

## A Framework for Recognising Lay Ministry

This table gives an overview of responsibilities for providing support and permission-giving for lay ministries within the diocese<sup>1</sup> following good practice guidelines.

<b>'Local' Lay Ministry</b>	<b>'Commissioned' Lay Ministry</b>	<b>Licensed Lay Ministry</b>
Defined as 'recognised ministry' by the National Church	Defined as 'authorised ministry' by the National Church	Defined as 'licensed ministry' by the National Church
<b>Local</b>	<b>Diocesan and Local</b>	<b>Diocesan and National</b>
Recognition (authorisation) by the local minister, PCC and people	Recognition (authorisation) by the local church and the diocese	Bishop's Licence (authorisation) under canon (nationally recognised)
For <b>a variety of local ministries</b> such as visiting, pastoral care, leading worship, home group leading, prayer and listening, chaplaincy assistant etc	For <b>Anna Chaplaincy</b> <sup>2</sup> and <b>Lay Funeral Ministry</b>	For <b>canonical lay ministries</b> <sup>3</sup> : readers and licensed lay workers/ ministers/pioneers
Local (parish, benefice, chaplaincy, fresh expression, mission) discernment of gifting with recognition by the local minister and people	Local discernment with diocesan interview process, authorised on behalf of the Bishop	Local discernment with diocesan selection, admission and licensing by the Bishop
Training and support in the local context (with access to some centralised courses as appropriate)	Training provided and co-ordinated by the diocese	Training provided and overseen by the diocesan training provider (eg St Augustine's, CMS etc)
Local responsibility for safeguarding training and checks		Diocesan responsibility for safeguarding training and checks
Supervision by the local minister or delegated responsible person authorised or licensed to lead an area of work		Supervision by the local minister and accountability to the Bishop
Pastoral support also provided through diocesan network hubs		
Local authorisation (suggested 3-year terms) with a written role description & ministry agreement subject to regular review and for renewal of authorisation	Local and diocesan authorisation with a written ministry agreement subject to regular review and renewal every 3 years	Bishop's licence with a written ministry agreement subject to annual review
Access to continuing ministerial development in line with the 'Canterbury Diet' for Ministry		

<sup>1</sup> Adapted from the Church of England *Vision for Lay Ministries*

<https://www.churchofengland.org/sites/default/files/2020-11/GS%20Misc%201265%20A%20Vision%20for%20Lay%20Ministries.pdf>

<sup>2</sup> Anna Chaplaincy is trademarked and licensed under the oversight of BRF Ministries; chaplaincy is ecumenical and open to ordained ministers as well as lay.

<sup>3</sup> Canons E4-6 relate to the office of reader, and Canons E7&8 to licensed lay workers.