to show an appropriate pastoral response; to communicate effectively in writing; and, if appropriate, to use suitable theological reflection.

What do I have to do?

The *Pastoral Exercise* is a complex pastoral situation to which you are asked to make a written response of no more than 500 words. You will need to write as yourself (a potential ordinand) and not as if you were already an ordained minister. The Pastoral Exercise is given out on the first evening of the Panel and is completed during the course of the Panel whenever you have free time to attend to it. Your written response will be collected after lunch on the last day of the Panel before the final notices. If you wish to bring a laptop to complete this exercise, this is permitted and arrangements can be made to print off your written response at the venue.

Assessment of the Pastoral Exercise

In reading your response to the *Pastoral Exercise*, the Advisers will particularly look for:

- An ability to understand a complex human situation

- An ability to show pastoral sensitivity
- An ability to communicate thoughts appropriately in writing
- An ability, if appropriate, to use suitable theological reflection.

4) THE PRESENTATION AND GROUP DISCUSSION

Going to a Bishops' Advisory Panel involves you making a *Presentation* and facilitating a *Group Discussion*. The *Presentation* and *Group Discussion* are linked because each *Presentation* will be followed by a *Group Discussion* on the topic of your *Presentation*. Your role in the *Group Discussion* is to introduce, facilitate and summarise the discussion.

You will need to bear in mind that the topic you choose for the *Presentation* will be the same as for the *Group Discussion*. This means that the topic should lend itself readily to and be suitable for both the *Presentation* and a *Group Discussion*.

The topic should be an aspect of one of the nine Criteria for Selection, chosen by you and reflecting your experience or interests and about which you are knowledgeable and enthusiastic. This gives you wide scope for choice.

The Presentation

Aim of the Presentation

The *Presentation* is intended to help Advisers in assessing your ability to express yourselves clearly in spoken form.

What will I have to do?

Your task is to make a spoken presentation of up to five minutes on a topic related to any one of the nine Criteria for Selection (which can be found in Section 3 of this booklet). The audience for the *Presentation* is the group of candidates and the Advisers who make up the Panel.

What are the guidelines for the Presentation?

- The term *Presentation* should not be interpreted as a requirement for an enormously polished production. You are being asked to talk for up to five minutes on a topic that interests you and which arises from one of the Criteria for Selection.
- The *Presentation* should not be an academic treatise, rather an example of interesting and lively spoken communication, often drawing upon your experience.
- You are free to handle your chosen topic in whatever way you choose, within the parameters of time and content already given.

- A lectern, flip chart and pens will be available. These may be used for images that illustrate the *Presentation*, but not to display notes of what is being said. You may bring other visual aids with you but, for practical reasons, electronic aids cannot be used.
- You may use visual aids, but there is no requirement to do so and their use or otherwise will not automatically confer advantage or disadvantage.
- You will be able to make use of notes.
- You should not provide any handouts to support the *Presentation*.
- The audience of your *Presentation* is your fellow candidates and Advisers.
- If you are disabled, appropriate provision and support will be made.

How will it be organised?

- Before the *Presentations* begin, you will be invited to pick up a card with a number on it. The numbers will be face down when the cards are chosen. The number on the card will denote the order of the candidates in making their *Presentations*. This will ensure a randomness of order.
- Your *Presentation* will be timed and must not take longer than five minutes. A warning will be given when 30 seconds remain and you will be asked to stop after five minutes if you overrun.
- You should not applaud after each *Presentation*.

- It is not appropriate in this exercise to pray aloud before you speak (as might be your practice in giving a short talk in a worship context).
- When you have finished making your *Presentation*, you will take a seat at the front of the group in order to lead into and facilitate discussion arising from the topic of your *Presentation*.

Assessment of the Presentation

The *Presentation* is intended to help Advisers to arrive at an assessment of your spoken communication skills and your understanding of aspects of the Criterion to which your *Presentation* is related.

The Advisers will not expect you to demonstrate all the skills of polished public speakers. However, they will be looking for potential of the public speaking skills needed by ministers.

Group Discussion

Aim of the Group Discussion

The *Group Discussion* is intended to help Advisers in assessing your group work skills. They will pay particular attention to:

- How you introduce, facilitate and summarise a discussion on the topic of your *Presentation*.
- How you participate and interact as a group member during the discussion of topics arising from other *Presentations*.

What will I have to do?

Immediately after your *Presentation*, you will facilitate a *Group Discussion* of 13 minutes arising from issues raised by your *Presentation*. While preparing your *Presentation*, you should decide how you will make the transition from *Presentation* to *Group Discussion*. Thought should be given to how to introduce and lead in to the discussion and what possible issues could arise from the content of your *Presentation*.

After 11 minutes, a warning will be given when two minutes remain, and you will have two minutes to summarise the discussion. The summary should be a reflection of the discussion which has taken place in the group and not merely a reiteration of your own point of view.

Assessment of the Group Discussion

The *Group Discussion* is intended to help Advisers to arrive at an assessment of your group work skills. In particular, they will look for the following:

As chair:

- An ability to introduce the topic, facilitate discussion; to draw other group members into the discussion and to move the discussion on.
- An ability to summarise the discussion accurately and even-handedly.

As a group member:

- An ability to make clear, articulate contributions; to link your faith with the topics under discussion.
- An ability to listen to others, taking their ideas on board; to behave with sensitivity to other group members, but to have the courage to challenge the views of others appropriately.

5) INTERVIEWS

Aim of the Interviews

The interviews are intended to help Advisers gather information to make an assessment of you in the light of the Criteria for Selection. They are also an opportunity for you to tell the Advisers as much as possible about yourself.

What will I have to do?

You will have one-to-one interviews with each of the three Advisers in your group. The interviews with the Advisers will last about 50 minutes and the questions you will be asked will be Criteria-based. The Advisers will already know a lot about you before your interviews (from your Registration Form and Written Reflection, from the diocesan Sponsoring Papers and from your references) and will tailor their questions to your particular situation and experience. The Advisers will take careful notes during their interviews with you, which they can draw upon when they come to write their reports on you.

Assessment of the Interviews

The Advisers will reflect carefully upon the information gathered from your interviews with them and assess from that evidence whether you have fulfilled the Criteria for Selection.

SECTION 3

THE ADVISERS' ROLES AND THE CRITERIA

Each of the Advisers is appointed to a particular role in the assessment, as a Vocational, Pastoral or Educational Adviser. As a group, they have a shared responsibility for the overall assessment of you. As individuals, they each have responsibility for addressing particular Criteria.

The following is a summary of the Criteria for Selection, indicating how they are shared between the Advisers. The full text of the *Criteria for Selection for Ordained Ministry in the Church of England* is available from the Ministry Division website, www.cofe-ministry.org.uk. Click on the link to 'Selection' and then the link for 'Candidates'. This document contains the additional elements for those whose focus of ministry is as incumbent (or equivalent).

Vocational Adviser

The Vocational Adviser addresses the following three Criteria:

A Vocation

Candidates should be able to articulate a sense of vocation to the ordained ministry and reflect on the effect of this on their life. They

should be able to speak of the development of their inner conviction and the extent to which others have confirmed it. They should be able to show an understanding of what it means to be a deacon or a priest. Their sense of vocation should be obedient, realistic and informed.

Note about Criterion A (Vocation): *This is seen as the ‘key’ Criterion, which candidates must fulfil, irrespective of their fulfilment of the other Criteria.*

B Ministry within the Church of England

Candidates should show an understanding of their own tradition within the Church of England, an awareness of the diversity of traditions and practice, and a commitment to learn from and work generously with difference. They should be able to speak of the distinctiveness of ordained ministry within the Church of England and of what it means to exercise public ministry. They should be able to reflect on changes in contemporary society and the implications of this for ministry and the Church.

C Spirituality

Candidates should show evidence of a commitment to a spiritual discipline, which involves individual and corporate prayer and worship. They should be committed to a developing pattern of disciplined prayer, Bible study and the regular receiving of Holy Communion. They should be able to show how they discern God’s activity in their life, how their spiritual practice may have changed over time and how it is changing them. They should be able to reflect on how engagement with the world and others both affects, and is affected by, their practice of prayer. Their spiritual practice should be able to sustain and energise them in daily life and future ministry.

Pastoral Adviser

The Pastoral Adviser addresses the following three Criteria:

D Personality and Character

Candidates should be sufficiently self-aware, mature and stable to show that they are able to sustain the demanding role of an ordained minister. They should be able to demonstrate how they have faced change and pressure in a balanced and flexible way and how they manage stress. Candidates should be seen to be people of integrity who can generate trust and display honesty. They should be able to speak of how they have coped with difficult life experiences, how they have reflected upon them and incorporated them within their life and understanding.

E Relationships

Candidates should show the capacity to build healthy personal, professional, and pastoral relationships. They should demonstrate an awareness of the need for, and ability to establish and sustain, appropriate boundaries between personal and professional life and within pastoral relationships. They should be able to manage conflict and show an ability to negotiate difficult relationships. Candidates should demonstrate good interpersonal skills, the willingness to learn from experience, and a commitment to building inclusive relationships within diversity. They should show the potential to exercise effective pastoral care. Candidates must be willing to live within the discipline of *Issues in Human Sexuality*.

F Leadership and Collaboration

Candidates should demonstrate an ability to offer leadership in the Church community and in the wider community as appropriate. This

ability includes the capacity to offer an example of faith and discipleship which is inspiring to others and witnesses to the servanthood of Christ. They should show a commitment to identifying and nurturing the gifts of others and be able to collaborate effectively. Candidates should be able to identify their own leadership style, and reflect on the strengths and weaknesses of this and of the different ways in which leadership may be exercised within the Church. They should be able to be flexible and adaptable in leadership and demonstrate ability to guide and shape the life of the Church community in its mission to the world.

Educational Adviser

The Educational Adviser addresses the following three Criteria:

G Faith

Candidates should show an understanding of the Christian faith and a desire to deepen their understanding. They should demonstrate a personal commitment to Christ and a mature, robust faith which shapes their life and work. Candidates should show an ability to reflect critically on their faith and make connections between faith and contemporary life. They should demonstrate a capacity to communicate their faith engagingly and effectively.

H Mission and Evangelism

Candidates should demonstrate a personal commitment to mission that is reflected in thought, prayer and action. They should show a wide and inclusive understanding of mission and the strategic issues and opportunities within contemporary culture. Candidates should be able to articulate the good news of the Kingdom appropriately in

differing contexts and speak of Jesus Christ in a way that is exciting, accessible, and attractive. They should enable others to develop their vocations as witnesses of the good news. They should show potential as leaders of mission.

I Quality of Mind

Candidates should have the necessary intellectual capacity and quality of mind to undertake satisfactorily a course of theological study and ministerial preparation and to cope with the intellectual demands of ministry. They should demonstrate a desire to learn through the integration of academic study and reflection on experience and a commitment to this as a lifelong process of learning and formation. Candidates should show flexibility of mind, openness to change and challenge, and the capacity to facilitate learning and theological reflection within the Church community.

SECTION 4

BISHOPS' ADVISORY PANEL PROGRAMME

Day 1

	Candidates arrive in time for
5.00	Introductory Session
6.00	Personal Inventory
7.00	<i>Supper</i>
8.00	Briefing with Panel Secretary
	Pastoral Exercise given out
9.00	Prayer

Day 2

7.30	Holy Communion
8.00	<i>Breakfast</i>
8.45	Presentations and Group Discussions
10.30	<i>Coffee</i>
11.00	Presentations and Group Discussions
1.00	<i>Lunch</i>
2.00	Interviews or free or Pastoral Exercise
3.00	Interviews or free or Pastoral Exercise
4.00	<i>Tea</i>
4.15	Interviews or free or Pastoral Exercise
5.15	Interviews or free or Pastoral Exercise
6.15	Evensong

7.00 *Supper*
8.00 Interviews or free or Pastoral Exercise
9.00 Prayer

Day 3

7.30 Holy Communion
8.00 *Breakfast*
8.45 Interviews or free or Pastoral Exercise
9.45 Interviews or free or Pastoral Exercise
10.45 *Coffee*
11.00 Interviews or free or Pastoral Exercise
12.00 Interviews or free or Pastoral Exercise
1.00 *Lunch*
2.00 Interviews or free or Pastoral Exercise
3.00 Final session
 Pastoral Exercises handed in
3.15 Closing Worship
3.45 *Tea* and Candidates depart

Advisers and Panel Secretary remain overnight and through the next day to make the assessment and write the report for the Bishop.