

# **Catalogue of Resources for Postulants, Candidates and Deacons**

**Assembled by:  
The Rev. Robert S. Runkle, Deacon  
2/10/2018**

# **Table of Contents**

**Introduction** – The Rev. Robert S. Runkle, Deacon

**Reading List** – cover sheet

**Suggested Reading List** – two pages

**Reading List for the Diaconate**, extracted from AED - 2 pages

**Continuing Educational Opportunities** – one page

**Resources for Deacons (AED)** –

## **Material for Deacons**

Episcopal Diocese of Maryland

Association of Episcopal Deacons (AED)

Engaging the Diakonia of All Believers

## **Additional Diaconal Resources**

Competencies for Deacons – 2017 by AED (13 pages)

What is a Distinctive Deacon (9 pages)

February 10, 2018

At the request of our Archdeacon, Jane O'Leary and the Assistant Bishop of Maryland, The Right Rev. Chilton R. Knudsen, I created this DRAFT of a Catalogue of resources that Postulants, Candidates, and Deacons can use. In the new Deacon Formation Program, postulants and mentors must identify sources that will aid the development of competencies in a wide range of subjects (e.g. theology, scripture, ethics, liturgy, pastoral care, social justice, etc.), so we hope our Catalogue will offer resources across all these subjects

This new Catalogue:

- Will include the title and relevant information; how to access a document or site; an annotation that says how it is useful, identify any limits, etc.
- Will be drawn from recommendations of deacons, educators, etc.
- Will include print titles, online resources, courses either on-line or at specific institutions, internship opportunities, etc.
- Will include online chat rooms or blogs, online devotional material, spiritual life/growth centers (especially in the mid-Atlantic region), and magazines/periodicals
- Will be accessible by a link on the Deacon website.
- Will be updated every 90 days, with the first update on May 10, 2018.

I am soliciting your specific resource suggestions: i.e., reading lists (title, author and publisher please), on-line classes or courses that you have taken or heard about, regional college courses, volunteer learning opportunities (such as at hospitals, institutions, colleges, etc. where specific skills desirable for Deacons can be obtained). There is also a Diocese of Maryland Committee on Christian Formation which is developing its own resource list of Christian Formation resources for young people and adults. Canon Slater is the staff support person to the Committee.

For each item, please provide whatever notation you think will be helpful. I look forward to receiving your suggestions. The first DRAFT was released to the Deacon community on February 10, 2018. This version will be provided to the Archdeacon and Bishop Chilton shortly and will also be placed on the Diocese of Maryland website shortly. PLEASE join in this effort to create a valuable resource for our Diocese. Thanks for your thoughts and suggestions in advance.

Regards, Deacon Bob Runkle

Trinity Episcopal Church, 120 Allegheny Avenue, Towson, MD 21204

208-691-2499 mobile and text

**Reading List**

**Sample of Books/Documents**

**For Postulants, Candidates and Deacons**

## Suggeted Deacon Book List

	A	B	C	D
1	Author	Title	Date	Publisher
2	Barnett, James Monroe	The Diaconate: A Full and Equal Order (revised edition).	1995	Trinity Press International (P.O. Box 1321, Harrisburg, PA 17105)
3	Bennett Sims	Servanthood	1997	Church Publications
4	Brown, Rosalind.	Being a Deacon Today: Exploring a Distinctive Ministry in the Church and in the World.	2005	Morehouse Publishing
5	Collins, John N.	Deacons and the Church - Making Connections between old and new"	2002	Morehouse Publishing
6	Countryman, L. William	How Can Anyone Read the Bible?	2017	Church Publishing
7	Curry, Michael	Crazy Christians	2015	Church Publishing
8	Doyle, C. Andrew	Unabashedly Episcopalian: Proclaiming the Good News of the Episcopal Church	2012	Amazon.com
9	Gould, Meredith	Deliberate Acts of Kindness: A Field Guide to Service as a Spiritual Practice	2016	Clear Faith Publishing, 23 Lafayette Rd, Princeton NJ 08450
10	Harri, Johann	Chasing the Scream by - -here is the link to his Ted Talk:	2017?	<a href="https://www.ted.com/talks/johann_hari_everything_you_think_you_know_about_addiction_is_wrong">https://www.ted.com/talks/johann_hari_everything_you_think_you_know_about_addiction_is_wrong</a>

## Suggeted Deacon Book List

	A	B	C	D
1	Author	Title	Date	Publisher
11	Markham, Ian	Faith Rules: An Episcopal Manual.	2016	Morehouse Press
12	Matte, Dr. Gabor	In the Realm of Hungry Ghosts Link to Ted Talk	2017?	<a href="https://www.youtube.com/watch?v=66cYcSak6nE&amp;vl=en">https://www.youtube.com/watch?v=66cYcSak6nE&amp;vl=en</a> (this is one of the attachments)
13	Meeks, Catherine	Living God's Dream Dismantleing Racism in America	2016	Moorehouse Publishing
14	Plater, Ormonde	Music and Deacons; Monograph Series #8, 1995, 18 page (\$2.00)	1995	North American Association for the Diaconate, 271 North Main Street, Providence, RI 029003
15	Plater, Ormonde.	The Deacon in the Liturgy (Second Edition)	2009	Available from AED website & Amazon
16	Plater, Ormonde.	Many Servants: An Introduction to Deacons	2004	Cowley Publications, now Church Publishing. (Definitely read this before the Watson Epting).
17	Van Houten, SSF, Justus, Editor and Adapter	Services from the Book of Common Prayer with a Deacon as Officiant, 1995. (Providence, RI, NAAD, 1995). 138 page pdf	1995	Association for Episcopal Deacons P.O. Box 1516 Westborough, MA 01581-6516
18	Watson Epting, Suzanne	Unexpected Consequences: The Diaconate Renewed.	2015	Morehouse Publishing
19	Weatherholt, Anne G.	Breaking the Silence, The Church Responds to Domestic Violence	2008	Moorehouse Publishing

## Suggeted Deacon Book List

	A	B	C	D
1	Author	Title	Date	Publisher
20	Williams, Rowan	Being Christian: Baptism, Bible, Eucharist, Prayer.	2014	Amazon.com
21	Zschele, Dwight+D21+A18:D 21	People of the Way - Renewing Episcopal Identity	2012	Morehouse Press

# READING LIST FOR THE DIACONATE

## In Deacon Formation, how do I advance my learning when I'm "in between"?

["In between" means anytime when you have finished one component or aspect of your formation and it's taking some time to get the next piece in place. Also good for this time of beginning when the IFP has not yet taken shape.]

1. Have you read the core library of books recommended for deacon formation? Look on Amazon, or The Rev. Beth Maynard in the Diocese of Maryland's St Bede's bookstore can often help you. Though many of these are on Kindle, hard copies are recommended to mark up, and place on your bookshelf for regular reference.

Barnett, James Monroe. **The Diaconate: A Full and Equal Order** (revised edition). 1995. Trinity Press International (P.O. Box 1321, Harrisburg, PA 17105)

Brown, Rosalind. **Being a Deacon Today: Exploring a Distinctive Ministry in the Church and in the World.** 2005. Morehouse Publishing

Plater, Ormonde. **The Deacon in the Liturgy.** (Second edition) 2009. Available from AED website and often on Amazon (used).

Plater, Ormonde. **Many Servants: An Introduction to Deacons.** 2004. Cowley Publications, now Church Publishing. (Definitely read this before the Watson Epting).

Watson Epting, Suzanne. **Unexpected Consequences: The Diaconate Renewed.,** 2015. Morehouse Publishing.

2. Have you read ALL the material on the AED (Association of Episcopal Deacons) website: [episcopaldeacons.org](http://episcopaldeacons.org). There are many papers, booklets and other important information posted there. All of it is worth your careful reading and study. Join AED now using the student rate. The publication is worth reading each time it comes out.

3. Have you become completely familiar with the Diocese of Maryland web site? Do you receive and read the every-other-week eNews? If not, subscribe on the diocesan website home page at the bottom.

4. There are some excellent books which deal with ministry, spirituality and outreach. Examples:

Meredith Gould. **Deliberate Acts of Kindness: A Field Guide to Service as a Spiritual Practice.** New Edition 2016. Clear Faith Publishing, 23 Lafayette Rd, Princeton NJ 08450

Rowan Williams. **Being Christian: Baptism, Bible, Eucharist, Prayer.** 2014. From [amazon.com](http://amazon.com).. Exquisite simple book on living as a Christian.

Michael Curry. **Crazy Christians.** Church Publishing. 2016

C. Andrew Doyle. **Unabashedly Episcopalian: Proclaiming the Good News of the Episcopal Church.** 2012. (Also translated into Spanish). Amazon.

Ian Markham. **Faith Rules: An Episcopal Manual.** Morehouse Press. 2016

L. William Countryman. **How Can Anyone Read the Bible?** Church Publishing. 2017

Bennett Sims. **Servanthood.** Cowley Publications (now Church Publications). 1997

## **A message from Joshua Rodriguez-Hobbs, Episcopal Chaplain at Johns Hopkins Hospital**

As part of our community health work, Hopkins will be offering training for lay and ordained leaders in providing basic spiritual care to their faith community and surrounding communities. The Caring for the City Program is eight evening sessions on Tuesday nights. Participants will hear from chaplains, doctors, social workers, and psychologists to learn to help community members navigate the health care system and to address health caring for the City -

As part of our community health work, Hopkins will be offering training for lay and ordained leaders in providing basic spiritual care to their faith community and surrounding communities. The Caring for the City Program

is eight evening sessions on Tuesday nights. Participants will hear from chaplains, doctors, social workers, and psychologists to learn to help community members navigate the health care system and to address health disparities in Baltimore. Sessions for the class will begin in January and in March. There is a \$20 application fee, but there are no other participation costs. Find out more about the program and access the application on our website:

<https://www.hopkinsmedicine.org/pastoralcare/education/caring-for-the-city.html>.

# Reading Analysis Worksheet

(Note recommended notes to record while reading books, etc.)

Article/Book Title \_\_\_\_\_

Author's Name: \_\_\_\_\_

Please answer following questions in one or two complete sentences. Compose your sentences carefully using standard grammar, spelling, punctuation and vocabulary.

**What is the topic of the article/book?**

**Who is the author's intended audience?**

**What is the author's main point?**

**What evidence does the author give to support the main point?**

**Does the author's argument make sense to you? Why or why not?**

**What connection(s) does this article have to other readings or course ideas?**

# **Continuing Education Opportunities**

# Continuing Education

Courses, conferences and training are provided by outside organizations.

## **Association of Episcopal Deacons (AED):**

<http://www.episcopaldeacons.org/>

AED has a special relationship with Church Divinity School of the Pacific, (CDSP) and is able to offer CALL online classes at a discount for AED members. Deacons also serve as instructors

---

## **Church Divinity School of the Pacific (CDSP)**

<http://cdsp.edu/>

COURSES, CONFERENCES & WORKSHOPS

Classes at CDSP - AED members get special rate

- Winter 2018: Registration is open. Classes include: Mobilizing the Congregation for Social Ministry, Crafting a Sermon, Ethics in the Anglican Tradition and more. Classes begin January 15.
- Spring 2018: Diaconal Practical Theology (AED) with the Rev. Phina Borgeson Course list.

---

## **The Community-Based Learning Initiative, Princeton University**

## **Bishop Kemper School for Ministry**

---

## **Asset-Based Community Development**

Facilitator formation workshops

- November 6-9: Cenacle Retreat House in Houston, TX

The workshops are designed to train leaders in methods and tools to enhance local ministry and mission. From Episcopal Relief & Development. Details & Registration

The 2018 schedule is in the planning stages. If you have any questions, contact The Rev. Melanie Mullen or Sean McConnell.

---

## **26th Festival of Homiletics**

May 21-25, 2018

Washington, D.C.

Details to come. Visit the website.

[http://www.festivalofhomiletics.com/speakers.aspx?speaker\\_id=147](http://www.festivalofhomiletics.com/speakers.aspx?speaker_id=147)

---

## **PREACHING RESOURCES**

<https://www.backstorypreaching.com/>

- Backstory Preaching - an all-online continuing education and formation center. Includes 5-day sermon prep, Live Lunch-Hour Lectio, Preaching Current Events.

---

## **St. Mary's College of Maryland**

<https://www.niche.com/colleges/st-marys-college-of-maryland/>

Good overall source for advanced education for religious preparation.

## MISCELLANEOUS EDUCATION SOURCES

Trinity School for Ministry - <http://www.tsm.edu/>

ChurchNext <https://www.churchnext.tv/>

Forma <https://www.forma.church/>

Coursera <https://www.coursera.org/>

### **Canadian theological courses include:**

- Thorneloe University
- University of Waterloo
- Athabasca University

## **Resources for Deacons**

**Association for Deacons (AED)**

**Also Liturgical Resources**

**Diocese of Maryland**

## **Material for Deacons:**

Episcopal Diocese of Maryland

Resources for Deacons in Diocese of Maryland

<https://episcopalmaryland.org/for-clergy/the-diaconate/>

Resources for Deacons –

Association of Episcopal Deacons

<http://www.episcopaldeacons.org/>

Engaging the Diakonia of All Believers [PDF]

<http://episcopaldiocesemaryland.myworshiptimes22.com/wp-content/uploads/sites/24/2016/03/Engaging-the-Diakonia-of-All-Believers.pdf>

**Added Diaconal Information**

**Competencies for Deacons – 2017**

**What is a Distinctive Deacon (AED)**

## Competencies for Deacons 2017

*As your Son came not to be served but to serve, may this deacon share in Christ's service, and come to the unending glory of him who, with you and the Holy Spirit, lives and reigns, one God, for ever and ever.*

The Book of Common Prayer, The Ordination of a Deacon, The Consecration of a Deacon, p 545

**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.

**Purpose** Our intent is not that these competencies and examples become rigid standards across TEC. They are to guide formation, self-assessment, discernment and evaluation of those preparing to be deacons and ordained deacons. As a guide, the competencies and examples should be adapted to the context and specific call of the individual. It is likely that no individual will master all of the competencies as stated nor demonstrate all of the examples. They are set forth to assist formation directors, bishops, archdeacons, nominees, postulants, candidates, ordained deacons and Commissions on Ministry, among others.

The work of creating competencies and examples is never complete. This work is published to be used throughout TEC. We encourage your feedback and comments as we set about the task of updating and revising the competencies.

**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 (pre-ordination)	At Ordination	Throughout Life-long Learning
<p>Academic Studies: History and Tradition</p>	<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>Develop and execute education opportunities on the life of the Episcopal Church/Anglican Communion</p> <p>Develop bibliography of Church History resources</p>
<p>Examples of demonstration of competence</p>	<p>Compile appropriate reading material</p> <p>Students will be able to explain the institutional development and significant moments of change in the history of the Christian Church</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>Can articulate and explain to others, and be able to engage the church in the continuous assessment of its position in society as it enters new formative ages. Within that dialogue, they must be able to position the role of the diaconate.</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 (pre-ordination)	At Ordination	Throughout Life-long Learning
Academic Studies: Theology	Engage in theological reflection Exhibit an understanding of the Apostles and Nicene Creeds Explain the sacramental nature of the Episcopal Church Describe the importance of the Sacraments, including the Baptismal Covenant, in personal terms Explain the roles of Scripture, Reason and Tradition as applied to diaconal ministries	Discuss how one's theology is influenced by diaconal ministries throughout the history of the church 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 Be open to engaging in ethical reflection on their actions in life events	Reflect on theology as experienced in ministry Describe how one's understanding of God has changed during and because of experiences in ministry Willing to struggle with ethical dilemmas Engages the community in conversations on ethics and other difficult issues
Examples of demonstration of competence	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)	Design an adult education study based on the theology of major diaconal figures of the church, e.g., Ormonde Plater's calendar	Oversee the design of adult education, based on the liturgical seasons and program year, through a diaconal lens

### 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 (pre-ordination)	At Ordination	Throughout Life-long Learning
<p>Academic Studies: Scripture</p>	<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>Exploring the uses of image and metaphor in scripture</p>	<p>Describe the dream of God</p> <p>Illustrate how scripture helps us align ourselves with the dream of God. Include but do not limit yourself to the teachings of Jesus.</p> <p>Appeal to the authority of Scripture in mission and ministry.</p> <p>Integrate scriptural references when preaching from a diaconal point of view.</p>
<p>Examples of demonstration of competence</p>	<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</p>	<p>Prepare and lead a bible study.</p> <ul style="list-style-type: none"> <li>Articulating an understanding of the role and authority of scripture in the Episcopal Church.</li> </ul>	<p>Help others prepare to lead Bible study, by discussing the selected readings, using standard tools and resources, critiquing and coaching</p> <p>Constructing an understanding of what it means to be scriptural</p>

	bible study, such as notes and cross references in an annotated bible, bible dictionary, concordance, parallels, simple commentaries.		people
--	---	--	--------

## 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 (pre-ordination)	At Ordination	Throughout Life-long Learning
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	Identify diaconal models from each period through today  Integrate social advocacy and advocacy with pastoral care engaging others in ministry  Explain the differences from The Episcopal Church in the understanding and role of deacons in other Christian expressions
Examples of demonstration of competence	Lives out one’s call to ministry as the offering of one’s gifts as affirmed by the Church, living under discipline  • Can articulate how one’s sense of call relates to a specific focus of diaconal ministry (e.g. Pastoral, educational, social justice)  Develop and practice one’s prophetic voice in preaching	Exhibits a clear sense of diaconal focus in interpreting current events  Demonstrates an understanding of the unique prophetic voice of deacon  Preaches a sermon or leads a workshop on a current issue	Is familiar with diaconal networks - denominationally, regionally, and internationally.  E.g. Association of Anglican Deacons in Canada, Association for Episcopal Deacons, Diakonia of the Americas and the Caribbean, Diakonia World Federation  Is committed to learning from and collaborating with ecumenical diaconal networks

### 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 (pre-ordination)	At Ordination	Throughout Life-long Learning
<p>Human Awareness &amp; Understanding</p>	<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 those who are culturally, socially, or in other ways "other" from one's own standpoint</p> <p>Make the distinction between collaboration, consultation, and delegation</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"> <li>• accept supervision and authority from others</li> </ul> <p>And exercise it oneself as appropriate to one's capacity</p>	<p>Facilitate respectful listening in community gatherings</p> <p>Integrate leadership and service in self and others</p> <p>Functions as part of a team to engage communities in group learning/teamwork</p> <p>Describe principles of responding to conflict, giving examples of how they can contribute to positive outcomes</p> <p>Bring conflict/dissent into the open to find solutions while maintaining positive relationships</p> <ul style="list-style-type: none"> <li>• show an integration of leadership and service in oneself and encourage it in others</li> </ul> <p>Practices working in areas of strength as well as outside of one's comfort zone</p>

		<p>And office</p> <p>Reflect with insight on the Use and abuse of power in a Corporate setting</p>	
<p>Examples of demonstration of competence</p>	<p>Describe and reflect on one's experience of collaboration within a ministry team</p> <p>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</p> <p>Recognize situations of conflict and identify potential for positive or negative outcomes</p> <p>Conduct a needs assessment and develop plans to address needs, with the community</p> <p>Conduct one-on-one interviews</p>	<p>Practice and use processes that welcome people into community relationships, e.g., check-ins, ice breakers,</p> <p>Invites and prepares volunteers for participation in ministries</p> <p>Awareness of how one can be privileged in relationship with others - e.g. Male, White, professional, ordained, etc.</p> <p>Able to lead as a deacon in relationship to priests, bishop, the laity, and other deacons.</p> <p>Can articulate the ministry of the deacon in positive and hopeful terms</p>	<p>Reflect, share, and learn from life crises and challenging issues that arise in the course of one's ministry</p> <p>Use moments of being questioned, challenged, misunderstood, taken for granted as teaching moments</p> <p>Demonstrate learning from failure and crisis, to know when to change direction and how to grow from failure</p> <p>Use peer and professional support in both personal and ministerial life</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 (pre-ordination)	At Ordination	Throughout Life-long Learning
Practical Training and Experience	<p>Show growth in sensitivity to human suffering and injustice</p> <p>Network with other agencies and churches</p> <p>Identify transferable skills from other fields to ecclesial ministry</p> <p>Articulate principles of local mission, including</p> <ul style="list-style-type: none"> <li>- social analysis of power relationships</li> <li>- doing advocacy from different perspectives</li> <li>- leveraging limited financial resources for community development</li> <li>- describing different models of community ministry</li> </ul>	<p>Practice flexibility &amp; patience working in community</p> <p>Build relationships with local leaders</p> <p>Demonstrate how to engage a local community</p> <p>Interpret the concerns, needs, and hopes of the wider community to the gathered church through effective prophetic preaching</p>	<p>Be a model of ethical, professional and compassionate ministry</p> <p>Foster collaborative leadership</p> <p>Continue to analyze one's practice of leadership and reflect critically on how it contributes to or undermines the development of collaborative ministry</p> <p>Leveraging at-hand resources for community development</p>
Examples of demonstration of competence	<p>Can articulate the celebrations, and sorrows, strengths and struggles, myths and traditions. (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</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</p>	<p>Facilitate or participate in a visioning process eg. The role of the church within the local community, or in development of a new ministry</p> <p>Demonstrate effective use of church communication vehicles (Sunday leaflet, parish newsletter,</p>

	<p>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>influence, authority and connectivity.</p>	<p>announcements, bulletin board, website)</p> <p>Make effective use of current media (e-newsletter, Facebook, Twitter, etc.)</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 (pre-ordination)	At Ordination	Throughout Life-long Learning
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), and other sources such as the Book of Occasional Services, as well as sources from other churches	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	Demonstrate familiarity with diaconal customs specific to one's diocese or parish Broaden one's understanding of liturgical practice beyond local practice, e.g. in different traditions and cultures Develop liturgies appropriate to diaconal ministry and mission Continue to develop the prophetic voice of the deacon in preaching and proclamation
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	Demonstrates competence in serving as deacon in diocesan worship Mentors postulants in preaching and liturgical service Coordinates resources for worship Continues to develop prophetic voice in preaching, expanding the repertoire of styles and themes

## 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

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>Assists others with prayer life</p> <p>Stay in Spiritual Direction</p> <p>Design a prayer centered discipline to enhance personal spiritual life</p> <p>Review one's Rule of Life regularly</p> <p>Develop leadership in the community in the practice of prayer, especially in response to need and risk</p> <p>Give expression to the prophetic voice through action and prayer that speaks powerfully to the present concerns and hopes of the world</p> <p>Hold one's own understanding of God with gentleness and confidence within interfaith and multifaith contexts and conversations</p>
Examples of demonstration of competence	<p>Maintaining a prayer journal throughout the course</p> <p>Design a prayer centered discipline to enhance the student's personal prayer and spiritual life</p> <p>Create intercessory prayer, in the context of praise, thanksgiving, needs, and grace,</p>	<p>Design an artistic display that speaks to the deacon's understanding and perspective of images of God and their own faith journey.</p> <p>Lead extemporaneous prayer</p> <p>Describe how one utilizes prayer, scripture and theological reflection to discern presence and signs of the Spirit in</p>	<p>Designing a Spiritual Retreat for a faith community</p> <p>Compose a bibliography of books and articles on noted and varied spiritual practices as well as those on the development of Christian Prayer.</p> <p>Discern the issues of justice and mercy and engage the</p>

	<p>Give examples of intercessory prayer as part of a Rule of Life</p> <p>Seek spiritual direction</p> <p>Form or join a prayer group</p>	<p>various situations</p> <p>-Adapt or write Prayers of the People appropriate to the context and community</p> <p>Craft prayers of intercession that lift up issues of justice and mercy appropriate to the community in which ministry occurs</p> <p>Give examples of different forms of spiritual practice and worship within the Anglican tradition by ability to identify several strains of tradition and practice</p> <p>Meets regularly with a spiritual director</p>	<p>community's life of prayer</p> <p>Identify the deeper needs of the gathered community and express those needs in prayer</p> <p>Know the needs, situations and concerns of people in one's prayer group so that prayer offerings acknowledge and honor those present</p> <p>Relate times in which one utilizes prayer, scripture and theological reflection to discern presence and signs of the Spirit in various situations</p> <p>Based on understanding of the gifts and needs of others, use a variety of resources and depth of knowledge to support others in their spiritual journey</p>
--	--	---	--

### Acknowledgements

The present document 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 (convenor)  
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

# WHAT IS A DISTINCTIVE DEACON? Answering some questions

## WHAT IS A DISTINCTIVE DEACON?

### ANSWERING SOME QUESTIONS

*“So what is a distinctive (or vocational) deacon?”*

*How are deacons different from priests or Readers or lay ministers?*

*What do you do that makes you ‘distinct’ from other ministries?”*



People often ask these questions, and this short paper aims to provide an introduction and explain why we deacons believe our vocation and ministry is distinct from other ministries in the Church of England.

The first mention of diaconal ministers is found in Acts 6: 1-7. With the very rapid growth of the first church, the apostles found that the practical running of the community was taking them away from their priorities, which were to preach and to pray. Their solution was to choose seven men, full of faith and the Holy Spirit, to take over this task. These seven were prayerfully chosen by the whole church, and the apostles laid hands on them as a public witness to their calling.

Deacons have therefore, from the very beginning, been part of the way the church of Christ organises itself. Women were included from earliest times, for instance Phoebe, whom Paul mentions in his epistle (Romans 16:1-2)

Since then, deacons have always been ordained ministers and part of the church's three-fold ministry of bishop, priest and deacon. Originally deacons were answerable primarily to the bishop with whom they worked closely, and they organised the charitable work of the church. Well-known deacons include St Laurence and St Francis of Assisi.

Things have changed over the centuries. All ordained people start out as deacons, and most become priests after a year – known as 'transitional' deacons. But for some of us, being a deacon is a vocation in its own right, the path to which God has called us. These days, the deacon is often answerable to the incumbent of the parish where we minister, although we continue to have a special relationship with the Bishop. But the fundamental principle of our vocation remains the same: that we are people who care for those in all kinds of need, and encourage the church to do the same. We remind the church of God's calling to us all.

However, deacons don't only organise care in our communities. We are also ministers of the Gospel of Christ. In the Eucharistic liturgy, we read the Gospel; and in our daily ministry, we encourage the church to share that Gospel outside the walls of the church.

This is reflected in the Bishop's words in the Ordinal, in the service of the Ordination of Deacons:

*Bishop: Deacons are called to work with the Bishop and the priests with whom they serve as heralds of Christ's kingdom. They are to proclaim the gospel in word and deed, as agents of God's purposes of love. They are to serve the community in which they are set, bringing to the Church the needs and hopes of all the people. They are to work with their fellow members in searching out the poor and weak, the sick and lonely and those who are oppressed and powerless, reaching into the forgotten corners of the world, that the love of God may be made visible.*

*Deacons share in the pastoral ministry of the Church and in leading God's people in worship. They preach the word and bring the needs of the world before the Church in intercession. They accompany those searching for faith and bring them to baptism. They assist in administering the sacraments; they distribute communion and minister to the sick and housebound.*

*Deacons are to seek nourishment from the Scriptures; they are to study them with God's people, that the whole Church may be equipped to live out the gospel in the world. They are to be faithful in prayer, expectant and watchful for the signs of God's presence, as he reveals his kingdom among us.*

There are many deacons in the Anglican Communion all over the world, and you'll find deacons in the Roman Catholic, Orthodox and Methodist churches too.



### **Deacons as part of the mission and ministry of the whole church**

The report of the Church of England's Faith and Order Advisory Group, the Mission and Ministry of the Whole Church (2007) says this about the work and role of a deacon:

*The first thing to say about deacons, in the light of the pivotal use of the terms diakonia and diakonos in the New Testament, especially by St Paul, is that deacons, in their ordination, receive the **fundamental commissioning of Christ to be ministers (diakonoi) of the gospel**. St Ignatius of Antioch calls them 'deacons of the mysteries of Jesus Christ' (cf. 1 Corinthians 4.1). They are sent by Christ, through the Church, as bearers of the Good News to the world and in this role they have a special compassionate care for the needs of the sick, the lonely and the oppressed. Together with all Christians and all ministers, theirs is a life of compassionate service in obedience to Christ's command and example – service primarily of Christ and under his authority, secondarily of those who are Christ's and to whom he imparts his authority.*

Deacons, like priests, bishops and lay ministers, are related to the word, the sacraments and pastoral care: they receive the full ministry of the gospel.

**So what is distinctive about us?** What makes our vocation and the understanding of our own ministry different from that of priests, bishops and lay workers?



## **The distinctive ministry of deacons**

Deacons are boundary-crossers. We are always looking 'out' from the church, asking how the church and the Christian faith can cross the boundary with the gospel to those who do not yet know Christ, and to those who are in need. This generally means that people with a diaconal calling do not wish to spend most of their ministry inside the church building. The distinctive diaconate is for those who are strongly drawn to the go-between ministry, seeking out the lost sheep and bringing both the message of the gospel and the practical care that goes with it to the unchurched.

As those who cross boundaries, make connections and bring people together, deacons are well-placed to move into challenging new contexts. We are risk-takers, but work collaboratively. We are able to build networks of relationships with community agencies and individuals, working with others to build healthy neighbourhoods.

For example, some deacons work with the homeless, with refugees, with addicts, with children excluded from school, with food banks, with sex workers and with Aids sufferers. We advocate for the poor and for justice, not only working with individuals and organisations but also speaking truth to power as the prophets of the church.

Others are 'embeds' in their community or at their workplace, starting new projects, supporting current ones, looking for fresh ways to connect with people, developing servant leadership at work. One deacon advises a bishop on mission in the workplace. Another deacon is a chaplain to a racecourse. One acts as a lollipop lady, building relationships with her neighbours.

Another creates community musicals, connecting her church with those outside it.

Yet other deacons are involved in reconciliation, or inter-faith work



*Deacon Jess Foster, Diocese of Birmingham*

or mission and evangelism, often with pioneer ministers and fresh expressions of churches. *We are constantly encouraging the church to look outwards and share the gospel with our communities:* setting up bereavement visiting teams, starting stay and play groups, developing creative worship, heading up the church's response to human need.

We all have one thing in common: *we prefer to be out and about in the community.* A deacon is a person on a mission, a messenger or ambassador – making connections between liturgy and pastoral need, building bridges between the life of the Church and the community.

To do this well, deacons need to be free to focus on this ministry. Thus, while it is a vital truth that priestly ministry is founded on and embraces all of diaconal ministry, distinctive deacons are free to devote all our time and energy to diaconal ministry because we do not have the additional responsibilities entrusted to priests to lead the church in its worship and life. This gift to the church of ordained ministers, who can be out on mission all the time, is surely one to be encouraged and treasured.

### **Deacons as signs of God's kingdom**

The deacon is an agent of the kingdom of God, invested with authority from Christ at ordination. The deacon's ministry is a visible sign that draws attention to the nature of the Church as the Body of Christ. Deacons remind the church of why it is here: to carry the good news of Christ and his kingdom to those who do not yet know his love. As agents of God's kingdom, we are a sign that the kingdom or reign of God has dawned upon the world in the mission of Jesus Christ, but remains to be fulfilled, and it points to the role of the Church in the coming of God's kingly reign.

## The role of deacons in the Eucharistic liturgy

All these aspects of diaconal ministry are represented in the role of the deacon in the services of the church. For the Eucharist and other sacramental services, we deacons wear our stole across the body, distinct from the way of priests. In some churches deacons wear a dalmatic robe which again distinguishes us from other ministries.



As ministers of the Gospel, it is the deacon's role to read the gospel, reminding the whole church that it is meant to be shared, not kept within the confines of the faithful. Deacons encourage the church's intercession, bringing the needs of others outside across the church boundary into the liturgy. Deacons prepare the holy table for the Eucharist, reminding the whole church that we are called to prepare for Christ's coming. Deacons embody the nature and purpose of the church as we proclaim the mystery of Christ in the Eucharistic prayer: 'Christ has died: Christ is risen: Christ will come again!'

Deacons lift the chalice alongside the priest with the paten, affirming the collaborative nature of their ministry with others.



Deacons clear up after the Eucharist, reminding the church of the humble tasks to which Christ calls us all: and deacons dismiss the congregation at the end, sending them out to live the gospel in everyday life.

### **What do vocations officers look for in diaconal enquirers?**

The Formation and Selection Criteria for ordained ministry in the Church of England are relevant to candidates for both the diaconate and the priesthood. However, there are particular aspects of the Criteria that are distinctive to diaconal vocation. These criteria are taken from the dispositions prepared by the Diocese of Exeter for Ministry Division, to be considered by Ministry Division in 2017.

#### **A Christian tradition, faith and life:**

- A personal commitment to the Christian faith
- Ability to effectively communicate the faith
- Ability to respect and work with those whose understanding of the Christian faith is different from their own
- Potential to be a diaconal leader

## **B Mission, evangelism and discipleship**

- Personal commitment to mission and evangelism
- An awareness of the missional aspect of the diaconate
- An understanding and practical experience of the key issues and opportunities for Christian mission
- Awareness of global issues and the diaconal nature of the church's response

## **C Spirituality and worship**

- A disciplined prayer life and a particular calling to intercession
- Strong missional and outward-looking element in a candidate's spirituality
- A developing pattern of spiritual learning and reflection
- An ability to articulate the differences between priesthood, lay ministry and the diaconate, and to demonstrate enthusiasm and commitment to the vocation and ministry of the deacon
- World-engaging spirituality with particular interest in issues of poverty and justice

## **D Personality and Character**

- Emotional stability
- Ability to face change and pressure in a flexible and balanced way
- Self-awareness and potential for growth
- A care for issues of oppression and injustice
- A bridge-builder and risk-taker

## **E Relationships**

- Reflect love and compassion of God
- Healthy personal relationships
- Potential to handle wisely relationship challenges
- Integrity and commitment to live within the House of Bishops' guidelines on human sexuality
- Potential to develop healthy professional, pastoral and missional relationships
- Work well with others and prefer working collaboratively

## **F Leadership, Collaboration and Community**

- An awareness of diaconal models of leadership, potential for exercising such a role
- Effective communication skills
- Preference for working collaboratively
- Outward-looking
- Strong desire to minister on the boundaries of church and/or society
- Strong interest in building links with unchurched community

## **G Vocation and Ministry**

- An inner sense of call to a ministry of ambassadors and servants of the Gospel
- Ability to articulate how their vocation is changing them
- Vocation to bridge-building between the community of faith and the wider community, and within the wider community itself
- Prayerful about their future and clear about the nature and trajectory of diaconal vocation
- Heart and passion for sharing Christ with the needy and those who do not yet know him
- Commitment to enabling the church to meet these needs

### **To sum up**

A 'distinctive' (or 'vocational') deacon is someone who has some of these characteristics:

- a longing to be out and about in the community rather than based inside the church building
- a desire to meet the needs of others
- a heart and passion for sharing Christ with others
- a commitment to helping the church look outwards to their neighbourhood and to the world
- an interest in peace or justice issues
- a desire to focus mainly on opportunities for mission and service
- a creative and/or practical approach
- enjoyment in working collaboratively
- the courage to take risks wisely

For ideas for further reading and information, see this blog 'Deacon' and visit the Page Tab 'Useful books and papers' <https://deaconstories.wordpress.com/some-useful-books-and-papers/>

For traditional catholic Anglicans, see <http://www.here-i-am.org.uk/features/diaconate.html>

For further exploration, talk first to your parish priest, and go to the vocations page of your diocesan website, where you'll find the relevant contact details.

*With thanks to Canon Rosalind Brown for her guidance and support.*

*Rev Deacon Gill Kimber*

*Warden of the College of Deacons*

*Diocese of Exeter*

*April 2017*

*deacons@tutanota.com*