

LAY



DIOCESE OF
YORK

MINISTRY



**OPPORTUNITIES FOR YOU IN
THE DIOCESE OF YORK**



Living Christ's Story

dioceseofyork.org.uk



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Foreword by the Archbishop of York

Because of our baptism, every one of us has a part to play in God's mission of love to the world. In the Diocese of York it is our heart's desire that the whole people of God may be engaged in the whole mission of God across the whole of life.



Ministry isn't something just certain people do. It is about all of us using our God given gifts both in the life of the church and in the places God has put us – our home, at work, in school, and in our local communities. Following much consultation and research, and drawing on the wisdom of many in our Diocese both lay and ordained, we are engaging in a three-fold renewal process which will offer formation and resourcing focused on growing three key types of Lay Ministry in the Diocese of York.

Archbishop Stephen Cottrell

FOREWORD

He makes the whole body fit together perfectly. As each part does its own special work, it helps the other parts grow, so that the whole body is healthy and growing and full of love.

Lay Ministries Overview

FAQ	Licensed Lay Minister (Reader)	Authorised Lay Minister	Informal Lay Ministry	Mustard Seed Community Minister	Multiply Lay Leader
Are there any academic entry requirements?	No	No	No	No	No
What does the formation pathway look like?	The Deepening Discipleship Project followed by LLM (Reader) specified top-up modules	The Deepening Discipleship Project followed by optional modules	2022/23 Bespoke resourcing for Ministry Units and from 2023/24 access to optional modules	Stepping Up learning community consisting of three terms: Listening, Being With, Sharing Faith	Ongoing formation
How much work is involved in the formation?	Some light preparation tasks and practical Developing Ministry tasks in context	Some light preparation tasks and practical Developing Ministry tasks in context	Little/none	Weekly takeaway activities that are either formational or practical	Monthly Zooms and biannual Saturday gathering. Termly coaching
Are there any written assignments?	No, but a reflective journal will be required which will involve written reflections	No, but a reflective journal will be encouraged	No	No, but everyone has a personal journal for written, or other creative reflections.	No
What happens at the end of the initial formation period?	Licensed for 3 years* at a time	Authorised for 3 years* at a time	Start or continue ministry in context	Commissioned as Community Minister to lead or assist in mission in the local community	Commissioned as a Multiply Lay Leader
Where is it based?	In context around the Diocese and online with some gathered sessions	In context around the Diocese and online with four gathered retreats	Various	At a church within a Mustard Seed Deanery	In context
Do I need to do Safeguarding Training?	Yes	Yes	Yes	Yes	Yes

* Renewal after a review process



THE DEEPENING DISCIPLESHIP PROJECT

He handed out gifts of apostle, prophet, evangelist, and pastor-teacher to train Christ's followers in skilled servant work, working within Christ's body, the church, until we're all moving rhythmically and easily with each other, efficient and graceful in response to God's Son, fully mature adults, fully developed within and without, fully alive like Christ.

Ephesians 4: 11-13 (The Message)



The Deepening Discipleship Project is a new accompanied learning community beginning in **September 2023** to support the growth and development of the ministry of God's people in local churches across our Diocese.

This learning community is the first step for those who are interested in developing their ministry and would like to explore their calling to either:

- **Licensed Lay Minister (Reader)**
- **Authorised Lay Minister**

If you are exploring a call to ordained ministry speak to our Diocesan Vocations Team as this learning community may be ideal for you too.

10 months
Space to explore your calling and gifts



Mentoring in Context



Online Local Formation Groups



Structured Practical Tasks



Three one-day gathered retreats

At the end of The Deepening Discipleship Project and on completion of your Safeguarding Training you will be eligible to be authorised in a Celebration of Lay Ministries Service.

Ongoing Learning and Support
After authorisation you will be welcome to join a number of **optional modules** (which will be open to anyone). If you wish to go on to Licensed Lay Ministry (Reader) then there will be 10 months of compulsory modules to complete before licensing.



**THE DEEPENING
DISCIPLESHIP PROJECT**
Growing like Jesus where you are



INFORMAL LAY MINISTRY



Informal (sometimes called Local) ministries happen in the local parish, benefice or worshipping community. This is usually resourced locally and does not require any authorisation.

We would like to see this ministry resourced more widely as part of our vision to see all lay people empowered and equipped; not just those seeking authorisation or licensing. Examples of informal local ministry include running a food bank, leading a home group, facilitating Café Church, pastoral care or offering prayer and listening.



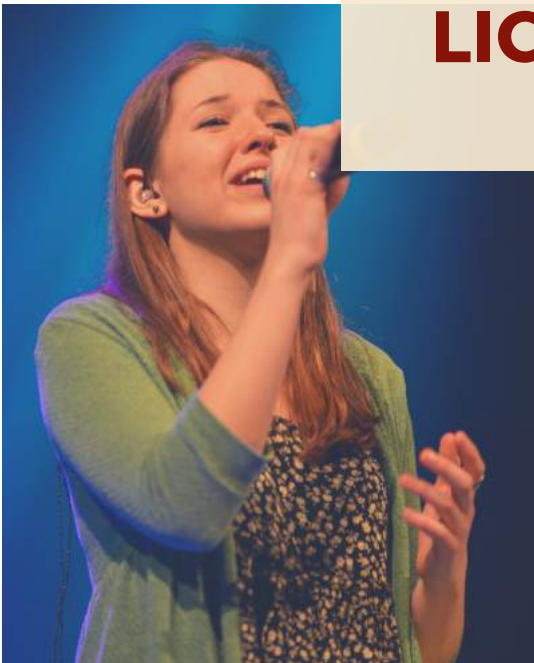
We firmly believe that local ministry units are best placed to deliver this resourcing and equipping and we will be providing bespoke help to resource this. From 2023 anyone will be able to choose from a menu of optional units and modules designed to resource and equip all lay ministers whatever their role and in whatever ministry sector they feel called to.

The menu will include a dynamic range of units and modules designed to meet the needs of our Diocese and to enable all parishes to Live out Christ's Story where they are. These will include areas such as rural ministry, ministry with families, engaging with those on the margins, preaching* and much much more.



*Further guidance on arrangements for equipping for preaching will be issued in January 2023.

LICENSED LAY MINISTER (READER)



Licensed Lay Ministers (Readers) are lay people who represent the church in a public, representative or leadership role. An LLM (Reader) is a lay person who, following a call from God, is trained and licensed by the Anglican Church to teach the faith, enable mission and lead in church and society.

Licensed Lay Ministers (Readers) are involved in three main areas of ministry; Teaching the Faith, Enabling Mission and Leading in Church and Society. LLM (Reader) Formation from Autumn 2023 will begin with The Deepening Discipleship Project, followed by a year of compulsory modules and further practical experience and mentoring.



At the end of this LLMs (Readers) will be Licensed by the Archbishop and enter into this historic and dynamic ministry. After Licensing, LLMs will continue to engage in ongoing learning opportunities including joining others in choosing from a menu of optional units and modules designed to resource and equip all lay ministers whatever their role and in whatever ministry sector they feel called to.

Many LLM (Readers) will go on to mentor others on their ministry journey through the newly formed Community of Lay Ministry Encouragers*. This community will support all of our Lay Ministry Formation programmes both spiritually and operationally.



*If you are interested in becoming part of the **Community of Lay Ministry Encouragers** then get in touch with us. The community will begin to form in early 2023 and we would welcome members from all ministry backgrounds, lay and clergy.

AUTHORISED LAY MINISTRY



Authorised Lay Ministers (ALMs) are lay people active in church life, who have a particular gifting, vocation or calling to lay ministry, such as those called to work collaboratively alongside their wider ministry teams with a focus on growing, nurturing and serving the wider parish community.

ALM is new to the Diocese of York, but similar schemes exist in various forms in other dioceses. Our ALMs will have a higher level of discernment and formation than informal lay ministry in order to be authorised at a diocesan level. The ALM training pathway will begin with The Deepening Discipleship Project which will involve dispersed local formation in the form of ministry development projects and mentoring.



On completion of The Deepening Discipleship Project and safeguarding training you will be eligible to become an Authorised Lay Minister and will be authorised in a Celebration of Lay Ministries at the Minster and will join an ongoing learning community with other ALMs from around the Diocese. There will also be ongoing formation through access to the menu of units and courses available through the informal lay ministries programme.

Authorised Lay Ministers are those who feel called to serve their local church context in a specific area of ministry. This might include things like Children's or Families Ministry, village chaplaincy, digital worship or leading worship such as Café Church, Christingle or Pet services or pilgrimages. New ALMs will be authorised for three years after which they will be eligible for re-authorising providing they have the support of their ministry unit and have engaged in ongoing formation and updated their safeguarding training.

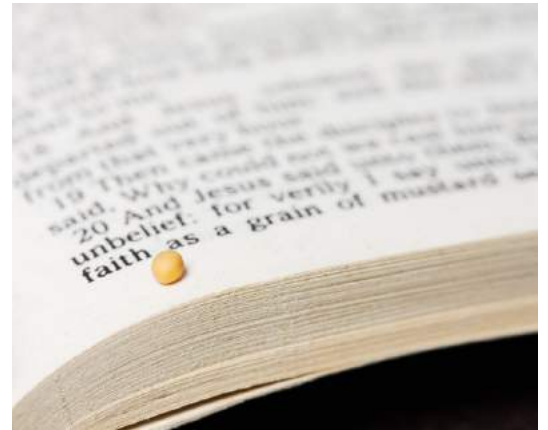




MUSTARD SEED COMMUNITY MINISTER

Mustard Seed are Living Christ's Story when the church is present in local communities in areas with multiple deprivations in Hull, Middlesbrough and the coastal areas.

Mustard Seed Community Ministers walk alongside people in the ups and downs of life - providing places of welcome and support, sharing God's love, creating opportunities to discover faith and growing disciples of Jesus. Formation is facilitated through the Stepping Up Programme.



Stepping Up involves Learning communities based in Middlesbrough, Hull and coastal communities, where lay people grow as disciples of Jesus and in their confidence and ability to share their faith within their local community.

Stepping Up is the first step for a parish to be involved with the Mustard Seed Programme. It provides an opportunity for lay people to come together once every week with people from other parishes in their deanery to grow together as disciples of Jesus, and explore how to develop mission in their local community.



To find out more, visit www.mseed.org



MULTIPLY LAY LEADER

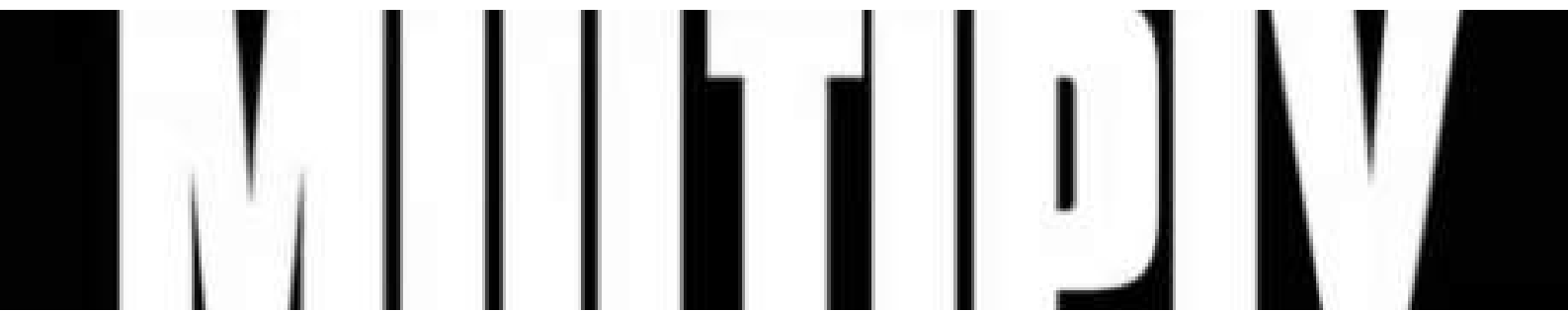
Multiply exists to inspire and equip leaders and teams to pioneer New Worshipping Communities for the 20s-40s placed strategically across the Diocese of York.

'Multiply' is enabling ministers to lead the creation of New Worshipping Communities focused on those in their 20s-40s. They serve to support those providing a spiritual home for people as they gather as worshipping, serving and ministering communities. .



Lay Leaders are one of three groups of ministers who enable the Multiply project. Both Part-time and volunteer leaders enable teams of ordinary people with extraordinary ambitions for reaching those that church currently doesn't.

To find out more, visit multiplyreach.org.



S A F E G U A R D

Safeguarding means the action the Church takes to promote a safer culture. This means we will promote the welfare of children, young people and adults, work to prevent abuse from occurring, seek to protect those who are at risk of being abused and respond well to those who have been abused. We will take care to identify where a person may present a risk to others, and offer support to them whilst taking steps to mitigate such risks.



The Diocese of York works within national guidelines to ensure that all ministers undertake appropriate safeguarding training and checks. For more detail speak to the Safeguarding Team.

In 2021 the Learning and Development Framework introduced a new approach. A summary of who needs to take which of the modules can be found on the Diocesan website but as a rule of thumb:

- **Everyone** involved in ministry must complete the **Basic** and **Foundation** courses*. These courses are online.
- Those offering for Authorised Lay Ministry, Licensed Lay Ministry and some Mustard Seed and Multiply Ministers must also complete the **Leadership** and **Domestic Abuse** modules.

*Basic and Foundation have replaced C0 and C1. All lay ministers will be expected to update to these courses at the earliest opportunity.

The Diocese of York is part of the Church of England, whose Archbishops, Bishops, clergy and leaders are committed to safeguarding as an integral part of the life and ministry of the Church.





FAQs

Why the changes?

Because we passionately believe that theologically it is the right thing to do. Ministry should be located amongst the whole people of God who are called to join in the mission of God to the whole of life. God calls us all, some of us into specific ministries which renew the church and enable God's people to join in God's mission. As a Diocese we are committed to a new, reinvigorated model for Lay Ministry which meets the needs of the Diocese as identified in the Living Christ's Story Deanery Plans.

How does this affect Readers?

Readers in the Diocese will now be known as Licensed Lay Minister (Reader). The ministry of Readers will continue but with a renewed focus on their role as teachers of the Faith, enablers of Mission and leaders in Church and Society. For those who feel called to support other lay ministers on their journey we would wholeheartedly welcome them to our community of Lay Ministry Encouragers (see below).

How does this affect RPAs?

All RPAs will be contacted in due course and offered a discernment process to establish if they would like to become an Authorised Lay Minister. This process will not be onerous and will be fully supported. As part of this process RPAs will need to update their Safeguarding training. RPAs who have recently completed the course will be offered opportunities to upskill in certain ministry sectors, honouring the commitment given at the beginning of their course. For further details see the document 'How does it affect me? RPAs'.

What resourcing will be available for different Ministry sectors (pastoral, youth work etc.?)

There will be lots of resourcing for different ministry sectors. Our brilliant Diocesan teams will continue to offer development opportunities in a host of areas to support you. In 2023 the Start of Lay Ministries Adviser will also be organising events around the Diocese to support informal Lay Ministry, if you or your Church has a specific need then please get in touch with us. As part of our offer moving forward from Autumn 2023 there will be regular modules on different ministry sectors to meet the needs of our Diocese and these can be accessed by anybody whether or not they are licensed, authorised or on a formation pathway for these ministries.

How will all of these ministries be supported?

Naturally we want to nurture and support Lay Ministries in the Diocese as much as possible. Support will begin with your incumbent or ministry team and we are also creating a diverse community of Lay Ministry Encouragers to support everyone along the path of discernment, formation and lifelong learning. If you are interested in joining this community then get in touch.

"We long for a church where lay ministries are recognised, valued and celebrated as God-given and where all ministers, lay and ordained, are co-labourers in the Kingdom of God."

*from 'A Vision for Lay Ministries'
Published by the General Synod of the Church of England, 2020*



More details on all of the changes can be found in the booklet '*Lay Ministry: Opportunities for you in the Diocese of York*'.