



Diocese of Bristol | Ministry Development

## Vocation, Discernment and Selection in the Bristol Diocese

# Hearing God's Call Licensed Lay Ministry

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## **What is Licensed Lay Ministry?**

Licensed Lay Ministry is a vital part of Bristol Diocese's strategy for mission and ministry in the 21st century. Licensed Lay Ministers (LLMs) are usually local people who are key members of their congregations, exercising leadership in worship, mission, pastoral care and prayer. They will often be active members of the PCC, leaders of home-groups or bible study groups and well-integrated into the local community. They are representatives of the Church in the life of the community and reflect the light and love of Christ wherever they are.

Licensed Lay Ministry is a nationally accredited ministry of the Church of England; in other Dioceses it is usually called 'Reader Ministry'. The Church of England describes Reader Ministry as follows:

*The Office of Reader is one of the oldest ministries in the Church but was established in its present form in the Church of England in 1866. Since then, the growth in Reader Ministry has been one of the great success stories in the Church of England and there are now over 10,000 Readers, some in every diocese. It is the only lay ministry in the Church of England which is voluntary, nationally accredited, episcopally licensed and governed by Canon. Readers exercise what is sometimes called "a teaching and preaching ministry within a pastoral context". They are authorised by the Church of England to preach and teach, to conduct or assist in conducting worship, and to assist in the pastoral, evangelistic and liturgical work of the Church in the parish or area where they are licensed. Readers are lay men and women, from a wide diversity of occupations and backgrounds, who recognize a call to serve God and his world through the Church of England. They are sometimes described as 'lay theologians'; their close contact with everyday situations helping them to interpret the Gospel, and to proclaim Christ's teaching both in the Church and in the world. In collaborative teams with clergy and other church members they work in a variety of situations; in parishes, schools, prisons, hospitals, hospices, factories and shops, among seafarers and in the Armed Forces, with children and young people, the elderly, housebound and bereaved, and with those preparing for baptism, confirmation and marriage.*

Although the criteria for LLMs are nationally agreed, each Diocese interprets Licensed Lay Ministry slightly differently, recognising that it is a local ministry which needs to be appropriate for its context. There are also observable differences in how LLMs are used from parish to parish. Bristol Diocese, in line with its overall strategy 'Releasing the Energy', emphasises collaborative ministry within a team, encouraging each member of the team to offer their particular gifts for the benefit of the whole. We would normally expect every LLM to be an active member of their parish leadership team.

At the heart of Licensed Lay Ministry is the call to preach, teach, lead the people in worship and to offer pastoral care. Any one individual may experience a stronger call to one or more of these roles than to the others but there is an expectation that LLMs will exercise all of these gifts at some point in their ministry.

## **What kind of person is called to Licensed Lay Ministry? What gifts do they need ?**

God calls and equips all sorts of people for this ministry. However there are some key criteria which the Church looks for particularly:

- a resilient and self-aware personality, able to cope with the demands of ministering to a wide range of people, many of whom are at difficult or transitional times in their lives;
- a supportive network of relationships which are healthy and life-giving;
- an ability to work in a collaborative team with other Christians, lay and ordained, and to build collaborative relationships with other groups of leaders outside the Church, eg community groups, schools, health professionals etc.; and

- an openness to study and the ability to change and grow in discipleship;
- a sustaining faith underpinned by a life of prayer, bible study, and other spiritual disciplines;
- a heart for mission and the ability and desire to lead others in reaching out to the world;
- aged over 18 and under 70 at the time of licensing.

Licensed Lay Ministry is essentially a local ministry; we would expect candidates to have a respected position in the life of the church they are looking to serve. Ideally we would expect a candidate for Licensed Lay Ministry to have been a regular worshipper at their church for at least a year before starting training and for two years before attending a Diocesan Discernment Day. Candidates will need to seek the approval of their Incumbent before starting training and will also require a PCC resolution approving their application for Licensed Lay Ministry before attending a Discernment Day. The Incumbent and PCC are also responsible for providing a suitable parish profile and job description (agreed with the candidate) before attending a Discernment Day. This is to ensure that the LLM will be working in a collaborative team in which their role is clearly defined and expectations agreed in advance.

LLMs will also be asked for an Enhanced Disclosure from the Criminal Records Bureau (CRB) and a Confidential Declaration relating to any history of offences, particularly those committed against children and vulnerable adults.

Full details of the Criteria for Selection may be found in the Appendix to this document.

### **What training will I need?**

Training requirements for Licensed Lay Ministry vary between Dioceses however all training routes are approved by the central Church. LLMs in this Diocese are expected to undertake one of the following:

- two years part-time training on the 'Exploring Christianity' course plus one year of vocational training which will include, amongst other things, practical experience of preaching and leading worship, training in pastoral care and a parish placement;
- two years part-time training at Trinity College on the Bristol Diocese agreed training route for LLMs (pre-selection is required before attending this course);
- at least two years training on one of the part-time courses available locally, eg WEMTC, STETS, Oxford Ministry Course.

Candidates with some prior theological learning (eg Certificate in Theology) should contact the Adviser for Initial Ministerial Education (Derek Chedzey) to discuss their training. Candidates with special educational needs should also contact the Adviser for IME as there may be a more appropriate individually tailored route available for training.

### **Who decides if I'm suitable for Licensed Lay Ministry?**

All candidates for licensed ministry, lay or ordained, attend a Diocesan Discernment Day at which a Panel of Vocation Advisers, supported by the Adviser for Licensed Ministry, review various pieces of evidence against the Diocesan Criteria for Selection. Before attending the Discernment Day candidates will be asked to complete an application form and provide 4 references, one of which must be the candidate's incumbent or equivalent. They will also require a PCC resolution approving their application and a parish profile and job description agreed between the candidate and the Incumbent and PCC.

Discernment Days are held twice a year in March and October<sup>1</sup>. Candidates will need to apply for the Discernment Day at least 8 weeks before it takes place in order to give time for paperwork to be completed. The Discernment Day consists of:

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<sup>1</sup> Dates for the next Discernment Day are available from the Adviser for Licensed Ministry or from the Ministry Development Administrator (Stella O'Brien) in Church House.

- a group exercise in which candidates present for 5 minutes on a topic of their choice and then facilitate a discussion;
- a written exercise which tests the candidate's pastoral gifts; and
- two interviews with Diocesan Advisers.

Following the Discernment Day, candidates will receive a report which contains the considered and prayerful advice of the panel of Vocation Advisers. The advice may be a recommendation for licensing once training is complete, a recommendation to pursue some other calling (eg ordained ministry, lay or ordained chaplaincy, pastoral care etc) or advice on further areas for development in ministry.

No discernment process is infallible. Candidates who wish to appeal the recommendation of the Panel may do so by writing to the Warden of Readers, with a supporting letter from their incumbent. The Warden will review the Panel's report and may ask for additional evidence to support the appeal. The final decision on licensing is taken by the Sponsoring Bishop (currently Bishop Lee) after taking the advice of the Panel and the Warden of Readers.

More information on discernment may be found in the document 'Hearing God's Call – Diocesan Discernment Days' available on the Diocesan website or from the Adviser for Licensed Ministry.

### **What happens when I am licensed?**

After successfully completing training, candidates are invited to attend a licensing service in Bristol Cathedral usually held each year at the beginning of February. This is a joyful occasion to which candidates are encouraged to invite their family and friends and members of their local church. Candidates make various promises<sup>2</sup>, are blessed by the Bishop and welcomed by their supporters as new Licensed Lay Ministers. LLMs receive a formal 'Licence' which details their new role and responsibilities as a 'Reader' in the Church of England. They are then entitled to wear a blue scarf when robed. Candidates prepare for the service by attending a pre-licensing retreat, usually held on the weekend prior to the service. This is an important part of the process and candidates should make every effort to attend.

### **After I've been licensed, can I change parish either permanently or temporarily and still be a Lay Minister ?**

Once admitted to the Office of a Licensed Lay Minister, LLMs are licensed to a specific parish and minister under the oversight of the Incumbent of that parish. They may lead worship or preach in other parishes if they are invited to do so but would usually need to have the permission of their own Incumbent. Occasionally an LLM may be invited by their Area Dean to be deployed temporarily to a nearby parish to provide additional leadership where there is a need. This would normally be agreed with the Incumbent of the parish to which the LLM is permanently licensed before progressing.

LLMs may apply to the Bishop via the Warden of Readers to have their license transferred to a new parish either because they have moved or because they feel that their particular gifts might be better used in a different setting. Normally a LLM will be a regular worshipper at the new church for at least 6 months and have been formally accepted by the PCC before a new license is issued.

### **I'm interested in becoming a Licensed Lay Minister - what do I do next?**

The first step is to talk to your Incumbent or chaplain. If they agree to your beginning training, then you should contact the Ministry Development Administrator (Stella O'Brien) for details of the training courses available.

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<sup>2</sup> The declarations and oaths made at the licensing service can be found in full at the Common Worship website: <http://www.cofe.anglican.org/worship/downloads/pdf/admissionreaders.pdf>

If you have already started training on the Exploring Christianity course<sup>3</sup>, you should speak to your tutor and then follow the instructions in the Hearing God's Call document 'Diocesan Discernment Days'.

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<sup>3</sup> or for 2010/11 only, the EGP course

# **Appendices**

**Appendix A: Summary of Authorised Ministries in the Bristol Diocese**

**Appendix B: Criteria for Selection for all Authorised Ministries**

**Appendix C: Recommended Reading for those exploring their vocation**

**Appendix D: Example of a Parish Profile and Job Description for an LLM**

## Appendix A: A Summary of Licensed Ministries in the Bristol Diocese

Ministries currently licensed at Diocesan level comprise:

- Ordained Minister with the potential to become an Incumbent or Incumbent Status (ISM)
- Ordained Assistant Minister (AM)
- Ordained Pioneer Ministry (OPM)
- Ordained Local Ministry (OLM)
- Licensed Lay Ministry (LLM)

Other ministries may be recognised and commissioned at a deanery or parish level, eg Evangelist, Pastoral Care Assistant, Youth Worker, Worship Leader, etc.

Policy statements regarding authorised ministries in the Bristol Diocese are available from the Adviser for Licensed Ministry on request. In summary:

ISM	<ul style="list-style-type: none"> <li>• Age range at ordination normally 23 – 50</li> <li>• Normal preparation time prior to starting training: 1 – 2 years</li> <li>• Training period               <ul style="list-style-type: none"> <li>○ two years full time (or three years part-time) at college if over 33 (three years if under 33), then</li> <li>○ three – four years in a full time curacy at a parish which is not the ‘sending parish’</li> </ul> </li> <li>• National Selection Criteria apply, however, this Diocese places particular emphasis on the candidate’s ability to lead people in mission</li> <li>• Candidates may be either stipendiary or non-stipendiary (ie paid or self-supporting)</li> </ul>
AM	<ul style="list-style-type: none"> <li>• Age range at ordination normally 23 – 55</li> <li>• Normal preparation time prior to starting training: 1 – 2 years</li> <li>• Training period               <ul style="list-style-type: none"> <li>○ three years part-time on a course if over 33 (four years if under 33), then</li> <li>○ four years in a part-time curacy at a parish which is usually not the ‘sending parish’</li> </ul> </li> <li>• National Selection Criteria apply, however, this Diocese places particular emphasis on the candidate’s ability to lead people in mission.</li> <li>• Candidates will normally be non-stipendiary (ie self-supporting)</li> </ul>

OPM	<ul style="list-style-type: none"> <li>• Category reserved for exceptional, entrepreneurial candidates who have already set up and are leading a Fresh Expression of church but who also have the capability to undertake a more traditional pastoral, liturgical and sacramental role. Significant ability to reflect theologically on today's culture will be required.</li> <li>• Age range at ordination normally 23 – 50</li> <li>• Normal preparation time prior to starting training: 1 – 2 years</li> <li>• Training period to be undertaken usually whilst maintaining an existing Fresh Expression <ul style="list-style-type: none"> <li>○ two years at college if over 33 (three years if under 33), then</li> <li>○ three – four years in a full time curacy, at least 75% of which is spent leading a 'Fresh Expression' , but will also be required to fulfil standard training requirements of an Anglican curate.</li> </ul> </li> </ul>
OLM	<ul style="list-style-type: none"> <li>• Age range at ordination normally 55 – 70</li> <li>• Normal preparation time prior to starting training: 1 year</li> <li>• Training period <ul style="list-style-type: none"> <li>○ three years part-time at Trinity College (may be reduced if candidates have prior theological learning or lay ministry experience)</li> </ul> </li> <li>• three years in a curacy at their sending parish</li> <li>• OLMs must be: <ul style="list-style-type: none"> <li>○ able to satisfy the national criteria for ordained local ministry, judged by a national selection conference</li> <li>○ settled in their community and unlikely to move to a new parish</li> <li>○ exercising an existing ministry in their church which is recognised and affirmed by the local church</li> <li>○ able to define with their parish an ordained role which is likely to be an extension of their existing ministry</li> <li>○ part of a collaborative mission-oriented ministry team in their local context</li> </ul> </li> </ul>
LLM	<ul style="list-style-type: none"> <li>• Age range at licensing normally 18 – 70</li> <li>• Training period <ul style="list-style-type: none"> <li>○ 2 years part-time on Exploring Christianity plus a further year of vocational training<sup>4</sup>; or</li> <li>○ 2 years part-time on a specially designed course run by Trinity College</li> </ul> </li> <li>• LLMs must be able to satisfy national criteria for selection as amended by Bristol Diocese to take into account the higher degree of supervision in ministry pertaining to this category. Candidates will normally attend a Diocesan Discernment Day to confirm their calling.</li> <li>• In Bristol Diocese LLMs will not normally be permitted to pursue a calling to ordained ministry within 3 years of being licensed. (This stipulation applies to all those licensed after February 2008)</li> </ul>

<sup>4</sup> or for 2010/2011 only, two years training on the EGP course plus attendance at the Pastoral care course

## **Appendix B: Summary of the Criteria for Selection**

### **Criterion A: Vocation**

Candidates should be able to articulate a sense of vocation to the ordained ministry and reflect on the effect of this on their life. They should be able to speak of the development of their inner conviction and the extent to which others have confirmed it. They should be able to show an understanding of what it means to be a deacon or a priest. Their sense of vocation should be obedient, realistic and informed.

### **Criterion B: Ministry within the Church of England**

Candidates should show an understanding of their own tradition within the Church of England, an awareness of the diversity of traditions and practice, and a commitment to learn from and work generously with difference. They should be able to speak of the distinctiveness of ordained ministry within the Church of England and of what it means to exercise public ministry. They should be able to reflect on changes in contemporary society and the implications of this for ministry and the Church.

### **Criterion C: Spirituality**

Candidates should show evidence of a commitment to a spiritual discipline, which involves individual and corporate prayer and worship. They should be committed to a developing pattern of disciplined prayer, Bible study and the regular receiving of Holy Communion. They should be able to show how they discern God's activity in their life, how their spiritual practice may have changed over time and how it is changing them. They should be able to reflect on how engagement with the world and others both affects, and is affected by, their practice of prayer. Their spiritual practice should be able to sustain and energise them in daily life and future ministry.

### **Criterion D: Personality and Character**

Candidates should be sufficiently self-aware, mature and stable to show that they are able to sustain the demanding role of an ordained minister. They should be able to demonstrate how they have faced change and pressure in a balanced and flexible way and how they manage stress. Candidates should be seen to be people of integrity who can generate trust and display honesty. They should be able to speak of how they have coped with difficult life experiences, how they have reflected upon them and incorporated them within their life and understanding.

### **Criterion E: Relationships**

Candidates should show the capacity to build healthy personal, professional, and pastoral relationships. They should demonstrate an awareness of the need for, and ability to establish and sustain, appropriate boundaries between personal and professional life and within pastoral relationships. They should be able to manage conflict and show an ability to negotiate difficult relationships. Candidates should demonstrate good interpersonal skills, the willingness to learn from experience, and a commitment to building inclusive relationships within diversity. They should show the potential to exercise effective pastoral care. Candidates must be willing to live within the discipline of *Issues in Human Sexuality*.

### **Criterion F: Leadership and Collaboration**

Candidates should demonstrate an ability to offer leadership in the Church community and in the wider community as appropriate. This ability includes the capacity to offer an example of faith and discipleship which is inspiring to others and witnesses to the servanthood of Christ. They should show a commitment to identifying and nurturing the gifts of others and be able to collaborate effectively. Candidates should be able to identify their own leadership style, and reflect on the strengths and weaknesses of this and of the different ways in which leadership may be exercised within the Church. They should be able to be flexible and adaptable in leadership and demonstrate ability to guide and shape the life of the Church community in its mission to the world.

### **Criterion G: Faith**

Candidates should show an understanding of the Christian faith and a desire to deepen their understanding. They should demonstrate a personal commitment to Christ and a mature, robust faith which shapes their life and work. Candidates should show an ability to reflect critically on their faith and make connections between faith and contemporary life. They should demonstrate a capacity to communicate their faith engagingly and effectively.

### **Criterion H: Mission and Evangelism**

Candidates should demonstrate a personal commitment to mission that is reflected in thought, prayer and action. They should show a wide and inclusive understanding of mission and the strategic issues and opportunities within contemporary culture. Candidates should be able to articulate the good news of the Kingdom appropriately in differing contexts and speak of Jesus Christ in a way that is exciting, accessible, and attractive. They should enable others to develop their vocations as witnesses of the good news. They should show potential as leaders of mission.

### **Criterion I: Quality of Mind**

Candidates should have the necessary intellectual capacity and quality of mind to undertake satisfactorily a course of theological study and ministerial preparation and to cope with the intellectual demands of ministry. They should demonstrate a desire to learn through the integration of academic study and reflection on experience and a commitment to this as a lifelong process of learning and formation. Candidates should show flexibility of mind, openness to change and challenge, and the capacity to facilitate learning and theological reflection within the Church community.

**An incumbent (or incumbent status) candidate** should fulfil all the Criteria for Selection and in addition fulfil the core elements in the Criteria for Selection for ministry at incumbent level namely:

*Criterion F (Leadership and Collaboration)*

Able to assess, set objectives and take church and community forward. Capacity to become team builders and leaders, enablers and sustainers. Able and willing to guide and shape the life of the church in its mission to the world. Able to build community and to offer a ministry of reconciliation and mediation.

*Criterion H (Mission and Evangelism)*

A sense of how to lead a church/churches in defining and implementing its/their mission tasks. Potential as leaders of mission.

*Criterion I (Quality of Mind)*

Enthusiasm for theology as a tool for life for the whole people of God. Wide ranging intellectual interest.

**An assistant minister candidate** should fulfil all the Criteria for Selection.

**An ordained local minister candidate** should fulfil all the Criteria with different emphases in two areas:

*Criterion B (Ministry in the Church of England)*

A greater emphasis upon knowledge and experience of the local church rather than the wider Church. However they will be expected to show that they are open to broadening the experience of their own church through leading their congregations in using aspects of other traditions in their local context.

*Criterion F (Leadership and Collaboration)*

A greater emphasis upon collaboration and working as a member of a team rather than primary or sole responsibility leadership.

**An ordained pioneer minister candidate** should fulfil all the Criteria for Selection for an Incumbent status candidate (see above) and also fulfil the following criteria for pioneering ministry namely:

*Criterion B (Ministry in the Church of England)*

Have a track record and experience of leading or involvement in a fresh expression of church or have the potential for such ministry.

*Criterion C (Spirituality)*

Have a spiritual life with sufficient depth to sustain and energise them in the demanding role of spiritual leadership in the church.

*Criterion F (Leadership and Collaboration)*

Have the leadership skills and an ability to collaborate with others which point to the capacity to deliver imaginative, pioneering ministry.

*Criterion G (Faith)*

Have good and effective communication skills with an ability to present the gospel in an attractive way.

*Criterion H (Mission and Evangelism)*

Have passion for mission and evangelism and an enthusiasm for reaching out to those outside the church.

*Criterion I (Quality of Mind)*

Have the capacity to think on their feet and 'outside the box' in a way that is creative and imaginative.

**A Licensed Lay Minister** should fulfil all the Criteria for Selection<sup>5</sup> with three main differences:

*Criterion A (Vocation)*

An understanding of the role and responsibilities of Licensed Lay Ministers in the Church of England

*Criterion B (Ministry in the Church of England)*

A greater emphasis upon knowledge and experience of the local church rather than the wider Church. However they will be expected to show that they are open to broadening the experience of their own church through leading their congregations in using aspects of other traditions in their local context.

*Criterion F (Leadership and Collaboration)*

A greater emphasis upon collaboration and working as a member of a team rather than primary or sole responsibility leadership.

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<sup>5</sup> Note: our Licensed Lay Ministers will be increasingly responsible for leading local congregations under the oversight of an ordained minister who may have responsibility for multiple churches and congregations. We therefore expect them to meet similar criteria regarding spirituality, personality and character etc to their ordained colleagues, recognising that their role will be more closely supervised and supported than that of an incumbent and is lay rather than ordained.

## **Appendix C: Recommended Books**

### ***Vocation***

- Live for a change by Francis Dewar. pub: DLT
- Called or Collared by Francis Dewar. pub: SPCK
- Life calling: a 5-session course on vocation for Lent by Robert Warren and Kate Bruce. pub: CHP
- What color is your parachute? 2009 by Richard Nelson Bolles. pub: Ten Speed Press
- The Abolition of the Laity by R. Paul Stevens. pub: Paternoster Press

### ***Licensed Lay Ministry***

- Bridging the Gap – Reader Ministry Today edited by Gordon W Kuhrt and Pat Nappin. pub: Church House Publishing
- Reader Ministry Explored by Cathy Rowling and Paula Gooder. pub: SPCK

### ***Ordained Ministry***

- The Life and Work of a Priest by John Pritchard. pub: SPCK

### ***Ministry/Leadership***

- Jesus' People – What the Church Should Do Next by Steven Croft. pub: CHP
- Mission Shaped Church/Generation Y/Evangelism in a Spiritual Age. pub: Church House Publishing (CHP)
- Transforming Community by Steven Croft. pub: DLT
- Courageous Leadership (don't miss Chapter 11!!) by Bill Hybels. pub: Zondervan
- Beyond the Good Samaritan (Mowbray) and Journeying Out (Morehouse) by Ann Morisy
- The Provocative Church by Graham Tomlin. pub: SPCK
- Who moved my cheese? by Dr Spencer Johnson. pub: Vermilion
- Leadership by the Book by Blanchard, Hybels and Hodges. pub: Harper Collins

### ***Spiritual Development***

- Silence and Honey Cakes by Rowan Williams. pub: Lion Hudson Plc
- God of Surprises by Gerrard Hughes. pub: DLT
- Anything by Henri Nouwen but particularly : The Return of the Prodigal; The Wounded Healer; The Way of the Heart; and In the name of Jesus (all published by DLT)
- The Life You've Always Wanted by John Ortberg. pub: Zondervan
- Spirituality Workbook by David Runcorn. pub: SPCK
- Now is the time by Sr Stanislaus Kennedy. pub: Town House (Dublin)

## ***Theology***

- Introduction to Theology by David Ford. pub: OUP
- The Christian Theology Reader by Alastair McGrath. pub Blackwells
- Exploring Faith: theology for life series Ed: Leslie Francis/Jeff Astley. pub: DLT
- What is the Point of Being a Christian? by Timothy Radcliffe. pub: OP Burns and Oates
- The Wild Gospel by Alison Morgan. pub: Monarch
- Colossians Remixed: Subverting the Empire by Brian J. Walsh, Sylvia Keesmaat. pub: Authentic Media Paperback

## ***Emerging Church / Emerging Theology***

- A is for abductive: the language of the emerging church by Sweet, McLaren and Haselmayer. pub: Zondervan
- Anything by Philip Yancey but especially: What's so amazing about grace?, The Jesus I never knew, The Bible Jesus read.
- The Vision and the Vow by Pete Greig. pub: Survivor
- Velvet Elvis by Rob Bell. pub: Zondervan
- The Ragamuffin Gospel by Brennan Manning. pub: Authentic
- Christianity Rediscovered by Vincent Donovan. pub: SCM
- After MacDonaldization by John Drane pub DLT
- The Forgotten Ways by Alan Hirsch pub Brazos Press
- How (not) to Speak of God by Peter Rollins. pub: SPCK

## ***Cross Cultural Mission***

- Distinctly welcoming by Richard Sudworth pub Scripture Union
- Grace for Muslims? by Steve Bell pub Authentic Media

## **Appendix D: Example Parish Profile and Job Description for a Licensed Lay Minister**

### **THE BENEFICE OF SOMEWHERE WITH ANYWHERE AND NOWHERE**

#### **Parish profile to support the application of Sally Smith to become a Licensed Lay Minister**

##### **OUR PHILOSOPHY**

The Benefice of Somewhere with Anywhere and Nowhere seeks to welcome both our regular congregations and the wider community into our Church life, whether to our services, for a moment of peace during a busy week, or by involvement in our wider community life and activities.

##### **OUR BENEFICE**

The benefice was formed in 1989 when two parishes were combined, the Parish of Somewhere with Anywhere, and the Parish of Nowhere. This is a rural area, near Abigplace, with a population of approximately four thousand people and includes part of a nationally recognized area of deprivation (Twiddle). The ecclesiastical parish of Somewhere with Anywhere (ER 94) has two worship centres: the parish church of St Emily and St Fred's at Twaddle. The parish of Nowhere (ER 65) has its own parish church, St Wayne's (1 mile from Somewhere). Each parish has its own PCC.

##### **STAFF TEAM**

The benefice staff team currently consists of Revd John Jones as priest-in-charge. Revd James Brown is Associate Minister (SSM), with primary pastoral responsibility for Nowhere, (In 2010 James will be reaching the age limit for licensed ministry). There is also a Licensed Lay Minister (Reader) and an Ordinand currently in her first year of part time training. Some of the non-sacramental services at all three churches are led and coordinated by lay members of the congregation. The team meets regularly to worship and pray. Each member of our ministry team has particular needs and restrictions; we work as a team to acknowledge these and, by meeting them as a team, enable each member to flourish in their vocation.

##### **CONGREGATIONS AND SERVICES**

There is a weekly Sunday service at St Fred's once a month; this is holy communion (average attendance 10). There are two services per Sunday (total average attendance 35) at St Wayne's (three per month holy communion). There is also a monthly service of holy communion at Brown House Nursing Home. There are usually two services per Sunday at St Emily's (total average attendance 60). At St Emily's there is a 10.30 am BCP holy communion service on a Wednesday, which has a faithful elderly congregation (average attendance 10). We encourage a wide breadth of worship and services from Book of Common Prayer, through Common Worship, and Taizé services to Rock Communion.

##### **OCCASIONAL OFFICES**

For its size the benefice has a disproportionately high number of weddings and funerals. Currently these are managed by the priest in charge and SSM. Throughout the benefice baptisms are carried out within usual services. Our village setting results in many choosing to return to the benefice for occasional offices.

## YOUTH AND CHILDREN

Both St Wayne's and St Emily's have monthly family services and children's participation is actively encouraged at all times. There is a thriving monthly toddler service at St Emily's (average attendance 30). Sunday Club at St Emily's meets during some Sunday services and is currently undergoing a process of change and expansion. St Emily's have a regular teenage youth group for 11-14s, and is soon to be complemented by a benefice group for 14-18 year olds. We have about three young people attending confirmation classes each year. There are very strong links between Somewhere Church of England Primary School and the churches in the benefice. The other primary school in the Parish has recently undergone total management change and links with this school are now being fostered.

## GROWTH PLANS

In accordance with diocesan policy both parishes have growth plans. St Wayne's growth plan challenges church members to make the following commitments: Commit myself to regular worship, look for opportunities to work with others, engage with what is going on around me and invite others into the family of Christ's church.

St Emily's is currently focusing on: developing a pastoral care team, creating a welcoming environment in the church building on weekday mornings, All together breakfasts before family services, praying on Saturday mornings, re-launching Sunday Club and holding outreach events in Twiddle (currently lacking in church provision).

## OUTREACH AND COMMUNITY

As a rural community the church still plays a central part in village life. There are many crossover events where the church and community come together, these include the St Wayne's Harvest Supper and Ploughman's Picnic, the Remembrance Day Parade, The St Emily's harvest Hoe-down in the Bear public house and the outdoor nativity starting behind the school and ending out the back of the Queen's Head public house. These events, and many like them, provide opportunities for telling the story of God through the people of the church engaging with the community in which we serve.

## **BENEFICE OF SOMEWHERE IN THE DIOCESE**

### **Proposed Job Description for Sally Smith as Licensed Lay Minister**

As a Licensed Lay Minister, Sally would be a full member of our staff team and as such would be able to participate in the whole spectrum of the worship of the church which occurs in the benefice. Sally will have an opportunity to preach and/or lead worship at least twice a month, will be expected to lead a Home Group or Bible Study Group at least once a month, and to attend the monthly PCC meeting at St Emily's. She would be expected to attend one of our Benefice churches (usually St Emily's) most Sundays.

As she grows into the role of an LLM we hope that Sally will also be able to contribute with her own particular strengths to the work of the ministry team. Sally recognises a particular calling to work with both the elderly and the young, and is recognised to have considerable skills in this area.

Currently we expect these specific strength-related roles to include a special link role with our 10.30 am Wednesday morning BCP holy communion congregation. This is a faithful elderly regular congregation who currently meet after the service for coffee and a time of fellowship. Sally's role would be to provide a pastoral focus for these people.

Sally's vocation to work with the elderly would also be fulfilled by her becoming a key person in the team which distributes holy communion by extension at Brown House Nursing Home.

Sally is greatly respected within the village and has on occasion been asked by bereaved families to take large roles in funeral services. We envisage that this would continue to develop as a particular focus in her licensed ministry here in the Benefice.

Sally works in the local Church of England Primary School and has over the years served as school governor there. As the ministry team develops Sally will take a major role in the schools work in the benefice, particularly as we seek to foster relationships between the church community and the Somewhere Else Primary School which is also in our Parish.

Each member of our ministry team has particular needs and restrictions, we work as a team to acknowledge these and by meeting them as a team enable each member to flourish in their vocation. We have worked with Sally over some time and feel we can fully support her as she grows into her vocation as a licensed lay minister.