

**Get people together** – informal conversations and small groups give people the chance to learn from each other as well as offering a place to ask difficult questions in confidence.



**"Then I heard the voice of the Lord saying, 'Whom shall I send? And who will go for us?' And I said, 'Here am I. Send me!'" Isaiah 6:8**

**What then?**

The candidate should contact the Acting DDO for an initial conversation.

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The Ministry Area Leader and PCC will then be asked to endorse the candidate.

This begins the process with a vocations mentor being appointed and initial registration form being completed. Once the initial interviews are completed the candidate will have an interview with the Director of Ministry before beginning their Reflection form. Upon completion of this form they will have three separate interviews based on the criteria.

Each candidate will also undertake a placement in a different church/ministry area.

Once the Reflection form and placements are completed the candidate will be invited to a Diocesan Panel. If successful the candidate will have a final interview with the Bishop before a decision is made about attending a Provincial Panel.

Please note that a successful Provincial panel and recommendation to begin training is not a guarantee of ordination.

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**Diocese of Monmouth**  
**Esgobaeth Mynwy**  
**VOCATIONS**

Becoming the people God calls us to be

## Encouraging Vocations

By baptism all Christians are called to ministry. Encouraging the ministry of all God's people is a vital tool of church leadership.

How might people use their potential and personal gifts to serve God in the Church and the world?

**"You did not choose me, but I chose you and appointed you so that you might go and bear fruit – fruit that will last." John 15:16**

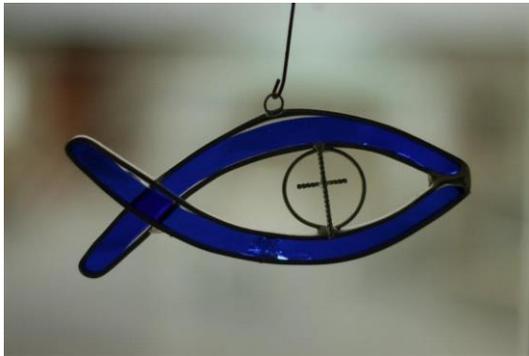


This leaflet is for those in Ministry Area and Church leadership teams. It explains the criteria for licensed and ordained ministry and offers some suggestions about encouraging vocations. Ministry may take many forms. It can be formally or informally recognised, paid or

volunteer, practical or reflective, repair a wall, or lead a prayer meeting. Whatever its form the local Church will want to energise and enable people's desire to serve God.

## Understanding the process

It is important to understand the current procedures for discernment and formation.



## What should we look for?

In the early stages of discernment it is important to remember that we are not looking for perfection, but for potential. Early questions might include:

- Is this person looking to be more involved?
- Do others see leadership in them?
- Do you have a nagging sense that God might be calling them?

## The Criteria

There are seven Criteria we look for in all ministerial candidates (licensed or ordained).

### 1. Christian tradition, faith and life.

Do they have a strong Christian faith? Can they learn? Are they open to the different ways' others may express their faith?

### 2. Mission, evangelism & discipleship.

Do they have a desire to encourage others towards Christian faith?

### 3. Spirituality & Worship.

Is there evidence of a desire to pray, read scripture, be involved in worship?

### 4. Personality and character.

Are they emotionally mature? Do they have integrity, appropriate self-confidence, stamina and robustness? Are they resilient? Do they have a potential for self-development and growth?

### 5. Relationships.

Do they have a good network of supportive relationships? Do they reflect the love and compassion of God in these relationships

### 6. Leadership, collaboration and community.

Are they team players? Can they be leaders? Are they involved in the community?

## 7. Vocation & Ministry within the Church in Wales.

Do you see an inner sense of call in them? Are they content to be in the Church in Wales?



## How can we encourage others?

**Modelling** – clergy and leaders who demonstrate enthusiasm for their own ministry will offer positive role models of ministry for others.

**Mentoring** – identifying, encouraging and standing alongside potential leaders will enable them to hear and see that God may be calling them.

**Allowing risk-taking** – making safe space for experiment may mean a less tidy approach than we prefer, but it will also help others grow through their mistakes.

**Pray for leaders** – praying for vocations amongst all the baptised people of God will encourage vocation to ministry.