

A proposal to revise  
**Lay Ministry Training and Formation**  
 From January 2026

## 1. Introduction

This paper presents a proposal to revise lay ministry training and formation from January 1<sup>st</sup> 2026.

The proposal has been developed by listening to those who are currently involved in the training process, and those whose ministry is impacted by it; these include members of the Vocation and Formation team and members of other Diocesan teams, 20+ incumbents, students from cohorts 14, 15 and 16, future students, a selection of tutors, a deanery chapter, a deanery synod and the Bishop's Management Group (BMG).

In making this proposal there is no intention to seek change for the sake of change, rather to ensure that lay ministry training is meeting both the needs of students and the parishes and benefices they minister in.

## 2. Context

### Course content

The current lay ministry training course is shaped as a traditional introduction to systematic theology. It was designed around nationally agreed learning outcomes in place in 2016/7 which were significantly revised in 2021 and published in September 2022 as the Reader Formational Framework. It has operated, largely unchanged, for the past decade.

The course is delivered using a face-to-face model consisting 72hrs of contact per year, comprising weekend residentials, study days and six x 2hr modules, usually delivered at Bouverie Court and commencing at 7.30pm. (Appendix 1) With the exception of a small number of diocesan officers all tutors are volunteers and offer their services free of charge.

Licensed Lay Ministers train for two years and Readers for three years.

### Students

The current student number is 34, all progressing through training as aspirant lay ministers/readers. Students are exploring the call to serve pastorally, evangelistically or as Readers. The average cohort of students is between 10 and 15, with ages ranging from 28-70 and varying prior experiences of education. An increasing number are neuro diverse.

The diocesan team supporting lay ministry training have responded to the increase in neurodiversity by implementing informal pastoral support plans for students. These have had some success, and individual feedback is good. Currently 11/35 students have some form of pastoral or academic support plan in place or in preparation which, where appropriate, is shared with their incumbent.

The current course had a periodic evaluation review in 2022 and a follow up visit in 2023. It is not linked to any theological college or academic institution.

Feedback from students and incumbents is variable. It varies from consistently good to feedback which has raised concerns about teaching methodology, training venues and some of the course subject matter.

### 3 Feedback

Feedback on the current provision for lay ministry training and formation has been sought and received through discussion and by direct observation. It can be summarised as follows:

- There needs to be more routes into lay ministry, some of which are shorter and more focussed.
- Training needs to reflect contemporary training methods (online as well as face-to-face).
- Training venues need to be better distributed across the diocese.
- Training and formation need to be more accessible, reflecting the increase in students with limited prior educational experience and those with neuro-divergence.
- Means of assessment are too focussed on written assignments or partially written content.
- Consideration needs to be given to the balance between training and formation.
- Consideration should be given to the balance between systematic theology and contextual theology.
- The course should retain its rigour.
- Students value the passion and expertise of their tutors.
- Students should continue to have access to communities of learning which support their formation as lay ministers.
- Students should be given access to a broader range of theological viewpoints on key issues.
- More time needs to be devoted to ministering in specific contexts (eg rural benefice, urban deprived).
- Preparation for ministry omits key essentials such as conflict resolution, mediation, sitting alongside those who hold differing beliefs.
- Post licencing training needs to be improved and integrated into other ministry training.
- Students should be given the opportunity to learn about differing faiths.

### 4 The Proposal

#### Rationale

Widen accessibility to lay ministry training, so releasing those being called by God having been effectively formed for ministry.

#### Executive Summary

The proposals, when adopted, will introduce

- The role of Authorised Lay Minister for those seeking to undertake pastoral or evangelistic ministry or lay chaplaincy, ministering alongside the current role of Licenced Lay Minister (Reader).
- A hybrid model of training and formation with teaching bases across the Diocese.
- A more accessible entry point to studying theology.
- Enhanced levels of integration between formation and training.
- A course fully aligned to the Reader Formational Framework (2021) which prepares lay ministers for ministry in the context to which they are called.
- Embedded academic mentoring (subject to funding) for up to eight students a cohort.

- Maintain the rigour of the current course, having an emphasis on good quality teaching delivered in pastorally sensitive learning communities.
- Increased accessibility for those prospective students who are neuro-diverse or who have limited prior educational experience.
- Compulsory CMD for Readers on the revised course.

In addition:

- The first cohort of the new training course will be based in Peterborough for face-to-face study days with a second cohort being located in Northamptonshire if there is sufficient demand.
- All tutor roles for the revised course will be advertised across the diocese in the autumn term of 2025.
- Authorised Ministry specialist units will be drawn from existing practical units with additional units being released from Year 2 onwards.
- All course material will be reviewed for 3 years, to ensure it is fit for purpose and meeting the needs of students, parishes and PER.
- Existing students will remain within their current course structure.

## Course design and curriculum

### Vision

Our vision is to release lay ministers into service who can use their God given talents to share the good news of Jesus Christ. This requires bravery to take what we have in place and re-imagine it. To bring into a being a programme of discernment, training/formation and post licencing support (CMD) that increases the number of people coming forward to explore the call of God in their lives and to form them in a way which enables them to flourish in ministry.

### Proposed revised structure (Appendix 2)

#### The Core Training Offer

'Introduction to Theology' course (One year, 44hr content plus 20hrs formational group work)

Authorised lay ministry units (6 x 2hr)

Introduction to Licenced Lay Ministry (Reader) (Y1)

Introduction to Licenced Lay Ministry (Reader) (Y2)

All learning outcomes are matched against the Reader Formational Framework 2021

<https://www.churchofengland.org/sites/default/files/2021-11/llm-reader-formation-framework-from-autumn-2022.pdf>

#### Authorised Ministry Proposed Units (Appendix 7)

These specialist units will initially utilise the practical modules contained with the current lay ministry course and will include standalone courses, e.g. pastoral care, evangelism, chaplaincy and preaching.

#### Means of delivery

Courses will, intentionally, be more formational in nature. They will be representative of all church traditions.

Delivery will be hybrid with face-to-face study days held on Saturdays.

A model of theological reflection will be used throughout all courses.

All Authorised level courses offered by the Diocese will, ultimately, be of the same academic level with similar assessment methodology.

### Content

Themes have been drawn from the existing course and from the Reader Formational Framework (RFF). The aim has not been to replicate current provision, rather integrate the feedback received with the learning outcomes contained within the RFF and the existing strengths of the lay ministry course.

Outline programmes of study and draft module descriptors can be found in the appendices as follows:

- Appendix 1: Introduction to Theology – a broad overview of key theological concepts.
- Appendix 4: Introduction to Reader Ministry (Y1) - in depth theology, practical aspects of ministry.
- Appendix 5: Introduction to Reader Ministry (Y2) – teamwork, leadership, teaching/ nurturing the faith.

### Means of assessment (Introduction to Theology - Year 1)

Term 1: 30-minute discussion with Tutor.

Term 2: 10-minute verbal presentation to a small group.

Term 3: Presenting a short action plan for next steps in ministry, responding to questions (15 mins)

Final assessment: 1500-word reflection of what has been learnt over the year, how it will affect ministry in the student's local context and what God is now calling them to. This can be written or recorded.

### Means of assessment (Reader training -Year 2)

Combination of assessment methods depending on student need.

### Means of assessment (Authorised training -Year 2)

Combination of assessment methods depending on student need.

### Means of assessment (Reader training -Year 3)

Combination of assessment methods depending on student need.

Personal Development Outcomes will be assessed separately throughout the course (Appendix 6)

### Discernment

Discernment will occur prior to, and throughout, the lay ministry course. Application to join the course will commence through the completion of an online application form which will be followed by an initial meeting with a Vocations Adviser. On commencement of the 'Introduction to Theology' course discernment discussions will continue to determine whether an Authorised or Licenced Lay Ministry pathway will be followed In Y2 or Y2/3.

### Pastoral and Formational Care

Training and Development activities (the core curriculum) will be undertaken alongside 'Practice Groups' which meet monthly online to theologically reflect on what is being learnt and experienced and to provide prayerful pastoral support. Each group will be led by an experienced facilitator.

Each group will consist of no more than five students with a group facilitator. The groups will meet across the three years of training and will become a significant part of the spiritual formation journey. It is hoped that the groups will continue to meet once readers are licenced as part of any ongoing spiritual formation.

### Academic mentoring

It is hoped that up to eight students per year will be able to access mentoring from academic mentors.

Mentors will be appointed and trained from within the diocese by external trainers. This aspect of the proposal is subject to a successful funding bid to the Resourcing Ministerial Formation Innovation Fund.

## **5 Conclusion**

Change is never easy. It requires the ability to see things as they are, with both strengths and weaknesses visible, and how things could be. This proposal is not perfect and will be subject to a process of continuous review, however, I am confident it reflects the current position within the diocese and the shared desire to see people who are called by God being released into ministry, confident in their ability to serve.

**David Morton, Lay Ministries Officer**

May 2025

## **Appendix 1**

### **Current Modules**

- LF1 Introduction to the Bible
- LF2 Reading the New Testament  
*Acquiring a deeper grasp of the New Testament*
- LF3 Reading the Old Testament  
*The Old Testament and its Christian importance*
- LF4 Introduction to Church History  
*Getting a handle on the history of the Church and some key periods within it*
- LF5 Pastoral Care in Ministry & Mission  
*Looking at how Christian's past and present explore the nature of God*
- LF6 Christian Doctrine: we believe  
*An introduction to Christian Doctrine, past and present*
- LF7 Ethics  
*Finding a framework to help respond to a variety of today's moral issues*
- LF8 The Mission of God  
*Understanding what God is up to now, and how we can be part of it*
- LF9 Worship and the Sacraments  
*Understanding how worship developed over time, and in the Bible, to become the worship of today*

### **Current Practical Units**

Pastoral Care, Preaching, Leading Worship, Anna Chaplaincy, Evangelism

### **The Syllabus**

Core Foundational Module:

- Study Day 1 Introductory Day  
*Starting the journey: an introduction to the Programme*
- Study Day 2 God's Passion  
*Exploring the development of our faith/response to God*

RESIDENTIAL WEEKEND A: Prayer and Spirituality

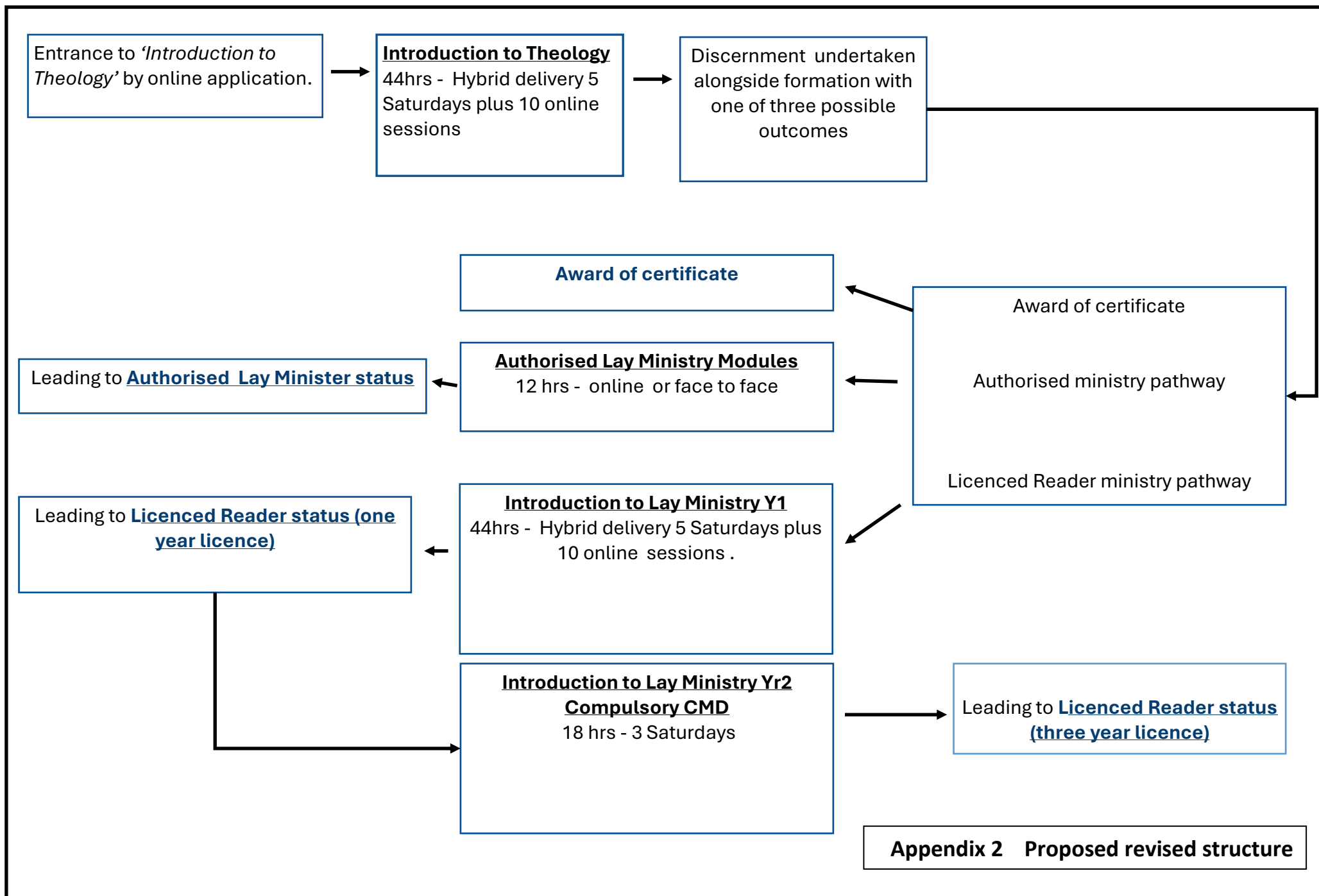
- Study Day 3 The Use & Abuse of the Bible  
*Examining the Bible's authority and what it is for*
- Study Day 4 Integrated Personalities  
*Understanding ourselves and others through Belbin*

RESIDENTIAL WEEKEND B: Becoming Integrated Ministers

- Study Day 6 Presentations and Farewell Tea  
*Delivering of Parish Presentations*

Compulsory Safeguarding Training

RESIDENTIAL WEEKEND C: Developing as Preachers  
*Readers in their 3rd year—how to deliver sermons*



## Appendix 3: Lay Ministry Course Year 1 (proposed revision)

Term 1 - Autumn	Sessions	Topics
(2hrs)	Session 1	Introduction to the Bible I
Sat 10am-4pm (6hrs)	Practical I	Introduction to the Bible II
(2hrs)	Session 2	Pastoral Ministry I
(2hrs)	Session 3	Pastoral Ministry II
Sat 10am-4pm (6hrs)	Practical II	Pastoral Ministry III Workshops
(2hrs)	Session 4	Key Learning Assessment I
<b>Term 2 - Spring</b>		
(2hrs)	Session 5	Reading the Old Testament
(2hrs)	Session 6	Reading the New Testament
(2hrs)	Session 7	Ethics I
Sat 10am-4pm (6hrs)	Practical III	Ethics II Discussion Groups
(2hrs)	Session 8	Key Learning Assessment II
<b>Term 3 – Summer</b>		
(2hrs)	Session 9	Doctrine I - What we believe (historical development)
Sat 10 am – 4pm (6hrs)	Practical IV	Doctrine II - What we believe (contemporary issues)
(2hrs)	Session 10	Mission I
(2hrs)	Session 11	Mission II
Full day Saturday (6hrs)	Practical V	Workshops Key Learning Assessment III



## Module Outline

### Introduction to theology

#### Term 1

#### Learning Outcomes

The student:

- Has a (developing) thorough knowledge of God's story in Scripture and tradition
- Desires to make God known by word and deed
- Sees Christ in others and shows a Christ-like attitude: understanding, respectful, listening, servant-hearted
- Values diversity in principle and action and is prepared to challenge prejudice
- Seeks to model the self-giving love and compassion of Christ as a member of his body
- Listens well; is approachable and welcoming
- Has a generous capacity to serve others in the wider community as well as in the church
- Encourage others in their service of and prayer for the wider community
- Can form, develop and maintain safe and healthy pastoral relationships that enable others in ministry
- Can respond appropriately to pastoral situations

#### Pre-course task 1: Read or listen to Mark's Gospel

##### 1. Introduction to the Bible (6hrs)

- An overview of the Bible
- An introduction to the gospels
- Luke's Gospel
- Interpreting difficult texts

#### Pre-course task: [TBC]

##### 2. An Introduction to pastoral ministry (8hrs)

- Pastoral theology and models of pastoral care
- The inner journey of change, transition and loss
- The inner landscape of experience and reflection
- Theological Reflective Practice

**Assessment task:** You will be invited to hold a 20-minute discussion with a Tutor

**Assessment method:** Curated Discussion

- What have you learnt across the term?
- What has been your greatest point of learning?
- What has been your greatest challenge?
- What God may be saying to you about your future ministry.

## Module Outline

### Introduction to Theology

### Term 2

#### Learning Outcomes

The student:

- Understands issues relating to the interpretation of both Old and New Testament texts in diverse contemporary contexts
- Is learning about how Christian beliefs and practices shape the moral life of individuals and communities
- Can connect gathered worship and Christian tradition and ethics with everyday faith and experience, equipping people to face challenges in the world
- Is aware of the opportunities and challenges that the church faces in engaging with contemporary society in mission and evangelism; is able to be imaginative and creative in response
- Can make theological sense of social, political and church contexts
- Understands and can evaluate varying approaches to Christian faith, while articulating a personal position
- Models everyday faith related to the world of home, work and society
- Respects others, without discrimination, showing empathy and honesty in their relationships, learning from them
- Can disagree well with others, whilst valuing and respecting them as members of the body of Christ

#### Pre-course task 1: [TBC]

##### 1. Reading the old and new testaments (4hrs)

- An overview of the Old Testament (2hrs)
- An overview of the New Testament (2hrs)

##### 2. Ethics (6hrs)

- An introduction to Ethics
- An introduction to Applied Ethics

**Assessment task:** 10-minute Presentation. You may use Canva or PowerPoint if you wish.

**Assessment method:** Presentation

**Describe some different views of the basis on which Christians should decide right and wrong. Say what basis *you* think Christians should adopt and explain why you come to that conclusion.**

**What is being looked for in this piece of work** is an appreciation of a variety of Christian approaches to deciding what is right and wrong and the ability to give the reasons for your own approach.

**What would make this a particularly good piece of work** would be if you give a clear analysis of a variety of approaches and argue cogently for your own view, drawing on theoretical and Biblical material.

## Module Outline

### Introduction to Theology

### Term 3

#### Learning Outcomes

The student:

- is learning about how doctrine and spirituality shape the life of faith and the practices of the Church of England
- Understands Christian beliefs and practices including their diverse historical and cultural developments
- Shows a wide and inclusive understanding and expression of mission based on the Five Marks of Mission, and of how they might be lived out in a given context
- Can engage and enable others in mission
- Can interact and communicate well with a diverse range of people both inside and outside the church
- Models Christian life and shares God's story in a way that helps others to follow Jesus' call in everyday faith
- Seeks 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
- Can maintain a faith that is outward facing
- Can share their faith in a way that enables others to relate it to the whole of their lives
- Constantly seek to renew their understanding of the role of the local church in mission
- Can see, respond to and articulate the gospel outside the confines of the church building

**Pre-course task:** Read Chapter 1 of Michael Lloyd's 'Café Theology'

#### 1. Doctrine (1) What we believe (6hrs)

- Creation, Fall, Providence, Incarnation and Atonement - an Overview

**Pre-course task:** Read and Reflect on Bosch's 13-point Definition of Mission

#### 2. Mission (6hrs)

- Towards a Theology of mission
- Discerning God at work – 'find out what God is doing and join in'
- The ecology of mission
- Mission: Inherited Church and Fresh Expressions

**Assessment task:** written reflection

**Assessment method:** written task (1500 words)

Write a reflection on what God has taught you across your year's studying, where he is leading you and how you intend to respond. This task should demonstrate aspects of reflective practice and the ability to reflect on your shared experience with others.

## Appendix 4: Lay Ministry Course Year 2 (proposed revision)

Term 1 - Spring	Sessions	Topics
14 <sup>th</sup> January 2027 7pm – 9pm online (2hrs)	Session 1	Vocation and Call to Ministry Here I am Lord, send me!
23 <sup>rd</sup> January 2027 Sat 10am-4pm (6hrs)	Practical I	<i>What it means to be a Reader?</i> Context of Ministry – teachers of the faith, enablers of mission, leaders in church and society. Safeguarding.
4 <sup>th</sup> February 2027 7pm – 9pm online (2hrs)	Session 2	What it means to be a Reader? Theological reflections on discipleship
18 <sup>th</sup> February 2027 7pm – 9pm online (2hrs)	Session 3	What it means to be a Reader? Theological reflections on mission and ministry
6 <sup>th</sup> March 2027 Sat 10am-4pm 7pm – 9pm online (6hrs)	Practical II	<i>What it means to be a Reader?</i> Theological Reflections on Leadership and Collaboration
18 <sup>th</sup> March 2027 7pm – 9pm online (2hrs)	Session 4	What it Means to be a Reader? Personal reflection – my calling to be a Reader
<b>Term 2 - Summer</b>		
15 <sup>th</sup> April 2027 7pm – 9pm online (2hrs)	Session 5	Vocation and Call to Ministry A costly ministry – self-care in ministry
29 <sup>th</sup> April 2027 7pm – 9pm online (2hrs)	Session 6	Being a worshipful disciple of Jesus Prayer and Rule of Life
13 <sup>th</sup> May 2027 7pm – 9pm online (2hrs)	Session 7	Being a worshipful disciple of Jesus Lifelong learning
29 <sup>th</sup> May 2027 Sat 10am-4pm (6hrs)	Practical III	<i>Teaching the Faith to Others</i> Nurturing others in their discipleship and faith development – catechesis, baptism and confirmation
10 <sup>th</sup> June 2027 7pm – 9pm online (2hrs)	Session 8	Teaching the Faith to Others Nurturing others through prayer, Bible Study and reading scripture
<b>Term 3 – Autumn</b>		
16 <sup>th</sup> September 2027 7pm – 9pm online (2hrs)	Session 9	Vocation and Call to Ministry Making God known in word and deed
2nd October 2027 Sat 10am-4pm (6hrs)	Practical IV	<i>Being effective preachers</i> Preparing and delivering a sermon
14 <sup>th</sup> October 2027 7pm – 9pm online (2hrs)	Session 10	When things go wrong Living well together, agreeing to disagree; conflict resolution
11 <sup>th</sup> November 2027 7pm – 9pm online (2hrs)	Session 11	Ministering to those who hold differing beliefs to our own Living well together, agreeing to disagree, pastoral care
20 <sup>th</sup> November 2027 Sat 10am-4pm (6hrs)	Practical V	<i>Care for those in need</i> Funeral Ministry

**Module Outline**  
**Licenced Lay Ministry (Reader) Term 1**  
**(pre-reading and assessment tasks to be discussed with tutors)**

**Learning Outcomes**

The student:

- Is in tune with the Church of England's expectations of Readers / LLM (Readers) as teachers of the faith, enablers of mission and leaders in church & society
- Understands the nature of Reader/LLM (Reader) ministry in the context of lay and ordained ministry within the breadth and diversity of the Church of England and this diocese
- Is able, with credible authority and conviction, to exercise a world-facing public ministry
- Understands the Church of England's role and opportunities for Christian ministry and mission to the world
- Exercise best practice in safeguarding in a range of contexts
- Shows personal understanding of their gifts for lay ministry as a licensed Reader / LLM (Reader)
- Habitually reflects on their faith and practice
- Contribute effectively to their church's ministry, thinking and vision
- Represent and respect the authority of the Church of England
- Understands theological foundations for discipleship, leadership and collaborative working, especially in the context of Reader / LLM (Reader) ministry
- 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

**Pre-course task:** [TBC]

**1. Vocation and Call to ministry**

- Personal reflection - Here I am Lord, send me! (2hrs)
- What it means to be a Reader (6hrs)

**Assessment task:** [TBC]

**Pre-session task:** [TBC]

**2. Theological reflections**

- Discipleship (2hrs)
- Mission and ministry (2hrs)
- Leadership and Collaboration (6hrs)
- Personal reflection – my calling to be a Reader (2hrs)

**Assessment task:** [TBC]

**Module Outline**  
**Licenced Lay Ministry (Reader) Term 2**  
**(pre-reading and assessment tasks to be discussed with tutors)**

**Learning Outcomes**

The student:

- Has a faith that is enriched by Christian tradition, is rooted in the world and the everyday, and has sustained this through life's challenges
- Continues to learn and grow as a disciple of Christ
- Is dependent on the grace and gifts of God to sustain them and their ministry
- Has a desire to make God known by word and deed and is nourished by Christ's love for the world
- Is Christ-like in the way they model their Reader / LLM (Reader) ministry in servant leadership
- Makes time for prayerful reflection on their faith and practice of ministry
- Has a call to serve in this ministry that is recognised and affirmed by others
- Shows personal understanding of their gifts for lay ministry as a licensed Reader / LLM (Reader)
- Demonstrates a love of and commitment to life-long learning and is curious and open to new ideas and engages with hard questions in a way that is transformative
- Has a deep desire to see others grow in their Christian discipleship, is eager to learn about and to teach the faith
- Is able to communicate and defend the gospel effectively, especially through preaching and teaching, both inside and outside the church
- Can nurture others in their discipleship and faith development through catechesis (including preparation for baptism and confirmation), through enabling learning, and communicating the gospel
- Can reflect theologically on the ministry and mission of the church in relation to their experience in and of the world
- Encourage and enable others to establish and nourish their spirituality through prayer, Bible reading and study with an appreciative and respectful awareness of the breadth of spirituality

**Pre-course task:** [TBC]

**1. Vocation and Call to Ministry**

- A costly ministry – self-care in ministry
- Being a worshipful disciple of Jesus
- Prayer and Rule of Life
- Being a worshipful disciple of Jesus

**Assessment task:** [TBC]

**Pre-session task:** [TBC]

**2. Lifelong learning**

- Lifelong learning
- Teaching the Faith to others (1) - Nurturing others - catechesis, baptism and confirmation
- Teaching the Faith to others (2) - Nurturing others through prayer, Bible Study and reading scripture

**Assessment task:** [TBC]

**Module Outline**  
**Licenced Lay Ministry (Reader) Term 3**  
**(pre-reading and assessment tasks to be discussed with tutors)**

**Learning Outcomes**

The student:

- 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, is 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, is aware of how accountability and obedience operate within the Church of England's structure
- Be effective preachers in a variety of contexts in a way that effectively relates the Christian faith to people's everyday faith in the world of home, work and society
- Enable, encourage and inspire others to learn and develop with an understanding of how people learn
- Can 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
- Continues in life-long learning
- Exercises best practice in safeguarding in a range of contexts
- Sees, responds to and shares the gospel outside the confines of the church building
- Can and does reflect critically on hard questions

**Pre-course task:** [TBC]

**1. Vocation and Call to Ministry**

- Making God known in word and deed (2hrs)
- Being effective preachers (6hrs)

**Assessment task:** deliver a 10-minute sermon on an agreed theme at Study Day 4

**Assessment method:** Video recording and feedback from tutors and students

**Pre-session task:** [TBC]

**2. When things go wrong**

- Living well together, agreeing to disagree; conflict resolution (2hrs)
- Ministering to those who hold differing beliefs to our own (2hrs)

**3. Care for those in need (2)**

- Funeral Ministry (6hrs)

**Assessment task:** [TBC]

Assessment method: [TBC]

### Appendix 5: Lay Ministry Course Year 3 (proposed revision)

Term 4 - Autumn	Sessions	Topics
Sat 10am-4pm (6hrs)	Practical I	<b>Leadership</b> Being part of a team; healthy leadership; collaboration; understanding others faith and belief (alternate theologies – feminist, queer, ecological, etc)
<b>Term 5 - Spring</b>		
Sat 10am-4pm (6hrs)	Practical II	<b>Nurturing and Developing the Faith of Others</b> Encouraging others to grow in faith; outreach, mission, evangelism
<b>Term 6 – Summer</b>		
Sat 10am-4pm (6hrs)	Practical III	<b>Nurturing and Developing my Faith as a Lay Leader (Retreat Day)</b> Continuing to grow in faith; remaining alert to the call of God



**Module Outline**  
**Licenced Lay Ministry (Reader) Term 4**  
**(pre-reading and assessment tasks to be discussed with tutors)**

**Learning Outcomes**

The student:

- Models good, collaborative, role appropriate leadership and supports the leadership of others
- Helps to foster a climate of healthy leadership
- Is open to all that others may bring through collaborative team working in a church context
- Develop in shared leadership and collaboration;
- Model accountability within collaborative leadership structures
- Can share leadership, work well as part of a team

**Leadership (6 hrs)**

**Pre-course task:** Write a commentary of no more than 1000 words outlining what you believe to be the characteristics of a successful team

- Being part of a team (Belbin)
- Healthy leadership
- Collaboration
- Understanding others faith and belief (alternate theologies – feminist, queer, ecological etc)

**Assessment task:** Create an action plan with accompanying commentary to develop team ministry in your parish or benefice

**Assessment method:** creating an action plan with associated commentary

**Module Outline**  
**Licenced Lay Ministry (Reader) Term 5**  
**(pre-reading and assessment tasks to be discussed with tutors)**

**Learning Outcomes**

The student:

- Interacts and communicates well with a diverse range of people both inside and outside the church
- Encourages and enable others to contribute their gifts to the mission and ministry of the church
- Continues to devote themselves to mission, evangelism and growing disciples
- Inspires others to develop their vocation, modelling their ministry for enquirers
- Their membership of the body of Christ enables them to both accept and relinquish personal responsibility

**Nurturing and developing the faith of others** (6hrs)

**Pre-course task:** Visit an evangelistic or faith development activity in another parish and write an evaluative report on it outlining its successes and the barriers to success that have been identified

- Encouraging others to grow in faith (3hrs)
- Outreach, mission, evangelism (3hrs)

**Assessment task:** [TBC]

**Assessment method:** [TBC]

**Module Outline**  
**Licenced Lay Ministry (Reader) Term 6**  
**(pre-reading and assessment tasks to be discussed with tutors)**

**Learning Outcomes**

The student:

- Continues to grow in faith and relationship with Christ
- Remains alert and open to being called by God in a fresh direction in their life and ministry

**Nurturing and developing my faith as a lay leader (Retreat Day) (6hrs)**

**Pre-course task:** [TBC]

- Continue to grow in faith and relationship with Christ
- Remain alert and open to being called by God in a fresh direction in their life and ministry

**Assessment task:** 2000-word reflection on the first year as a licenced reader.

Successes, challenges, areas for development (theologically, personally, within ministry)

**Assessment method:**

Written reflection drawing on what has been learnt across the three-year course

## **Appendix 6 Lay Ministry Training/Formation**

### **Personal Development Outcomes**

These outcomes will form a central part of the individual's spiritual formation as they progress through the course.

If following a licenced pathway, greater depth will be observed within the Year 2 programme of study, and the compulsory continuing ministerial development which will occur within the first year of licenced ministry.

#### **Love for God**

The student:

- Is rooted in established patterns of corporate worship, Bible reading, prayer, study and reflection
- Relates their prayer and worship to the world of home, work and society
- Is enthusiastic and open about developing their understanding and practice of a range of approaches to Christian spirituality

#### **Love for the World**

The student:

- Has a call to serve in this ministry that is recognised and affirmed by others
- Shows personal understanding of their gifts for lay ministry
- Is informed and realistic about the costliness and impact of being in public ministry

#### **Love for People**

The student:

- Is a person of openness, stability and self-awareness
- Can nurture themselves while caring for others
- Can recognise, understand and seek to address their own biases

#### **Wisdom**

The student:

- Shows personal integrity, emotional maturity and honesty
- Makes good use of feedback, receiving it well and using it to identify areas of strength and areas for development

#### **Fruitfulness**

The student:

- Sustains their own resources and energy through good self-care and nurture
- Can recognise, use and develop their gifts and strengths, and understand and mitigate their vulnerabilities
- Models' humility

- Resources themselves through good self-care and maintains a breadth of interests to enable flourish and growth

### **Potential**

The student:

- Engages with change in a flexible way
- Shows imagination, adaptability and creativity
- Takes appropriate care of self and others
- Handles conflict positively
- Reflects critically and with humility on the exercise of their ministry and its opportunities for development; and on personal strengths, weaknesses and goals for personal development
- Has an understanding and experience of the Anglican discipline of Common Prayer
- Sustains the demands of Christian service well

### **Trustworthiness**

The student:

- Is ready to exercise lay ministry as an Authorised or Licensed Minister within the Church of England
- Knows the importance of appropriate boundaries, including within and between relationships
- Demonstrates the ability to respect confidentiality
- Can reflect on how they integrate difficult personal experiences and hard times in life

### **Appendix 7 Authorised Ministry Proposed Units**

Pastoral Care	Carried over from previous course practical units
Evangelism	Carried over from previous course practical units
Preaching	Carried over from previous course practical units
Anna Chaplaincy	Carried over from previous course practical units
Chaplaincy	New unit for aspirant lay chaplains (hospitals, prisons, schools)

Completion of the 'Introduction to Theology' Course and the relevant unit will lead to the student becoming an Authorised Lay Minister for the parish or benefice they worship in.