

Appendix A: Expectations for Ordained Leaders in the Diocese of Olympia

The following *Six Expectations for Ordained Leaders* in the Diocese of Olympia are central to discernment for ordained ministry. These criteria describe qualities of people we seek to ordain as priests and deacons, and guide everything included in the process of discerning a call to ordained ministry.

We seek persons who:

Are spiritually grounded and Christ-centered.

We seek leaders who live by a rule of life, grounded in the practice of prayer. They have experience in receiving spiritual direction and will be willing to continue this path throughout their life. They embody and share their faith in ways that draw others into “The Story,” and find strength in Christian community and in their own personal spiritual journey. They can culturally locate themselves, their spiritual practices, and their faith community, and have a deep appreciation for diversity and experience in speaking and working across difference.

Have a gift of gathering and developing a community.

We seek leaders who have a deep love for the Church and a heart for congregational life or chaplaincy. They have the capacity for developing a community through connection and invitation toward greater health and faithfulness over time. They can quickly identify and name where they and their congregation are in their faith journey and can foster a mutually forming environment for spiritual growth and development, empowering their congregations to embrace and live out the Church’s mission of reconciliation.

Demonstrate emotional maturity.

We seek leaders who understand the impact they have in their personal relationships, in their role as leaders in congregations, and in any role they play in the work of the diocese or broader church. They can identify and name their behavioral and emotional responses and can self-regulate and choose which feelings to add to an exchange or conversation.

Are committed to and engaged in anti-racism work.

We seek leaders who understand, and are appropriately and constructively critical of, the polity of the Episcopal Church. They can identify systems, policies, and practices that perpetuate racism. They actively work to dismantle racism in their own attitudes and behaviors, in the systems and structures of their parish, and in the broader life of the church. They are willing to lead their communities toward racial healing.

Understand authority.

We seek leaders who are in touch with their own authority and power over others in the various contexts of their life and vocation. They pay attention to the way their congregations understand power and can name the dynamic of power structures in their communities. They understand the authority structure

unique to our Anglican/Episcopal identity, and humbly honor all of the people that are invested with this authority.

Practice Christian stewardship.

We seek leaders who can articulate the way that Christian values, practices, and theology impact their understanding of money, resources, and people. They are aware of how values about money impact communal life and the spiritual practice of giving and have a regular discipline of tithing.