

Diocese of Montreal – a process for group assessment using Iona Competencies

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“When we (Montreal) started looking at the Iona Report, many found it overwhelming. How do we discuss every item and give appropriate feedback to the national church? I was asked to come up with a process by which we could discuss the document.

I made a grid with all the competencies (which you can download from this section of the website). The way I have always led the committees I have chaired is by asking the group to answer three questions: where are we coming from? Where are we at? And what do we need? To reflect this method for each competency the grid asks:

- How well do we do this? (Where are we coming from)
- Rank this competency in level of priority (where are we at)
- What do we need?

At first deacons were asked each month to go and complete a section each month. That didn't work. Then we had a reflection day. We split into two groups. Each group discussed a section then we returned as a whole group to discuss our answers.

For the group discussion, I asked the group to focus only on answering the level of priority question. The purpose in doing this was to assess and give feedback on the competencies themselves.

In my mind the other questions would help our group answer the questions we had been pondering for that area. The amazing thing was that in some ways we organically answered the other questions in our conversation.”

Download – The Montreal Grid

Diocese of Toronto – a process for both self and group assessment of the Iona competencies

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- On your own, on a copy of the Iona competencies, for the stage appropriate to you (i.e. selection, ordination, lifelong) assess yourself as 1 (just starting), 2, 3 or 4 (thoroughly demonstrating) each competency.
- Then discuss your responses in small groups of deacons at a similar stage. Compare and contrast your individual responses with each other looking for general patterns.
- Upon what sets of competencies should the Community focus our learning and training?