

Criteria and Competencies

	Requesting a note to Preach	Admission as a Local Preacher	Expectations of Candidates	Expected competencies for presbyters and deacons about to be stationed are	Expected competencies for those ready for ordination and to be received into Full Connexion:	Expected competencies for those eligible to be stationed as Superintendents are:	Competencies for District Chairs:
1 Vocation (call and commitment)	<ol style="list-style-type: none"> The ability to speak of their Christian experience A sense of call to explore leading worship and preaching 	<ol style="list-style-type: none"> The ability to relate their Christian experience The ability to articulate a call from God to be a preacher The ability to narrate their Christian experience and growth within it, with reference to the insights gained, challenges and difficulties experienced in training (566 (3ii)) 	<ol style="list-style-type: none"> An inner sense of call that is: <ol style="list-style-type: none"> confirmed by others obedient, based on an understanding of the demands of ordained ministry in terms of training, deployment and sacrifice and the candidate's capacity to be a servant in a community of servants realistic in terms of the candidate's capacity to meet the expected competencies for reception into Full Connexion and ordination after a period of training and probation informed by a clear understanding of the representative nature of ordained ministry and the discipline of the Methodist Church transformative, in that the candidate is being changed by this sense of call and is willing to continue to be changed Ability to articulate clearly this sense of call to a particular order of ministry and its development For diaconal candidates only: Commitment to membership of the Methodist Diaconal Order. 	<ol style="list-style-type: none"> An ability to give an account of their vocation to ministry and mission and their readiness to exercise public ministry as a probationer deacon or presbyter in the Methodist Church. An ability to narrate a journey of growth and transformation that is confirmed in the observation of others A demonstrable willingness to live under discipline A robust understanding of the significance of public ministry in the church and in the world and of their place in it. A clearly articulated and recognised conviction of a sense of a call to a particular order of ministry which is supported in the opinion of others The ability to discern which of their previously acquired skills and experience can be incorporated into ordained ministry, which need to be modified and which should be discarded 	<ol style="list-style-type: none"> The ability to give an account of how personal commitment to Christ and discipleship is being shaped within the roles and expectations of public ministry The proven capacity to bear the public roles and responsibilities of an ordained person and to perform credibly and maturely as a deacon or presbyter both in the Methodist Church and in the wider community evidenced in their own experience and in the observation of others The capacity to bear a public and representative role in ministry and mission, and a readiness to exercise leadership in ordained ministry 	<ol style="list-style-type: none"> Faithfulness in living out a call to presbyteral ministry An ability to articulate a call to leadership that is founded on a realistic appraisal of their own gifts and identified and supported by others A willingness to listen to the voice of others in their call to leadership The ability to witness joyfully to the experience of public representative ministry 	<ol style="list-style-type: none"> Fidelity in living out a call to presbyteral ministry and the ability to do so in a wider context than the local circuit. A call to leadership that is found to a realistic appraisal of their own gifts Proven experience of leadership within and on behalf of the Methodist Church in Britain and in other contexts. A willingness to listen to the voice of others in their call to leadership. The ability to witness joyfully to the experience of public representative ministry in a senior leadership position
2 Vocation (ministry in the Methodist Church in Britain)	<ol style="list-style-type: none"> Be a member of good standing in the Methodist Church 	<ol style="list-style-type: none"> The capacity to assure the Local Preachers' meeting that they accept and observe the duties of a Local Preacher as described in SO 563 1-4 An understanding of lay ministry within the Methodist Church in Britain A demonstrable and enthusiastic commitment to the Methodist Church in a local circuit and a clear articulation of a desire to serve Christ in that context. An understanding of the diversity within the Methodist Church and the local circuit. 	<ol style="list-style-type: none"> Knowledge and understanding of the Methodist Church in Britain Demonstrable and enthusiastic commitment to and desire to serve the Methodist Church in Britain Understanding of ministry within the Methodist Church in Britain including the distinctiveness of the two orders of ministry Willingness to work with diversity within the Methodist Church in Britain. 	<ol style="list-style-type: none"> A demonstrable willingness to live under a shared discipline A confidence in the Church and the resources to resist the temptation to retreat into a personal or purely local ministry An ability to articulate and to represent the particular calling of the Methodist people within the body of Christ An ability to work with and to celebrate diversity within the church 	<ol style="list-style-type: none"> An informed willingness to enter into a lifelong relationship with the conference and to accept all that it means to be in Full Connexion A proven willingness and capacity to live under the discipline of the Methodist church 	<ol style="list-style-type: none"> A recognition of the needs of the church and a willingness to respond appropriately to them in service A realistic understanding of the role of a circuit superintendent in the life of the Methodist Church An understanding of the nature of oversight as it is exercised and experienced in the Methodist Church in Britain and the capacity to exercise such oversight Have the ability to articulate the missional contribution of a circuit 	<ol style="list-style-type: none"> A recognition of the needs of the church and a willingness to respond appropriately to them in service. A realistic understanding of the role of a Chair in the life of the Methodist Church. An understanding of the oversight of the Conference and their representative role An understanding of the nature of oversight as it is exercised and experienced in the Methodist Church in Britain and the capacity to exercise such oversight. Ability to receive and offer to others the benefits of Supervision.

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3. Relationship with God	<ol style="list-style-type: none"> Someone who loves God and desires to be a faithful disciple A faith that is sustained by visible use of means of grace including: <ol style="list-style-type: none"> Regular attendance at worship Regularly receiving Holy Communion Faithful in prayer 	<ol style="list-style-type: none"> A relationship to God that has the capacity to grow A personal commitment to Christ evidenced by active ministry in the local circuit A regular commitment to attending local worship, receiving holy communion and attend class or house group 	<p>A relationship with God that is:</p> <ol style="list-style-type: none"> Child-like and mature with the capacity to grow Grounded in an understanding of God’s loving acceptance and a personal commitment to Christ Nourished by a commitment to individual and corporate prayer and worship and engagement with the means of grace A means of sustenance and encouragement in the candidate’s daily life and in his or her relationships with others and the wider world. 	<ol style="list-style-type: none"> A developing spirituality and pattern of prayer consonant with their changing role and growth in learning A trusting relationship with God that is marked by humility, reverence, awe and wonder A recognisable reliance on God including regular engagement with the means of grace 	<ol style="list-style-type: none"> The ability to sustain and where necessary to adapt a life of prayer within the expectations of public ministry. A developing disciplined and visible commitment to a life of prayer, offered through corporate and personal worship and devotion An awareness of the ways in which the life of prayer is shaped and challenged by the life of public ministry A humble confidence in the power of God A sustained and recognisable engagement with the means of grace 	<ol style="list-style-type: none"> An openness to the spirit through the means of grace A well-developed life of prayer that enables the individual to hold responsibility before God A devotional life that integrates the practices of prayer with the practices of ministry A commitment to seek in all things to bring glory to God A visible commitment to maintaining a life of prayer and to model that for others. 	<ol style="list-style-type: none"> A well-developed life of prayer that enable the individual to hold responsibility before God A devotional life that integrates the practices of prayer with the practices of ministry The ability to sustain a devotional life in a comparatively isolated position of leadership A commitment to seek in all things to bring glory to God
4. Personality and character	<ol style="list-style-type: none"> A recommendation to the Local Preachers’ Meeting by either a local Church Council or by a Presbyter (or Probationer) or a member of the Local Preachers’ meeting (564) Compliance with Church’s safeguarding requirements Awareness of her or his own strengths and weaknesses and the potential of self-development A commitment to fashion his/her life to promote the glory of the Lord 	<ol style="list-style-type: none"> The ability to take responsibility for the conduct of public worship A commitment to regular attendance at and participation in the Local Preachers’ meeting Personal integrity demonstrated in taking responsibility for all the duties of a Local Preacher Integrity in living as a disciple of Christ 	<ol style="list-style-type: none"> Self-awareness and self-acceptance grounded in God’s loving acceptance Emotional stability Maturity, honesty and integrity Appropriate self-confidence and humility Stamina, robustness and resilience Potential for self-development and growth. 	<ol style="list-style-type: none"> The ability to exercise appropriate care of self, through developing sustainable patterns of life and work, and effective support networks A developed self-awareness and self-acceptance grounded in God’s loving acceptance A realistic understanding of the demands of public ministry and an awareness of personal, ecclesial and social resources on which they depend. Self-awareness and strategies to maintain resilience and well-being. 	<ol style="list-style-type: none"> The proven ability to manage care of self through developing sustainable patterns of life and work, and effective support networks Maturity in self-awareness and self-acceptance grounded in God’s loving acceptance Self-awareness and developed strategies for resilience and well-being. Effective use of personal, ecclesial and social resources in sustaining ministry Insight, resilience and stability in the face of pressure and change 	<ol style="list-style-type: none"> Realistic understanding of their own strengths and weaknesses A willingness to seek help in times of need Appropriate patterns of self-care that model good practice for others A desire to improve in their practice and discipleship Appropriate self-reliance and self-motivation and the ability to effectively draw on resources from others and from the Church The ability to inspire the trust and confidence of others 	<ol style="list-style-type: none"> Realistic understanding of their own strengths and weaknesses A willingness to seek help in times of need Appropriate patterns of self-care that model good practice for others A desire to improve in their practice and discipleship Appropriate self-reliance and self-motivation and the ability to effectively draw on resources from others and from the Church A developed understanding of confidentiality and its appropriate limits.

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5. Being in relationship with others	<ol style="list-style-type: none"> 1. The ability to relate to a variety of people 2. The ability to see God in others 3. A willingness to work with a mentor and tutor and with others involved in leading worship. 	<ol style="list-style-type: none"> 1. The ability to work with diversity inside and outside the church, with respect, amongst other things to the different gifts of Lay and ordained Christians, those from different social or ethnic backgrounds and those who represent a variety of theological understandings 2. Recognition of the fundamental equality of all people before God 3. The acceptance of the discipline of the Church 	<ol style="list-style-type: none"> 1. Ability to relate to a variety of people 2. Capacity to develop open and healthy personal, professional and pastoral relationships 3. Capacity to relate to the same people in a number of different roles without confusion and with generosity 4. Potential to exercise effective pastoral care 5. Acceptance of the discipline of the Church and respect for the diversity of views within Methodism. 	<ol style="list-style-type: none"> 1. An awareness of self and relationship; listening skills and basic pastoral understanding 2. The ability to form and sustain relationships, including with those who differ, marked by empathy, respect and insight 3. Demonstrable good practice in a range of pastoral relationships, and the ability to learn from these experiences 4. An awareness of what it means to live as a public representative minister 5. An understanding of the power dynamics within pastoral relationships 6. An ability to operate effectively under supervision 7. The ability to identify and to maintain appropriate boundaries in professional, pastoral and personal relationships. 8. An awareness of the oversight and support structures within the church 	<ol style="list-style-type: none"> 1. A developed self-awareness and awareness of their impact on others 2. Developed listening skills and pastoral understanding 3. Proven ability to form and sustain relationships with those who differ and a basic understanding of conflict management 4. Ability to reflect on pastoral relationships through pastoral supervision 5. The ability to reflect on what it means to live in the public eye 6. The ability to recognise and to use appropriately their own power and vulnerability 7. A proven ability to operate effectively under supervision 8. Developed understanding of appropriate boundaries in professional, pastoral and personal relationships and proven ability to identify and maintain them 	<ol style="list-style-type: none"> 1. Highly developed self-awareness and the ability to be aware of one's impact on others 2. A good understanding of difference and the ability to build inclusive communities 3. The ability to work with conflict to enable transformation and ideally reconciliation. 4. Highly developed pastoral skills 5. The ability to deploy a range of strategies in difficult interpersonal relationships 6. Proven ability to receive and the potential to offer effective supervision 7. An informed awareness of their own power and vulnerabilities 8. The ability to use authority appropriately 9. The ability to demonstrate and counsel others on the appropriate use of boundaries 	<ol style="list-style-type: none"> 1. Highly developed self-awareness and the ability to be aware of one's impact on others 2. A good understanding of difference 3. A proven willingness to speak the truth in love even (and especially) when that is difficult 4. An highly developed ability to manage conflict 5. Excellent pastoral skills 6. The ability to deploy a range of strategies in difficult interpersonal relationships 7. Proven ability both to offer and to receive effective supervision 8. An informed awareness of their own power and vulnerabilities 9. The ability to use authority appropriately 10. The ability to demonstrate and counsel others on the appropriate use of boundaries

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6. The Church's ministry in God's world	<ol style="list-style-type: none"> 1. Willingness to commit to the mission of God 2. The ability to articulate an understanding of <i>Our Calling</i> 	<ol style="list-style-type: none"> 1. The ability to see, and to draw the attention of others to, God at work in the world. 2. The ability to proclaim the good news of Christ Jesus with conviction and awareness of the local context. 3. The ability to lead worship and preach with knowledge, conviction and competence (563 2i) 4. Fidelity to the fundamental doctrines of the Christian Faith and the Methodist doctrinal standards (566 4ii) 5. An awareness of the Global Methodist Church Family An understanding of the ecumenical context of British Methodism. 	<ol style="list-style-type: none"> 1. Knowledge and understanding of mission and evangelism, including the variety of approaches within the Methodist Church 2. Personal commitment to mission and evangelism and the Methodist Church as its vehicle 3. Out of engagement with the world of work and contemporary culture in a multicultural society, the ability to make connections imaginatively between today's world and the gospel 4. Ability to work for change, with particular attention to the marginalised 5. Potential for engaging in mission-shaped ministry. 	<ol style="list-style-type: none"> 1. An understanding of the mission of God and the ability to interpret it contextually 2. An ability to read a context in the light of God's call to mission 3. A specific understanding and experience of Methodism in its breadth and diversity 4. An understanding of the Church's role in society and its potential to enable transformation 5. An understanding of the diverse and changing nature of the Church in Britain and of ecumenical possibilities and challenges. 6. An ability to work within and interpret theologically, the multi-faith context 7. An ability to evaluate and to work with different expressions of church life 	<ol style="list-style-type: none"> 1. An ability to exercise a ministry that is informed by developed missiological, sociological and ecclesiological understandings. 2. A developed understanding of the Methodist tradition and the ability to articulate its local expression 3. The ability to reflect theologically on the strengths and weaknesses of the church 4. An understanding of the polity of the Methodist church and its expression in the local context 5. The ability to reflect on the place of the Methodist Church in God's mission alongside other Churches and other faith communities 6. A record of engagement in mission and evangelism in a range of contexts, particularly in the local community and in relation to the local church 7. A record of engagement in the mission of the church as an agent of transformation 	<ol style="list-style-type: none"> 1. The capacity to offer prophetic leadership in mission 2. The ability to hear and to articulate the call of God to mission 3. An ability to interpret the culture of their locality and to identify the requirements of the work of God in response to it. 4. The ability to see how the Church's personnel and resources in an area might be effectively deployed. 5. A secure Methodist identity and the ability to inspire others in that 6. A well-developed knowledge and understanding of the governance structures of the local Methodist circuit 7. Clear understanding of Methodist polity and how it is effectively administered 8. The awareness of the role as a representative leader in Methodism and in ecumenical context 9. Clear understanding of the duties of Methodist Trustees 10. The ability to advocate safeguarding procedures 	<ol style="list-style-type: none"> 1. The ability to hear and to articulate the call of God to mission 2. An ability to identify the requirements of the work of God in their locality with an awareness of the ecumenical content and the local society. 3. The ability to see how the Church's personnel and resources in an area might be effectively deployed. 4. A secure Methodist identity and the ability to inspire others in that 5. A well-developed knowledge and understanding of the governance structures of the district 6. Clear understanding of Methodist polity and how it is effectively administered 7. The awareness of the role as a representative leader in Methodism and in ecumenical context

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7. Leadership and collaboration	<ol style="list-style-type: none"> 1. A willingness to explore leadership in worship 2. A willingness to share in the journey of faith 3. A willingness to work with others 	<ol style="list-style-type: none"> 1. The capacity to take overall responsibility for an act or worship whilst seeking to work collaboratively (563 2 vii & viii) 2. Commitment to the circuit plan and a willingness to be responsive to the needs of the circuit 3. Appropriate understanding of the status of the local preacher within the life of the circuit. 	<ol style="list-style-type: none"> 1. Knowledge and understanding of leadership 2. Ability to exercise leadership in the Church community and beyond 3. Capacity to offer an example of faith, discipleship and humble service 4. Ability to inspire, enable and empower others 5. Potential for creative leadership 6. Willingness and ability to work collaboratively and capacity to exercise appropriate authority 7. Ability to work with supervision and to supervise others Ability to develop administrative skills 8. Flexibility, adaptability and willingness to take risks. 	<ol style="list-style-type: none"> 1. A proven capacity to work with people of different gifts and abilities. 2. A developed understanding of the roles and responsibilities of various office holders within the life of the church and the ability to exercise leadership as appropriate 3. A knowledge of different styles and models of leadership and an ability to deploy them effectively within the mission of God 4. The ability to exercise inspiring and creative leadership that empowers and enables others 5. Ability to nurture the gifts of all ages and abilities 6. Commitment to effective administration in circuit ministry 7. An understanding of the nature of oversight and its personal and corporate expression in the Methodist church and its structures. 	<ol style="list-style-type: none"> 1. The ability to enable the church to participate to the mission of God in the local context 2. The ability to enable change by employing different styles of leadership 3. The capacity to inspire leadership in others 4. The ability to lead and enable others in faithful witness and to foster mission 5. A proven ability to work ecumenically and to encourage ecumenical co-operation 6. The proven ability to nurture the gifts of all ages and abilities in a variety of contexts 7. Proven administration skills 8. The ability of participate in the oversight structures of a church and circuit and to reflect on the experience 9. An ability to act independently but collegially with others in ministry and with the community of the whole Church 10. A demonstrable and appropriate use of authority in ways which enable and empower others in their mission and ministry 11. The ability to work effectively as a member of a team 12. The ability to support and supervise others in a limited range of roles and responsibilities. 13. Ability appropriately to take responsibility for decision-making 14. The ability to operate collegiately and collaboratively, including in operating independently when appropriate 15. An appropriate exercise of self-motivation and self-direction 	<ol style="list-style-type: none"> 1. The understanding of the circuit as a unit for mission and the ability to make that effective 2. Developed administrative skills 3. Developed skill in the chairing of public meetings 4. Clear understanding of the power inherent in Superintendency in a circuit 5. Developed skills of change management 6. An understanding of a range of leadership styles and the ability to deploy them 7. The ability to stimulate theological reflection 8. The ability to recognise and encourage the gifts in others and to learn from their failures and successes. 9. A capacity for visionary leadership 10. A developed understanding of risk and the ability to act independently and take responsibility for own actions 11. The ability to encourage the voices of all involved in the life of the circuit 12. The ability and willingness to challenge inappropriate behaviour 13. The ability to use supervision effectively as a tool for oversight 14. The ability where necessary to manage employees 15. The ability to delegate and to trust in the competence in other 16. The ability to build, lead and work with teams 17. The ability to delegate appropriately 	<ol style="list-style-type: none"> 1. The ability to recognise the different mission opportunities apparent in a district 2. The capacity to judge the availability and potential of resources to serve the <i>Missio Dei</i> 3. Developed administrative skills 4. Developed skill in the chairing of public meetings 5. Clear understanding of the authority and influence inherent in role of District Chair 6. Developed skills of change management 7. An understanding of a range of leadership styles and the ability to deploy them 8. The ability to stimulate theological reflection 9. The ability to recognise and encourage the gifts in others and to learn from their failures and successes. 10. A capacity to inspire others with a vision of what God is doing in a district 11. A developed understanding of risk and the ability to act independently and take responsibility for own actions 12. Developed and proven skills in collaborative working 13. The ability to listen to the voices of those representing different parts of the district and to weigh the value of differing contributions to any discussion 14. The ability to challenge inappropriate behaviour 15. The ability to use supervision effectively as a tool for oversight 16. An ability to work with ecumenical partners as representative leaders of the church

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8. Learning and understanding	<ol style="list-style-type: none"> 1. An expressed desire to grow in understanding of the Christian faith 2. An openness to receive and reflect on the feedback 	<ol style="list-style-type: none"> 1. Demonstrates faithfulness in reading and studying the Scriptures (Welcome Service) 2. Demonstrates commitment to ongoing learning 566 (7) through to a programme of Continuing Local Preacher Development 3. Commitment to ongoing and appropriate training in Safeguarding. 4. Regular attendance and participation in a class / house / fellowship group 5. Knowledge of the doctrinal standards of the MCB including a proven familiarity with Wesley's Sermons 6. A demonstrable commitment Faithful participation in the Local Preachers' Meeting 7. Demonstrates an awareness of contemporary world events and articulate a Christian response. 	<ol style="list-style-type: none"> 1. Ability to learn and to benefit from theological study 2. Enthusiasm for lifelong learning and formation 3. Curiosity and flexibility of mind 4. Capacity to use a range of ways of thinking and models of reflection and to select the most appropriate for each situation 5. Appreciation of the significance of theology to the Church. 	<ol style="list-style-type: none"> 1. A proven ability to deploy the methods and resources of theological reflection in the practice of ministry 2. A confident and informed handling of scriptural texts and the traditions of Christian thought as well as critical tools of interpretation 3. A commitment to continued study and learning 4. A proven ability to draw on a range of interdisciplinary resources 5. An ability to recognise her/ his own needs, skills and propensities as a learner and to begin to identify a developmental pathway of study 	<ol style="list-style-type: none"> 1. A working knowledge and understanding of the Constitutional Practice and Discipline of the Methodist Church and an expertise in applying it in practice 2. An ability to form and sustain a life of disciplined study and reflection that sustains in public ministry 3. An ability to identify their own continuing learning needs and their specialisms in ministry 	<ol style="list-style-type: none"> 1. Demonstrable skills of and the ability to lead others in theological reflection 2. The ability to model and encourage practices of study 3. The ability to recognise the learning needs of a community of Christians and to draw effectively on the resources of the church and wider community. 4. The proven capacity to address her/ his own learning needs by, eg, attending appropriate conferences and training 5. The ability and willingness to create space for learning and theological reflection 	<ol style="list-style-type: none"> 1. Demonstrable skills of and the ability to lead others in theological reflection 2. The ability to model and encourage practices of study 3. The ability to recognise the learning needs of those in ordained ministry, to draw effectively on the resources of the church, and to encourage others to develop their skills in particular areas of ministry 4. The proven capacity to address her/ his own learning needs by, eg, attending appropriate conferences and training

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9. Communication	<ol style="list-style-type: none"> Confident mastery of the vernacular language of the communities they feel called to serve. 	<ol style="list-style-type: none"> An ability to lead worship according to recognised liturgical principles A proven ability to preach with knowledge, conviction and competence (563 2 i) in a variety of styles and contexts A proven ability to speak coherently about God, their Christian faith and their discipleship. 	<ol style="list-style-type: none"> Ability to express faith naturally and effectively in ways that are appropriate, accessible and sensitive to the situation, using biblical and theological understanding Ability to select and use the most appropriate media and approach for the context Careful and appropriate use of language Understanding and appropriate use of symbols, gestures and space Effective communication skills for mission and evangelism. 	<ol style="list-style-type: none"> Proven ability to speak faithfully of God in both formal and informal settings A secure understanding of preaching, hermeneutical principles and techniques of communication A developed ability in leading public worship and proclamation, showing understanding of and good practice in liturgy and worship An ability to preach and to lead worship appropriate to a number of styles and contexts The ability to make positive use of feedback and assessment Good communication skills for mission and evangelism A good understanding of and the ability to use a wide range of modern communication media Familiarity with and conformity to the Church's guidelines on the use of social media A clear ability to communicate in written form 	<ol style="list-style-type: none"> The ability to apply a wide range of methods of communicating the good news Measurably Improved and improving preaching in a variety of styles and underpinned by advanced liturgical and homiletical skills The proven ability confidently to lead worship in varied and sometimes unfamiliar settings The proven use of reflective practice to develop skills Well-developed communication skills for ministry and evangelism used in a range of media Effective use of a range of media within the Church's guidelines 	<ol style="list-style-type: none"> Advanced communication skills including the ability to deal with broadcast media The ability to speak with informed authority on behalf of a circuit The ability to exercise effective oversight over a circuit's own communications systems and publications The ability to enable good communication within a circuit and between its various bodies The ability to enable good communication on behalf of a circuit The ability to articulate clearly and understandably theological truths and the priorities of the church The capacity to communicate effectively with and to enable effective communication between different offices and officers in the Church 	<ol style="list-style-type: none"> Advanced communication skills including the ability to deal with broadcast media The ability to speak with informed authority on behalf of a district and the Connexion The ability to exercise effective oversight over a district's own communications systems and publications The ability to enable good communication within and on behalf of a district The ability to articulate clearly and understandably theological truths and the priorities of the church The capacity to communicate effectively with and to enable effective communication between different offices and officers in the Church.

God 'bestows the gifts of the Spirit the grace and fruit which indicate those whom He has chosen.'¹ The remaining criteria are designed to enable those examining candidates to see evidence of the gifts of the Spirit, although the development of those gifts may still be at an embryonic stage.

¹ Deed of Union, cl4