



# Ordained Ministry

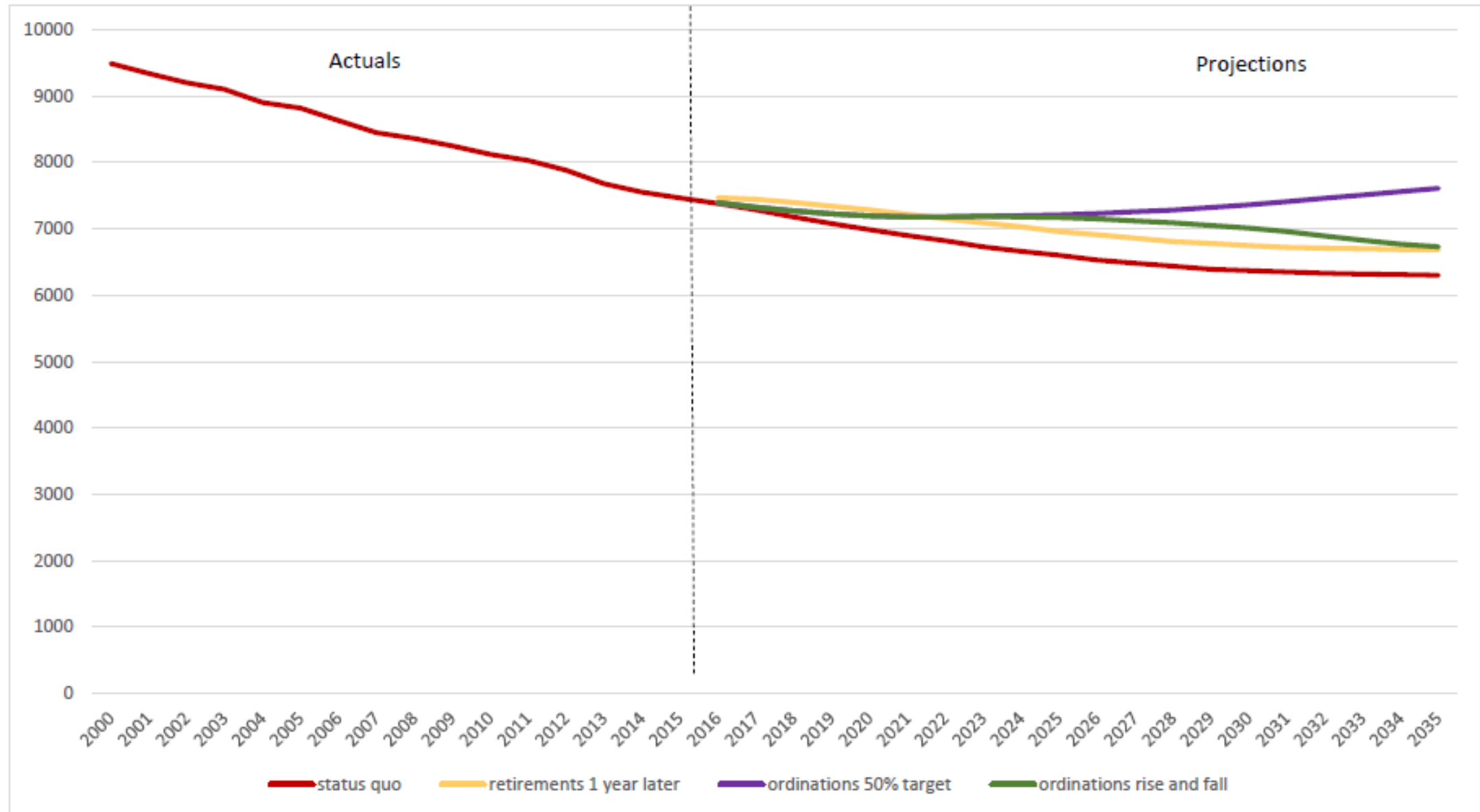
Vocations and Forming Clergy  
for a Safer and Healthier Church

1. Reporting on progress in growing the number of people being recommended for training.
2. Psychological consultations around Criteria D (Personality and Character) and E (Relationships) in the discernment process.

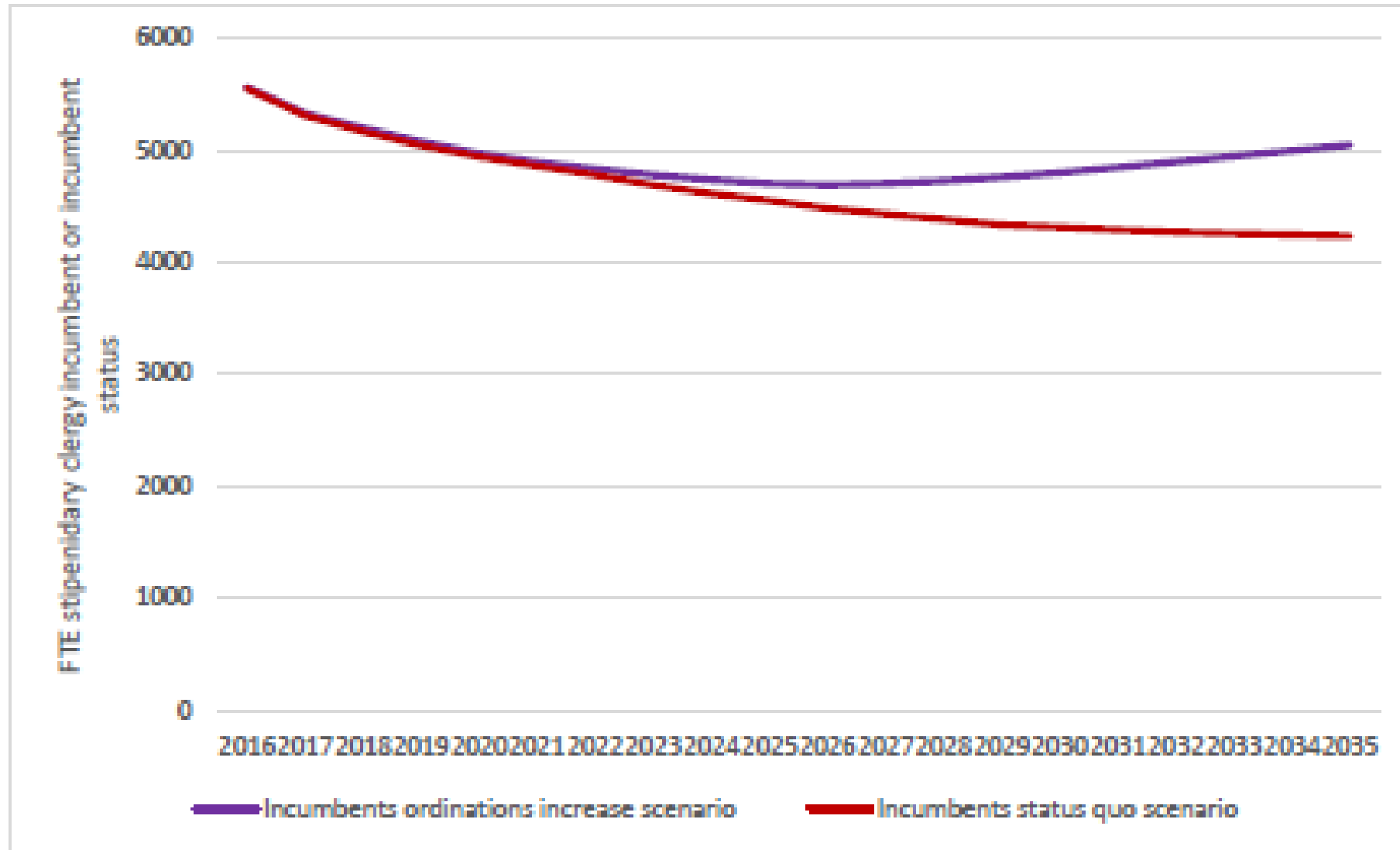
# 1 Some aims from our Vocations Strategy

- Develop a culture of vocation in the Church of England.
- Increase diversity of those entering ordained ministry (ethnicity, social diversity, young (especially women)).
- Increase the number entering training for ordained ministry by 50%.
- Increase the number entering other vocations.

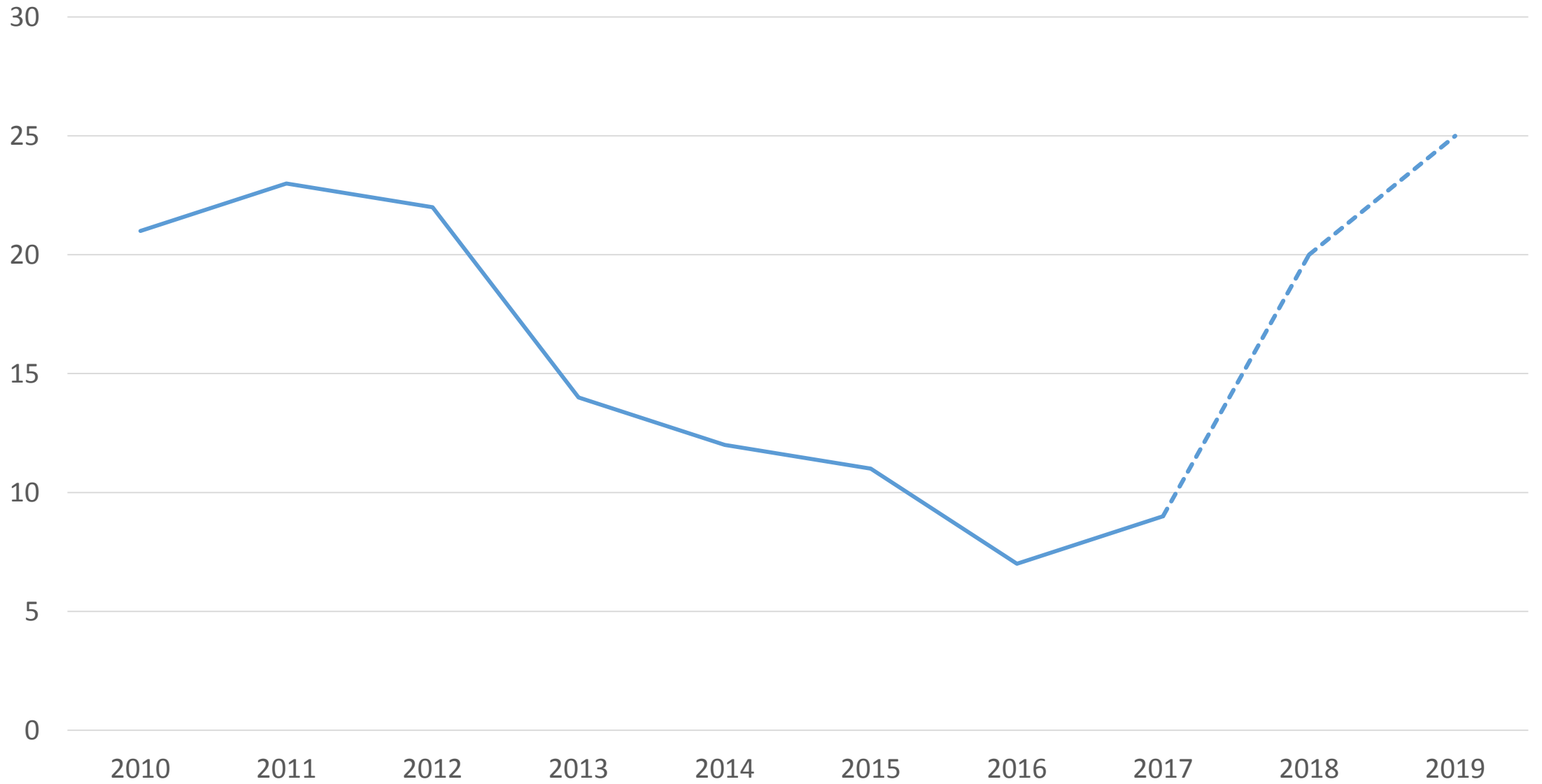
# Projections of stipendiary clergy to 2035



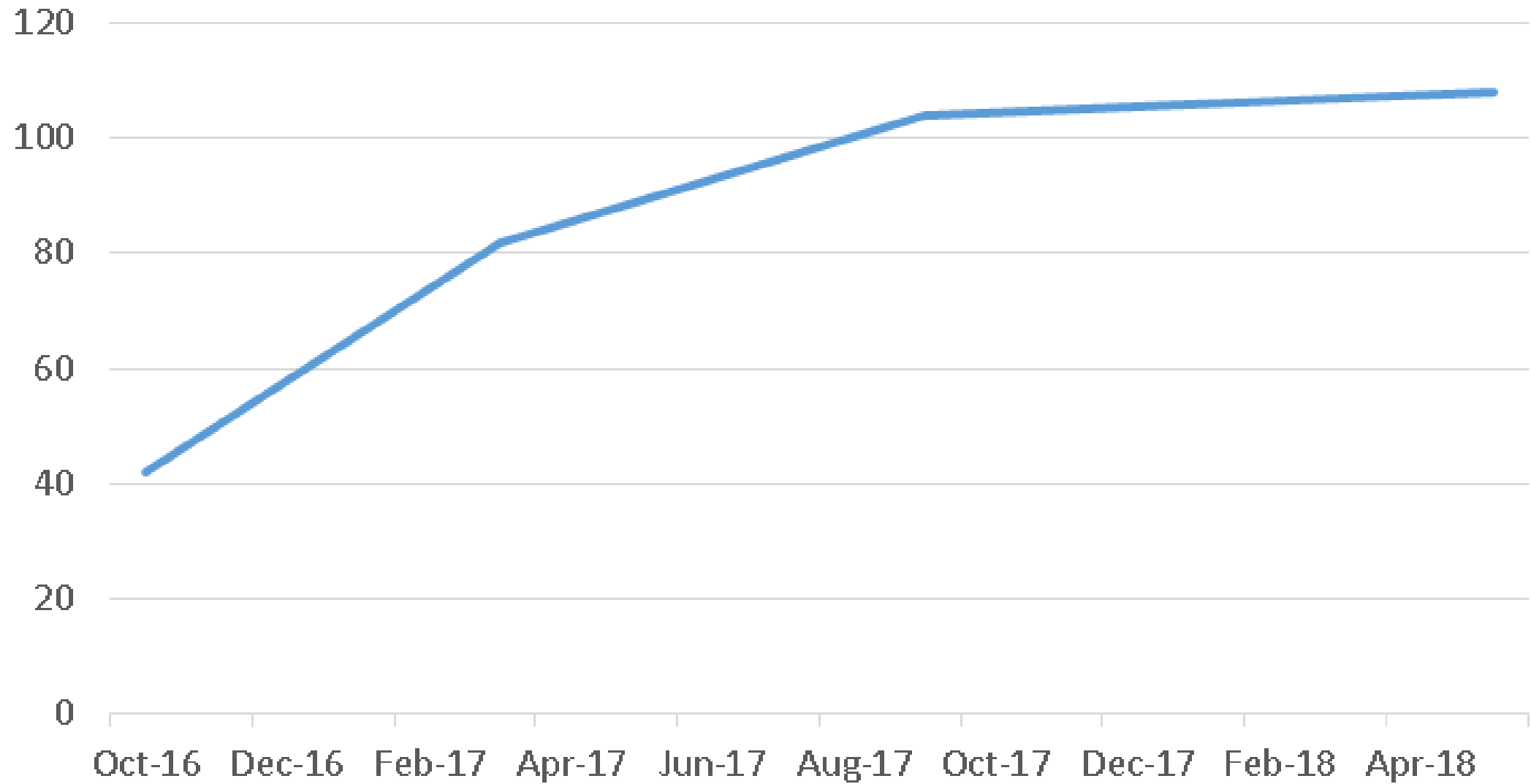
# Incumbent-focus projections to 2035



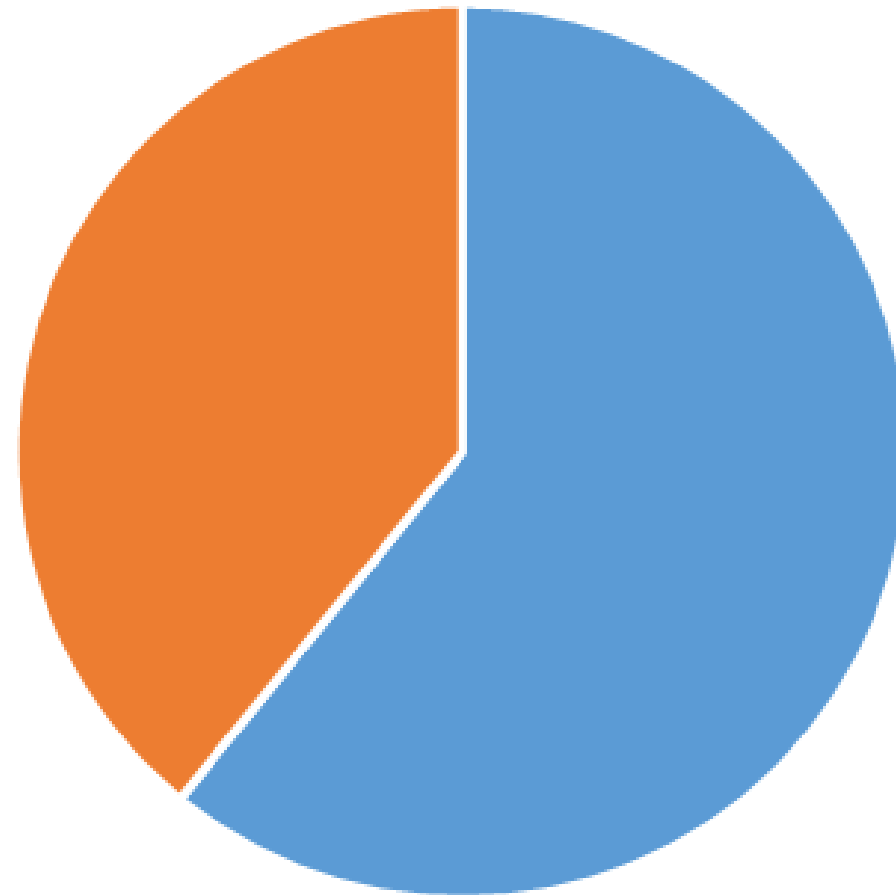
Number of recommended candidates



# Number of people discerning a call in the Diocese



# Gender Balance



■ Men ■ Women



# Percentage of those recommended under 32

2016	23%
2017	27%
2018	est. 39%

## 2. Psychotherapeutic Consultations

What do we mean?

- Each candidate will go to the St Marylebone Centre for Healing and Counselling ([www.marylebone-hcc.org.uk](http://www.marylebone-hcc.org.uk)) for a 90-minute interview with a psychotherapist.
- With the candidate, the therapist will discuss in greater detail aspects of their life relating to the national Criteria for Selection around Personality and Character (D) and Relationships (E).
- A report will be written for the Assistant DDO and DDO, which will also be available to the sponsoring bishop. This will feed into the sponsoring papers of the candidate.

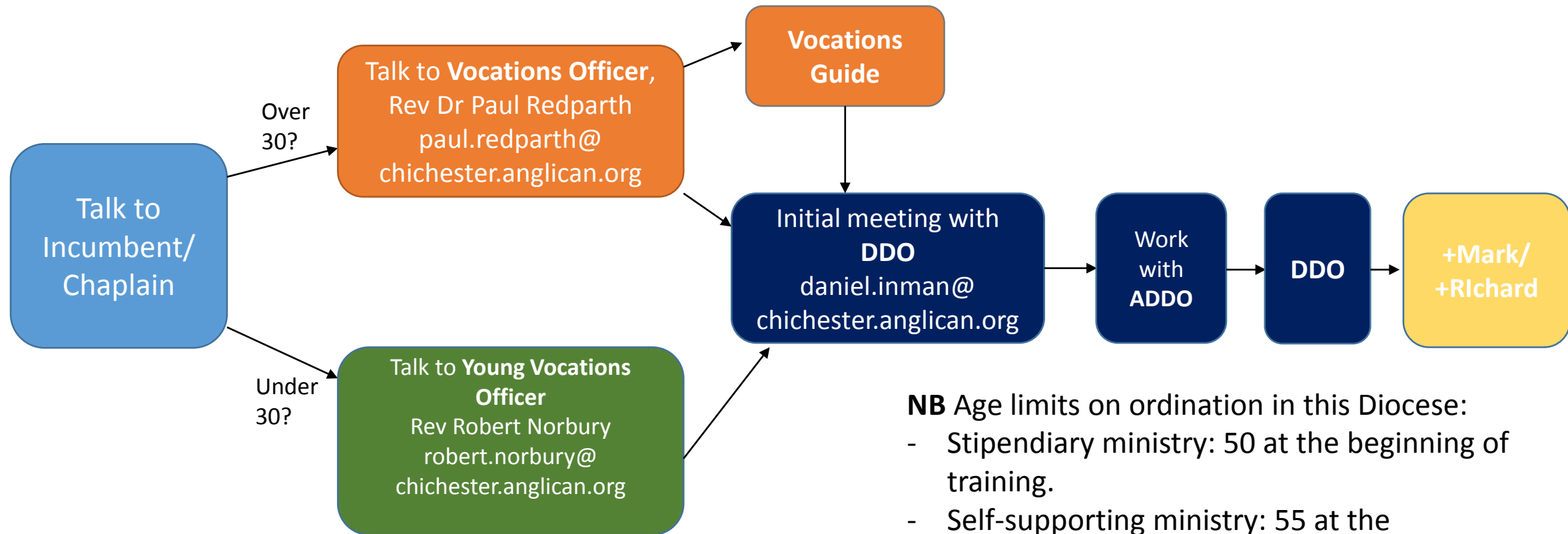
# Why are we doing this?

- To help candidates become more self-aware in relation to:
  - how they deal with stress, exploring resilience for ordained ministry;
  - what resources they have for restoring themselves;
  - how are they nourished they manage their relationships;
  - how they respond to power imbalances, whether good or bad;
  - if the person has experienced any kind of trauma or abuse (sexual, emotional &c), how that experience has been integrated such that it can be a resource in their ministry (i.e. to be a wounded healer rather than unhealed wounder);
  - their attitudes to confidentiality, authority and responsibility;
  - their attitudes to intimacy and intimate relationships;
  - whether that person has ever engaged in addictive behaviour and, if so, how that is now managed.

# Why are we doing this?

- Not just a hoop to jump through, but a central part of discerning whether a person's sense of calling is realistic in terms of their self-awareness, self-acceptance and emotional stability, aware of the demands of ordained ministry.
- To form clergy who are more aware of their own vulnerabilities such that they know when and how to reach out for help.
- To form a clergy and a church who are able to develop healthy professional and pastoral relationships, sensitive to the power dynamics that run through such ministry and their potential for abuse.

# Diocesan Process for those discerning a calling to ordained ministry prior to a Bishops' Advisory Panel (BAP)



- NB** Age limits on ordination in this Diocese:
- Stipendiary ministry: 50 at the beginning of training.
  - Self-supporting ministry: 55 at the beginning of training

## Key Contacts

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