

Discipleship, Lay Ministry and the Canterbury Diet

Equipping ministry for a revitalised and flourishing missional church

Introduction

The Canterbury Diet for incumbents and priests in charge is well established as a way of describing the ministerial expectations for enabling their ministry to flourish. The Canterbury Diet¹ sets out how we do things to enable ministry here in this diocese.

The Canterbury Diet for lay ministry provides a framework within which a range of lay ministries can be recognised, encouraged and equipped in support of our Diocesan vision, strategy and bold outcomes.

There is an expectation that every benefice will be developing ministry teams in which lay and ordained people serve the church together according to their gifts, calling and local needs.²

Recognising ministry of all kinds is vitally important for a revitalised church where disciples are equipped for mission in their everyday lives.

The authorised lay ministry (ALM) training scheme was developed in 2001 to provide a range of courses to equip people for lay ministry in the local church and parish. There were a number of ministry electives which gave a specialised ministry focus where appropriate. The ALM scheme came to a natural end around 2020 as churches grappled with the covid pandemic.

Since 2020 a more flexible and adaptive approach has underpinned the need to equip, encourage and develop local lay ministry. This paper provides a description of this approach in more detail.

Some definitions

All disciples are called to a life of Christian service and ministry. Disciples don't need any special permission to do this other than the commission they received at their baptism. We all express our faith in our daily lives, not just when we gather in church, this is often referred to as 'everyday faith'.

The ministry which some lay people exercise is seen by others as being representative of the local church leadership. This is most obvious where there is visible 'up front' ministry such as leading worship or pastoral care and is seen as being exercised in the name of the church. It is good ministerial practice for these ministries to be recognised more formally by the incumbent and PCC/s (see below).

Lay ministry is mostly local. Lay ministry is mostly exercised in the local church, parish, and within the wider benefice. Discernment, recognition, authorisation, supervision and oversight will be a matter for the incumbent and PCC/s.

Some lay ministries could be described as local plus. This is the case where the form of ministry is recognised at a diocesan or national level. Currently, within our diocese this includes Anna Chaplaincy (which is also open to ordained ministers), Reader ministry and funeral ministry. Discernment, recognition, supervision and oversight will be a matter for the incumbent, PCC/s and the Diocesan Lay Ministries Adviser acting on behalf of the bishop. Future developments might include focal ministry and pioneer ministry.

¹ The word 'diet' comes from the Greek *diaita*, which means 'way of life.'

² The Dover Pathway, policy statement issued by the Episcopal Staff Team, 8th March 2024.

Lay ministry is often a voluntary ministry, but some may be in employed posts. Where this is the case, the PCC, Diocese or some other body will be the employer. Examples may include children, youth & families ministers, outreach workers, parish nurses, Ignite enablers, and administrators. It is possible for employed lay postholders to be licensed by the Bishop as a Lay Worker³.

Lay ministry may also be found in chaplaincies which fall outside parish oversight. Where this is the case, the umbrella organisation is likely to be responsible for overseeing the ministry. There will be a need for clarity especially where the lay chaplain is also seen as being a representative of the local church.

It is important to remember that local schools are also missional contexts. School ministry is not just for clergy or confined to Church Schools. This ministry may take a variety of forms such as school leadership and governance, collective worship, volunteer reading help, community wardrobe, school clubs, friends associations, coffee mornings, pastoral support etc.

The ‘Golden threads’ run throughout the Canterbury Diet. They are three key questions which are attended to at every stage and are crucial for ministerial development through reflective practice:

- How are prayer and spiritual practices being developed?
- How are we learning and reflecting together on our mission and ministry practice?
- How are we attending to good relationships and collaborative ministry?

The Canterbury Diet for Discipleship

The local church is the place where disciples are fired up and sent out into the world as witnesses to share the Good News of Jesus Christ. There are numerous courses and other resources which may be used to support and enable discipleship, some nuanced by the ecclesiology or theology of their church community.

The Diocesan Mission and Ministry team provide some additional resources to equip disciples for mission, these include:

- *Noticing and Naming.* These are proven habitual spiritual practices which can be learned as a means of sharing faith in everyday life.
- *Deepening Discipleship.* An 8-session discipleship course where participants explore their Christian identity, gifting and calling, and how that relates to their daily life, church and wider community.
- *Exploring the Bible.* Facilitated workshops and seminars to explore the Bible more deeply. These are offered on an occasional basis throughout the year.
- *Days for Lay People.* Events where lay people can explore aspects of discipleship together. These often focus on the bible, prayer, generosity, evangelism and wellbeing.

The Canterbury Diet for Lay Ministry

A Framework⁴ has been developed to provide clarity with regards to the responsibilities for discerning, recognising, authorising, overseeing and supervising these various ministries. This can be found at Appendix 1.

³ The duties of Lay Workers are to be found in Canon E7, they are admitted and licensed under Canon E8.

⁴ Adapted from the Church of England *Vision for Lay Ministries*.

Locally recognised lay ministry

This includes a variety of local ministries such as schools, visiting, pastoral care, leading worship, small group leader, children, youth and families, parent and toddler group leaders, messy church teams, to name a few! The Canterbury Diet for Locally Recognised Lay Ministers which can be found at Appendix 2 reflects good practice which parishes are expected to follow in relation to these ministries. Some locally recognised lay ministries require a special mention:

Schools Ministry

Local churches engaging in this ministry will also be required to comply with school policies especially with regards to safeguarding and governance. As has already been mentioned this ministry may be as part of a more formal arrangement such as governance, collective worship, Open the Book, after school or activity clubs, class visits, or visits from school to the church. It may also be less formal such as listening to children reading, or help with friends' associations, school trips etc.

Children, Young People and Families Ministry

This covers a wide range of possible ministries with children, young people, families and/or a combination of all these. It will include things like parent and toddler groups, Messy Church, Bubble Church, Forest Church, Blend, Sunday Club, Children's Church, etc. These will take place in church, parish and community settings. Those involved in ministry with children, young people and families will mostly be volunteers, some will be employees of the PCC.

Youth Ministry

This is a very specific ministry working with young people and into early adulthood. Whilst Youth Ministers may be volunteers, it is often a paid role. The Canterbury Diet for Youth Ministers can be found at Appendix 5; elements of it may also be applied to locally recognised Children and Families Ministers.

Anna Chaplaincy

This ministry with older people comes under the umbrella of BRF⁵ Ministries and is exercised within our diocese under a licence agreement with BRF. Anna Chaplaincy is now widely recognised across the Church of England and in other denominations. It is not confined to the laity; some Anna Chaplains are ordained. Anna Friends and other volunteers support the ministry of Anna Chaplains.

Anna Chaplains require the support of the incumbent and PCC but also includes a discernment interview with members of the Diocesan Anna Chaplaincy Working Group. Anna Chaplains are required to complete the BRF-accredited course and are commissioned into their role. A locally delivered Anna Friends course is available. The Canterbury Diet for Anna Chaplaincy can be found at Appendix 3.

Lay Funeral Ministry

Diocesan training is available for lay ministers who have the support of their incumbent and PCC to train for this ministry. Potential funeral ministers must be experienced worship leaders or Readers and also have a discernment interview with course facilitators before being accepted onto the course. A key element of the training includes a local placement under the supervision of their incumbent or a delegated supervising minister.

Those who are Readers exercise the ministry under the terms of their bishop's licence and revised ministry agreement. Other lay ministers should be locally authorised with a revised ministry

⁵ BRF, formerly known as the Bible Reading Fellowship.

agreement. Lay funeral ministers often exercise ministry across benefices and potentially across the deanery subject to local agreement and consent of the relevant incumbent.

Some of our lay funeral ministers are also civil celebrants. Where this is the case, the ministry agreement should address potential conflicts of interest.

Reader Ministry (also known as Licensed Lay Ministry/LLM)

The office of Reader is a nationally recognised lay ministry licensed under canon⁶. Readers undergo a diocesan discernment panel and complete formal theological studies⁷ sponsored by the bishop. Like clergy, they are required to make the declaration of assent and obedience to the bishop prior to being admitted and licensed. The Canterbury Diet for Readers (Licensed Lay Ministers) can be found at Appendix 4.

Lay Workers

The office of Lay Worker is another form of nationally recognised lay ministry licensed under canon⁸. Those who are appointed to stipendiary lay ministry posts are often licensed by the bishop as Lay Workers. Common examples include mission enablers, evangelists, pioneers and Church Army Evangelists. Lay Workers may also be licensed in voluntary roles.

Parish Governance and Lay Ministry

It should be noted that Church Representation Rules give guidance on nationally recognised licensed lay ministries and PCC membership. Lay Workers are ex-officio members by virtue of their licence whereas Readers may be ex-officio members of the PCC if the annual meeting decides⁹.

Good Ministerial Practice

There are some common elements of Good Practice which underpin the Canterbury Diet for Lay Ministry, these include the need for:

- Safer recruitment (volunteers and employees), mandatory safeguarding checks and training.
- Clarity with regards to accountability, responsibility and authority.
- Ministerial agreements, review and renewal.
- Spiritual accompaniment.
- Oversight and local supervision, which will include:
 - Regular meetings for ministerial development through reflection on practice.
 - Regular meetings for prayer and bible study within the local ministry leadership team.
- Equipping for ministry: initial training (as required) and ongoing learning, formation and continued ministerial development (CMD).

⁶ See Canons E4-6 for more details.

⁷ Normally completing a two-year Certificate in Theology course delivered by St Augustine's College of Theology (accredited prior learning may be taken into account).

⁸ See Canons E7-8 for more details.

⁹ Church Representation Rules 2020, Model Rule 15(1)(c)(h).

Equipping for Ministry

The Diocesan Mission and Ministry team provide some resources to equip lay ministry, these include:

- *Exploring the Bible*. Facilitated workshops and seminars to explore the Bible more deeply. These are offered on an occasional basis throughout the year.
- *Day for Lay Ministers*. Events for learning, networking and refreshment.
- *Spiritual accompaniment*. Help with finding a spiritual accompanier.
- *Lay Worship Leading / Pastoral Ministry training*. Hybrid courses which can be used as initial training or as a refresher.
- *Lay Funeral Ministry training*. A course to train experienced worship leaders and Readers to conduct funeral ministry. It includes a six month locally supervised placement.
- *Bereavement workshops*. These run alongside the funeral course and are open to anyone wishing to explore this ministry.

The Diocesan Children, Young People and Education (CYPE) team provide related advice and training, including:

- *CYPE Training Directory*. Details can be found here:
<https://www.canterburydiocese.org/childrenandyoungpeople/training/>
- *Growing Faith Hub*. The hub provides learning opportunities relating to developing faith with children and young people and the relationship between church-school-home. Information is available through the *Children's Ministry Dispatch*¹⁰ and *Briefing*¹¹.

The *Living Well* centre's programme¹² includes refreshment days for specific ministries.

Nigel Collins
Lay Ministries Adviser, October 2024

Appendices:

1. A Framework for Recognising Lay Ministry
2. The Canterbury Diet for Locally Recognised Lay Ministers
3. The Canterbury Diet for Anna Chaplaincy
4. The Canterbury Diet for Readers (Licensed Lay Ministers)
5. The Canterbury Diet for Youth Ministers

¹⁰ <https://www.ministrydispatch.com/>

¹¹ <https://www.canterburydiocese.org/our-life/news-events/newsletters.php>

¹² <https://the-living-well.org.uk/>

Appendix 1: A Framework for Recognising Lay Ministry

This table gives an overview of responsibilities for providing support and permission-giving for lay ministries within the diocese¹³ following good practice guidelines.

‘Local’ Lay Ministry	‘Commissioned’ Lay Ministry	Licensed Lay Ministry
Defined as ‘recognised ministry’ by the National Church	Defined as ‘authorised ministry’ by the National Church	Defined as ‘licensed ministry’ by the National Church
Local	Diocesan and Local	Diocesan and National
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 a variety of local ministries such as schools, children youth & families, visiting, pastoral care, leading worship, home group leading, prayer and listening, chaplaincy assistant etc	For Anna Chaplaincy¹⁴, Lay Funeral Ministry and (employed) Youth Ministry	For canonical lay ministries¹⁵ : 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
<u>Safeguarding and Schools:</u>		
Ministers will also be subject to school policies, safeguarding training and checks in compliance with <i>Keeping Children Safe in Education (KCSIE)</i> ¹⁶		
Supervision by the local minister or delegated responsible person authorised or licensed to lead an area of work	Pastoral support also provided through diocesan network hubs	Supervision by the local minister and accountability to the Bishop
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		

Please note that employed postholders will be subject to Employment Law as well as this Framework for good ministerial practice. Where a PCC is the employer, they must ensure they comply with Employment legislation.

¹³ Adapted from the Church of England *Vision for Lay Ministries*.

¹⁴ Anna Chaplaincy is trademarked and licensed under the oversight of BRF Ministries; chaplaincy is ecumenical and open to ordained ministers as well as lay.

¹⁵ Canons E4-6 relate to the office of reader, and Canons E7&8 to licensed lay workers.

¹⁶ The latest version of *Keeping Children Safe in Education (KCSIE)* can be found here: <https://www.gov.uk/government/publications/keeping-children-safe-in-education--2>

Appendix 2: The Canterbury Diet for Locally Recognised Lay Ministers

[Role title, eg Schools Minister, Worship Leader, Pastoral Minister etc]

NOTE: Where a lay minister is an employee of the PCC (or some other Body) employment law will apply, especially in relation to recruitment, employment contracts and related policies.

<p style="text-align: center;">(1) Local Church Discernment</p> <p>This will involve:</p> <ul style="list-style-type: none"> • Identifying the need for a particular ministry in the local church and recognising the gifting, calling and suitability of an individual (or group of individuals) to it. • Incumbent and PCC to follow safer recruitment process (e.g. role description, application form, references, mandatory safeguarding checks and training). 	<p>Golden Threads</p> <p>How are prayer and spiritual practices being developed? How am I learning and reflecting on ministry practice? How are we attending to good relationships and collaborative ministry?</p>
<p style="text-align: center;">(2) Recognition and Authorisation</p> <p>This will involve:</p> <ul style="list-style-type: none"> • Drawing up a written ministry agreement. • Authorisation by the incumbent and PCC for an agreed term (3 years suggested). • Local recognition and authorisation at an appropriate local church service 	
<p style="text-align: center;">(3) Oversight and Supervision</p> <p>This will involve:</p> <ul style="list-style-type: none"> • Regular meetings for ministry development through reflection on practice (see note 2 below) with named supervisor (this may be in a group setting). • Regular meetings for prayer and bible study within the local ministry leadership team. • Reporting to the incumbent, PCC and wider church community. • Providing ongoing training and support. • Annual review of ministry agreement 	
<p style="text-align: center;">(4) Review and Renewal of Authorisation</p> <p>This will involve:</p> <ul style="list-style-type: none"> • Annual review (see (3) above) • A significant review prior to the end of the term which may consider renewal for a further term. • If the role is coming to an end, consider ways to mark the occasion. • If the role is to continue: <ul style="list-style-type: none"> ○ Obtain PCC approval. ○ Refresh and renew mandatory safeguarding checks and training. ○ Revise the written ministry agreement if required and re-enter the process at (2) above. 	
<p style="text-align: center;">(5) Diocesan Support</p> <ul style="list-style-type: none"> • Provide guidance on good practice and advice on request. • Access to spiritual accompanier. • Provision of <i>Equipping for Ministry</i> courses, workshops and networking events which may be accessed as continuing ministerial development 	

Notes:

1. The word **'diet'** comes from the Greek *diaita*, which means 'way of life.'
2. Throughout the **Canterbury Diet** three key questions (**Golden threads**) are attended to at every stage and are crucial for ministerial development through reflective practice:
 - a. How are prayer and spiritual practices being developed?
 - b. How am I learning and reflecting on ministry practice?

- c. How are we attending to good relationships and collaborative ministry?
3. **Mandatory Safeguarding.** The parish is responsible for ensuring locally recognised lay ministers have:
 - a. completed a DBS check at the required level.
 - b. Completed safeguarding training at the appropriate level.
 - c. Maintain records of checks and training.

Advice is available from the Diocesan Safeguarding Team.
4. **Good Practice Guidance.** The Recognising Lay Ministry webpages <https://www.canterburydiocese.org/ministry/recognising-lay-ministry/> contain good practice guidance and suggestions for drawing up role descriptions, ministry agreements etc.
5. **Ministry Agreement.** The Incumbent should ensure there is a ministry agreement which has been approved by the PCC. This should include details of role, responsibilities, oversight, supervision and review.
6. **Authorisation.** It is strongly recommended that authorisation is time limited, but with an option for review and renewal. Three years is suggested as this would enable the mandatory safeguarding checks and training to be refreshed.
7. **Spiritual Accompaniment/Direction.** The Diocese has a network of experienced Spiritual Accompaniers and Advisors. The point of contact is Revd Dr Susanne Carlsson susannecarlssons@hotmail.co.uk who oversees the network.
8. **Continuing Ministerial Development (CMD).** The Diocesan Mission and Ministry team provide a range of *Equipping for Ministry* courses, workshops and events which may be accessed for CMD. The Diocesan Children Young People and Education team provide a similar range of resources (*Children's Ministry Dispatch* mailing) in relations to schools and children young people and families ministry.

Nigel Collins, Lay Ministries Adviser
July 2024

Appendix 3: The Canterbury Diet for Anna Chaplaincy

Anna Chaplaincy in the Diocese of Canterbury is a ministry which is trademarked by BRF Ministries and exercised under a head licence agreement. Under this agreement, individual Anna Chaplains and Friends are required to sign a sub-licence which sets out the terms under which they can use the trademark. Anna ministry is open to lay and ordained ministers.

<p>Anna Chaplains and Friends are commissioned in their local church by a representative of the Diocesan Anna Chaplaincy Team</p>	<p>Golden Threads</p> <p>How are prayer and spiritual practices being developed? How am I learning and reflecting on ministry practice? How are we attending to good relationships and collaborative ministry?</p>
<p>Prior to commissioning: the Incumbent and Anna Chaplain draw up a Ministry Agreement the Anna Chaplain should seek Spiritual Accompaniment</p>	
<p>Anna Chaplains & Friends are accountable to their local parish/PCCs and should participate in regular meetings with their incumbent and report on their ministry to the PCC as agreed in their ministry agreement.</p>	
<p>Anna Chaplains & Friends participate in ministry-specific ministerial development such as Diocesan Networking Hub meetings and the Rochester-Canterbury networking day</p>	
<p>Anna Chaplains & Friends participate in the annual Ministerial Survey and annual review process as it is developed</p>	
<p>Anna Chaplains & Friends participate in relevant Continuing Ministry Development (CMD) Events At advertised days and times</p>	
<p>Every 3 years complete the mandatory disclosure checks and refresher training related to Safeguarding</p>	
<p>Commissioning Review and Sub Licence Review This takes place every 3 years and will be initiated by the Diocesan Lay Ministries Adviser and Anna Chaplaincy Lea. It will involve: Anna Chaplain/Friend, incumbent, PCC/s</p>	
<p>The Review may lead to Re-Commissioning by the incumbent in the local church. This will include updating the sub licence and ministry agreement.</p>	

Notes:

1. The word **'diet'** comes from the Greek *diaita*, which means 'way of life.'
2. Throughout the **Canterbury Diet** three key questions (**Golden threads**) are attended to at every stage and are crucial for ministerial development through reflective practice:
 - a. How are prayer and spiritual practices being developed?
 - b. How am I learning and reflecting on ministry practice?
 - c. How are we attending to good relationships and collaborative ministry?
3. **The Diocesan Anna Chaplaincy Team.** This consists of the Diocesan Anna Chaplaincy Working Group: Julia Burton-Jones (Anna Chaplaincy Lead for Canterbury & Rochester dioceses), Nigel Collins (Diocesan Lay Ministries Adviser), Sarah Lucas (Diocesan Mission and Ministries Team administrator), Judith Andrews and Revd Canon Jean Kerr. On behalf of the bishop, they oversee Anna Chaplaincy in the diocese and are available to provide advice on good practice.
4. **Ministry Agreement.** Prior to commissioning Anna Chaplains/Friends draw up a ministry agreement with their incumbent; this should be approved by the PCC.

5. **Spiritual Accompaniment/Direction.** The Diocese has a network of experienced Spiritual Accompaniers and Advisors. The point of contact is Revd Dr Susanne Carlsson susannecarlssons@hotmail.co.uk who oversees the network.
6. **Networking Hubs.** These are convened by the Diocesan Anna Chaplaincy Team offering advice and support in a learning environment. Some are led online with at least one annual 'in person' gathering.
7. **Ministerial Survey.** An annual Anna Chaplaincy survey gathers statistical data which provides a snapshot of Anna ministry across the diocese. Ministerial review will be developed as Anna Chaplaincy continues to be established.
8. **National Safeguarding Framework.** Anna Chaplains/Friends who are licensed clergy or Readers will receive a reminder when their DBS check or training is due for renewal. Anna Chaplains/Friends who are locally recognised lay ministers should liaise with their parish safeguarding officers to ensure their DBS check and training is current and up to date.
9. **Continuing Ministerial Development (CMD).** Anna Chaplains/Friends are encouraged to attend CMD events which are relevant to their ministry context.

Nigel Collins, Lay Ministries Adviser
August 2024

Appendix 4: The Canterbury Diet for Readers (Licensed Lay Ministers)

<p>Newly admitted Readers attend new Readers Residential weekend or Induction Day for LLM/Readers who are new to the diocese with the Warden of Readers who introduces the LLM to the Canterbury Diet</p>	<p style="text-align: center;">Golden Threads</p> <p>How are prayer and spiritual practices being developed? How am I learning and reflecting on ministry practice? How are we attending to good relationships and collaborative ministry?</p>
<p>Prior to licensing: the Incumbent and LLM/Reader draw up a Ministry Agreement the Warden of Readers offers Spiritual Accompaniment</p>	
<p>During the first 1-2 years new LLM/Readers complete Post Licensing Learning consisting of action learning groups, the funeral ministry course (if appropriate) and further ministerial formation</p>	
<p>Participate in the annual Ministerial Review LLM/Reader completes an annual report, meets with their Incumbent to reflect on ministry/review ministry agreement Warden of Readers, Incumbent and LLM/Reader</p>	
<p>Participate in ministry-specific ministerial development as offered annually: Networking Day and local networking events Quiet Day and/or Refreshment Day for LLM/Readers</p>	
<p>Every 3 years complete the mandatory disclosure checks and refresher training related to Safeguarding</p>	
<p>Attend the Annual Celebration of Licensed Lay Ministry service incorporating the Admission and Licensing of new LLM/Readers, granting of Emeritus and re-commitment</p>	
<p>Participate in relevant Continuing Ministry Development (CMD) Events At advertised days and times</p>	

Notes:

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2. Throughout the **Canterbury Diet** three key questions (**Golden threads**) are attended to at every stage and are crucial for ministerial development through reflective practice:
 - a. How are prayer and spiritual practices being developed?
 - b. How am I learning and reflecting on ministry practice?
 - c. How are we attending to good relationships and collaborative ministry?
3. **Residential weekend.** This is normally held over the weekend of the Admissions and Licensing service at the Cathedral Lodge. LLM/Readers new to the diocese are invited to attend sessions as part of their induction but do not stay overnight. If need arises, a stand-alone Induction Day may be arranged for those LLM/Readers new to the diocese.
4. **Ministry Agreement.** Prior to licensing the Incumbent and LLM/Reader draw up a ministry agreement on completion of training and send a copy to the Warden of Readers (also see note 7 below).
5. **Spiritual Accompaniment/Direction.** The Diocese has a network of experienced Spiritual Accompaniers and Advisors. The point of contact is Revd Dr Susanne Carlsson susannecarlssons@hotmail.co.uk who oversees the network.

6. **Post Licensing Learning.** New LLM/Readers attend a facilitated action learning group and complete further learning and workshops as appropriate to their ministry context (this may include funeral training or anna chaplaincy).
7. **Ministerial Review.** The process is initiated by the Warden of Readers to be completed annually. It involves (1) a reflection on past ministry capturing some statistical data in a report for the bishop, and (2) a review of the ministry agreement which is then revised to incorporate changes in ministry context and/or personal circumstances. (1) normally takes place via a survey at the end of the year, (2) takes place after Easter or at any point in the year if necessary.
8. **Networking Day.** A networking day is normally convened annually for all active LLMs as an opportunity for mutual learning and updates. Networking events in archdeaconries and deaneries may also be convened from time to time as a means of mutual encouragement and support.
9. **Quiet Days and Refreshment Days.** A Quiet day is normally convened annually for active LLM/Readers. The Living Well host several Refreshment Days for LLM/Readers through the year. LLM/Readers are also encouraged to take a retreat or alternative quiet day.
10. **National Safeguarding Framework.** LLMs will receive a reminder when their DBS check or training is due for renewal; this is a mandatory requirement of holding the Bishop's licence or permission to officiate.
11. **Annual Celebration of Reader Ministry service.** This is an opportunity to gather for worship in support of the new LLM/Readers for mutual refreshment and a renewal of commitment.
12. **Continuing Ministerial Development (CMD).** LLM/Readers are encouraged to attend CMD events which are relevant to their ministry context. The **Working with Conflict** course is open to LLM/Readers as well as clergy. The Diocesan Children Young People and Education team provide a similar range of resources (*Children's Ministry Dispatch* mailing) in relations to schools and children young people and families ministry.

Nigel Collins, Lay Ministries Adviser (Warden of Readers)
July 2024

Appendix 5: The Canterbury Diet for Youth Ministers

The Canterbury Diet principles should be applied to Youth Ministers (paid and voluntary).

NOTE: Where a Youth Minister is an employee of the PCC (or some other Body) employment law will apply, especially in relation to recruitment, employment contracts and related policies.

Youth Ministers are commissioned in their local church by the incumbent, archdeacon or Bishop	Golden Threads How are prayer and spiritual practices being developed? How am I learning and reflecting on ministry practice? How are we attending to good relationships and collaborative ministry?
Prior to commissioning: the Incumbent and Diocese draw up a Memorandum of Understanding (MoU) , the incumbent and Youth Minister draw up a Ministry Agreement , the Youth Minister should seek Spiritual Accompaniment	
Youth Ministers are accountable to their local parish/PCC and should participate in regular meetings with their incumbent and report on their ministry to the PCC as agreed in their ministry agreement.	
Youth Ministers participate in ministry-specific ministerial development such as Diocesan Networking YM meetings and the Rochester-Canterbury Employed Workers networking days (employed youth ministers only)	
Employed Youth Ministers participate in 6-weekly Supervision sessions with the Diocesan Lead Officer for Children and Youth Ministry	
Youth Ministers participate in relevant Continuing Ministry Development (CMD) Events At advertised days and times	
Every 3 years complete the mandatory disclosure checks and refresher training related to Safeguarding	
Commissioning and MoU Review This takes place every 3 years and will be initiated by the Diocesan Lead Officer for Children Youth Ministry, incumbent and PCC	
The Review may lead to Re-Commissioning by the incumbent in the local church and will include updating the MoU and ministry agreement	

Notes:

1. The word **'diet'** comes from the Greek *diaita*, which means 'way of life.'
2. Throughout the **Canterbury Diet** three key questions (**Golden threads**) are attended to at every stage and are crucial for ministerial development through reflective practice:
 - a. How are prayer and spiritual practices being developed?
 - b. How am I learning and reflecting on ministry practice?
 - c. How are we attending to good relationships and collaborative ministry?
3. **The Children and Youth Ministry Team.** This consists of Jen Tobin (Lead Officer for Children and Youth Ministry) and Georgina Hedley-Smith (Youth Enabler). On behalf of the bishop, they oversee Youth Ministry in the diocese and are available to provide advice on good practice.
4. **Ministry Agreement.** Prior to commissioning Youth Ministers draw up a ministry agreement with their incumbent; this should be approved by the PCC.
5. **Spiritual Accompaniment/Direction.** The Diocese has a network of experienced Spiritual Accompaniers and Advisors. The point of contact is Revd Dr Susanne Carlsson susannecarlssons@hotmail.co.uk who oversees the network.

6. **Networking YM Meetings.** These are convened by the Diocesan Children and Youth Ministry Team offering advice and support in a learning environment. These are usually in person and take place at least 3 times a year.
7. **National Safeguarding Framework.** Youth Ministers, who are locally recognised lay ministers, should liaise with their parish safeguarding officers to ensure their DBS check and training is current and up to date. They will usually be reminded of this by their parish safeguarding officer in good time.
8. **Continuing Ministerial Development (CMD).** Youth Ministers are encouraged to attend CMD events which are relevant to their ministry context.

Jen Tobin, Lead Officer for Children and Youth Ministry
July 2024