

DIOCESE OF CHICAGO DEACONS FORMATION COMPETENCIES AND RESOURCES FORMATION

Deacons Formation Team

Thomas Craighead

Susanne Dutcher

Jason Elliott

David Fisher

Commission on Ministry, Formation

Suzann Holding

Based on Competencies for Deacons 2017 (AED) <http://www.episcopaldeacons.org/deacon-competencies.html>

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.

Resources to develop competencies This document also gives examples of resources to develop competencies. Resources may be online courses, books to be read, written about, and discussed with readers. An important resource is the field experience at assigned parish. Resources may also be projects and experiences in the greater world. Postulants are invited to propose resources for themselves and to be added to the common catalog of resources. No single postulant will use all resources. In planning individual's formation, formation leaders will help them select appropriate resources.

Notes on Chicago Diocese recommended resources

The New Church's Teaching Series "presents and explores basic claims and questions about the Christian faith and the Episcopal Church, revealing the distinctive vision Anglicanism offers for the people of God today." As with all books, best practice is to discuss them with your reader and when it is useful to write a review to be shared with your reader.

Churchnext.tv is an affordable, varied online resource. Churchnext Prayer Book series, *Certificate in Prayer Book Studies* program, is highly recommended. Most of the basic courses, e.g. on a specific Book of the Bible are very rudimentary. A good place to start if you have little or no knowledge of the topic, but **not** sufficient for fully acquiring diaconal competencies. There are also a lot of courses on specific topics which may interest you. We encourage you to thoroughly explore the library of courses.

Bexley Seabury <https://www.bexleyseabury.edu>

There are a number of online and in person courses which are options for diaconal formation. Details are within the document.

Diaconal Enrichment Program <https://www.bexleyseabury.edu/diaconal-enrichment-program/>

Designed to supplement and build upon diocesan training programs or ministerial experience, this program of study is for persons preparing for ordination to diaconal ministry and for currently ordained deacons seeking to enrich their ministries.

The Bexley Seabury Diaconal Enrichment Program offers a flexible, low-residency, graduate-level, five-course curriculum that focuses on developing theological understanding and ministry skills most essential to deacons serving in the Episcopal Church today.

All courses in the Diaconal Enrichment curriculum are offered in one of two formats—intensive week-long or week-end intensives—that include both face-to-face and on-line learning.

CALL (Center for Anglican Learning and Leadership) Church Divinity School of the Pacific <http://cdsp.edu/>

cdsp.edu/center-for-anglican-learning-and-leadership/call-2017-18-online-courses/

CALL's online courses are offered throughout the year and are designed so that you can participate at your own pace and at your own time.

Each course is 7 weeks, each week a separate lesson. Students from across The Episcopal Church and beyond join experienced online instructors in creating a classroom environment of respect and mutual learning.

The Association for Episcopal Deacons, as a partner with CALL in developing and providing resources for diaconal formation and continuing education, recommends those courses marked "AED" for deacons and candidates for vocational diaconate.

Teaching Company – great courses

Books

Explore with your reader. We encourage you to not just read books on your own, but to discuss them with your reader and with your peers. Writing a paper is a good way to explore in detail. Or prepare a coffee hour, youth or adult formation session.

Where to find You may want to purchase some. In addition to the obvious Amazon – both new and used, Abe Books is a good source of used from like new to good condition. Check your parish library. See if your mentor or reader have them to loan.

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 (preordination)	At Ordination	Resources
Academic Studies: History and Tradition	<p>Understand the origins and organization of the Episcopal Church</p> <p>Trace the history of the Church from Apostolic times to the present, including the Judaic roots of the church</p>	<p>Describe the role of the Book of Common Prayer in the Episcopal Church and Anglican Communion</p> <p>Describe the beliefs, worship and structure of the Episcopal Church.</p>	<p>Churchnext Prayer Book series, Certificate in Prayer Book Studies program. https://www.churchnext.tv/library/scripture-and-the-prayer-book-with-roger-ferlo/about/</p> <p>EfM: Year 3 – Church History</p>
Examples of demonstration of competence	<p>Students will be able to explain the institutional development and significant moments of change in the history of the Christian Church</p> <p>Articulate in oral or written form your exploration of development and change in some past historical period (chosen by learner) in personal faith terms.</p>	<p>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</p> <p>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.</p>	<p>New Church Teaching Series (NCTS) Opening the Prayer Book, (Vol. 7)</p> <p>NCTS The Anglican Vision (Vol. 1)</p> <p>CALL Church History: Wisdom for Mission Today</p> <p>CALL Reformation Roots to Episcopal Church NCTS Living With History, (Vol. 5)</p> <p>NCTS Early Christian Traditions, (Vol. 6)</p> <p>CALL Episcopal Polity and General Convention</p> <p><i>A History of the Episcopal Church</i> by Robert W. Prichard MOREHOUSE PUBLISHING; Revised edition (October 15, 2014)</p> <p>Canon Law Bexley Seabury online</p>

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 (preordination)	At Ordination	Resources
<p>Academic Studies: Theology Engage in theological reflection</p>	<p>Exhibit an understanding of the Apostles and Nicene Creeds</p> <p>Explain the sacramental nature of the Episcopal Church</p> <p>Describe the importance of the Sacraments, including the Baptismal Covenant, in personal terms</p> <p>Explain the roles of Scripture, Reason and Tradition as applied to diaconal ministries</p>	<p>Discuss how one's theology is influenced by diaconal ministries throughout the history of the church</p> <p>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</p> <p>Be open to engaging in ethical reflection on their actions in life events</p>	<p>NCTS Mysteries of Faith, (Vol 8) NCTS Ethics after Easter (Vol 9)</p> <p>CALL Practical Theology: Reflecting on Community Ministry</p> <p>Anglican Theology</p> <p>Facing Choices: Anglican Ethics</p> <p>EfM: Year 4 – Theology, Ethics & Interfaith Encounter</p> <p><i>We Are Theologians: Strengthening the People of God</i> (Seabury Classics) 2004 by Fredrica Harris Thompsett</p>
<p>Examples of demonstration of competence</p>	<p>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</p> <p>Articulate in oral or written form your reflections on the Baptismal Covenant as the foundation of all ministry, Baptized Ministers (the laity), through ordained clergy.</p>	<p>Design an adult education study based on the theology of major diaconal figures of the church, e.g., Ormonde Plater's calendar</p> <p>Articulate in oral or written form your reflections on how theology can be used in specific situations that you may encounter once ordained. . Example situations will be provided in discussion with postulants.</p>	<p><i>We Are Theologians: Strengthening the People of God</i> (Seabury Classics) 2004 by Fredrica Harris Thompsett</p>

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 (preordination)	At Ordination	Resources
Academic Studies: Scripture	<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>Explore the uses of image and metaphor in scripture</p>	<p>NCTS Opening the Bible, (Vol. 2)</p> <p>NCTS Engaging the Word, (Vol. 3)</p> <p>CALL</p> <p>Old Testament (Pentateuch)</p> <p>Old Testament (Prophets/Writings)</p> <p>Intro to New Testament</p> <p>The Gospel of John</p> <p>EfM: Year 1 – Hebrew Bible & Year 2 – The New Testament</p> <p><i>The New Oxford Annotated Bible with Apocrypha NRSV</i></p> <p><i>“The Cambridge Companion to The Bible”</i> Cambridge University Press</p>
Examples of demonstration of competence	<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 bible study, such as notes and cross references in an annotated bible, bible dictionary, concordance, parallels, simple commentaries.</p>	<p>Prepare and lead a bible study.</p> <ul style="list-style-type: none"> • Articulating an understanding of the role and authority of scripture in the Episcopal Church. <p>Articulate in oral or written form your reflections on how scripture can be used in specific situations that you may encounter once ordained. Example situations will be provided in discussion with postulants.</p>	<p><i>The New Testament: A Historical Introduction to the Early Christian Writings</i>, Bart Ehrman, Oxford University Press</p>

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 (preordination)	At Ordination	Resources
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	<i>Many Servants: An Introduction to Deacons</i> by Ormonde Plater <i>Deacons in the Liturgy: 2nd Edition</i> by Ormonde Plater <i>Unexpected Consequences The Diaconate Renewed</i> Susanne Watson Epting May/2015, <i>Being a Deacon Today</i> by Rosalind Brown

2. Diakonia and the Diaconate (continued)

Area	During Formation (preordination)	At Ordination	Resources
<p>Examples of demonstration of competence</p>	<p>Lives out one's call to ministry as the offering of one's gifts as affirmed by the Church, living under discipline</p> <p>Can articulate how one's sense of call relates to a specific focus of diaconal ministry (e.g. Pastoral, educational, social justice)</p> <p>Develop and practice one's prophetic voice in preaching</p> <p>Recalling the BCP "Ordination of a Deacon", articulate in oral or written form for others and yourself what difference your ordination will make to God, the world, the Church, your parish, yourself</p>	<p>Exhibits a clear sense of diaconal focus in interpreting current events</p> <p>Demonstrates an understanding of the unique prophetic voice of deacon</p> <p>Preaches a sermon or leads a workshop on a current issue</p> <p>Articulate the differences between a deacon and baptized ministers of Christ (lay) and between a deacon and a priest.</p> <p>Articulate in oral or written form the differences between a deacon and baptized ministers of Christ (lay) and between a deacon and a priest.</p> <p>Demonstrate an understanding that, as a deacon, they are ordained to serve the whole church.</p> <p>Demonstrate ability to enable and encourage lay ministers to discover and activate their callings.</p>	<p>Field Experience Note: Formation Leader will come to worship service when postulant is preaching.</p> <p>NCTS Christian Social Witness (Vol. 10) NCTS Horizons of Mission (11)</p> <p><u>Bexley Seabury</u> Baptismal Ecclesiology Diversity in Context Community Organizing</p> <p><u>CALL</u> Mobilizing the Congregation for Social Ministry Preparing Congregations for Mission</p> <p><i>The Text This Week</i> –RCL resources for preaching http://www.textweek.com/</p>

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 (preordination)	At Ordination	Resources
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 and conversing with those who are culturally, socially, economically, politically, or in other ways "other" from one's own standpoint. Also younger and older</p> <p>Make the distinction between collaboration, consultation, and delegation</p> <p>Understand how parish dynamics differ from other social and workplace settings and community context.</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"> • accept supervision and authority from others and exercise it oneself as appropriate to one's capacity and office <p>Reflect with insight on the use and abuse of power in a corporate setting</p> <p>Understand how clergy role differs from lay roles.</p> <p>Understand how perception of clergy by lay differs from lay perception of other lay.</p>	<p>CALL A Contemplative Approach to Spirituality and Sexuality</p> <p>Bexley Seabury <i>Pastoral Care</i></p> <p>Bexley Seabury <i>Diversity in Context</i></p> <p>Bexley Seabury <i>Community Organizing</i></p> <p>Field Experience</p>

3. Human Awareness and Understanding (Continued)

<p>Examples of demonstration of competence</p>	<p>Describe and reflect on one's experience of collaboration within a ministry team 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 Recognize situations of conflict and identify potential for positive or negative outcomes Conduct a needs assessment and develop plans to address needs, with the community Conduct one-on-one interviews Volunteer in a local social service program or project</p> <p>Understand and practice healthy boundaries</p> <p>Understand the need for help and for regularly meeting with a counselor and spiritual director.</p>	<p>Practice and use processes that welcome people into community relationships, e.g., check-ins, ice breakers, Invites and prepares volunteers for participation in ministries Awareness of how one can be privileged in relationship with others - e.g. Male, White, professional, ordained, etc. Able to lead as a deacon in relationship to priests, bishop, the laity, and other deacons. Can articulate the ministry of the deacon in positive and hopeful terms</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 (preordination)	At Ordination	Resources
Practical Training and Experience	<p>Show growth in sensitivity to human suffering and injustice Network with other agencies and churches Identify transferable skills from other fields to ecclesial ministry Articulate principles of local mission, including</p> <ul style="list-style-type: none"> - social analysis of power relationships - doing advocacy from different perspectives - leveraging limited financial resources for community development - describing different models of community ministry <p>Show growth in pastoral ministry, including emergency critical situations.</p>	<p>Practice flexibility & patience working in community Build relationships with local leaders Demonstrate how to engage a local community Interpret the concerns, needs, and hopes of the wider community to the gathered church through effective prophetic preaching Demonstrate effective pastoral ministry both in the parish and in the world.</p>	<p>Field Experience</p> <p>Bexley Seabury Pastoral Care</p> <p>Clinical Pastoral Education (CPE) highly recommended, though not a requirement</p> <p>Pastoral care in own or field parish should be intentional and reflected upon with rector, mentor, including written verbatims</p>

4. Practical Training and Experience (Continued)

<p>Examples of demonstration of competence</p>	<p>Can articulate the celebrations, and sorrows, strengths and struggles, myths and traditions of human experience in local context.. (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 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>Practice pastoral ministries with significant guided reflection with experienced pastoral care givers</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 influence, authority and connectivity.</p>	<p>Field Experience</p>
--	---	---	-------------------------

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 (preordination)	At Ordination	Resources
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), Enriching Our Worship, and other sources such as the Book of Occasional Services, as well as sources from other churches, e.g. New Zealand Prayer Book.	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 Be prepared to perform atypical liturgical functions, e.g. those on emergency basis when priest is not available.	Field Experience NCTS Theology of Worship (Vol. 12) Field Experience Bexley Seabury Preaching CALL Craft an Effective Sermon By Friday
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	

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

Area	During Formation (preordination)	At Ordination	Resources
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>Field Experience</p> <p>NCTS The Practice of Prayer, (Vol. 4)</p> <p><i>Dancing with Broken Bones: Poverty, Race, and Spirit-filled Dying in the Inner City</i>, David Wendell Moller Oxford University Press; Revised edition 2012</p> <p><i>Crazy Christians: A Call to Follow Jesus</i> by Michael B. Curry</p>

5. Spirituality (Continued)

<p>Examples of demonstration of competence</p>	<p>Maintaining a prayer journal throughout the course Design a prayer centered discipline to enhance the student's personal prayer and spiritual life Create intercessory prayer, in the context of praise, thanksgiving, needs, and grace. Give examples of intercessory prayer as part of a Rule of Life Seek spiritual direction Form or join a prayer group</p>	<p>Design an artistic display that speaks to the deacon's understanding and perspective of images of God and their own faith journey. Lead extemporaneous prayer Describe how one utilizes prayer, scripture and theological reflection to discern presence and signs of the Spirit in various situations -Adapt or write Prayers of the People appropriate to the context and community Craft prayers of intercession that lift up issues of justice and mercy appropriate to the community in which ministry occurs Give examples of different forms of spiritual practice and worship within the Anglican tradition by ability to identify several strains of tradition and practice Meets regularly with a spiritual director</p>	<p>Field Experience</p>
--	--	---	-------------------------

Acknowledgements

Competencies for Deacons 2017 (AED) was created by a small team, consisting of the Rev Kate Harrigan (Chair), with the Rev Dcn Tim Spannaus and the Rev Dcn Geri Swanson.

The document depended extensively on previous work by the Vocational Development and Lifelong Learning Task Force of the Association for Episcopal Deacons and the Iona Report and its accompanying examples from the Anglican Church of Canada. Those projects, in turn, depended on previous work by the late Rev Dcn Ormonde Plater, the Rev Dcn Susanne Watson Epting, and competencies developed by the Diocese of Northern California.

AED Executive Director Rev Dcn Lori Mills Curran and President Rev Dcn Maureen Hagen further contributed to and supported this work.

Reviewers include the Rev Dcn Pam Nesbitt and the Rev Dcn Denise Lavetty.

The AED VocDev Task Force membership in 2017 included the following:

The Rev Dcn Tim Spannaus (convener)

The Rev Dcn Maureen Hagen

The Rev Dcn Ellen Cook

The Rev Dcn Phina Borgeson

The Rev Dcn Geri Swanson

The Rev Kate Harrigan

The Rev Dcn Lori Mills-Curran

Dr. Rod Dugliss

The Rev Dcn Maylanne Maybee

Summer 2017