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# SELECTION AND FORMATION GUIDELINES FOR READERS

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May 2014

This document combines

- the core guidelines for *Forming and Equipping the People of God for Ministry and Mission*
- the additional guidelines for the selection and formation of Readers in the Church of England.

|                                                       | At SELECTION                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | At LICENSING                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | At the END OF IME                                                                                                                                                                                                                                                                                                                                                                                                                                             |
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| <b>A. CHRISTIAN TRADITION, FAITH AND DISCIPLESHIP</b> | <p><b>Candidates desire to learn from Scripture, tradition and the development of Christian thought. They ...</b></p> <ul style="list-style-type: none"> <li>• have the potential for and desire to undertake structured and independent study and an openness to new ideas.</li> <li>• have an understanding of, and a commitment to, the key beliefs of the Church as expressed in the Scriptures and the creeds.</li> <li>• are willing to engage with hard questions.</li> </ul> | <p><b>Readers are learning and reflecting theologically as disciples and ministers of Christ. They ...</b></p> <ul style="list-style-type: none"> <li>• understand issues relating to the interpretation of both Old and New Testament texts in contemporary contexts.</li> <li>• understand Christian beliefs and practices in their historical and cultural developments.</li> <li>• are able to interpret and use Scripture effectively in teaching and communicating the gospel in a way that connects Christian faith to everyday life of home, work and society.</li> </ul> <p><b>Readers are generous in their recognition of and respect for the breadth and diversity of belief and practice within the Church of England. They ...</b></p> <ul style="list-style-type: none"> <li>• are learning about how Christian beliefs and practices shape the moral life of individuals and communities.</li> <li>• are willing and able to reflect critically on hard questions.</li> </ul>                                                                                                                                                                                           | <p><b>Readers are committed to lifelong learning. They ...</b></p> <ul style="list-style-type: none"> <li>• are able to understand and evaluate varying approaches to Christian faith, while articulating a personal position.</li> <li>• enable and inspire others to learn.</li> </ul>                                                                                                                                                                      |
| <b>B. MISSION, EVANGELISM AND MAKING DISCIPLES</b>    | <p><b>Candidates have a personal commitment to Christ. They...</b></p> <ul style="list-style-type: none"> <li>• have an enthusiasm and capacity to share the good news of the kingdom of God naturally and effectively.</li> <li>• are 'earthed' in, and have a clear sense of, the world as the context for Christian service and ministry.</li> <li>• show the potential for expressing themselves well in communicating the good news, in conversation and in writing.</li> </ul> | <p><b>Readers are people whose desire to make God known by word and deed is nourished by Christ's love for the world. They ...</b></p> <ul style="list-style-type: none"> <li>• are learning about mission as proclaiming the good news of the kingdom, teaching and baptising new believers, responding to human need, addressing injustice and caring for creation.</li> <li>• are able to engage in mission, showing sensitivity to different cultures, faiths and environments.</li> <li>• understand the beliefs and practices of other faith traditions in relation to multicultural society.</li> <li>• are able to communicate and defend the gospel effectively, especially through preaching and teaching, and both inside and outside the church.</li> </ul> <p><b>Readers have a deep desire to see others grow in their Christian discipleship, are eager to learn about and teach the faith. They...</b></p> <ul style="list-style-type: none"> <li>• are able to nurture others in their discipleship and faith development through catechesis – including preparation for baptism and confirmation – through enabling learning and communicating the gospel.</li> </ul> | <p><b>Readers continue to devote themselves to the tasks of mission, evangelism and growing disciples. They...</b></p> <ul style="list-style-type: none"> <li>• constantly seek to renew their understanding of the role of the local church in mission.</li> <li>• see, respond to and articulate the gospel outside the confines of the church building.</li> <li>• are able to make theological sense of social, political and church contexts.</li> </ul> |

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| <p><b>C. SPIRITUALITY AND WORSHIP</b></p>    | <p>Candidates desire to grow closer to God through worship, prayer, Bible reading, study and reflection. They ...</p> <ul style="list-style-type: none"> <li>• are open to exploring different expressions and disciplines of faith and spirituality.</li> </ul> <p><b>They are developing their ability to relate prayer and worship to the world of home, work and society.</b></p>               | <p>Readers' dependence on the grace and gifts of God to sustain humble, self-giving love and Christ-like service in the world and church is rooted in established patterns of worship, Bible reading, prayer, study and reflection. They ...</p> <ul style="list-style-type: none"> <li>• understand the Church's range of approaches to, and traditions of, personal and corporate worship and prayer.</li> </ul> <p><b>Readers relate prayer and worship to the world of home, work and society. They ...</b></p> <ul style="list-style-type: none"> <li>• are enthusiastic about developing their understanding and practice of a range of approaches to Christian spirituality.</li> <li>• are able to communicate the gospel effectively in a variety of settings.</li> </ul> | <p>Readers encourage and enable others to establish and nourish their spirituality through prayer, Bible reading and study. They ...</p> <ul style="list-style-type: none"> <li>• have an appreciative and respectful awareness of the breadth of spirituality.</li> <li>• have an understanding and experience of the Anglican discipline of common prayer.</li> <li>• are able to preach in a variety of settings in a way that relates the Christian faith to the world of home, work and society effectively.</li> </ul> |
| <p><b>D. PERSONALITY AND CHARACTER</b></p>   | <p>Candidates have personal integrity, are self-aware and emotionally stable. They ...</p> <ul style="list-style-type: none"> <li>• are motivated by God's love for people.</li> <li>• are seen as stable and trustworthy by others.</li> <li>• are able to recognise their gifts, strengths and weaknesses and to receive feedback in constructive ways.</li> </ul>                                | <p>Readers are a people of integrity, openness and stability, growing in maturity in Christ. They ...</p> <ul style="list-style-type: none"> <li>• are increasingly free to focus on others.</li> <li>• are able to value and reflect on their strengths, gifts and vulnerabilities, and identify areas for development.</li> <li>• are able to nurture themselves while caring for others.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                             | <p>Readers are at ease with themselves. They ...</p> <ul style="list-style-type: none"> <li>• have a generous capacity to serve others in the wider community as well as in the church.</li> <li>• are able to reflect with insight and humility on personal strengths and weaknesses, and articulate goals for personal development.</li> <li>• are able to sustain the demands of Christian service well.</li> </ul>                                                                                                       |
| <p><b>E. RELATIONSHIPS AND COMMUNITY</b></p> | <p>Candidates are trustworthy, honest, approachable and a faithful member of the body of Christ. They ...</p> <ul style="list-style-type: none"> <li>• form, develop and maintain healthy relationships.</li> <li>• interact well with a variety of people.</li> <li>• have good listening and empathetic skills.</li> <li>• look to serve the wider community of which they are a part.</li> </ul> | <p>Readers seek to model the self-giving love and compassion of Christ as a member of his body. They ...</p> <ul style="list-style-type: none"> <li>• respect others, demonstrating empathy and honesty in their relationships, learning from them.</li> <li>• are able to interact and communicate well with a diverse range of people both inside and outside the church.</li> <li>• seek to discern and pray about the needs of their local community and the wider world with a willingness to respond as an ambassador of Christ.</li> <li>• are able to respond appropriately to pastoral situations and to reflect on their own practice.</li> <li>• understand policy and best practice in safeguarding</li> </ul>                                                         | <p>Readers encourage others in the body of Christ to continue to develop. They ...</p> <ul style="list-style-type: none"> <li>• encourage others in their service of and prayer for the wider community.</li> <li>• are able to handle conflict positively.</li> <li>• take appropriate care of self and others.</li> <li>• are able to exercise best practice in safeguarding in a range of contexts.</li> </ul>                                                                                                            |

## F. COLLABORATION AND SHARED LEADERSHIP

**Candidates see collaboration as a hallmark of their membership of the body of Christ. They ...**

- are able to work with a variety of different types of people.
- have the potential to lead.
- are able to engage with change in a flexible way.
- are able to disagree with others while valuing and respecting them as members of the body of Christ.

**Readers model themselves on the servant leadership of Christ. They ...**

- understand theological foundations for discipleship, leadership and collaborative working, especially in the context of Reader ministry in the CoE.
- are able to share leadership and work effectively as part of a team.
- are able to facilitate the participation and learning of others for the ministry and mission of the church.

**Readers actively look to affirm and foster the gifts of others. They ...**

- are able to inspire others to fulfil their vocation in the world and the church.

**Readers are faithful and loyal in their accountability and responsibility as Readers. They ...**

- understand how this operates within the framework of ordained and lay ministries in the CoE.

**Readers are committed to developing shared leadership and collaboration. Their membership of the body of Christ enables them to both accept and relinquish personal responsibility. They ...**

- encourage and enable others to contribute their gifts to the mission and ministry of the church.
- model accountability within collaborative leadership structures.

## G. VOCATION AND MINISTRY WITHIN THE CHURCH OF ENGLAND

**Candidates have a sense of call to lay ministry motivated by a desire to serve. They ...**

- are able to articulate an informed call to licensed lay ministry as a Reader that is recognised and affirmed by others.
- appreciate the significance of Scripture, tradition and reason in the CoE.

**Candidates are baptised and episcopally confirmed regular communicants in the CoE who ...**

- are aware of the diversity of approaches to belief and practice within the CoE.
- are prepared to be obedient to the authority of the church.
- are aware of the opportunities and challenges that the Church faces in engaging with contemporary society in mission and evangelism.

**Candidates are willing to commit to learning and formation. They ...**

- are able to make connections between experience and the Christian tradition.

**Readers believe themselves to be called by God to licensed lay ministry in the Church of England. They ...**

- understand the nature of Reader ministry and its characteristics in the context of lay and ordained ministry within the breadth and diversity of the CoE.
- show personal understanding of their gifts for lay ministry as a licensed Reader.
- are learning about the beliefs, traditions and practices of the CoE and how they relate to contemporary issues.

**Readers are rooted in corporate worship in the CoE. They ...**

- are learning about how doctrine and spirituality shape the life of faith and the practices of the CoE.
- understand the CoE's role and opportunities for Christian ministry and mission to the world.

**Readers are ready to exercise lay ministry in the CoE. They ...**

- are learning about accountability within the Church's structure.
- are able to reflect theologically on the ministry and mission of the church in relation to their experience in and of the world.

**Readers inspire others to develop their vocation. They ...**

- model their ministry for enquirers.
- contribute effectively to their church's ministry, thinking and vision.
- reflect critically on the exercise of their ministry and its opportunities for development.
- represent and respect the authority of the CoE.
- are competent lay preachers in a variety of contexts.