

Reader / LLM (Reader) discernment framework

Detailed grid

April 2021

This document was discussed and approved by the Ministry Council. It is offered as a resource to dioceses in the context of discernment and selection of Readers / LLM (Readers).

This document should be used alongside the Reader / LLM (Reader) top level grid.

Reader / LLM (Reader) discernment framework – detailed grid

A. Love for God	1. Christ	2. Church	3. World	4. Self
<p>Love for God <i>The candidate...</i></p>	<p>Is reliant on God, and lives out an infectious, life-transforming, everyday-focussed faith</p>	<p>Is rooted in Scripture, the worship of the Church and the living traditions of faith</p>	<p>Wholeheartedly, generously and attractively engages with God's world</p>	<p>Is prayerful and studies the Bible</p>
<p>Love for God <i>The candidate...</i></p>	<p>Expresses a love of God and personal commitment to Christ</p> <p>Has a faith that is rooted in the world and the everyday</p> <p>Shows a deep and robust faith that has been able to wrestle with doubt, change, disappointment, pain and failure</p>	<p>Has an understanding of, and a commitment to, the key beliefs of the Church of England as expressed in the Scriptures and the creeds</p> <p>Appreciates the significance of, and wants to learn more about: Scripture, tradition, reason and the development of Christian thought</p>	<p>Has an enthusiasm for sharing the good news of the kingdom of God naturally and effectively</p> <p>Models everyday prayer and worship, related to the world of home, work and society</p>	<p>Desires to grow closer to God through worship, prayer, Bible reading, study and reflection</p> <p>Is open to exploring different expressions and disciplines of faith and spirituality</p>

B. Call to Ministry <i>The candidate...</i>	1. Responds to the call of Christ to be a disciple	2. Understands and is excited by the nature of Reader / LLM (Reader) ministry	3. Is committed to public ministry rooted in God's world	4. Has a sense of call to lay ministry
<p>Call to Ministry <i>The candidate...</i></p> <p><i>A sense of excitement about this particular (licensed, lay) ministry and having a call that is energising should be explored across this quality</i></p>	<p>Is committed to being formed in the likeness of Christ and to follow God's call in their life</p>	<p>Understands the nature and diversity of Reader / LLM (Reader) ministry within the Church of England and this diocese</p> <p>Is baptised, episcopally confirmed and a regular communicant in the Church of England</p> <p>Is prepared to be accountable and obedient to the authority of the church in the context of a variety of traditions and practices</p>	<p>Has a clear sense of the 'world' and contemporary society as the context for Christian service and ministry</p>	<p>Is able to articulate an informed call to serve through licensed lay ministry as a Reader</p> <p>Has a call that is recognised and affirmed by others</p> <p>Is realistic about the costliness and impact of being in public ministry</p>

C. Love for People <i>The candidate...</i>	1. Welcomes Christ in others and follows Jesus' example in listening, valuing and respecting others	2. Builds healthy relationships which are enabling of others in ministry	3. Seeks to serve their community and enables others to join in mission	4. Has empathy and is self-aware
<p>Love for People <i>The candidate...</i></p> <p>The importance of demonstrating an understanding of and active commitment to</p> <ul style="list-style-type: none"> - Safeguarding - Embracing diversity and difference <p>should be explored across this quality</p>	<p>Is motivated by God's love for all people, without discrimination</p> <p>Can listen well</p> <p>Is approachable and welcoming</p>	<p>Can interact well with a variety of people including those who are different from themselves</p> <p>Can form, develop and maintain safe and healthy pastoral relationships that enable others in ministry</p> <p>Can recognise and understand dynamics around power and authority</p> <p>Can evidence sensitive and appropriate ways of managing situations requiring confidentiality</p> <p>Can reflect on what they have learned in C0 and C1 training and how it has affected their attitude and practice</p>	<p>Shows a wide and inclusive understanding of mission based on the <i>Five Marks of Mission</i> and how they might be lived out in a given context and community</p> <p>Can engage and enable others in mission</p>	<p>Is aware of how others receive them</p> <p>Is empathetic and can nurture others</p> <p>Can recognise, understand and seeks to address their own biases</p> <p>Understands the importance of appropriate boundaries including within and between relationships</p>

D. Wisdom <i>The candidate...</i>	1. Is open to life-long learning, reflection and growth	2. Can work collaboratively and embrace difference	3. Can connect gathered worship with being sent out into the world	4. Is a person of integrity and emotional stability, open to feedback
Wisdom <i>The candidate...</i>	<p>Loves learning and is open to new ideas and engaging with hard questions in a way that is transformative</p> <p>Can reflect on their faith and practice</p> <p>Wants to deepen their knowledge through structured and independent study and has the potential and commitment to do so</p>	<p>Can work well as part of a team that includes a variety of different types of people</p> <p>Can disagree with others while valuing and respecting them as members of the body of Christ</p>	<p>Can maintain a faith that is outward facing</p> <p>Can connect gathered worship and Christian tradition with everyday faith and experience, equipping people to face challenges in the world</p>	<p>Has personal integrity, emotional maturity and honesty, and can reflect on how they integrate difficult personal experiences and hard times in life</p> <p>Are seen as stable and trustworthy by others</p> <p>Is open to feedback and can receive it well</p>

<p>E. Fruitfulness <i>The candidate...</i></p>	<p>1. Shares God’s story in a way that encourages others to follow Jesus’ call in their lives</p>	<p>2. Can share the faith imaginatively, relevantly and well</p>	<p>3. Shares God’s love for the world in mission</p>	<p>4. Recognises their strengths and weaknesses, and resources themselves with good self-care</p>
<p>Fruitfulness <i>The candidate...</i></p>	<p>Can share their faith in a way that enables others to relate it to the whole of their lives</p>	<p>Can express themselves well in communicating the good news to a range of audiences in a way that is appropriate to their context</p> <p>Can relate God’s story in a way that’s relevant to others</p>	<p>Can express themselves well in communicating the good news to a range of audiences in a way that is appropriate to their context</p> <p>Can relate God’s story in a way that’s relevant to others</p>	<p>Can recognise, use and develop their gifts and strengths, and understand and mitigate their vulnerabilities</p> <p>Models humility</p> <p>Resources themselves through good self-care and maintains a breadth of interests to enable flourishing and growth</p>

<p>F. Potential <i>The candidate has potential to...</i></p>	<p>1. Grow in faith and to be open to navigating the future in the company of Christ</p>	<p>2. Lead collaboratively as part of a local team within the wider church context</p>	<p>3. See where God is working in the world and spot opportunities to respond</p>	<p>4. Be adaptable, imaginative and creative</p>
<p>Potential <i>The candidate has potential to...</i></p>	<p>Continue to grow in faith and relationship with Christ</p> <p>Remain open to being called by God in fresh direction in their life and ministry</p>	<p>Lead so as to nurture and mentor others</p> <p>Model good, collaborative leadership and support the leadership of others</p> <p>Lead with humility</p> <p>Take an appropriate leadership role from within their worshipping community and wider church</p> <p>To lead sensitively, aware of the diversity of approaches to belief and practice within the local context and the Church of England</p>	<p>To make connections between lived experience – their own and others’ - and the Christian tradition and respond creatively</p>	<p>Can engage with change in a flexible way</p> <p>Shows imagination & creativity</p>

G. Trustworthiness

The candidate ...

1. Follows Christ in every part of their life

2. Leads maturely in a way which promotes safe and harmonious Christian communities

3. Lives a life that publicly and positively represents their faith and the church

4. Has a high degree of self-awareness

Trustworthiness
The candidate ... _

Has demonstrated personal, ministerial and scholarly integrity in fulfilling the requirements of their training
Is learning, growing and reflecting theologically as a minister of Christ

Can lead sensitively, aware and generously respectful of the breadth and diversity of approaches to belief and practice within the local context and the Church of England including different traditions of personal and corporate prayer and worship
Is faithful and loyal in their accountability and responsibility, aware of how accountability and obedience operate within the Church of England's structure
Has completed and understood all required safeguarding training and is aware of their duty to have due regard to the Church of England's safeguarding guidance and can reflect on their own learning and practice in this area
Can recognise, understand and reflect on dynamics around power and authority, including in their own ministry as well as that of others

Is able to engage in mission, showing growing understanding and sensitivity to different cultures, faiths and environments
Takes appropriate care when using social media, aware of the risks and opportunities involved

Is ready to exercise lay ministry as a licensed minister within the Church of England
Knows the importance of appropriate boundaries including within and between relationship
Demonstrates the ability to respect confidentiality
Can reflect on how they integrate difficult personal experiences and hard times in life

Can form, develop and
maintain safe and healthy
pastoral relationships that
enable others in ministry