

**Options for Recommendations to Inquirers and Candidates**  
**Toronto Conference**  
**Presented to CIC, June 15, 2017**

<b>Spiritual direction</b>	
What is it?	Spiritual direction is about the journey of your soul which seeks to know God, self and others in a deep, loving way. It is about growing your relationship with God. A spiritual director provides the right space for the person to explore their inner call and voice.
When should we recommend?	<ul style="list-style-type: none"> <li>• Someone who is floundering, is uncertain about their spirituality, is unsure about who they are, has lack of clarity, requires more discernment, requires more formation.</li> <li>• A student who is strong academically, but unable to articulate a deeper sense of their relationship with God. We sometimes talk about the “heart not being connected to the head.”</li> <li>• Students coming to us without a long church background. They are enamored with the theology of university/college, but haven’t had the experience of being in a community of faith.</li> <li>• Someone who is “professionally” spiritual, but doesn’t have a personal spiritual practice.</li> <li>• This should be suggested, not mandated.</li> </ul>
What are the resources, including time commitment?	Toronto Conference maintains a list of certified Spiritual Directors. Time – indefinite
What are the costs?	\$60/hr +
How do we follow-up?	There is no report back. However, it is legitimate to ask at the next interview, “how is it going/how did it go?” We can ask how many times they went if we are paying for it, especially if they complete a

	consent form. If they didn't actually go then they will want to speak about why. The proof is always going to be in the result.
--	---

<b>CPE (Clinical Pastoral Education)</b>	
What is it?	Interfaith professional education intended to assist clergy, candidates for ministry, and spiritual care workers to develop a spiritual care identity as well as appropriate skills in the delivery of spiritual care.
When should we recommend?	<ul style="list-style-type: none"> <li>• When the theory is there, but the person has a lack of self-awareness.</li> <li>• When self-reflection and practice are needed.</li> <li>• When a person needs to claim their own strengths.</li> <li>• When pastoral care experience is really lacking.</li> </ul>
What are the resources, including time commitment?	<p>Canadian Association for Spiritual Care <a href="http://www.spiritualcare.ca/">http://www.spiritualcare.ca/</a></p> <p>CPE Toronto (GTA): <a href="http://cpe-toronto.ca/">http://cpe-toronto.ca/</a></p> <p>Full-time units consist of a minimum of 37.5 hours per week and take place over a period of 11 or 12 weeks in a health care setting. Offered through the Toronto School of Theology (TST) for course credit, but it is not required that students go through TST.</p> <p>NOTE: Availability may be an issue, especially in rural areas.</p>
What are the costs?	<p>TST - 2 times regular course fee (currently 2 X \$1,264)</p> <p>Costs for other routes may vary.</p>
How do we follow-up?	Report from CPE supervisor

<b>Candidacy Assessment Program</b>	
What is it?	Designed to support individuals who are considering the vocation of ordained ministry and the groups working with them in the discernment process
When should we recommend?	To help someone to discern their call. Someone may like the idea of being called, but are they really feeling called?
What are the resources, including time commitment?	Six Oaks <a href="http://sixoaksconsulting.com">sixoaksconsulting.com</a> Time: ½ day of homework, 1 day meeting
What are the costs?	\$1300 + HST
How do we follow-up?	Report copied to the referring board and the student

<b>Mentor</b>	
What is it?	A more experienced or more knowledgeable person helps to guide a less experienced or less knowledgeable person.
When should we recommend?	<ul style="list-style-type: none"> <li>• When a student has issues of faith articulation, theological reflection, Christology, and congregational development.</li> <li>• During Spiritual Direction.</li> </ul>
What are the resources, including time commitment?	This varies.
What are the costs?	There are no costs at this time, but it is possible to pay an honorarium as this could be time-consuming.
How do we follow-up?	The proof is in the results.

<b>ESL Skills</b>	
What is it?	English as a Second Language Skills
When should we recommend?	Candidates and Admission Candidates
What are the resources, including time commitment?	The national church has started to engage in this and this is where this needs to be carried on.
What are the costs?	
How do we follow-up?	

<b>Counselling</b>	
What is it?	A collaborative treatment based on the relationship between an individual and a psychologist. Grounded in dialogue, it provides a supportive environment that allows discussion with a professional who is objective, neutral and nonjudgmental.
When should we recommend?	<ul style="list-style-type: none"> <li>• Grief, anger management, personal issues</li> <li>• This should be suggested, not mandated.</li> </ul>
What are the resources, including time commitment?	Resources – varied Time – unlimited
What are the costs?	\$80-150 / hr
How do we follow-up?	We can ask for a report or an indication of issues that would prevent that person from effectively ministering.

**Appendix 1 – Vocational Assessment****VOCATIONAL ASSESSMENT PROGRAM**

The Vocational Assessment Program is designed to support individuals who are considering the vocation of ministry and the committees or groups working with these individuals in the discernment process. The Program identifies the unique preferences, interests and needs of individuals in terms of the work and work environments that will optimize their strengths and gifts to the fullest and support ongoing learning and development. The Program involves the full participation of each individual in reflection and self-discovery and includes personality and occupational interest assessment tools, The Birkman Method, the Myers-Briggs Type Indicator Step II, and the EQi (the Emotional Quotient Inventory) which provide additional information on how past experience, skills, interests, needs and motivations influence career considerations and choices. A Values Inventory is also used for discussion and reflection.

The skills and attributes or competencies chosen for this program have been identified as important for success in the role of ordained ministry. They are derived from the Association of Theological Schools accreditation standards and from competencies identified by the Anglican Church of Canada, the Evangelical Lutheran Church in Canada, and the United Church of Canada. They include:

---

<b>Personal Formation – Relationships with Others</b> Relationship Building Communication Collaboration Managing Conflict	<b>Personal Formation - Leadership</b> Leadership & Accountability Planning & Organizing Problem Solving & Decision Making Facilitating Change
<b>Personal Formation - Relationship with Self</b> Self-Awareness Self-Management Learning & Development Self-Directed	<b>Spiritual Formation</b> Service Orientation Faithful Witness

---

***The Process***

The Vocational Assessment Program begins with an exploration of the individual's work and education experience and how that experience relates to the vocational option of ordained ministry. The Consultant facilitates a session for reflection on career history, important influences and milestones, significant learning experiences, development opportunities, and other career options considered. The results from the Birkman, MBTI, EQi and Values Inventory are then reviewed to identify specific needs in terms of the working conditions and relationships that result in healthy, productive behaviour. Similarly, the individual examines how stress could occur if these needs remain unmet over time. The inclusion of occupational preferences in the Birkman Assessment adds a rich source of comparative data for further reflection and learning.

***The Report***

The Consultant's Report is intended to be used as one input among many in the process of considering whether individuals will be suited to the role of ordained ministry. By identifying strengths and needs, it provides a unique perspective on the conditions that will support success in this challenging and demanding role. Further, the Report highlights areas where development can have the greatest positive impact for the individual's growth and development, whether or not the vocation of ordained ministry becomes the ultimate career destination.

