**Referral from Incumbent to DDO**

**Candidate’s Name:**

**Candidate’s Date of Birth:**

**Candidate’s Address:**

**Candidate’s Email Address:**

**Candidate’s Mobile No:**

**Incumbent name:**

**Church context:**

***Please be aware that details of all candidates referred to the DDO will be passed to the Diocesan Safeguarding Team for an initial check***

*These questions will be what you are asked at the point of submitting a reference for a Stage 2 Panel. Please answer them now as fully as you can, you can update them before the Stage 2.*

*Please retain a copy of this referral so you can refer to it when you are uploading you reference to the portal.*

1. **What do you know of the Candidate’s pattern of personal spirituality and corporate worship, including any ways in which their spirituality has developed over the last three years?**
2. **In what ways have you seen the Candidate grow in their understanding of the Christian faith and in living out their call to faithful discipleship?**
3. **In what ways does the Candidate help to facilitate worship and discipleship for others?**
4. **What do you know of the Candidate’s inner sense of vocation and how it has had an impact on them as a person?**
5. **How far has the Candidate understood and thought through the responsibilities of ordained ministry within the wider community?**
6. **What does the Candidate understand of the demands and pressures that life in ordained ministry can bring?**
7. **How well does the Candidate work with, and serve alongside, other people?**
8. **To what extent is the Candidate able to work effectively with those who are very different from them?**
9. **How well does the Candidate navigate appropriate boundaries between their personal, pastoral and professional relationships?**
10. **Please describe the Candidate’s approach to leadership and how it is received by others.**
11. **Please describe how the Candidate responds to, and addresses, conflict.**
12. **How emotionally stable and mature is the Candidate, and what leads you to this conclusion?**
13. **In what ways have you seen that the Candidate has grown and developed as a person?**
14. **In what ways has the Candidate been involved in mission and evangelism as a participant or leader?**
15. **Please give examples of how effectively the Candidate engages with those with different opinions on matters of faith and discipleship from themselves.**
16. **With examples, please describe the extent to which the Candidate’s resilience and stamina might equip them for the demands of ordained ministry?**
17. **Please describe the Candidate’s ability to problem solve, giving examples where possible?**
18. **Please describe, with examples, the Candidate’s capacity to take appropriate initiative to take the lead.**
19. **In what ways has the Candidate supported and enabled others in ministry, mission and service?**
20. **Please describe the Candidate’s adaptability, agility and creativity.**
21. **How does the Candidate manage change?**
22. **What particular gifts and abilities and personal strengths do you think the Candidate will bring to ordained ministry?**
23. **What particular areas of weakness, personal vulnerability or areas for development are you aware of in this Candidate?**
24. **The Qualities for Discernment for training for ordained ministry say ‘*Candidates must be completely committed to excellent safeguarding practice, personally and across the Church and this needs to be evident in practice attitudes and ongoing learning*’.**
* **Please comment on the Candidate’s suitability to work with children, young people or vulnerable adults.**
* **Do you have any concerns about the Candidate working with children, young people or vulnerable adults? If you have no concerns, please state that.**
* **To your knowledge, is the Candidate being investigated over safeguarding issues?**

**What else do you think it might be important for the Advisers to explore with the Candidate? (Please write as many words as are needed here)**