# Appendix 3 – Discernment for Holy Orders Assessment Tool

**(for diaconate and priesthood)**

This worksheet is to be used throughout the discernment process outlined in the Ministerial Discernment Process Guide. This is an assessment tool for the enquirer, the clergy leader, and those selected by the clergy leader to participate in giving the applicant feedback on how they are experienced in the congregation.

We are looking for evidence that the gifts and skills outlined in the “*Criteria for Holy Orders*”  
are already present in some form in the enquirer. We also recognize that all these ways of functioning may not be fully present. However, the expectation is that, over time, the enquirer will develop greater facility in the areas outlined on the form.

**Discernment for Holy Orders Assessment Tool**

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| **The diocese of islands and inlets seeks persons who are gatherers and builders of community**. We seek persons who:   * Are gifted in gathering diverse people into a community and then building and developing that community over time. * Can help groups of people come together around shared values and a sense of purpose * Can assist others in identifying and developing their gifts and skills in service to God, the church and the broader community. |
| **Experienced or Observed Strengths:**  Click or tap here to enter text. |
| **Areas Needing Development:**  Click or tap here to enter text. |
| **Comments / Questions / Notes**  Click or tap here to enter text. |

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| **The diocese of islands and inlets seeks persons who have a pattern of spiritual practice that is rooted in a Christ-centered, Anglican approach to spirituality.** We seek persons who:   * Is committed to a life of prayer. * Are regular in the Daily Office, engaged and faithful in the Eucharist, and active in the practice of personal prayer. * Is seeking a spiritual director and pays attention to their internal life. |
| **Experienced or Observed Strengths**  Click or tap here to enter text. |
| **Areas Needing Development**  Click or tap here to enter text. |
| **Comments / Questions / Notes**  Click or tap here to enter text. |

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| **The diocese of islands and inlets seeks persons who have a sense of presence and who are emotionally and relationally mature**. We seek persons:   * Of emotional resilience who can persevere and stay in relationship with others when situations get difficult. * Whose presence grounds, encourages and inspires others * Who works on increasing their own self-awareness and who nurture authentic and productive relationships with others. This includes: understanding their emotions; being aware of their strengths and areas needing ongoing attention in relationships with others; and, being attuned to the impact of their presence, words and actions on others. |

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| **Experienced or Observed Strengths**  Click or tap here to enter text. |
| **Areas Needing Development**  Click or tap here to enter text. |
| **Comments / Questions / Notes**  Click or tap here to enter text. |

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| **The diocese of islands and inlets seeks persons who can exercise leadership that has authority and can live productively in relationship to those in authority.** We seek:   * Leaders who are comfortable exercising a style of leadership that is both relational and carries authority. * Persons who, having made ordination vows, acknowledge the authority and responsibility that others (archbishops, bishops, archdeacons, rectors, elected and appointed lay leaders, etc.) carry in relationship to them and can nurture productive relationships with those carrying authority and responsibility. |
| **Observed or Experienced Strengths**  Click or tap here to enter text. |
| **Areas Needing Development**  Click or tap here to enter text. |

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| **Comments / Questions / Notes**  Click or tap here to enter text. |

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| **The diocese of islands and inlets seeks persons who listen and love to learn.** We seek persons who:   * Are open and intrigued by the learning process and who see God as moving and active in Scripture, tradition, reason, learning from other disciplines and in the wisdom of the community. * Are committed to increasing their own learning and theological understanding over time. * Learn from their experience: both their successes and their failures. |
| **Observed Experiences or Strengths**  Click or tap here to enter text. |
| **Areas Needing Development**  Click or tap here to enter text. |
| **Comments / Questions / Notes**  Click or tap here to enter text. |

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| **The diocese of islands and inlets seeks persons who are good stewards.** We seek persons who:   * Care for themselves in terms of body, mind, spirit and who nourish the important relationships in their lives. * Gives generously of their time, talent and treasure in gratitude to God who is the source of all. * Have developed and are working with a Rule of Life and whose lives reflect a deep commitment to all the dimensions of their baptismal covenant, including care for creation. |
| **Observed Experiences or Strengths**  Click or tap here to enter text. |
| **Areas Needing Development**  Click or tap here to enter text. |
| **Questions / Comments / Notes**  Click or tap here to enter text. |