

Appendix II

VALUES AND COMPETENCIES FOR CLERGY

THE EPISCOPAL DIOCESE OF LOUISIANA

The Episcopal Diocese of Louisiana seeks clergy who are spiritually grounded, pastorally gifted, strong teachers, developers of leadership and ministry, and capable administrators. The Values and Competencies for Clergy may be thought of as a guide to describe the characteristics of effective ordained leadership that our diocese deems significant. Clearly no one individual will possess all the qualities noted in this document, but it is hoped that those who provide clergy leadership in the diocese will exemplify many of these traits, and have the wherewithal and desire to grow more fully into them.

Deep Faith in God

- has a passion for God, as revealed through Jesus Christ and empowered by the Spirit
- is able to articulate an understanding of the world in terms of a relationship between God and responsive creatures
- has a grasp of scripture, history, tradition, and theology and can apply theological concepts and spiritual insights to issues of daily life
- attends to the need for spiritual practice and disciplines to nourish spiritual vitality
- reflects the hope, joy, strength, and peace of the gospel message

Capacity for Leadership

- is committed to empowering and preparing the People of God for their ministries in the church and the world, and appreciates the need for training and support of volunteers
- is able to articulate the nature and distinctiveness of the priestly and diaconal vocation
- can give an account of how his/her own vocation to ministry relates to this understanding
- appreciates that the priest/deacon is a public figure
- effectively exercises pastoral leadership
- demonstrates humility in the exercise of leadership
- demonstrates the basic skills necessary to preach effectively
- demonstrates the gifts and capacity to offer pastoral care
- demonstrates the capacity to work collaboratively with others
- uses leadership styles appropriate to the occasion
- is aware of a variety of ministry settings, i.e. urban, small town, rural, and has been exposed to at least one other context other than their present one

- discerns God's presence and activity in the lives of others
- demonstrates an awareness of the church's role and opportunities in public life
- understands basic administration

Skills for Teaching and Learning

- demonstrates an ability to nurture the faith of others and draw out their baptismal ministry and leadership
- is aware of the scope of available educational resources
- possesses communication skills, both oral and written, and the ability to communicate with a wide variety of people
- has an understanding of how children and adults learn
- demonstrates faith by word and action and teaches others to do the same

Sense of Call to Ordained Ministry

- displays a maturing understanding of his/her call to ministry, service, and study
- shows evidence of personal and spiritual growth and self-awareness
- appreciates that the power inherent in the ministry of Word and Sacrament is a sacred trust
- has the ability to willingly serve under the pastoral direction of a Bishop
- understands the differences and relationship between lay and ordained ministries
- recognizes that vocation is affirmed and authenticated by the Body of Christ
- demonstrates the intellectual, emotional, and physical capacity to successfully develop competencies in Theology, Church History, Liturgy, Pastoral Care, Administration, and other areas

Love of Church

- is committed to the Church as the Body of Christ in the world
- loves the church in its Anglican/Episcopal expression, yet recognizes its constant need for renewal
- is open to and aware of other faith and denominational expressions and ecumenical opportunities while maintaining a confident and lively commitment to the Anglican tradition

Mission and Evangelism

- recognizes and exhibits concern for the scope of human need both within and beyond the congregation
- takes the initiative to proclaim the Good News through social justice and evangelism

- is willing to take the risks associated with active mission in the world
- is sensitive to cultural diversity
- deals with all people equally, regardless of race, class, culture, handicap, age, sex, or sexual orientation
- can articulate a sense of prophetic vision and direction for the church
- has the courage to face and name evil and darkness, without losing the abiding sense of God's presence

Life-long Learner

- is curious, interested, and engaged in life and open to growth and new ideas
- is educationally prepared and intellectually capable of ministry
- is well-read, culturally alert, and participates in workshops, conferences and courses for professional development
- has a broad range of interests and is involved in activities outside the church

Steward of Resources

- attends to his/her own emotional, physical, and spiritual well-being
- is an effective steward of time and gifts so as to maintain a healthy balance between concern for self, family, vocation, and interests
- is attentive to administrative issues so that programs and policies are carried out
- understands that congregational ministry requires supervision and oversight of staff, volunteers, and financial resources
- is aware of and can use technological advances

Integrated Personality

- private and public life are compatible with a maturing Christian faith within the context of the Episcopal Church
- demonstrates a healthy and loyal but not uncritical relationship to the diocese and national church
- demonstrates integrity of faith, action, theological reflection, and personal life choices
- acts prudently in relationships and maintains confidentiality
- demonstrates maturity, stability, and appropriate boundaries; uses humor appropriately
- is widely trusted and seen as truthful
- is flexible and able to adapt
- recognizes when to ask for help and acts upon that awareness
- accepts responsibility for own mistakes
- recognizes the personal need for forgiveness and forgives others

Self-Awareness

- reflects with insight on his/her personal strengths, weaknesses, gifts, and vulnerabilities
- is able to discern God's presence and activity in his/her life
- self-esteem is sufficiently healthy to ensure independence and differentiation
- lives in a healthy way with ambiguity and paradox
- distinguishes between what can and cannot be changed in personal and congregational life
- deals with conflict honestly and creatively
- deals with problems firmly and in a timely manner

Compassionate

- genuinely loves people, showing compassion and concern for all aspects of their lives
- is approachable and puts people at ease
- listens attentively and sensitively to people's needs and is aware of what is being communicated, even covertly
- is sensitive and patient with the interpersonal anxieties of others
- helps promote healing, wholeness, and reconciliation

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