

*An elder must be blameless, faithful to his wife, a man whose children believe and are not open to the charge of being wild and disobedient. Since an overseer manages God's household, he must be blameless—not overbearing, not quick-tempered, not given to drunkenness, not violent, not pursuing dishonest gain. Rather, he must be hospitable, one who loves what is good, who is self-controlled, upright, holy and disciplined. He must hold firmly to the trustworthy message as it has been taught, so that he can encourage others by sound doctrine and refute those who oppose it.*

**Titus 1:5-9**

**Process for DOS Parishioners Who Desire  
to Enter Seminary or a Diaconal Vocations Program  
With the Intention of Exploring Ordination to the Major Orders**

It is an honorable thing when a follower of Christ desires to pursue a vocation in the Church, and the exploration of an ecclesiastical vocation should be encouraged in missions and parishes throughout our diocese.

It should also be recognized that the life of an ordained clergyman can be at once a tremendous blessing and a heavy burden. While there is no greater honor than to stand at Christ's holy altar, leading the faithful in true worship, the weight of responsibility that is placed upon the cleric is profound.

Should we avoid that which is difficult? Certainly not! It is the grace of the Holy Spirit that enables the priest to hear the confessions of the faithful without falling into despair. It is the mystery of the *ecclesia*, the gathered faithful, who make the difficult work of supporting parish life somehow manageable. And, it is God's promise to sustain his ministers of the Gospel in spite of the way of the cross and kenosis that each clergyman must follow.

Our Holy Synod has, accordingly, recognized the importance of pastoral and theological education in the formation of our deacons and priests so that they may enter this sacred ministry well prepared and aware of both the joys and struggles of the clergy. Therefore, ordination to the Holy Priesthood is almost always predicated by a Divinity degree from one of our seminaries – it is a rare situation when this is not the case. It is also important to recognize that a seminary education does not guarantee that the student or graduate will be ordained to holy orders – readiness for ordination is something that is discerned by the bishop in concert with those who know the candidate best.

So, I offer the following process for those who are considering holy orders in the Orthodox Church. These steps will help both the parish pastor and the seminary candidate work through the important first steps in the process of discerning a vocation in Christ's Holy Church. Far from "weeding out" or discouraging priestly vocations, it is my hope that these clear steps will encourage more men in our parishes and missions to explore the possibility of priestly and pastoral service in a world that needs honorable and well-prepared clergymen more now than ever.

In Christ,



Archbishop Alexander

**PROCESS FOR THE ENDORSEMENT/BLESSING  
FOR DOS PARISHIONERS TO APPLY TO  
SEMINARY OR  
THE OCA DIACONAL VOCATIONS PROGRAM**

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NOTE: No parishioner in the DOS should presume to apply for seminary or the OCA Diaconal Vocations Program without **working through the following steps first; any action that is taken out of order will simply delay the process.**

Please note that the preparation to apply to seminary or the DVP program is no less rigorous than the process of preparing to apply to college or graduate school – it should, in fact, be a more rigorous process. While a prospective college student spends time visiting colleges, assuring that transcripts contain all relevant information, taking standardized tests and soliciting references in advance of submitting applications, the diocese asks that all potential candidates recognize the solemn nature of the path that they are seeking to embark upon. There is no “fast track” to college admissions, and it will likewise take some time to work through our diocesan process before securing the bishop’s blessing to move forward. Please assume at least 6 weeks for the DOS process of securing the bishop’s blessing, and at least 2 months for the OCA Board of Theological Education, DVP representative(s) to review the seminary/DVP application for suitability, possible canonical impediments etc.

We anticipate that the process should take (similar to a college admission / review cycle) 3.5 months from initial request of the parish priest until a decision is offered to the seminary or DVP candidate, though there are cases where the process will be slightly shorter or longer.

With this in mind, please review, and become familiar with, the process as outlined below, and direct any questions to [secretary@dosoca.org](mailto:secretary@dosoca.org).

**PROCESS**

- 1) No parishioner may petition for entry into seminary until he has spent at least three years in the parish or mission:
  - a. Consistently participating in the sacramental life of the Church.
  - b. Serving and assisting in the upkeep and administration of the parish according to their unique gifts and abilities.
  - c. Financially contributing to the parish through tithes and offerings.
- 2) The candidate for seminary must meet the qualifications for the Holy Priesthood as outlined in Titus 1:5-9, to include the canonical requirement that the candidate and his spouse have been married only to each other (e.g. - no history of divorce).
- 3) Assuming the conditions above are met, the candidate’s parish priest must take the initiative in guiding the seminary candidate through the discernment process by writing a letter of recommendation to their Dean (or, in the case where this is the Dean’s parish, to the Chancellor, and Bishop of the Diocese of the South), to include:
  - a. A formal letter of recommendation detailing:

- i. The length of time that the priest has known the candidate.
    - ii. A narrative description of the candidate's life (from the priest's perspective).
    - iii. Any special talents that have been recognized in the candidate.
    - iv. Any concerns about the suitability of the candidate for holy orders.
    - v. The timeline that the pastor sees as reasonable to begin a seminary education.
    - vi. In closing, an explicit request that the candidate be approved to move through the endorsement process.
- 4) The Dean will address particular concerns (if any) with the parish priest and will then forward the letter, via email, to the diocesan administration ([administration@dosoca.org](mailto:administration@dosoca.org)) with his request that the candidate be permitted to continue with the endorsement process.
- 5) The diocesan administration will review the request and communicate the next steps to the candidate, which would be:
  - a. Notification of next steps in the process, or
  - b. Notification that the request has been denied, and the reasons for the denial (or deferment).
- 6) If approved to continue the sponsoring parish will coordinate with the Diocese of the South to have a psychological evaluation and criminal background check completed at the parish expense before proceeding to the next steps.
  - a. A. Psychological Testing (should be completed at the applicant's expense, and sent to the Chancellor of the DOS at [chancellor@dosoca.org](mailto:chancellor@dosoca.org)):
    - i. Personality Inventory which can include 16 Personality Factor (PF), 16 Personality Test, Personal Data Inventory, MMPI-2 and MCMI-III
    - ii. Leadership Style which can include FIRO-B and MBT1
    - iii. Vocational Interest Scale which can include R-COPE (Religious Coping Index)
    - iv. Personal Interview with will include an in-depth clinical interview combined with other tests.
    - v. The tests results will include a comprehensive written report which will include raw data and interpretive comments.
  - b. Background Check (should be completed by the DOS Administrator at the applicant's expense). While the "usual" DOS PMM background check is suitable (and can be coordinated through the DOS Chancery – [office@dosoca.org](mailto:office@dosoca.org)), ideally the check would cover.
    - i. Criminal History
    - ii. Employment Verification
    - iii. Driver's License and SSN Verification
    - iv. I-9 Verification
    - v. Sexual Offender Registry Search
    - vi. Consumer Credit History
- 7) The completed Psychological Assessment and criminal background checks should be sent to [chancellor@dosoca.org](mailto:chancellor@dosoca.org),
  - a. The Chancellor of the Diocese of the South will review the results of the assessments and make a recommendation about next steps in concert with the bishop.

- i. If there are concerns about the assessment, these will be addressed with the candidate and his priest.
  - ii. If the assessment does not present any areas of significant concern, the candidate will be informed about next steps in the process (comprehensive questionnaire).
- 8) If approved to continue through the endorsement process, the diocesan administration will request that the candidate complete a DOS questionnaire (that will remain in his DOS personnel records). <https://dosoca.org/resources/application-for-dos-endorsement-to-apply-to-seminary-or-dvp/>
- 9) The application and accompanying personal references, will be reviewed by a member of the diocesan administration, the regional dean and the parish priest, and then an interview with the candidate and his spouse (if applicable) will be scheduled by the diocese.
- 10) Subsequent to the interview with the candidate and his spouse (if applicable), the interviewing committee will either endorse or deny the request to apply to a Diaconal Vocations Program or seminary, at which time the candidate should begin the appropriate process.
- 11) If the request for endorsement is approved by the committee, the bishop will provide a letter of endorsement to accompany the candidate's application to the Diaconal Vocations Program or seminary as appropriate.
- 12) The candidate should copy [administration@dosoca.org](mailto:administration@dosoca.org) when submitting final applications to seminary or the DVP program.