

## Role Descriptions & Definition of Terms

### ACPO

The Advisory Committee on Postulants for Ordination is an annual event in the Ecclesiastical Province of Canada. This is a weekend conference during which time a candidate will have interviews with clergy, lay people and a person who is skilled in psychological evaluation. During this event, a candidate will be tested regarding a call with the wider church community. Before a candidate leaves the conference, their recommendation to the Bishop on a status as a Postulant will be shared with the candidate.

### Examining Chaplain

The Examining Chaplain is a person who has been appointed by the Bishop to provide him/her with advice in relation to the discernment of applicants for ordained ministry.

### Inquirer/Applicant

- An inquirer is anyone who inquires about the possibility of being ordained in the Diocese of Eastern Newfoundland and Labrador.
- An inquirer becomes an applicant when he or she completes all aspects of a formal application to be selected as a postulant.

### Intake Interviewer

- The intake interviewer is the Executive Officer or chair of the Postulancy Committee.
- The intake interviewer undertakes initial interview with applicants: gathers preliminary history, explains process, and offers an application form if appropriate.

### Mentor

- Following ordination the newly ordained priest will receive a mentor for a period of a year.
- This mentor will act as a guide and will help provide support for the newly ordained priest as needed.
- The mentor maybe a rector in the case of a curacy, territorially archdeacon or a senior priest as appointed.

### Ordinand

- A postulant becomes an ordinand when the bishop decides to ordain him or her.

### Postulant

- Postulants are those applicants who are chosen by the Postulancy Committee for further formation and preparation for ministry and are accepted by the bishop as a postulant.

### Spiritual Director

- The spiritual director is chosen by the postulant, who provides the name of the selected person to the diocese. The diocese will provide assistance in the choice of a suitable spiritual director for postulants who need help.
- The spiritual director is not a member of the Postulancy Committee, and is not asked to report to it.



## The Diocese of Eastern Newfoundland and Labrador

22 Church Hill  
St. John's, NL,  
Canada, A1C 3Z9  
Email : [adminassistant@anglicanenl.net](mailto:adminassistant@anglicanenl.net)  
Telephone : 709-576-6697  
Fax : 709-576-7122



**Selection and  
Formation for  
Ministry as a  
Priest in the  
Diocese of  
Eastern Newfoundland  
and Labrador**



Is God calling you to serve as a priest or a deacon? Then, you are not alone! Many Individuals are exploring a call to ordained ministry.

Discerning a call to the priesthood and the diaconate involves more than the individual but a community of people who uphold, support, and encourage them. This Brochure is an introduction to what such a process looks like and the path required. In it, you will find the discernment process, from initial exploration of the call to undertaking theological education and application to the Bishop to be considered for postulancy.

I am delighted that you have found us and are starting to explore where God may be calling you to go in the future. I pray that as you read this Brochure, you will discover more about drawing closer to the will of God for your life and how you are a vessel of God's grace.

Blessings and peace, The Rt. Rev. Sam Rose  
Bishop, Diocese of Eastern Newfoundland & Labrador

## Candidacy Process

The Candidacy Process in the Diocese of Eastern Newfoundland and Labrador can run for three to four years. Persons who hope to be ordained are welcome to apply for admission as a postulant. The Postulancy Committee recommends to the bishop individuals who may be considered as postulants. These postulants then enter a period of supervised formation for ministry which include formal theological education.

The committee takes many factors into account in the selection of postulants. Personal suitability is essential. Applicants are assessed for their authenticity, their sense of call, exemplary moral character, vibrant and maturing faith, and demonstrated leadership ability. In addition, the committee is seeking postulants who will help the diocese to meet the challenging needs of the Church.

Taken together, these factors sometimes necessitate difficult choices among gifted applicants.

The diocese may exercise discretion in shortening the period of postulancy as, for instance, in the case of candidates who have already been approved by another diocese or have already completed formal theological education. Life experience may also be considered. In any case, the minimum period of postulancy will not normally be less than one year.

### **Inquiry and Application**

Individuals who believe themselves called to the ministry of a priest should make contact with the Executive Officer to the Bishop of Eastern Newfoundland and Labrador. They must meet with the bishop. A preliminary interview will be arranged. Inquirers who expect to complete the academic requirements for ordination sometime in the next three

years may be invited to make formal application for admission as a postulant. Because the process of application provides the diocese its primary opportunity for the discernment and affirmation of priestly vocation, the screening involved at this stage is extensive.

The application includes:

- the completion of an application form,
- completion of a parish commendation by the incumbent and four lay persons from a parish in which the prospective postulant has been active for at least one year.
- the names, addresses, and phone numbers of five referees,
- sign a release of information.
- Ordination prerequisites of the Anglican Church of Canada must be met.

Based on the information provided by the applicant, the Postulancy Committee may wish to interview the prospective postulant. Upon recommendation from the Postulancy Committee the Bishop may recommend that the prospective postulant attend The Advisory Committee on Postulants for Ordination, ACPO. Confirmation of postulancy is subject to a criminal reference check and the submission of such medical certificates as may be required. Applicants must meet with the Diocesan Medical Officer. Applicants who are not chosen to be postulants will be redirected to their own pastor for further counsel. Those who have been interviewed may also ask for specific feedback from the Executive Officer to the Bishop.

individual. A limited amount of bursary assistance is

## Postulancy

Postulancy normally lasts three years, and is devoted to conscientious formation for ministry. During this period, the postulant establishes several mentoring relationships.

Each postulant is asked, or assisted, to establish a relationship with:

- a spiritual director,
- a working group or representative of the Postulancy Committee, and
- the bishop (postulants are asked to meet annually with the bishop).

During postulancy, most candidates will complete a degree at an accredited theological institution. The costs of theological education are borne by the

available to postulants; application is made through the theological college. Please note that the stipend for beginning clergy is modest; for this reason, applicants are strongly encouraged to ensure the affordability of any debt they expect to owe beyond ordination.

## Ordination

A postulant becomes an ordinand when the bishop decides to proceed to ordination. Status as an ordinand is conditional upon the availability of a placement deemed appropriate by the bishop, and the mobility of the postulant.

Prior to ordination and under the direction of the bishop the Examining Chaplain will meet with the candidate for ordination for a pre-ordination evaluation. This evaluation will use *Competencies for Ordination to the Priesthood in the Anglican Church of Canada (2010)* as a guide to determine the candidate's suitability for ordination.

This evaluation will include a review of:

- Personal and Spiritual Formation
- Christian Heritage and Anglican Identity
- Cultural and Social Context
- Capacity for Leadership
- Skills for Teaching and Learning

Upon completion of the pre-ordination evaluation the Examining Chaplain will make a report to the bishop. The final decision to ordain rests with the bishop.