



Competency Based Scope and Sequence

For the Training of Priests from Offerings of the Bishop
Dean T. Stevenson School for Ministry

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General Purpose

The purpose of this document is to provide guidance for those tasked with planning curriculum and course offerings for the formation program for *locally trained priests* (often referred to as *worker priests*) in the Stevenson School for Ministry.¹

At the heart of this document is an understanding that *competency* differs from academic performance in that its goal is to provide the participant with the tools necessary to perform adequately the tasks of ministry upon ordination. Moreover, this guidance does not presume that a priest's theological formation is complete with certification in SSFM. Rather, the responsibility of SSFM is to provide *learning opportunities* for participants to *attain a foundation* for future growth and development in ministry.

Ultimately, it is *not* the proper role of SSFM to adjudicate competency for individual candidates. Rather, this important judgment is made by diocesan authorities (e.g., Commission on Ministry, Board of Examining Chaplains) as determined by the canons and by the policy of respective bishops. However, SSFM does have the responsibility to provide an integrated, timely curriculum that will enable individuals to move through the offerings at an appropriate pace so as to appropriate the knowledge and experience necessary to be so evaluated.

The hope is that the model presented here will provide a basic structure to assess current offerings and recommend future developments. This model should better assist SSFM to develop its offerings in a way that will allow for wide application across different cultural, ecclesial, and social contexts. Traditional academic measures will be employed in process (since this is what most people find most familiar and comfortable). However, competency based modeling allows for a broader view of how, for example, a participant engages a particular subject by integrating it into other course work, preaching, or spiritual growth and development.

Competency areas are included here:

- PERSONAL and SPIRITUAL FOUNDATION
- CHRISTIAN HERITAGE and EPISCOPAL/ANGLICAN IDENTITY
- CULTURAL and SOCIAL CONTEXT
- CAPACITY for LEADERSHIP
- SKILLS for TEACHING and LEARNING

It is hoped that this approach to the scope and sequence of the theological formation program in SSFM, will assist instructors and leaders alike in formulating the offerings of SSFM.

¹ For the purposes of this documents, whenever the term priests (or any derivative thereof) is used, the document refers to those who are trained outside the normal course of seminary training, namely, those who complete a course of study in SSFM. This document does not directly address individuals who attend an accredited seminary and/or those who attend another school of theology and complete their theological formation through a certificate in Anglican Studies or other equivalent program.

Area A: PERSONAL and SPIRITUAL FORMATION

In the “Ordination of a Priest” [BCP 532] the candidate is asked

*Will you do your best to pattern your life in accordance with the teachings of Christ,
so that you may be a wholesome example to your people?*

A priest is one who has a personal faith and spiritual life that is judged as adequate to lead others.

COMPETENCY The priest must:	OBJECTIVE The candidate should be able to:	RELATED COURSE(S)
1. Display a mature understanding of a call to ministry, service, and study.	<ul style="list-style-type: none"> • Demonstrate a commitment to loving service in the Church rooted in a sustained and growing love of God in Christ. • Show a commitment to live his or her Christian faith within the Episcopal Church. • Demonstrate a healthy and loyal but not uncritical relationship to her or his bishop, diocese, wider church, and the Anglican Communion. 	<ul style="list-style-type: none"> • <i>Discernment Module: Who is God, Spiritual Gifts, Baptism, Eucharist, Mission</i> • Deacon’s in Action/Field Placement • Missiology in Acts • Anglican Practical Theology • Church History II
2. Show evidence of personal and spiritual growth in the context of community.	<ul style="list-style-type: none"> • Engage in a disciplined life of prayer, rooted in the Episcopalian/Anglican tradition of common prayer while responding to the demands of personal spiritual formation and the expectations of public ministry. • Exercise appropriate care of self, accountability to others, and an awareness of sources of support available when needed. • Describe different practices of Christian prayer 	<ul style="list-style-type: none"> • Anglican Approaches • Spiritual Practices for Today • <i>Spiritual Direction</i> • Liturgical Theology • Prayer Book Studies • Clinical Pastoral Education • Theological Reflection • Ethics II
3. Demonstrate the capacity to discern God’s presence and activity in her or his own life and in the life of others.	<ul style="list-style-type: none"> • Bear witness to his or her own experience of God’s love and grace in acts of evangelism. • Reflect with insight on her or his personal strengths and weaknesses, gifts and vulnerabilities. • Evaluate and reflect on the experience of working regularly with a spiritual director • Describe some of the many understandings of God in the wider community 	<ul style="list-style-type: none"> • <i>Discernment Module: Discovery of Gifts</i> • Clinical Pastoral Education • Theological Reflection • <i>Spiritual Direction</i> • <i>Conversations in Celtic Spirituality</i>

	<ul style="list-style-type: none">• Model a comprehensive understanding of stewardship as a vital aspect of Christian discipleship in response to God's gifts.	
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Area B: CHRISTIAN HERITAGE and EPISCOPALIAN/ANGLICAN IDENTITY

In the “Ordination of a Priest” [BCP 532] the candidate is asked:

Will you be diligent in the reading and study of the Holy Scriptures, and in the seeking of knowledge of such things as may make you a stronger and more able minister of Christ?

A priest is one who understands who we as the people of God, our stories, our history and what it means to be an Episcopalian within the Anglican Way and the wider Christian family of churches.

COMPETENCY The priest must:	OBJECTIVE The candidate should be able to:	RELATED COURSE(S)
Sacred Scripture		
1. Be able to read the Scriptures in a systematic and holistic manner, in personal devotion and study, recognizing them as “containing all things necessary for salvation,” for the shaping of personal life and public ministry.	<ul style="list-style-type: none"> • Exegete select texts from the Bible using appropriate theological, historical, critical, and literary tools. • Understand the significance of different genres of texts within the Bible. 	<ul style="list-style-type: none"> • Introduction to Old Testament • Introduction to New Testament • Electives in Scripture as offered/required <ul style="list-style-type: none"> • <i>Synoptic Gospels (includes Acts)</i> • <i>Johannine Literature</i> • <i>Epistles (Paul and Leadership)</i> • <i>The Prophetic Voice</i> • <i>Wisdom Literature</i> • <i>New Testament Greek in Five Weeks</i>
2. Engage the Scriptures and the traditions of Christian thought in faithful obedience and with openness to new insights.	<ul style="list-style-type: none"> • Interpret biblical texts in a way that makes them accessible to the community. • Interpret biblical texts through the lenses of gender, socio-economic, historical and cultural perspectives. 	<ul style="list-style-type: none"> • Introduction to Old Testament, et al. • Introduction to New Testament, et al. • Homiletics I • Homiletics II (Preaching in Challenging Times) • Ethics I • The Teaching Ministry

<p>3. Help the community read the Bible in the light of Christian tradition and God-given reason.</p>	<ul style="list-style-type: none"> • Develop a practice of study and reflection, and a working knowledge of how to interpret and use Scripture in a range of different contexts. • Understand a wide range of theological themes within the canon of Scripture, and be familiar with how these themes relate to basic creedal doctrine and teaching of major figures in Church history. 	<ul style="list-style-type: none"> • Intro to Theology • Theology II • The Teaching Ministry • Church History I • <i>Sharing the Lectionary</i> • <i>New Testament Greek in Five Weeks</i>
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COMPETENCY The priest must:	OBJECTIVE The candidate should be able to:	RELATED COURSE(S)
Theology		
1. Understand the development of Christian tradition and how it has been interpreted in Episcopalian/Anglican thought.	<ul style="list-style-type: none"> • Articulate core Christian doctrines, including their defenses and critiques, and the particularities of how they have been received with Anglican/Episcopalian thought. • Understand the role and function of creeds within the life of the Christian community. • Demonstrate familiarity with the writings of major theologians, especially those principally responsible for shaping the Episcopalian/Anglican tradition. 	<ul style="list-style-type: none"> • Anglican Approaches to Ministry • Intro to Theology • Theology II • Church History I • Church History II
2. Understand the role and function objective norms of church governance at various levels of Church life.	<ul style="list-style-type: none"> • Articulate a clear understanding of ministry as rooted in the Baptismal Covenant. • Describe the roles and responsibilities of the diaconate, presbyterate, episcopate viz. the Church as a whole. • Demonstrate knowledge of the scope and structures of the church • Assist others in taking up their roles as appropriate • Reflect with insight on the use and abuse of power in a communal setting. 	<ul style="list-style-type: none"> • <i>Discernment Module: Who is God, Spiritual Gifts, Baptism, Eucharist, Mission</i> • Church History II • Prayer Book Studies • Anglican Approaches to Ministry • Ethics II (Module on Canon Law)

COMPETENCY The priest must:	OBJECTIVE The candidate should be able to:	RELATED COURSE(S)
<p>History</p> <p>Demonstrate an understanding the development of the Christian tradition through significant periods of history with particular attention to the history of the Episcopal Church.</p>	<ul style="list-style-type: none"> • Appreciate the diversity of the Christian tradition, historically and globally. • Understand the significance of the relationship between the Christian faith and its Jewish origins and the subsequent influence of Islam in the development of Christian thought. • Is familiar with the history of ecclesial cultural development in North America and how that has shaped the heritage and character of the Episcopal Church. • Is familiar with the history of Christian missions globally, especially within the Anglican Communion. 	<ul style="list-style-type: none"> • Church History I • Church History II • <i>Patristics</i> • <i>Conversations in Celtic Spirituality</i>
<p>Liturgy</p> <p>1. Display an understanding of Anglican/Episcopal spirituality and of the centrality of liturgy in ecclesial identity and self-understanding.</p>	<ul style="list-style-type: none"> • Understand the role of liturgy in expressing and forming doctrine and ethics. • Understand the contextual and missional implications of liturgical practice and be familiar with a range of recent developments in the life of the Church. 	<ul style="list-style-type: none"> • Anglican Approaches to Ministry • Liturgical Theology • Prayer Book Studies • <i>Ways to Pray: Spiritual Practices for Parish Life</i> • <i>Conversations in Celtic Spirituality</i>
<p>2. Preside effectively and graciously within worship, especially at Baptism and the Eucharist.</p>	<ul style="list-style-type: none"> • Demonstrate a thorough grounding in authorized worship texts and resources in the Episcopal Church. • Preach the gospel with faith and passion in a way that reflects an understanding of the role of proclamation within the liturgy. • Demonstrate familiarity with the worship practices and resources of the Evangelical Lutheran Church in America. • Understand and participate in worship with a clear sense that it is the action of the whole people of God, and has an understanding of the particular roles of deacon, priest and bishop. 	<ul style="list-style-type: none"> • Anglican Approaches to Ministry • Liturgical Theology • Prayer Book Studies • Homiletics I • Homiletics II • <i>Ecumenical Partnerships</i>

<p>Contextual Ministry</p> <p>Demonstrate a capacity to understand how the ministry of a congregation is shaped by the community it serves.</p>	<ul style="list-style-type: none"> • Demonstrate an awareness of the challenge and the promise of living as a Christian disciple in a pluralistic and increasingly secular society. • Be familiar with the teachings and practices of partner Churches (and other faith traditions) as encountered in the American context, especially in our region. • Exercise creativity, imagination, and good judgment to enable groups and communities to adapt in the face of fast changing contexts and demands. 	<ul style="list-style-type: none"> • <i>Discernment Module: Forward into the Jesus Movement</i> • Ethics I • Ethics II • Homiletics I • <i>Dynamics of the Small Church</i> • <i>Ecumenical Partnerships</i>
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Area C: CULTURAL and SOCIAL CONTEXT

In the “Ordination of a Priest” [BCP 534] the candidate is instructed:

All baptized people are called to make Christ known as Savior and Lord, and to share in the renewing of his world.

and

You are to love and serve the people among whom you work, caring alike for young and old, strong and weak, rich and poor.

A priest is one who is able to translate the rich tradition of Christian and Anglican thought into the real life of the actual communities and contexts where we minister.

COMPETENCY The priest must:	OBJECTIVE The candidate should be able to:	RELATED COURSE(S)
Identify the manner in which local context contributes to the shape of theology and the call to the church to participate in the mission of God.	<ul style="list-style-type: none"> • Demonstrate awareness of the pains and stresses in their own context and of the spiritual and ethical issues raised there. • Demonstrate an awareness of the cultural and social contexts that shape Anglicanism and an understanding of how these shape ministry in a local context. 	<ul style="list-style-type: none"> • <i>Discernment Module: Forward into the Jesus Movement</i> • The Message of Mission • Anglican Practical Theology • Issues in Pastoral Care
Must seek to transform unjust structures of society, and engages appropriately the tools of the social sciences and traditional knowledge bases to reflect upon issues of culture, race, class and gender and their impact upon theology and church practices.	<ul style="list-style-type: none"> • Demonstrate a familiarity with issues of environmental and economic justice • Articulate theologically and pastorally what it means, “to seek to transform unjust structures of society”, and “to safeguard the integrity of creation and sustain and renew the life of the earth.” • Be sensitive to the global character of the Church and the relationship between the Episcopal Church in their local context and the wider global communion. • Be aware of and attentive to the contributions of and challenges faced by racial and ethnic groups and the impact of systemic racism in their local context. 	<ul style="list-style-type: none"> • Ethics I • Anglican Approaches to Ministry • Becoming the Beloved Community • Anglican Practical Theology • The Message of Mission

Area D: CAPACITY for LEADERSHIP

In the “Ordination of a Priest” [BCP 532] the candidate is asked:

*Will you undertake to be a faithful pastor to all whom you are called to serve,
laboring together with them and with your fellow ministers to build up the family of God?*

A priest is one who has the capacities to provide effective leadership in the communities we are called to serve.

<p style="text-align: center;">COMPETENCY The priest must:</p>	<p style="text-align: center;">OBJECTIVE The candidate should be able to:</p>	<p style="text-align: center;">RELATED COURSE(S)</p>
<p>Demonstrate an understanding of and capacity for shared leadership.</p>	<ul style="list-style-type: none"> • Understand how to work with the bishop in leadership of the diocese. • Demonstrate a capacity for effective collaborative leadership and an ability to work in teams in a range of settings, including ecumenical. • Discern the gifts of others and equips them to lead and to serve. • Demonstrate an awareness of the church’s role and opportunities in public life, and a capacity to collaborate in a well-informed way with ecumenical partners, other faith communities and secular agencies. • Show a capacity to be able to maintain healthy interpersonal relationships in order to form community within and outside the church. • Demonstrate the capacity to understand and consent to the promises and affirmations in the ordinal. • Lead congregations in their calling to make disciples. • Submit his or her leadership to the discipline of those in authority over them as provided for in canons. 	<ul style="list-style-type: none"> • <i>Discernment Module: Discovery of Gifts</i> • <i>Discernment Module: Meeting God’s Call in Sacrament and Story I (Baptism)</i> • <i>Discernment Module: Meeting God’s Call in Community</i> • Field Placement • Clinical Pastoral Education • The Teaching Ministry • <i>Leading Through Change</i> • <i>Dynamics of the Small Church</i>

<p>Demonstrate a capacity to exercise leadership pastoral in a genuinely pastoral manner.</p>	<ul style="list-style-type: none"> • Articulate the nature of priestly vocation and identity as it has been received within the Episcopal Church. • Exercises leadership in a manner that reflects good pastoral practice. • Preach effectively in various public contexts. • Demonstrate the gifts and capacity necessary to provide effective pastoral care • Understand the principles that support effective administration including stewardship of resources, prioritization, collaborative working, finance and accountability. • Demonstrate a capacity to assist a community in the process of visioning, planning, and implementing future directions. 	<ul style="list-style-type: none"> • Field Placement • Homiletics II • Anglican Practical Theology • Theological Reflection • Clinical Pastoral Education • <i>Leading Through Change</i> • <i>Dynamics of the Small Church</i>
<p>Demonstrates a capacity to understand, reflect upon, and be guided by insights from a range of pastoral practices.</p>	<ul style="list-style-type: none"> • Demonstrate a capacity to reflect upon different types of ministry and understand the particular ministries to which individual priests are called. • Understand the complexities and challenges of change in the life of a community and demonstrate a capacity to use these insights to lead change. • Develop effective plans for ministry. • Shows an understanding of the causes and effects of conflict, and responds appropriately to expressions of conflict within a community. • Assess strategies for active justice-seeking mission. • Show awareness of a variety of ministry settings, e.g., urban, suburban and rural ministries, other than her or his own. • Demonstrate awareness of the public character of theology and is able to exegete and communicate theologically within the contexts of worship, personal interaction, group-study, and the media. 	<ul style="list-style-type: none"> • <i>Discernment Module: Meeting God's Call in Sacrament and Story I (Baptism)</i> • <i>Discernment Module: Meeting God's Call in Sacrament and Story II (Eucharist)</i> • <i>Discernment Module: Meeting God's Call in Community</i> • Theological Reflection • Anglican Practical Theology • Message of Mission • Theology I • Liturgical Theology • Homiletics I • The Teaching Ministry • <i>Dynamics of the Small Church</i> • <i>Ways to Share our Story and Follow Jesus</i>

	<ul style="list-style-type: none">• Demonstrate an understanding of the theory and practice of mission and evangelism, changing expressions of church life, and their relation to the local context.• Understand the implications of size and structure of parishes and ministry settings for style of leadership.	
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Area E: SKILLS for TEACHING and LEARNING

In the “Ordination of a Priest” [BCP 532] the candidate is asked:

*Will you endeavor so to minister the Word of God and the sacraments of the New Covenant,
that the reconciling love of Christ may be known and received?*

A priest is able to teach, to mentor and support the development of the ministry of the whole people of God.

Leadership requires the ability to nurture the faith of others and to draw out their capacities for baptismal ministry and leadership.

COMPETENCY The priest must:	OBJECTIVE The candidate should be able to:	RELATED COURSE(S)
Be able to equip themselves to teach the Christian tradition.	<ul style="list-style-type: none"> • Gather, critically assess, integrate, and use insights, information, and ideas in support of the teaching ministry. 	<ul style="list-style-type: none"> • The Teaching Ministry • Theological Reflection
Develop communication skills, both oral and written, that are clear, engaging and effective	<ul style="list-style-type: none"> • Understand how children and adults learn in order to nurture others in faith development. 	<ul style="list-style-type: none"> • The Teaching Ministry • Homiletics I • Homiletics II • <i>Introduction to Adult Learning in the Church Community</i>
Support ongoing lifelong learning in support of the teaching ministry.	<ul style="list-style-type: none"> • Integrate and assist others to integrate what is learned into life, ministry and practice. 	<ul style="list-style-type: none"> • The Teaching Ministry • Anglican Approaches to Ministry • Anglican Practical Theology • Theological Reflection • <i>Sharing the Lectionary</i>

Special Note: The General Ordination Examinations

Individuals are ordained on behalf of, and for service throughout, the whole church. Since 1972, The Episcopal Church has administered General Ordination Examinations (GOEs) in the required canonical areas. The stated aim of these examinations is to test the *academic competencies* (i.e. performance) of the candidates in the respective areas. The schema outlined above is not designed specifically to provide a guide to a successful completion of all GOEs. However, if the schema is faithfully executed through the course of study, the end result should be similar. To that end, a course in preparing for the GOEs will be offered regularly to students in the final stages of their preparation. This course is designed to draw out the specific academic areas in a way conformable to the GOEs and provide for suitable strategies for both preparation and execution of the GOEs. The canonical areas and the specific criteria can be traced through the schema accordingly. These areas are:

- **The Holy Scriptures.** Scholarly approaches to biblical criticism, their values and limitations; principles and practice of exegesis and hermeneutics; chronology, history, important personalities in the Old Testament, New Testament, and Apocrypha; geography of biblical lands; knowledge of world events and their effects upon the development of the Judeo-Christian tradition; Gospel narratives in Johannine and Synoptic traditions, including Acts; theme, contents and historical context of each book of the Old and New Testaments; major theological developments in the entire tradition; and biblical sources of Christian creeds and historical doctrines.
- **History of the Christian Church.** The major events and personalities from apostolic and patristic times through Medieval and Reformation periods to the present, in relation to their historical and social contexts; development of distinctive Church institutions; formation of the canon of Scripture; doctrinal development (heresies, theological controversies, creeds, classical writings); missionary expansion; Church of England from beginning to present, especially the Reformation period and since (Caroline Divines, evangelical revival, Tractarians, expansion of the Anglican Communion, Anglican role in the Ecumenical Movement); the Episcopal Church from beginning to present in context of American church history in general -- major events and personalities; modern missionary movement (biblical and theological basis, relation to the Ecumenical Movement); and general knowledge of comparative religions.
- **Christian Theology.** The doctrines: Revelation, Creation, Atonement, Trinity; other concerns: sin, Christology, soteriology, The Church, sacraments, missiology and eschatology; history of Christian thought (Church Fathers, creedal development, Anglican tradition, recent developments); application (ascetical, hermeneutical, apologetic); relation to contemporary understandings of human nature in both individual and social dimensions.
- **Christian Ethics and Moral Theology.** The sources of Christian ethics and moral theology, including the Holy Scriptures, Christian tradition and experience; major ethical theories and major figures in the field; the nature, locus and justification for "the good," including the relation between God, Christ and the good; the nature of moral agency, including the understanding of such issues as freedom, responsibility, obligation, virtue, conscience and character; moral judgment, including the knowledge of the relation between religious belief and moral judgment; the place of spirituality in Anglican teaching about the moral life; major moral issues facing Christians, past and present, and how Anglican moral theologians have resolved or might resolve them.
- **Christian Worship.** The contents and use of the Book of Common Prayer and the various hymnals and authorized supplemental texts; historical development of Christian worship from Jewish origins to present; theological understanding of the role and function of worship in the life of individuals and of the Church; sacramental theology; esthetic and nonverbal elements of worship; the role of music; evolution, contents and use of the Book of Common Prayer and the hymnals.
- **The Practice of Ministry.** The practice of ministry in contemporary society, including leadership, evangelism, stewardship, ecumenism, interfaith relations, mission theology, and the historical and contemporary experience of racial and minority groups.