

SELECTION CRITERIA FOR LICENSED LAY MINISTRY

BEING – CALLING – GROWING – LEADING



Welcome to this brief guide to our selection criteria for Licensed Lay Ministry (LLM) in the Diocese of Ely.

LLMs share a common calling to *deepen* their life in Christ, *grow* as disciples, and then *engage* as leaders in mission and ministry with the communities of which they are part.

They come from many backgrounds and express that calling in many ways: as traditional “Readers” taking services in parishes, as lay chaplains, as children’s and families or youth ministers and as pioneers.

So in selecting and training we look for a common core of qualities to do with Being, Calling, Growing and Leading and then we view that core through different lenses depending on the specialism involved.

The specific criteria we use are outlined here, but that is just the beginning.

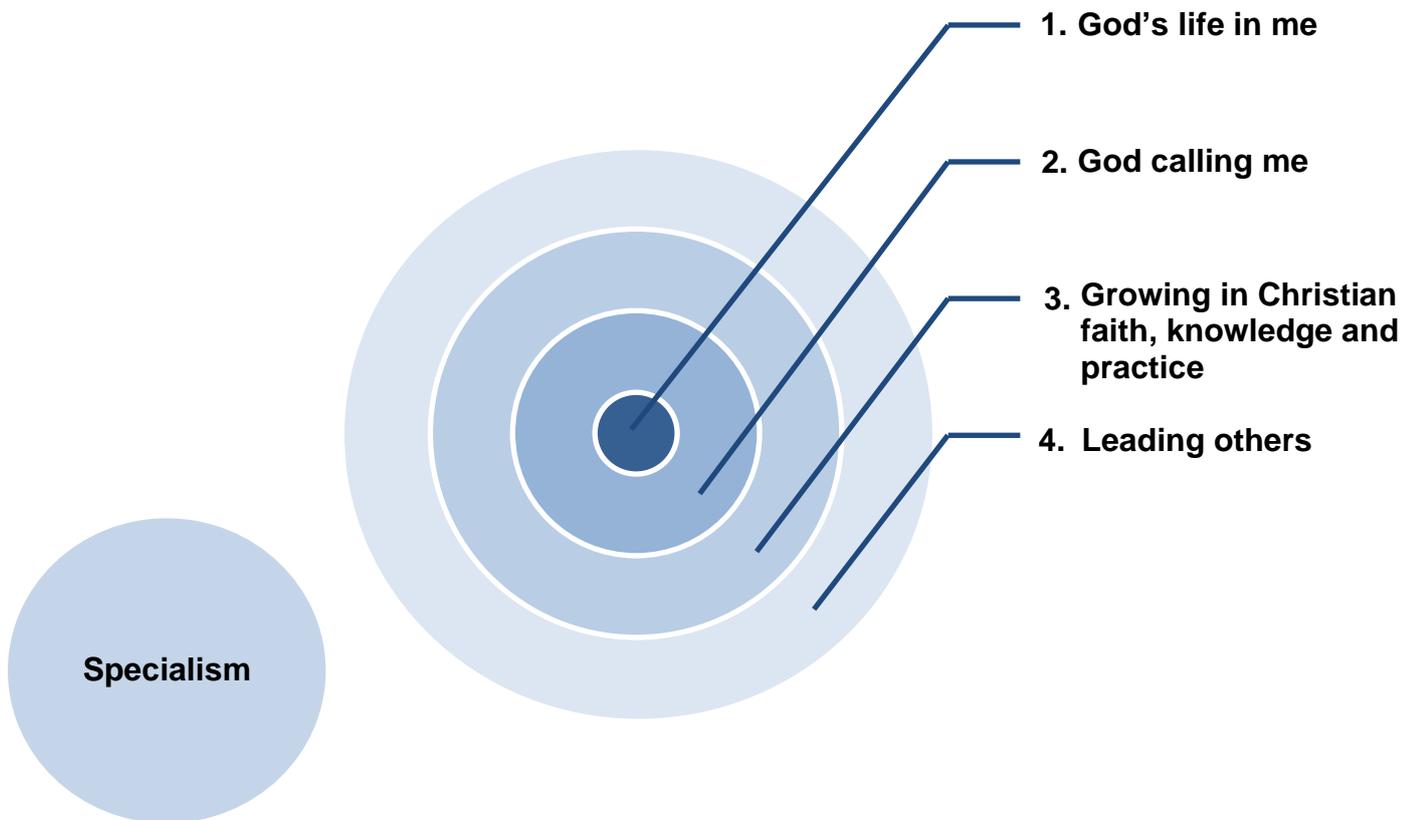
The diagram on the next page shows the core criteria for anyone offering for Licensed Lay Ministry, and after that we introduce what each one means for a Licensed Lay Minister.

We also look at these criteria through the ‘filter’ of any specialism a Licensed Lay Minister is going to have. This might indicate which ones have the most ‘weight’ or add in some extra requirements.

The latter part of the booklet shows our filters for some current specialisms.

Finally, we offer some resources and contact details which we hope will be useful.

BEING – CALLING – GROWING – LEADING



THE CORE CRITERIA

1. God's Life in Me

Spirituality and worship

In exploring the development of your ministry/vocation, you will...

- have a personal relationship with, and commitment to, Jesus Christ and be able to talk about that with others
- express a desire to know God better through personal prayer, regular worship and in reading scripture, and be beginning to recognise that this should find expression at church, home, work and in the community
- be able to make connections between your faith and your daily life
- have a level of Christian maturity which is willing to engage with life's hard questions.

2. God Calling Me

Vocation

If your calling is to Licensed Lay Ministry, you will...

- be able to articulate the way in which you sense God is calling you to a public ministry as a Licensed Lay Minister
- have a calling that is obedient, realistic and informed
- have a sense of calling has been explored, recognised and affirmed by others in your current location
- potentially have a sense of how you see your ministry developing (i.e. your own hopes and dreams for your ministry).

Involvement in Church of England

A Licensed Lay Minister's role is rooted in the Church of England, therefore you will...

- have some knowledge and understanding of the life and structures of the Church of England, including its place in the life of the nation and why it is important to you
- appreciate the significance of Scripture, tradition and reason in the Church of England
- have an awareness of how the Church of England discusses issues and takes decisions
- be a committed member of an Anglican worshipping community, whilst recognising and respecting the breadth and diversity of beliefs and practices that exist within the Anglican tradition
- be able to demonstrate that you have been baptised and episcopally confirmed, and that you are a regular communicant within the Church of England
- be prepared to be obedient to the authority of the church and work within set boundaries.

Mission, evangelism and making disciples

Licensed Lay Ministers are people whose desire is to make God known by word and deed. You will...

- be 'earthed' in, and have a clear sense of, the world as the context for Christian service and ministry
- be learning about mission as proclaiming the good news of the kingdom, teaching new believers, responding to human need, addressing injustice and caring for creation
- be aware of opportunities and challenges that the Church faces in engaging with contemporary society in mission and evangelism
- be able to talk about Jesus Christ and the good news of the Kingdom of God in a way that is exciting, accessible, attractive and sensitive to the situation, within and beyond the Church.

3. Growing in Christian Faith, Knowledge and Practice

Licensed Lay Ministers desire to learn from tradition, scripture and the developments in Christian thought. You will...

Potential for theological learning

- be able to integrate prayer, faith and theological learning, and value the part they play in your ministry
- be able to cope with the demands of training for Licensed Lay Ministry
- be able to engage with the thoughts and ideas of others, in conversation or in writing
- be committed to lifelong learning.

Reflective skills

- show the potential to reflect on God's story in relation to the world we live in.

Communication skills

- show a level of ability in communication and presentation skills and potential to improve.

4. Leading Others

As a Licensed Lay Minister you will model yourself on the servant leadership of Christ. You will...

Collaboration and Shared Leadership

- understand shared ministry to be essential, and have a proven ability to take a leading role

Personality and Character

- have personal integrity, self-awareness and be emotionally stable
- be motivated by God's love for people
- be able to recognise your own strengths and weaknesses, the gifts of others, and receive feedback in constructive ways
- have an openness when facing challenges.

Relationships and Community

- be honest, approachable and a faithful member of the body of Christ
- be able to build relationships with others who are from a different context or culture
- understand, and will comply with, the Diocesan safeguarding guidelines.

Engagement with Change

- be able to lead change, as well as help others cope with it in a balanced way.

SPECIALISMS

READER

Readers have a deep desire to see others grow in their Christian discipleship and are eager to learn about and teach the faith. You will...

- show potential for expressing yourself well in preaching and teaching
- have an ability to nurture others in their discipleship and faith development through catechesis – including preparation for baptism and confirmation – through enabling learning and communicating the gospel
- be able to communicate and defend the gospel effectively, both inside and outside the church
- recognise the link between preaching, leading worship and the pastoral care of the congregation and community.

CHILDREN AND FAMILIES MINISTER

Children and Families Ministers have a deep desire to nurture the love of Jesus in children and their families. You will...

- have practical experience, and some relevant training, as a children and families minister
- show an awareness of the issues that affect faith formation in families
- show potential to be able to recruit and develop a team of co-workers
- demonstrate an awareness of generational theory and how it might impact the role.

PIONEER MINISTER

Pioneer Ministers to be the first to see, and creatively respond to, the Holy Spirit's initiatives to those outside the church, gathering around them as you seek to establish new ecclesial (church) Christian communities. You will...

- be able to create a 'third space' for dialogue between the culture and Christian faith
- be able to work in partnership with both inherited (traditional) and pioneer forms of church
- have a heart for the lost, least, or last – the unchurched
- recognise that Fresh Expressions are an equally valid form of church and not simply a stepping stone to inherited church or a missional activity.

YOUTH MINISTER

Youth Ministers will have a deep desire to help young people grow in Christian faith; using creative and attractive ways to work with them in their familiar environments. You will...

- have practical experience and some relevant training in the role as Youth Leader or Volunteer and show an awareness of the cultural landscape and issues that surround today's young people.
- have a desire to see young people intentionally disciplined, an awareness of faith formation in young people and how the Church can effectively engage with them.
- be able to lead by example, live and model integrity, and have a desire to grow constantly in character and leadership
- have an ability to recruit Volunteers and develop a team, and an openness to working in partnership with other churches, youth groups, denominations, and schools in order to reach out to young people effectively.

PASTORAL

LLMs (Pastoral) model the **wise** compassion of Christ to those who are fragile and frail in our communities. You will...

- have an understanding of human flourishing and the intertwining of personal, social and spiritual well-being which is drawn from bible, tradition, philosophy and psychology and experience.
- have practical experience of ministry within your specialist context (hospital, hospice, care home, those housebound etc).
- have a sound regard for boundaries, a high degree of self-awareness, and an ability to make a distinction between empathy and wise compassion,
- have proven listening skills
- have an understanding of power dynamics and an ability to build healthy relationships, without manipulation, coercion, or spiritual abuse.
- be able to identify spiritual dynamics in pastoral exchanges which benefit those involved, such as, the search for meaning and purpose, loving and being loved, belonging, experiencing hope/peace/gratitude/awe.
- demonstrate the highest regard for issues surrounding the vulnerable in society and their safeguarding
- show an awareness of the issues that impact your particular pastoral context(s), and those who work in that field
- be an excellent co-worker with your incumbent or other senior pastor(s) engaged in the cure of souls in that community and the ability to lead a team of pastoral volunteers/listeners.
- have an awareness of, and an ability to work with (and appropriately signpost to), other community partners in the care of vulnerable people such as GP, Social Services, Care providers, Wardens etc.

LLM COMMUNITY JUSTICE AND PEACE

LLM (CJP) model the wise compassion of Christ to the needy and forgotten in our communities. You will...

- have an understanding of justice and of peace that is drawn from bible and tradition as well as being informed by philosophy and an awareness of social context
- have practical experience of ministry within your specialist context (foodbank, prison, immigration detention centres, hostels, etc).
- have a sound regard for boundaries, a high degree of self-awareness and an ability to make a distinction between empathy and wise compassion,
- have an understanding of social cohesion, equality and how people can be empowered to engage in community life.
- have an appreciation of how groups work and of the interconnected nature of discrimination and disadvantage in social systems and a desire to promote equality
- have an ability to develop healthy relationships
- have proven listening skills
- demonstrate the highest regard for issues surrounding the vulnerable in society and their safeguarding
- show an awareness of the issues that impact your particular context(s), and those who work in that field
- be an excellent co-worker with your incumbent or other senior pastor(s) and professionals engaged in care in the community and the ability to lead a team of volunteers in this field
- have an awareness of, and an ability to work with, other community partners
- have potential to be a wise advocate for social justice issues

RESOURCES

- *Instruments of Christ's Love – The Ministry of Readers*: Philip Tovey
- *Reader Ministry Explored*: Rowling and Gooder
- *Bridging the Gap: Reader Ministry Today*: Kuhrt & Nappin
- *Reader Ministry Today*: Grove Booklet W203
- Central Readers Council: www.readers.cofe.anglican.org
- *The Reader Magazine* archives are available on website above]
- *Children's Spirituality and Why it Matters* - Rebecca Nye(CHP)
- *Messy Church Theology* - Ed: George Lings (BRF)
- *Understanding Children, Understanding God* - Ronni Lamont (SPCK)
- *Children's Ministry in the Way of Jesus* - David Csinos and Ivy Beckwith (IVP)
- *Through the Eyes of the Child New Insights in Theology from a Child's Perspective* - Ed: Anne Richards and Peter Privett (CHP)
- *How to Pioneer (even if you haven't a clue)* - Dave Male, (CHP)
- *Freshly Expressed Church: lessons from Fresh Expressions for the wider church* - Tim Sumpter (Grove Books)
- *Being Church, Doing Life: Creating Gospel Community Where Life Happens* - Michael Moynagh (Monarch Books)
- Good introduction to Fresh Expressions
<https://www.refreshyourcommunity.com/>
- National Fresh Expressions website <http://freshexpressions.org.uk/>
- Ely Diocese Youth Ministry Training tool: www.myyouthworklife.org
- 5-session Training Course for Youth Leaders in the effective Discipleship of Young people:
www.limitlessleaders.uk
- 'Youth Way of Life' free resource for Youth Groups: www.elydiocese.org/way-of-life/way-life-youth
- 'Sticky Faith: Youth Worker Edition' – Dr Kara E. Powell
- Grove Books Youth Series: www.grovebooks.co.uk/collections/youth
- [Website for LLMs](http://www.limitlessleaders.uk) <https://transformingministry.co.uk>

USEFUL CONTACTS

Diocesan Director of Ordinands and Vocations	The Revd Dr Megan Daffern megan.daffern@elydiocese.org 01353 652710
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Development Officer: Pioneer	The Revd Mark Rodel mark.rodel@elydiocese.org 01353 652732
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This criteria is based on the nationally commended 'Reader Selection in the Church of England' - Ministry Division [2012], and the work of the Central Readers Council - 'Selection and Formation Guidelines for Readers' [2014].