

Formation for Ordained Ministry: Phases 1 - 4

CONTEXT: Uniting Church in Australia for ministry 2020 and beyond

Phase	Vibrant spirituality	Theological wisdom	Ministry identity and voice	Relational maturity	Self-awareness and reflectivity
1. (POD)	Personal passions, Spiritual practices	Awareness of fields of study, of breadth and complexity; and critical and creative thinking	Describe discipleship and ministries of the church. Understanding of own/ church's calling and gifts	Experience in ministry showing awareness of own gifts and graces	Ability to recognise own motivations and response to understand of calling; and own impact on others.
2. Core Phase Formation for Ordained Ministries	Established patterns to nurture own broad and vibrant spirituality, for ministry beyond own preferences.	Solid theological foundation; ability to reflect, discern, and articulate the Christian faith in pluralistic context.	Development of ministry identity, and confidence in use of own gifts and graces for leadership and prophetic witness in multicultural, multi-faith ministry context	Ability to build and maintain strong relationships across differences and through tensions and stresses	Courage for personal renewal, to recognise, reflect on, moderate own responses in midst of life and ministry
3. 3 years post ordination	Maintaining spirituality in new ministry context	Deepening and applying knowledge and theological reflection in context	Growing into own ministry identity, and exercise of gifts for ministry in a changing church	Maturing responses to, and leadership in, challenge, conflict & change in context	Response to reality of ministry and 'being minister'
4. Continuing education	Experimenting, growing, deepening, broadening...	Staying abreast of new theological directions esp. relative to ministry. (enrolment in award prog)	Growing repertoire of responses to context/ changes for ministry needs	Taking increasing roles of mentoring and leadership	New depth and exploration in self-knowledge and reflection

'HASE TWO FORMATION FOR MINISTRY OVER THREE STAGES

Stage*	Vibrant spirituality	Thinking theologically	Ministry identity and Voice	Relational maturity	Self-awareness and reflectivity	E4M core
Foundation	Express how own spiritual preferences developed (church, family, culture) Undertake Spiritual direction Familiarity with classical and cultural devotional practices Centrality of the Scriptures	Engage sources of theological foundations *Scripture *Christian thought and history * Practical and pastoral * Missiological Learning to reflect theologically	Demonstrate ministry skills *Leading worship *Proclaiming gospel *Teaching the faith *Pastoral care *Community care * Show leadership Describe theological foundations of ordained ministry	Awareness of own responses in relational maturity Aware how own presence affects & is affected by a group Being part of a group and being self Beyond dependence (pleasing others) Beyond independence (not caring what others think) to...	Aware of own actions and of others' responses to self. Effective time management Navigates personal boundaries Manages family and ministry roles	Fostering centrality of Scriptures in life of the church Inspire participation of people of God in mission Strengthen resilience passion and competence in multi-faith and multicultural contexts Stimulate lifelong learning and formation Celebrate shared ministry of the whole people of God
Intermediate	Display integration of theology and spirituality; place of spirituality in contested spaces. Integrating spirituality & *Community vs individual *Social justice *Acts of care *Prophetic voice *Environment/ creation *Emerging practices of spirituality	Model use of a range of models of TR Recognise & explore own theological positions & lenses, deconstruction and reconstruction of own theological thinking; Theological discernment in complex and contested spaces and social/ global complexity Use theological sources with more complexity	Extend skills for 21C context for ministry Experiment/ navigate ministry outside of comfort zone Developed leadership competencies incl. strategic/inspirational/empowering missional responses Reflective understanding of identity in ordination for ministry	...to developing Interdependence Awareness of others emotion and appropriate response, individually and in groups. Respect, appreciate, love difference (theological, cultural, personal....) Work within council structures of UCA.	Acknowledge and articulate own internal motivations/ desires/ assumptions and their influence on external behaviours. Honestly reflect with another (supervision) Critically take responsibility for self	
Advanced	Established patterns to nurture own broad and vibrant spirituality for ministry; creatively nurture others contextually in rapidly changing environment.	Solid theological foundation; ability to reflect, discern, and articulate the Christian faith in pluralistic context.	Development of ministry identity, and confidence in use of own gifts and graces for leadership and prophetic witness in multicultural, multi-faith ministry context	Ability to build and maintain strong relationships across differences and through tensions and stresses	Courage for personal renewal, lifelong learning, so recognise, reflect on, & moderate own responses in midst of life and ministry	

Documents: Basis of Union, Revised Preamble, Covenanting Statement, We are a Multicultural Church; E4MWG Phase 2 guidelines