

# WELCOME!

ACCOMPANYING WORD AND  
SERVICE CANDIDATES

CANDIDACY SUMMIT

SEPTEMBER 14,  
2023

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We will get started at 7:30 PM CDT

# Objectives

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- What is a deacon?
- Role of the Candidacy Committee in Discernment
- Candidacy Process for Deacons
- Words of Wisdom
- Best Practices in supporting Word and Service Candidates
- Best Practices during Interviews
- Questions

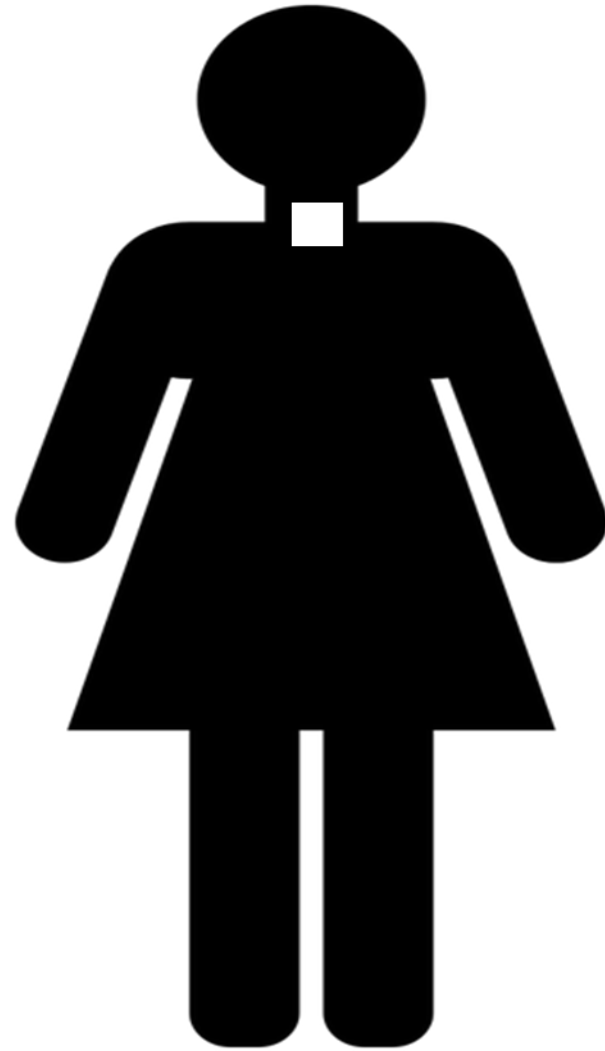
**What is a Deacon? – Rocky Mountain Synod - <https://vimeo.com/216302949>**

Deacons are

# Two Rosters



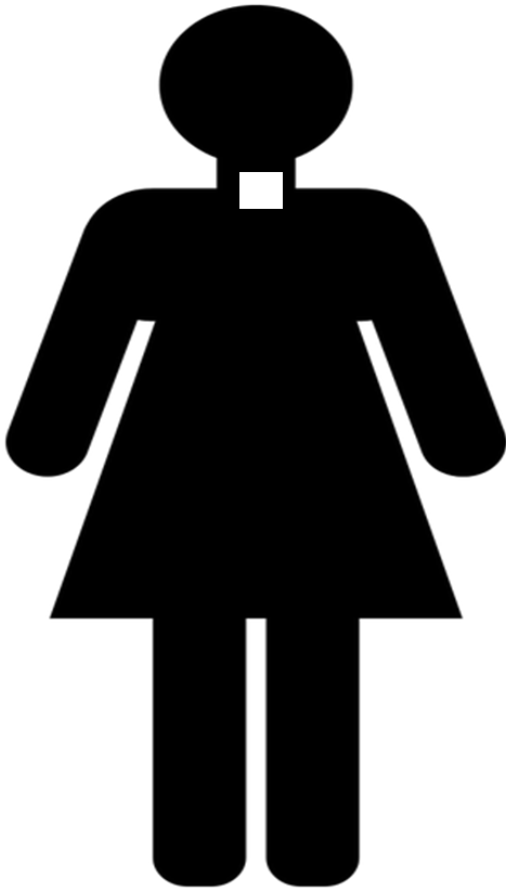
Ministers of Word and Service



Ministers of Word and Sacrament

# Ministers of Word and Sacrament – Pastors

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Proclaim the Word of God

Gather the community around the font and the table

Teach and Witness

Shepherd a community of faith

Typically serve in congregations

# Ministers of Word and Service – Deacons

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Nurturing

Healing

Leading

Advocating dignity and justice

Equipping the whole people of God



ACCOMPANYING MINISTERS OF WORD AND SERVICE CANDIDATES  
ELCA CANDIDACY SUMMIT 2023

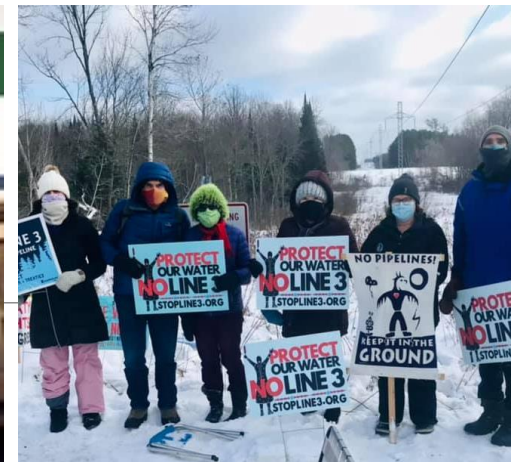


# Rooted in the Word of God for Proclamation and Service





Advocating a prophetic diakonia that commits itself to risk-taking and innovative service on the frontiers of the Church's outreach, giving particular attention to the suffering places in God's world





Speaking publicly to the world in solidarity with the poor and oppressed, calling for justice and proclaiming God's love for the world, and witnessing to the realm of God in the community, the nation, and abroad



Equipping  
the baptized  
for ministry  
in God's  
world that  
affirms the  
gifts of all  
people



Encouraging mutual relationships that invite participation and accompaniment of others in God's mission

# Role of Committees in Discernment & Formation

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*Sometimes when we listen,  
we hear what we expected  
to hear and not what is*

**BEING SAID.**

**Listen carefully for both what is being said and for what is not being said**

# Resources & Opportunities for Discernment & Learning

Between entrance and endorsement the deacon candidate will discern an area or areas of Specialization

## **Connect with other Deacons and other Deacon Candidates.**

- Local/Synodical Connections
- Regional Deacon Gatherings
- Word and Service Ministry Facebook Group
- Deacon Mentor Program

## **Take a diaconal ministry course and/or participate in a formation event/project.**

- Deacon Formation Event
- Seminary Course
- Regional Deacon Gatherings
- Interview Deacons
- Readings / Books

## **Engage Spiritual Direction or Coaching**



Candidacy starts with Entrance and ends at Ordination

# Candidacy Process

# Competencies

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# Preparation and Formation

- Theological Education (typically an MA or MDiv degree)
- CPE
- Internship
- Diaconal formation: leading to the ability to articulate the history of the diaconate, theological and biblical foundations for the ministry of diakonia, and diaconal identity as integrated through the roles and responsibilities of a deacon
- Spiritual formation
- Demonstrated competency in at least one area of specialization



## Best Practices: Supporting Word and Service Candidates

- Understand the roster and process
- Have a deacon on your candidacy committee
- Inclusive retreats and events
- Understand the ambiguity of call
- Help make connections

## Best Practices: Interviews

- **Be Prepared.**
- **Affirm & support the call as valid.**
- **Be aware of how you phrase questions. Ask yourself . . .**
  - Would you ask a pastoral candidate a similar question?
  - Are there imbedded assumptions?
  - Is the question phrased in the positive?

### Example:

**NOT:** Why don't you want to be a pastor?

**INSTEAD:** What excites you about being a deacon?