

## Appendix P4

### An example of a completed Presbyteral Discernment Worksheet

*This appendix is for review by the clergy leader and the small lay group invited to offer initial reflections on the enquirer’s impact and presence in the worshipping community using the Presbyteral Discernment Worksheet (Appendix P3). It may also be helpful as a record-keeping tool for the parish discernment group established once the inquirer has been named an applicant. In this case, it has been completed in the case of a fictional enquirer named John.*

#### Presbyteral Discernment Worksheet

*Throughout the process of discernment, we are looking for evidence that the gifts and skills outlined in the “Criteria for Ordination to the Priesthood” are already present in some form in the enquirer or applicant. 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.*

<p><b>Priestly Identity.</b> We someone who:</p> <ul style="list-style-type: none"> <li>• has a calling rooted in an understanding of the sacramental nature of the Church and the calling of priests to enable the celebration of the sacraments in the community;</li> <li>• is gifted in gathering diverse people into a community and then building and developing that community over time;</li> <li>• can help groups of people come together around the sacraments of the Church, shared values and a sense of purpose;</li> <li>• can assist others in identifying and developing their gifts and skills in service to God, the Church, and the broader community.</li> </ul>
<p><b>Experienced or Observed Strengths</b></p> <p><i>John has experience gathering people and building community in his workplace but has not had the opportunity to gather a group of people for a common purpose in a church setting. John seems to have a strength in working with people of diverse backgrounds and seems at ease with differences related to age, ethnicity and religious background. This is a strength that he would bring to gathering and building community in a parish setting.</i></p>
<p><b>Areas Needing Development</b></p> <p><i>Again, John simply needs to create or lead a group that has a common task and work on the development of the life of that group over time.</i></p>
<p><b>Comments / Questions / Notes</b></p> <p><i>How can we give John experience in this criterion in an area he has some passion about?</i></p>

**Spiritual practice that is rooted in a Christ-centered, Anglican approach to spirituality.** We seek someone who:

- is committed to a life of prayer;
- is regular in the daily office, engaged and faithful in the eucharist, and active in the practice of personal and intercessory prayer;
- is working with or seeking a spiritual director and pays attention to their interior life;
- shows an understanding of the role of presbyters in the Anglican tradition, and is actively learning ways in which to connect these understandings to their own sense of spirituality.

**Experienced or Observed Strengths**

*John has been regular in praying the Office for the past three years and loves an Anglican pattern of worship and prayer as a way to practice his spiritual life. Others in the parish perceive John as grounded and prayerful in his presence.*

**Areas Needing Development**

*John needs to get into spiritual direction and incorporate confession either into his time with his spiritual director or needs to identify a priest who can serve as his confessor and begin meeting with his confessor.*

**Comments / Questions / Notes**

**Personal awareness and understanding.** We seek someone:

- whose presence grounds, encourages and inspires others;
- who is working on their self-awareness and who nurtures authentic and productive relationships with others;
- who understands emotions and has the ability to communicate emotions; being aware of strengths and areas needing attention in terms of relationships with others; and, having and being attuned to the impact of their presence, words and actions on others;
- of emotional resilience who can persevere and stay in relationship with others when situations get difficult.

**Experienced or Observed Strengths**

*John has strong conceptual and intellectual skills and has cultivated close relationships with a small number of people in his life. John is not a “quitter” in his relationships and is adept at maintaining his relationships with others over time.*

**Areas Needing Development**

*John seems unaware of the distancing effect of some of his behavior and mannerisms on others, particularly on women. On some occasions, John appears to be talking to himself rather than directly to others as he works through ideas or his thoughts.*

*John has said that he may need to work through some family of origin issues as well as find ways to explore what he does that others interpret as cutting off from them, as sarcasm or as superiority in relation to them.*

**Comments / Questions / Notes**

*A question—what does John do when he gets into conflict with others? This may be a possible area to work on in that John needs to work on his awareness and expression of his emotions.*

**Leadership and relation to authority.** We seek:

- a leader who is comfortable exercising a style of leadership that is both relational and carries authority;
- A person who, having made ordination vows, acknowledges the authority and responsibility that others (ordained or lay) carry in relationship to them and can nurture productive relationships with them.

**Observed or Experienced Strengths**

*John seems to be confident in his work life as a consultant but has not as yet been given the responsibility to lead a group from an “upfront” position and get feedback on how others perceive his leadership style. John seems to be at ease in living with others’ authority and responsibilities in relationship to him.*

**Areas Needing Development**

*John needs to gain experience in leading in a church setting from an “upfront” position—liturgically and in the areas of formation or service—getting feedback as he does this. The hope here would be that he will focus on gaining skills in facilitating the engagement of others rather than just be an expert intellectual voice.*

**Comments / Questions / Notes**

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**A Listener who loves to learn.** We seek someone who:

- is committed to life-long learning;
- sees God as moving and active in scripture, tradition, reason;
- is open to learning from other disciplines and the wisdom of community;
- is committed to increasing their own learning and theological understanding over time;
- learns from experience: both successes and failures.

**Observed Experiences or Strengths**

*John loves to learn. He is an avid reader and would probably love to be a permanent student! He is committed to expanding his understanding and some of his skills.*

**Areas Needing Development**

*John needs to learn to listen for people’s emotions and to respond at that level.*

**Comments / Questions / Notes**

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**Good stewards.** We seek someone who:

- cares for themselves in body, mind, spirit and nourishes the important relationships in their lives;
- gives generously of their time, talent and treasure in gratitude to God who is the source of all;
- has developed and is working with a Rule of Life which reflects a deep commitment to all the dimensions of their baptismal covenant, including care for creation.

**Observed Experiences or Strengths**

*John is very strong in this area. He regularly takes time for himself, for his family and for friends. The Biblical tithe is his standard in financial giving to the parish. John is also very articulate about thanksgiving being at the heart of his giving of his time, talent and treasure.*

**Areas Needing Development**

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**Questions / Comments / Notes**

*I wonder if this might be an area John could lead a class in, practicing some of the skills needed in some of the other areas of criteria noted above.*