YR EGLWYS YNG NGHYMRU THE CHURCH IN WALES

Discernment Qualities for Ordained Ministry in the Church in Wales

Within the Church in Wales two-stage discernment process, those discerning vocations to ordained ministry will explore the potential of candidates to inhabit the following qualities.

A. FAITH

Candidates should:

- show a knowledge and understanding of the Christian faith.
- have a vibrant, deep and robust faith.
- have a faith that can cope with doubt, disappointment, change, pain and failure.
- have flexibility of mind and be able to reflect intelligently and wisely on their faith and tradition, as well as on the traditions of others.
- have an ability and openness to learning and formation.
- reflect on how Scripture helps them and others to be more effective and faithful disciples.

B. MISSION

Candidates should:

- have a knowledge and understanding of mission and evangelism.
- have a personal commitment to a wide and universal mission and evangelism (as detailed in the Five Marks of Mission).
- be able to communicate their faith clearly and attractively.
- be able to encourage and enable others in mission and evangelism.
- recognise the importance of work with children and young people and show they can enable such work to flourish.
- be able to engage creatively with contemporary culture and current affairs.

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C. SPIRITUALITY

Candidates should:

- reflect on how their pattern of personal prayer and encounter with Scripture sustains and nourishes their daily living.
- have a spirituality that is an encouragement and inspiration to others.
- reflect on how prayer has impacted on and enabled growth in them, especially when prayer has been arid or hard.
- reflect on the meaning of worship and the sacraments to themselves and in the life of the Church.
- be able to describe how their relationship with Christ has changed and deepened and show awareness of its potential to grow in the future.
- have a spirituality that can engage with the world in thought, prayer and action, especially with issues in relation to justice, peace and the integrity of creation.

D. CHARACTER

Candidates should:

- display emotional stability, maturity, and appropriate self-confidence.
- show a capacity for stamina, robustness and resilience.
- be able to reflect on how they have integrated difficult personal experiences and hard times in life.
- show an understanding of, and ways of mitigating, their personal vulnerabilities.
- have a curiosity and flexibility of mind which displays a potential for self-development and growth.
- be able to recognise, understand and address their own biases.

E. RELATIONSHIPS

Candidates should:

- reflect the love and compassion of God in their relationships.
- show the capacity to build healthy, stable and supportive personal relationships.
- be able to accept the standards of sexual morality expected of ordinands and ordained ministers.
- have the potential to exercise effective pastoral care.
- show good listening skills and empathy, including appropriate ways of managing situations requiring confidentiality.
- have the potential to develop healthy and boundaried personal, professional, and pastoral relationships, showing an openness to valuing and engaging with people who are different from themselves and a will and ability to manage conflict in a healthy and appropriate manner.

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F. LEADERSHIP AND TEAMWORK

Candidates should:

- be able to reflect on why safeguarding is fundamental to leadership and ministry.
- have potential for exercising leadership by inspiring, enabling and empowering others.
- show understanding of the challenges, tensions and costs inherent in leadership and teamwork.
- display a potential for collaborating effectively and fruitfully with others.
- show knowledge and understanding of the motifs of distinctively Christian leadership and collaboration needed for thriving and healthy churches.
- Understand the relationship between power and authority, recognising their dynamics and showing the potential to exercise both with wisdom and humility.

G. VOCATION AND MINISTRY

Candidates should:

- be able to show that their vocation, which has been confirmed by others, has changed them, exploring key turning points, significant people, and experiences in the development of their call.
- have an understanding of the Church in Wales and a realistic awareness of ministry within it.
- have a commitment to the Church in Wales that recognises and shows generosity to, and the potential to work flexibly with, those whose tradition and practice are different to their own.
- show knowledge and understanding of the public and representative nature of ordained ministry, drawing on their own experience.
- show effective skills (or the potential to acquire skills) in the leading of worship.
- have a respect for, and a willingness to embrace, the distinctiveness and significance of the Welsh culture and language.