



Anglican Network in Canada

ANiC Ordination Process

The following is a template for the ordination process and assumes that the candidate has little ministry experience or theological education. The process can be appropriately tailored based on the qualifications of the individual candidate.

The ordination discernment generally takes two years. The process involves a period of parish discernment, appropriate educational training and practical ministry experience. It is designed to help candidates discern their suitability and calling to ministry, as well as to provide support for those who do pursue ordination within ANiC.

There are two levels of ordination in the Anglican Church. All those seeking ordination are first ordained to the Diaconate. Many are subsequently ordained to the priesthood. The applicant should have a clear understanding of the level of ordination to which the Lord is calling him/her.

Parish Discernment Process

1. A person considering ordination to ministry should first meet with his/her Rector/Priest-in-Charge.
2. The outcome of this meeting should be the formation of a Discernment Committee.
 - a. This is a group of four or five laity chosen from within the parish who will journey with the candidate – generally for a period of two years. The discernment committee should be comprised of church members who are able to address the candidate's theological acumen, psychological health, spiritual gifting, spiritual fruit and character. Committee members should include church wardens and others who are qualified and willing to help the candidate discern his/her calling – potentially including a youth representative.
 - b. Formal meetings of the committee are to be held as least annually. The first meeting should include separate interviews with the candidate and his/her spouse.
 - c. The committee will identify and assign tasks and ministry activities for the candidate – in the parish and beyond – that will afford the opportunity to observe and discern a call to ministry. This ministry plan is now operationalised for a minimum of 12 months.
 - d. After one year, the committee holds a second interview with the candidate to provide mid-course ministry plan correction and feedback. This should include a written internal report for the candidate and the rector.
 - e. Early in the second year of the discernment process, the parish committee will seek input from other members of the parish (outside of the committee). It is recommended that this take the form of a written questionnaire provided to selected parish members asking for their evaluation of the candidate's strengths, weaknesses and potential calling to ministry.

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- f. The questionnaire results are tabulated and summarized, as soon as possible, and presented to the Candidate. The Parish Council is then provided with a recommendation, for their approval, regarding the candidate's suitability for ministry.
- g. The Parish Council or Rector sends the recommendation to the ANiC Regional Bishop's Examining Chaplain and a meeting is arranged for the Candidate with the Chaplain.

Candidate meets with the Regional Examining Chaplain

Possible outcomes:

- **Further education recommended** – The Chaplain recommends that the Candidate pursue further education and/or practical preparation with a timeline leading to a second meeting of the Chaplain with the Candidate.
- **No call to ordination is discerned** – If those involved in the process (as outlined above) do not discern a call to Ordination, the Candidate will be provided with support to discern a vision for future ministry.
- **Next step in ordination process recommended** – The Chaplain recommends the Candidate to the Bishop for further discernment.

Interview with the Bishop (either the Moderator and or Regional Bishop)

Possible outcomes:

- **Delay recommended** – The Bishop recommends a delay in the process to clarify certain questions and uncertainties pertaining to the call
- **Ordination not recommended** – The Bishop does not recommend the Candidate to proceed.
- **Next step in ordination process recommended** – The Bishop discerns a call and refers the Candidate to the Regional Discernment Committee.

Regional Discernment Committee (DOVE weekend)

The candidate then meets with the Regional Discernment Committee, usually at a Discernment of Vocation Event (DOVE) which is currently held annually over a weekend. This weekend entails interviews and presentations and is the final assessment of the applicant's suitability for ordination. If approved, and as appropriate, a course of theological study is mandated for the candidate.

Ordination to Diaconate

A person who is fully prepared theologically and pastorally for ordination will be ordained to the Diaconate. However, ordination normally only will take place when a position has been secured.

Post Diaconate

The Deacon will be provided with post ordination training and ongoing supervisory support and evaluation – well into the early years of priesthood – by a Rector, Regional Archdeacon or Examining Chaplain. Deacons are usually priested after 9 months.