

**FORMATION FRAMEWORK FOR IME 2 – DISTINCTIVE DEACON
The Evidence Grid**

The Evidence (of qualities) Grid on pages 2-15 show for each of the 7 qualities (***Love of God, Call to Ministry, Love for People, Wisdom, Fruitfulness, Potential, Trustworthiness***) examples of the type of evidence which may be sought to demonstrate the depth of inhabiting the quality. The grey cells in each of the qualities are the same phrases as in the Qualities Grid. This grid is intended to strike a balance of elements of a candidates’ ability to know, to be, to do and to grow – the same categories of evidence which have been used in the discernment process and throughout IME 1.

Curates are encouraged to think creatively using the suggestions for evidence offered by the National Church. The list is not prescriptive, neither is it a set of learning outcomes and therefore they do not all have to be met. They are examples of evidence even if some might be almost always seen and others might often be seen. It should be remembered that they also provide a framework for IME 2 Officers in reporting on a curate’s progress. It should also be remembered that they provide suggestions of evidence **to be gained by the end of Curacy**. It is therefore acceptable to leave some sections blank, especially in the early stages of curacy.

Evidence for those being formed for *Assistant level responsibility* *is denoted in italics* in the places **where it differs from Incumbent level responsibility**.

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| Quality | Page |
| Love for God | 2-3 |
| Call to Ministry | 4-5 |
| Love for People | 6-7 |
| Wisdom | 8-10 |
| Fruitfulness | 11-12 |
| Potential | 13 |
| Trustworthiness | 14-15 |

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| ***Distinctive Deacon Oversight IME 2***  | ***Christ***  | ***Church***  | ***World***  | ***Self***  |
| **Love for God** The curate…  | **Is reliant on God – Father, Son and Holy Spirit - and lives out an infectious, life-transforming world-focussed faith**  | **Is rooted in scripture, the worship of the Church, and the living traditions of faith**  | **Whole-heartedly, generously and attractively engages with God’s world**  | **Is prayerful and studies the Bible**  |
| 1.Shows a vibrant faith that can speak about their own joys and disappointments, experience of change or failure and is able to interpret how grace is at work in their life in the midst of the world  | 1.Shows a love for scripture and can make responsible use of it to explore issues of faith especially in their preaching and community work  | 1.Possesses skills in drawing on the resources of scripture and theology to explore ethical issues, in their own lives, in the local community, and in the wider world  | 1.Nurtures their private prayer life with regular spiritual practice with others (eg: spiritual accompaniment, quiet days, retreats, cell groups, prayer triplets) and can speak about the accountability and challenge experienced in such relationships  |
| 2.Is growing in Christlike character in daily living for example in love, humility, patience, prayerfulness, and obedience  | 2.Can understand and engage with the history, practice and theology of the diaconate as they have developed across a range of contexts to enable them to interpret that tradition today  | 2. Can articulate responsibly God’s saving purpose for creation and humanity in the context of major issues facing the world and the local community  | 2. Is committed to the Daily Office or other forms of public daily prayer and prays with a particular passion for the world  |
| 3. Has a well-developed pattern of life shaped on four foundational texts (Jesus’ summary of the law; the Lord’s Prayer; the Apostles’ creed; the Beatitudes)  | 3. Has experience of the diaconal role in the liturgy, and has made connections between their church community and the history of liturgical belief and practice  | 3. Can draw on the resources of disciplines other than theology and of reflection upon their own experience and that of others, and integrate these with the insights of theology  | 3. Can engage with different approaches to prayer and spirituality as they are found across the Anglican tradition and the wider church in a range of cultural contexts  |
| 4. Can describe how their faith is maturing through their curacy  | 4. Demonstrates the ability to apply the critically and reflectively Bible and the tradition of faith to specific issues in the contemporary church and society  | 4. Can share the good news of Jesus Christ, and has experience of mission and evangelism and of being attentive to God’s world by watching for the signs of God’s kingdom  | 4. Is committed to the study of scripture and theology and draws on the biblical theme of servanthood as a resource for their ministry  |

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|  |  | 5. Demonstrates evidence of shaping their life in response to the church’s tradition of faith in specific ways | 5. Is actively engaged with and has inspired others to be engaged with issues of justice, peace and the integrity of creation that is lived out in acts of mercy and justice, and adopts a personal discipline that uses God resources wisely *5. Is actively engaged with issues of justice, peace and the integrity of creation that is lived out in acts of mercy and justice, and adopts a personal discipline that uses God resources wisely*6. Demonstrate a heart for seeking out the forgotten people continuing to gather them, to listen, work with and share God’s love  | 5. Is able to show how the study of scripture has deepened their personal engagement with the Bible and the growth of their faith 6. Has taught others how to pray, or to deepen their prayer lives using an approach which draws from outside their own tradition 6. *Has taught others how to pray, or to deepen their prayer lives*  |

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| ***Distinctive Deacon Oversight IME 2***  | ***Christ***  | ***Church***  | ***World***  | ***Self***  |
| **Call to Ministry** The curate…  | **Responds to the call of Christ to be a disciple**  | **Understands the distinctive nature of ordained diaconal ministry**  | **Is committed to being a public and representative person of the Church in the forgotten corners of the world**  | **Articulates an inner sense of call grounded in service**  |
| 1.Is committed to their own growth as a disciple and to forming new disciples 2. Can speak about the call of Christ on their life (and that of their household) as it is emerging in their curacy, and describe its impact in daily decision-making  | 1.Understands the practices of their own tradition within the Church of England and is able to engage generously and respectfully with those whose tradition and practice are different2. Can engage with the living tradition and breadth of ministries in the church and articulate the theological underpinnings of these ministries especially how the diaconal ministry reflects the diaconal character of the whole church3. Can articulate the emerging and distinctive shape of their diaconal ministry and the way they are being formed as a deacon during their curacy4. Evidences that they have discerned and fostered the gifts of God’s people as part of a  | 1.Has developed an informed appreciation of the representative role of a diaconal minister in the Church of England and has had experience of practising this across a wide range of public settings2. Evidences skills to communicate the hope of the gospel afresh to a wide audience especially to those on the margins of society 3. Can manage themselves and their family relationships in the context of the gifts and pressures of public ministry | 1.Can speak of the joys and challenges of ministry, and the way in which diaconal ministerial formation has promoted their flourishing and their developing 2. Continues to discern the call of God on their life and to develop an understanding of what being a deacon will entail in the future3. Displays a willingness to accept the costliness of ordained ministry, while growing in awareness of the proper limits to that costliness and of the support they can expect as they face it4. Is engaging with the wider diaconal network within the Church of England as a place of support |

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|  |  | diaconal commitment to the whole people of God *4. Evidences that they have been involved in discerning and fostering the gifts of God’s people as part of a diaconal commitment to the whole people of God*5. Evidences awareness that they are part of the worldwide Anglican Communion and evidences learning from their diaconal sisters and brothers around the world in order to develop and strengthen their own faith understanding and their engagement with the ongoing |  |  |

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| ***Distinctive Deacon Oversight IME 2***  | ***Christ***  | ***Church***  | ***World***  | ***Self***  |
| **Love for People** The curate…  | **Welcomes Christ in others, listens, values and respects and has a special care for those in poverty and the marginalised** | **Builds relationships which are collaborative and enabling** | **Shows God’s compassion and care in the world in multifaceted contexts and with social agencies** | **Has empathy and is aware of how others receive them** |
| 1.Demonstrates empathy and wisdom in pastoral relationships especially those outside the church and knows in practice what is means to be a bridge for Christ’s love to others | 1.Demonstrates good listening skills in relationships with those inside and outside the church, including their own peers  | 1. Evidences the ability to engage compassionately with people in the wider world that shows an ability to put people at their ease  | 1.Is aware of how others see them and of the need to manage expectations appropriately in ministry  |
| 2. Builds healthy pastoral relationships in their curacy which go beyond the superficial whilst respecting boundaries 3. Can understand and articulate the importance of safeguarding and knows what good practice in managing the care of children and vulnerable adults looks like 4. Demonstrates skills in engaging with those in poverty and who are marginalised and shows the disposition to resist evil, support the weak, defend the poor and intercede for the world  | 2. Has built professional and trusting relationships with colleagues within curacy contexts that enable mutual respect, flourishing and learning 3. Evidences good reflective practice and shows how their diaconal calling learns from and contributes to a range of pastoral and professional relationships 4. Is alert to the existence of various forms of prejudice, including racism, in the church and is learning how to challenge them, to support those who suffer from them and to create welcoming environments for all  | 2. Has built partnership relationships based on mutual trust with social agencies which are based on common commitments to justice and human dignity 3. Has shared their faith in a specific act of missional engagement, and articulate how they have led others to engage in mission in thought, prayer and action 3. *Has shared their faith is shared in specific acts of missional engagement, and has enabled others to engage in thought, prayer and action* 4. Evidences the desire and ability to work for peace, justice and reconciliation in the world especially in their local context  | 2.Is growing in self-awareness and an ability to reflect on their strengths and vulnerabilities with honesty and openness 3. Shows maturity and resilience in balancing the demands of formation, family and friends, and draws on healthy relationships to support them in the joys and challenges of life 4. Has developed the capacity to work with others in voluntary and professional settings, showing that they understand their own diaconal working style and can engage with others who work differently  |

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|  | 5. Has enabled other to assume roles of responsibility, in drawing together teams of volunteers, and in mentoring and supervising others *5. Has developed skills in enabling others to assume roles of responsibility, in drawing together teams of volunteers, which may include limited mentoring*  |  |  |

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| ***Distinctive Deacon Oversight IME 2*** | ***Christ***  | ***Church***  | ***World***  | ***Self***  |
| **Wisdom** The curate…  | **Is inquisitive, curious and open to new and lifelong learning that connects church and world**  | **Shows instinctively collaborative leadership that enables healthy churches to be bridge-builders in their communities**  | **Is robust and courageous in reflecting the world to the Church and the Church to the world**  | **Is a mature and integrated person of stability and integrity**  |
|  | 1.Is able to reflect alone - and with others - on their experiences in diaconal ministry, to articulate what they have learnt and to demonstrate its impact in changed behaviours 2.Demonstrates a commitment to life-long learning, whether through academic study, reflective practice, or engagement with their personal development, and including engagement with the insights of others who are different from them and marginalised voices  | 1.Can make creative use of the resources of scripture and theology and contemporary perspectives on leadership and organisations to inform discipleship, leadership and community formation of the church as a bridge-builder in making connections across different contexts and cultures 2.Has developed visionary servant leadership gifts both within church and community settings, is able to exercise them with integrity, and can reflect critically on their own leadership preferences and demonstrate flexibility in adapting a leadership style to the context *2.Has developed servant leadership gifts both within church and community settings, is able to exercise them with integrity, and can reflect critically on their own leadership preferences and demonstrate* *flexibility in adapting a leadership style to the context*  | 1.Has understood the character (economic, social, cultural) of the curacy context in which they have been placed and has drawn the attention of the Church to their impact on the *missio Dei* and the five marks of mission 2.Demonstrates a love and desire for the community outside the church and an ability and courage to act as an ambassador between the church and the community, building community cohesion  | 1.Demonstrates maturity in the relationship with their training incumbent and other senior colleagues, balancing accountability with personal integrity, openness and honesty 2.Can accept fair criticism with maturity and respond appropriately, with humility and good grace  |

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|  | 3.Demonstrates a capacity to live with unanswered questions and open-ended situations 4. Has demonstrated learning in a new and different context which has been outside their comfort zone particularly relating learning to the needs of the world 5. Has developed skills in enabling others to learn and gain in confidence in both informal and formal settings and enabling them to connect the church to the world  | 3. Has shown initiative, drive and creativity in developing the capacity to encourage, enable and develop the bridge-building leadership of others *3. Has shown evidence to encourage, enable and develop the bridge-building leadership of others* 4. Can demonstrate the part they have played in collaborative leadership, showing awareness of the challenges and tensions of working in teams 5.Is developing the capacity to learn from difficult conversations and to make any necessary changes to their behaviour as leader or member of a group  | 3.Demonstrates the capacity to reflect for themselves and to act in accordance with their convictions 4. Is able to articulate their own diaconal stance on issues facing society, and to articulate that this is formed by their understanding of Christian faith  | 3.Can demonstrate the ability to acknowledge and live with their vulnerabilities and to manage strong emotional reactions 4. Is aware of the way their diaconal vocation grounds and inspires them 5. Has been able to demonstrate that, with episcopally delegated authority, responsibility lies with them, even whilst leading from the middle. *5 Not needed for assistant ministry*  |

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|  |  | 6. Is developing the ability to read and respond to power relationships in a group and to be developing understanding and strategies for conflict transformation 7. Has demonstrated ability to see the bigger picture and developed a strategy which takes people with them in enabling the church to look outwards and see itself as the servant of the community and its needs, developing its understanding of its God-given diakonia *7. Has demonstrated the ability to work with others to develop a strategy which enables the church to look outwards and see itself as the servant of the community and its needs, developing its understanding of its God-given diakonia*  | 6. Can evidence where they have taken well-judged initiatives in their leadership, evaluating wisely the risks involved while being appropriately courageous 6. *Can evidence where they have shared with others in well-judged initiatives in their leadership, evaluating wisely the risks involved while being appropriately courageous* 7. Is developing capacity to be faced and challenged by questions about God and the Christian faith voiced by those outside the church and to respond with hospitality and humility  |  |

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| ***Distinctive Deacon Oversight IME 2*** | ***Christ***  | ***Church***  | ***World***  | ***Self***  |
| **Fruitfulness** The curate…  | **Embraces the different and animates others to be witnesses and servants**  | **Shows the capacity to exercise diaconal sacramental and liturgical ministry and effective and enabling teaching ministry**  | **Is a storyteller of God’s love and agent of God’s kingdom of justice**  | **Has resilience and stamina**  |
|  | 1. Is demonstrating humility and openness to the views of others (both within the Church of England and ecumenically) who differ in theological position 2. Gives evidence of deepening awareness of the lives and culture of a world faith community other than Christianity 3. Has enabled growth in others’ faith especially those on the margins to be servants and witnesses  | 1.Has made creative use of scripture and theology to resource and plan acts of worship, especially diaconal sacramental worship, in its various forms across the breadth of the Church 2. Understands how liturgy is received by those outside the church and has led a variety of services and liturgies which are nurturing, and can lead worship with confidence across a range of services and contexts 3.Has developed gifts in preaching drawing on the resources of scripture and theology, and growing in effectiveness in teaching the faith and discipleship 4. Has developed aptitude in communicating the faith to children and adults and enabling children and adults to grow in faith  | 1.Can tell the story of God’s love creatively and speak with confidence and infectious enthusiasm about their own journey of faith and discipleship 2. Is able to listen attentively to individuals and the community so that they can discern the presence and activity of the Holy Spirit 3. Shows how their curacy training is preparing them to encourage others to live out their calling in the world of their everyday faith, in the school, workplace or family 4. Has had experience of leading evangelism and mission and can reflect on lessons learned for future leadership, both from activities that were fruitful, and from those that were not, and can speak about how all of this connects to the mission of God  | 1.Is working on a rhythm of life that has space for rest and re-creation 2. Understands their own conscious and unconscious biases and has strategies to mitigate them 3. Can tell a story of their capacity to recover back after disappointment 4. Can manage their time, showing the ability to prioritise under pressure  |

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|  |  | 5. Has developed capacity to understand the needs of the world in their communicating of faith and practice in a new setting and with sensitivity to their audience 6. Support both traditional and new Christian communities, showing an appreciation of the role that each can play in the mission of God  | *4. Has had experience of enabling others in evangelism and mission and can reflect on lessons learned, both from activities that were fruitful, and from those that were not, and can speak about how all of this connects to the mission of God* 5. Has prepared children and adults for rites of initiation 6. Evidences being an articulate apologist for and interpreter of the faith in the public arena *6. is an effective communicator of faith in the public arena*  |  |

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| ***Distinctive Deacon Oversight IME 2*** | ***Christ***  | ***Church***  | ***World***  | ***Self***  |
| **Potential**The curate has potential to…  | **Grow in faith and be open to navigating the future in the company of Christ**  | **See the big picture in their context and within it, enable a Christian community to serve**  | **See where God is working in the world and to read the signs of the times**  | **Be adaptable and agile**  |
|  | 1.Serve the church in an unknown and uncertain future 2. Enable and inspire others to grow in the adventure of faith and discipleship  | 1.Manage their own and others’ use of authority, responding wisely to the dynamics operating within their place of ministry 2. Live with contingency, adapting to change in the church and leading others as a non-anxious presence in their communities 3. Lead a church in growth in community impact by identifying where there needs to be change in the life of a church community and reflect on the implications for themselves and to have the negotiation skills to manage change effectively *3. Can share in leading a church in growth in community impact by identifying where there needs to be change in the life of a church community and reflect on the implications for themselves and to have the negotiation skills to manage change effectively*  | 1.Demonstrate a heart for seeking out the forgotten people continuing to gather them, to listen, work with and share God’s love 2. Enable and lead the church’s mission and evangelism in contexts where it has little presence  | 1.Grow in self-awareness as a reflective practitioner, able to change their mind in the light of experience and practice 2.Face the challenges of ministry, including its disappointments, with equanimity 3. Be clear about the diaconal trajectory of their ministry and of its God-given potential  |

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| ***Distinctive Deacon Oversight IME 2*** | ***Christ***  | ***Church***  | ***World***  | ***Self***  |
| **Trustworthiness**The curate…  | **Follows Christ in every part of their life**  | **Leads maturely which promotes safe and harmonious Christian communities**  | **Lives out their life as a representative of God’s people**  | **Has a high-degree of self-awareness**  |
|  | 1.Has a well-developed pattern of life based on four foundational texts (Jesus’ summary of the law; the Lord’s Prayer; the Apostles’ creed; the Beatitudes) 2.Is able to accept the holy scriptures as revealing all things necessary for eternal salvation through faith in Jesus Christ 3.Has demonstrated personal, ministerial and scholarly integrity in fulfilling the requirements of their training  | 1.Can show that they are ready to accept and administer the discipline of the Church, and respect authority duly exercised within it 2.Is developing the skills to manage relationships appropriately and sensitively 3.Demonstrates a concern for, and the ability to create, safe environments in which sensitive issues and concerns can be raised honestly and openly 4. Demonstrates understanding of the Guidelines for the Professional Conduct of the Clergy  | 1.Demonstrates the ability to communicate Christian faith in a credible way that respects the context in which that witness takes place 2.Has the ability and courage to evaluate risk and judge when a risky venture is justified and appropriate 3. Takes appropriate care when using social media, displaying an awareness of the risks involved  | 1.Can speak of the joys and challenges of ministry, and the way in which diaconal ministerial formation has promoted their flourishing and their developing relationship with Christ, whilst being able to speak honestly when this has been hard 2.Has accountability mechanisms in place 3.Demonstrates the ability to respect confidentiality 4.Demonstrates the ability to live within the House of Bishops guidelines on Human sexuality  |

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|  |  | 5. Can understand and articulate the importance of safeguarding and knows what good practice in managing the care of children and vulnerable adults looks like especially in responding well to survivors 6. Has an awareness of the knowledge and skills that are required to fulfil the legal and administrative responsibilities of an ordained diaconal minister7. Has a willingness to engage with the vision and values of the diocese in which they will be placed8. Demonstrates the capacity to be a charity trustee |  | 5.Demonstrates the willingness to honour the five Guiding Principles6.Demonstrates understanding of the Church’s Fitness to Practice Framework and how this affects ongoing ministry |