

Licensed Lay Ministers Selection Criteria

Following work with a Vocations Mentor, and with the agreement of their incumbent and PCC, candidates for licensed lay ministry attend a Selection Day. Having collected evidence from application papers, references, interviews, activities and observation the Selection Team work with the Warden to decide whether to recommend candidates for training. Where candidates are not recommended further support is available to enable them to continue their vocation journey.

Following the recommendations of the Central Reader Council in their publication "Resourcing Sunday to Saturday Faith" the Selection Team look for evidence that candidates will bring aspects of three key themes to their ministry:

- **Teaching the faith**
- **Enabling mission in the everyday**
- **Leading in church and society**

The Selection Team look at the experience, skills and gifts that candidates already have, their vision for their future ministry and their potential to be able to fulfil the call they are discerning. Evidence is gathered against the following criteria:

Teaching the faith

Does this person have:

- An infectious love for God, a desire to share it and the willingness to develop the skills to do so.
- A commitment to life-long learning, the desire to learn more and the willingness to develop a disciplined approach to study and reflection.
- An understanding that there are many expressions of faith and worship, the desire for new experiences of this and the willingness to be open to those from different traditions.
- A knowledge of Scripture and the key beliefs of the Christian faith, the desire to develop this and a willingness to grapple with the difficult bits.

Enabling Mission in the Everyday

Does this person have:

- A strong faith that is central to their daily life, the desire to help others develop their own discipleship and the willingness to undertake public ministry.
- A disciplined life of prayer and Bible reading, the desire to enrich it and the willingness to model it in their communities.
- An experience of growth through the encouragement of others, the desire to be an encourager and the willingness to meet people "where they are" and offer them God's love.
- An understanding of the world as the context of Christian ministry, the desire to reflect on their own experience in the light of the Christian faith and a willingness to engage with the challenges of contemporary society.
- A fruitful role in their communities, the desire to make stronger links between faith and action and a willingness to help others to act.

Leading in Church and Society

Does this person have:

- An active participation in the life of their “home” church as a confirmed and communicant member of the Church of England, a desire to deepen their commitment and a willingness to be obedient to the authority of the church.
- The ability to articulate their call to licenced lay ministry, the desire to live out that call and the willingness to imagine how that ministry may be expressed after training.
- The recognition of others as a trustworthy and stable individual, the desire for the opportunity to reflect on their strengths and weaknesses and the willingness to receive and reflect on constructive feedback.
- An ability to develop and maintain positive relationships with appropriate boundaries, the desire to deepen their skills in listening and empathy and the willingness to interact with a variety of people.
- Some experience of working as part of a team and the flexibility to engage with change, the desire to take on more responsibility and to develop their skills as a leader and the willingness to work with a wide variety of people, valuing and respecting them as members of the Body of Christ.