

## Competencies for Deacons 2017

*As your Son came not to be served but to serve, may this deacon share in Christ's service, and come to the unending glory of him who, with you and the Holy Spirit, lives and reigns, one God, for ever and ever.*

The Book of Common Prayer, The Ordination of a Deacon, The Consecration of a Deacon, p 545

**Organization of the document** Each section of the canonical areas includes Competencies and Examples. The competencies describe knowledge, skill, or attitude that the person may attain as a result of formal education, experience, or working in community with peers and mentors. Examples offer ways in which the person may demonstrate that they have attained the competencies. Note that there is not a one-to-one relationship between competencies and the examples. Some examples may represent more than one competency and one competency may relate to one, none or more examples.

**Purpose** Our intent is not that these competencies and examples become rigid standards across TEC. They are to guide formation, self-assessment, discernment and evaluation of those preparing to be deacons and ordained deacons. As a guide, the competencies and examples should be adapted to the context and specific call of the individual. It is likely that no individual will master all of the competencies as stated nor demonstrate all of the examples. They are set forth to assist formation directors, bishops, archdeacons, nominees, postulants, candidates, ordained deacons and Commissions on Ministry, among others.

The work of creating competencies and examples is never complete. This work is published to be used throughout TEC. We encourage your feedback and comments as we set about the task of updating and revising the competencies.

**1a. Academic Studies: History and Tradition**

*Will you be loyal to the doctrine, discipline, and worship of Christ as this Church has received them?*  
 The Book of Common Prayer Ordination of a Deacon, The Presentation, p 538

Area	During Formation (pre-ordination)	At Ordination	Throughout Life-long Learning
Academic Studies: History and Tradition	Understand the origins and organization of the Episcopal Church  Trace the history of the Church from Apostolic times to the present, including the Judaic roots of the church	Describe the role of the Book of Common Prayer in the Episcopal Church and Anglican Communion  Describe the beliefs, worship and structure of the Episcopal Church.	Develop and execute education opportunities on the life of the Episcopal Church/Anglican Communion  Develop bibliography of Church History resources
Examples of demonstration of competence	Compile appropriate reading material  Students will be able to explain the institutional development and significant moments of change in the history of the Christian Church	Students will be able to explain, as though to a non-Episcopalian, the distinctive nature and history of the Episcopal church and the Anglican Communion  At ordination candidates can outline major formative times that have affected where the church is today. Understand the legacy of these formative times in how the TEC is developing today.	Can articulate and explain to others, and be able to engage the church in the continuous assessment of its position in society as it enters new formative ages. Within that dialogue, they must be able to position the role of the diaconate.

### 1b. Academic Studies: Theology

*Will you continue in the apostles' teaching and fellowship, in the breaking of the bread, and in the prayers?*  
 The Book of Common Prayer, The Baptismal Covenant, p 304

Area	During Formation (pre-ordination)	At Ordination	Throughout Life-long Learning
Academic Studies: Theology	Engage in theological reflection Exhibit an understanding of the Apostles and Nicene Creeds Explain the sacramental nature of the Episcopal Church Describe the importance of the Sacraments, including the Baptismal Covenant, in personal terms Explain the roles of Scripture, Reason and Tradition as applied to diaconal ministries	Discuss how one's theology is influenced by diaconal ministries throughout the history of the church Articulate the ways in which the history and stories of those who have gone before us influence a perception of God and God's action in the world Be open to engaging in ethical reflection on their actions in life events	Reflect on theology as experienced in ministry Describe how one's understanding of God has changed during and because of experiences in ministry Willing to struggle with ethical dilemmas Engages the community in conversations on ethics and other difficult issues
Examples of demonstration of competence	Discuss the background of the Apostles and Nicene Creeds, explicating similarities and differences -describe a time where they were challenged by a theology different from their own (what was it, how those involved were affected, what was result/outcome of situation)	Design an adult education study based on the theology of major diaconal figures of the church, e.g., Ormonde Plater's calendar	Oversee the design of adult education, based on the liturgical seasons and program year, through a diaconal lens

### 1c. Academic Studies: Scripture

*As a deacon in the Church, you are to study the Holy Scriptures, to seek nourishment from them, and to model your life upon them.*  
 The Book of Common Prayer, The Ordination of a Deacon, The Examination, p 543

Area	During Formation (pre-ordination)	At Ordination	Throughout Life-long Learning
<p>Academic Studies: Scripture</p>	<p>Students will demonstrate skills in exegesis</p> <p>Students will be able to tell the story of the sweep of scripture.</p> <p>Students will be able to highlight Biblical themes foundational to diaconal ministry</p> <p>Explain which biblical stories of hospitality inform or inspire you in ministry beyond the church walls.</p> <p>Describe what “poor” meant in the cultures of scripture.</p> <p>Compare and contrast that with what “poor” means in your community and other contemporary cultures.</p>	<p>Explain what the Episcopal Church defines as The Authority of Scripture</p> <p>Define God’s justice as conveyed in various Biblical writings</p> <p>Compare and contrast mercy and justice as biblical concepts.</p> <p>Suggest some ways we can bring new and hopeful meanings to the words "justice" and "mercy" in our time.</p> <p>Explain how you might use biblical examples and themes to address the inequity of resource distribution in our world today</p> <p>Exploring the uses of image and metaphor in scripture</p>	<p>Describe the dream of God</p> <p>Illustrate how scripture helps us align ourselves with the dream of God. Include but do not limit yourself to the teachings of Jesus.</p> <p>Appeal to the authority of Scripture in mission and ministry.</p> <p>Integrate scriptural references when preaching from a diaconal point of view.</p>
<p>Examples of demonstration of competence</p>	<p>Discuss Scripture with peers, citing appropriate texts and themes</p> <p>Create a story or stories that reflect the biblical value of hospitality</p> <p>Practice using basic tools for</p>	<p>Prepare and lead a bible study.</p> <ul style="list-style-type: none"> <li>Articulating an understanding of the role and authority of scripture in the Episcopal Church.</li> </ul>	<p>Help others prepare to lead Bible study, by discussing the selected readings, using standard tools and resources, critiquing and coaching</p> <p>Constructing an understanding of what it means to be scriptural</p>

	bible study, such as notes and cross references in an annotated bible, bible dictionary, concordance, parallels, simple commentaries.		people
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## 2. Diakonia and the Diaconate

*God now calls you to a special ministry of servanthood directly under your bishop. In the name of Jesus Christ, you are to serve all people, particularly the poor, the weak, the sick, and the lonely.*

The Book of Common Prayer, The Ordination of Deacon, The Examination, p 543

*The ministry of a deacon is to represent Christ and his Church, particularly as a servant of those in need; and to assist bishops and priests in the proclamation of the Gospel and the administration of the sacraments.*

The Book of Common Prayer, The Catechism, p 855

Area	During Formation (pre-ordination)	At Ordination	Throughout Life-long Learning
Diakonia and the Diaconate	Define/describe the meaning of Diakonia, Diaconate, role of deacons  Understand the nature and office of deacon  Explain the evidence for the diaconate/order of deacons in The Book of Acts and the New Testament Epistles	Describe the emergence of diaconate from Early Church to modern times  Articulate the “waves” of the diaconate as per Plater and Watson-Epting  Articulate the development of the understanding of the diaconate, as per Collins	Identify diaconal models from each period through today  Integrate social advocacy and advocacy with pastoral care engaging others in ministry  Explain the differences from The Episcopal Church in the understanding and role of deacons in other Christian expressions
Examples of demonstration of competence	Lives out one’s call to ministry as the offering of one’s gifts as affirmed by the Church, living under discipline  • Can articulate how one’s sense of call relates to a specific focus of diaconal ministry (e.g. Pastoral, educational, social justice)  Develop and practice one’s prophetic voice in preaching	Exhibits a clear sense of diaconal focus in interpreting current events  Demonstrates an understanding of the unique prophetic voice of deacon  Preaches a sermon or leads a workshop on a current issue	Is familiar with diaconal networks - denominationally, regionally, and internationally.  E.g. Association of Anglican Deacons in Canada, Association for Episcopal Deacons, Diakonia of the Americas and the Caribbean, Diakonia World Federation  Is committed to learning from and collaborating with ecumenical diaconal networks

### 3. Human Awareness and Understanding

*You are to make Christ and his redemptive love known, by your word and example, to those among whom you live, and work, and worship.*  
The Book of Common Prayer, The Ordination of a Deacon, The Examination, p 543

*Will you strive for justice and peace among all people, and respect the dignity of every human being?*  
The Book of Common Prayer, The Baptismal Covenant, p 305

Area	During Formation (pre-ordination)	At Ordination	Throughout Life-long Learning
Human Awareness & Understanding	<p>Articulate one's gifts and faith journey</p> <p>Receive and give feedback</p> <p>Discern community needs</p> <p>Learn and use active listening skills</p> <p>Practice attentiveness to others</p> <p>Exhibit interest in learning from those who are culturally, socially, or in other ways "other" from one's own standpoint</p> <p>Make the distinction between collaboration, consultation, and delegation</p>	<p>Understand the impact personal biases have</p> <p>Use listening skills appropriately</p> <p>Encourage the talents of others</p> <p>Engages others appropriately in various situations</p> <p>Give evidence of learning from and about those who differ from oneself, i.e., those of different cultures, economic and social situations, and who challenge one's standpoint and experience</p> <p>Describe ways of responding to conflict, including their preferred approach</p> <p>Function in groups in a way that encourages the participation, contribution, and initiative of others</p> <ul style="list-style-type: none"> <li>• accept supervision and authority from others</li> </ul> <p>And exercise it oneself as appropriate to one's capacity</p>	<p>Facilitate respectful listening in community gatherings</p> <p>Integrate leadership and service in self and others</p> <p>Functions as part of a team to engage communities in group learning/teamwork</p> <p>Describe principles of responding to conflict, giving examples of how they can contribute to positive outcomes</p> <p>Bring conflict/dissent into the open to find solutions while maintaining positive relationships</p> <ul style="list-style-type: none"> <li>• show an integration of leadership and service in oneself and encourage it in others</li> </ul> <p>Practices working in areas of strength as well as outside of one's comfort zone</p>

		<p>And office</p> <p>Reflect with insight on the Use and abuse of power in a Corporate setting</p>	
<p>Examples of demonstration of competence</p>	<p>Describe and reflect on one's experience of collaboration within a ministry team</p> <p>Identify one's preferred behavior in groups, with specific examples from a ministry setting, receive the guidance and supervision of others with authority and experience in ministry</p> <p>Recognize situations of conflict and identify potential for positive or negative outcomes</p> <p>Conduct a needs assessment and develop plans to address needs, with the community</p> <p>Conduct one-on-one interviews</p>	<p>Practice and use processes that welcome people into community relationships, e.g., check-ins, ice breakers,</p> <p>Invites and prepares volunteers for participation in ministries</p> <p>Awareness of how one can be privileged in relationship with others - e.g. Male, White, professional, ordained, etc.</p> <p>Able to lead as a deacon in relationship to priests, bishop, the laity, and other deacons.</p> <p>Can articulate the ministry of the deacon in positive and hopeful terms</p>	<p>Reflect, share, and learn from life crises and challenging issues that arise in the course of one's ministry</p> <p>Use moments of being questioned, challenged, misunderstood, taken for granted as teaching moments</p> <p>Demonstrate learning from failure and crisis, to know when to change direction and how to grow from failure</p> <p>Use peer and professional support in both personal and ministerial life</p>

#### 4. Practical Training and Experience

*You are to interpret to the Church the needs, concerns, and hopes of the world.*

The Book of Common Prayer, The Ordination of a Deacon, The Examination, p 543

*Will you proclaim by word and example the Good News of God in Christ?*

The Book of Common Prayer, The Baptismal Covenant, p 305

Area	During Formation (pre-ordination)	At Ordination	Throughout Life-long Learning
Practical Training and Experience	<p>Show growth in sensitivity to human suffering and injustice</p> <p>Network with other agencies and churches</p> <p>Identify transferable skills from other fields to ecclesial ministry</p> <p>Articulate principles of local mission, including</p> <ul style="list-style-type: none"> <li>- social analysis of power relationships</li> <li>- doing advocacy from different perspectives</li> <li>- leveraging limited financial resources for community development</li> <li>- describing different models of community ministry</li> </ul>	<p>Practice flexibility &amp; patience working in community</p> <p>Build relationships with local leaders</p> <p>Demonstrate how to engage a local community</p> <p>Interpret the concerns, needs, and hopes of the wider community to the gathered church through effective prophetic preaching</p>	<p>Be a model of ethical, professional and compassionate ministry</p> <p>Foster collaborative leadership</p> <p>Continue to analyze one's practice of leadership and reflect critically on how it contributes to or undermines the development of collaborative ministry</p> <p>Leveraging at-hand resources for community development</p>
Examples of demonstration of competence	<p>Can articulate the celebrations, and sorrows, strengths and struggles, myths and traditions. (may be able to map this visually)</p> <p>Participates in local social service agency networks.</p> <p>Demonstrate how to engage in a local community, including</p>	<p>Can give examples of having done pastoral care as ministry in the public square exhibiting healthy empathy and compassion.</p> <p>Describe the systemic power dynamics in the local community such as: formal/informal power or</p>	<p>Facilitate or participate in a visioning process eg. The role of the church within the local community, or in development of a new ministry</p> <p>Demonstrate effective use of church communication vehicles (Sunday leaflet, parish newsletter,</p>

	<p>evidence of understanding its story, networking with other agencies, local authorities and churches</p> <p>Serving as consultant or resource person in planning community ministry.</p>	<p>influence, authority and connectivity.</p>	<p>announcements, bulletin board, website)</p> <p>Make effective use of current media (e-newsletter, Facebook, Twitter, etc.)</p>
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#### 4a. Practical Training and Experience: Liturgy

*You are to assist the bishop and priests in public worship and in the ministration of God's Word and Sacraments.*  
 The Book of Common Prayer, The Ordination of a Deacon, The Examination, p 543

Area	During Formation (pre-ordination)	At Ordination	Throughout Life-long Learning
Practical Training and Experience: Liturgy	Develops an understanding of the role of the deacon in liturgy Demonstrates an understanding of rubrics relating to the role of deacons in the Book of Common Prayer (Episcopal), and other sources such as the Book of Occasional Services, as well as sources from other churches	Articulate and perform all diaconal liturgical functions - variations of liturgy suitable for congregations, placements, or events other than Sunday Eucharist in one's own congregation Demonstrate knowledge of the prophetic voice in preaching and proclamation	Demonstrate familiarity with diaconal customs specific to one's diocese or parish Broaden one's understanding of liturgical practice beyond local practice, e.g, in different traditions and cultures Develop liturgies appropriate to diaconal ministry and mission Continue to develop the prophetic voice of the deacon in preaching and proclamation
Examples of demonstration of competence	Serves as lector, eucharistic minister, server, acolyte Displays willingness to adapt and learn different practices and customs reflecting different cultures and traditions Begin development of the voice of the preacher through close listening to others and preparation and delivery of sermons Reflect on exemplary sermons from other deacons	Creates and adapts special liturgies for specific needs and contexts Prepares and delivers sermons using the prophetic voice of the deacon in the context of congregational life Locate and use appropriate resources for liturgy and worship	Demonstrates competence in serving as deacon in diocesan worship Mentors postulants in preaching and liturgical service Coordinates resources for worship Continues to develop prophetic voice in preaching, expanding the repertoire of styles and themes

## 5. Spirituality

*Will you be faithful in prayer, and in the reading and study of the Holy Scriptures?*  
 The Book of Common Prayer, The Ordination of a Deacon, The Examination, p 544

Spirituality	<p>Explore different methods and practices of prayer</p> <p>Deepen their own spiritual practices</p>	<p>Create a Rule of Life suitable for a diaconal ministry</p> <p>Understand the impact images of God have on faith perspective</p> <p>Develop an understanding of the impact that images and concepts of God have on one's own development, and identify implicit biases that may affect interaction with others</p> <p>Use different practices of prayer according to the needs and gifts of the community</p>	<p>Assists others with prayer life</p> <p>Stay in Spiritual Direction</p> <p>Design a prayer centered discipline to enhance personal spiritual life</p> <p>Review one's Rule of Life regularly</p> <p>Develop leadership in the community in the practice of prayer, especially in response to need and risk</p> <p>Give expression to the prophetic voice through action and prayer that speaks powerfully to the present concerns and hopes of the world</p> <p>Hold one's own understanding of God with gentleness and confidence within interfaith and multifaith contexts and conversations</p>
Examples of demonstration of competence	<p>Maintaining a prayer journal throughout the course</p> <p>Design a prayer centered discipline to enhance the student's personal prayer and spiritual life</p> <p>Create intercessory prayer, in the context of praise, thanksgiving, needs, and grace,</p>	<p>Design an artistic display that speaks to the deacon's understanding and perspective of images of God and their own faith journey.</p> <p>Lead extemporaneous prayer</p> <p>Describe how one utilizes prayer, scripture and theological reflection to discern presence and signs of the Spirit in</p>	<p>Designing a Spiritual Retreat for a faith community</p> <p>Compose a bibliography of books and articles on noted and varied spiritual practices as well as those on the development of Christian Prayer.</p> <p>Discern the issues of justice and mercy and engage the</p>

	<p>Give examples of intercessory prayer as part of a Rule of Life</p> <p>Seek spiritual direction</p> <p>Form or join a prayer group</p>	<p>various situations</p> <p>-Adapt or write Prayers of the People appropriate to the context and community</p> <p>Craft prayers of intercession that lift up issues of justice and mercy appropriate to the community in which ministry occurs</p> <p>Give examples of different forms of spiritual practice and worship within the Anglican tradition by ability to identify several strains of tradition and practice</p> <p>Meets regularly with a spiritual director</p>	<p>community's life of prayer</p> <p>Identify the deeper needs of the gathered community and express those needs in prayer</p> <p>Know the needs, situations and concerns of people in one's prayer group so that prayer offerings acknowledge and honor those present</p> <p>Relate times in which one utilizes prayer, scripture and theological reflection to discern presence and signs of the Spirit in various situations</p> <p>Based on understanding of the gifts and needs of others, use a variety of resources and depth of knowledge to support others in their spiritual journey</p>
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