



# CORE VALUES

required of Priests in the Diocese of Quebec

<b>Deep Faith in God</b>	<b>Call to Priesthood</b>	<b>Love of Church</b>
<b>Vision</b>	<b>Integrated Personality</b>	<b>Self-awareness</b>
<b>Discerner of Gifts</b>	<b>Mission</b>	<b>Life-long Learner</b>
<b>Communicator</b>	<b>Team Player</b>	<b>Empathy</b>
<b>Steward of Resources</b>		

## Deep Faith in God

- individual has a passion for God,
- is rooted and confident in his or her relationship with God, as revealed through Jesus Christ and empowered by the Holy Spirit,
- is able to articulate an understanding of the world in terms of a relationship between a Creator God and responsive creatures,
- has a grasp of scripture, history, tradition, and theology, and can apply theological concepts to personal and contemporary issues,
- demonstrates spiritual vitality and attends to the need for spiritual disciplines to nourish this vitality, e.g. regular prayer, worship and scripture reading, and
- reflects the hope, joy, strength, and peace of the gospel message.

## Sense of Call to Priesthood

- expresses the need and desire to serve God as a disciple of Jesus Christ, already reflected in his or her exercise of baptismal ministry,
- appreciates that the power inherent in the ministry of Word and Sacrament is a sacred trust,
- demonstrates humility in the exercise of leadership, and understands the differences, as well as the relationship, between lay and ordained ministries, and
- recognizes and accepts that vocations are affirmed and authenticated by members of the Body of Christ.
- committed to loving God, living in relationships of love, and showing love to all people

## **Love of Church**

- is committed to the church as the Body of Christ in the world,
- loves the church in its Anglican expression, yet recognizes its constant need for renewal,
- desires to use his or her particular gifts to enable the church to be all the more faithful,
- understands, affirms, and is willing to minister within the diversity encompassed by the Anglican Church,
- is open to, and aware of, other faith and denominational expressions, while maintaining a confident and unapologetic commitment to the Anglican tradition, and
- appreciates that the priest is a public figure, who is seen to represent the church to the local and broader community.

## **Vision**

- shows leadership potential, and understands this gift as a response to the guidance and will of God,
- can articulate a sense of prophetic vision and direction for the church,
- generates enthusiasm, motivates and inspires others to think strategically and to plan for the future,
- appreciates the challenges facing the church, and takes initiative to share the Good News effectively,
- can diagnose and develop strategies for church growth or decline,
- has the courage to face and name evil and darkness, without losing the abiding sense of God's presence, and
- can analyze and synthesize disparate elements so that, enabled by the Holy Spirit, something new and productive can happen.

## **Integrated Personality**

- individual's private and public life are compatible with a maturing Christian faith within the context of the Anglican Church of Canada,
- demonstrates integrity between faith, action, theological reflection, and personal life choices,
- individually lives out baptismal covenant such that people see the congruence between what is professed, and his or her actions,
- acts prudently in relationships and maintains confidentiality,
- demonstrates maturity, stability, and appropriate boundaries; uses humour appropriately,
- is widely trusted and seen as direct and truthful,
- accepts responsibility for his or her own mistakes, and does not misrepresent facts for personal protection, and

- recognizes personal need for forgiveness, and is a forgiving person.

### **Self-awareness**

- individual's self-esteem is sufficiently healthy to ensure independence and differentiation from those with whom he/she works, ministers and lives,
- lives with ambiguity or paradox, including such creative tension as brings about healthy change,
- distinguishes between what can and cannot be changed in personal or parish life,
- deals with conflict honestly and creatively,
- deals with problems firmly and in a timely manner, and is able to confront or mediate when appropriate,
- is able to acknowledge and accept mistakes and failures as part of life, learns from each setback, and when appropriate, can laugh at own mistakes, and
- willingly shares own thoughts about personal strengths and limitations.

### **Discerner of Gifts**

- is committed to empowering and preparing the People of God for their ministries in the church and the world,
- has good judgment about the creativity and talents of others and is able to discern, call forth, and nurture their gifts,
- understands how people of all ages learn and develop in faith, and
- appreciates the need for training and support of parish volunteers.

### **Mission**

- recognizes and exhibits concern for the scope of human need both within and beyond the parish and sees the related possibilities for ministry,
- desires, and takes initiative, to proclaim the Good News through social justice and evangelism,
- is willing to take the risks associated with making a difference in the church and the world,
- is sensitive to the cultural diversity of ethnic groups to which the parish will attempt to minister, and
- deals with all people equitably regardless of race, class, culture, handicap, age or sex.

## **Life-long Learner**

- is curious, interested and engaged in life, and is open to personal growth and new ideas,
- is educationally prepared and intellectually capable of ministry,
- is well read, culturally alert and participates in workshops, conferences and courses for continuing growth and skill development, and
- has a broad range of interests and is involved in activities outside the church.

## **Communicator**

- exhibits a developing ability to express thoughts and feelings clearly in order to inform, motivate and/or challenge and persuade,
- can tell the Story; desires to transmit the traditions and teachings of the church,
- is effective in a variety of settings: one-to-one, small and large groups, peers, and
- can manage group process during a presentation and can change tactics midstream when something isn't working.

## **Team Player**

- uses a leadership style appropriate to the situation,
- delegates, plans, coordinates and leads as appropriate,
- is able to work in groups, share leadership and respect the opinion of others,
- builds a sense of community in groups, allowing others gifts to come forward,
- works collaboratively and consults with others,
- is able to discern when to function collegially and when a decision is required, and
- is flexible and able to adapt.

## **Empathy**

- genuinely loves people, showing compassion and concern for all aspects of their lives; is able to rejoice with those who rejoice and weep with those who weep,
- is approachable and puts people at ease,
- listens attentively and sensitively to people's spiritual and emotional needs and is aware of what is being communicated, even covertly,
- is sensitive and patient with the interpersonal anxieties of others, and
- helps to promote healing, wholeness and reconciliation.

## **Steward of Resources**

- understands the priest as the steward of a sacred trust which carries obligations to God and the People of God,
- attends to own emotional, physical, and spiritual well-being; self-care is theologically grounded in view of self as a child of God,
- is an effective steward of time and gifts so as to maintain a healthy balance between concern for self, family, vocation and avocation,
- is attentive to administrative issues so that programs and policies are carried out,
- understands that parish ministry requires supervision and oversight of staff, volunteers and financial resources, and
- is aware of technological advances which could assist the church to accomplish its mission.