

## ***The Canterbury Diet for Licensed Lay Ministers (Readers)***

<p>Newly admitted Readers attend new Readers <b>Residential weekend</b> or <b>Induction Day</b> for LLM/Readers who are new to the diocese with the Warden of Readers who introduces the LLM to the <b>Canterbury Diet</b></p>	<p><b>Golden threads</b></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 <b>Ministry Agreement</b> the Warden of Readers offers <b>Spiritual Accompaniment</b></p>	
<p>During the first 1-2 years new LLM/Readers complete <b>Post Licensing Learning</b> consisting of <b>action learning groups</b>, the <b>funeral ministry course</b> (if appropriate) and <b>further ministerial formation</b></p>	
<p>Participate in the annual <b>Ministerial Review</b> 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 <b>ministry-specific ministerial development</b> as offered annually: <b>Networking Day</b> and local <b>networking events</b> <b>Quiet Day</b> and/or <b>Refreshment Day for LLM/Readers</b></p>	
<p>Every 3 years complete the mandatory disclosure checks and refresher training related to <b>Safeguarding</b></p>	
<p>Attend the <b>Annual Celebration of Licensed Lay Ministry service</b> incorporating the <b>Admission and Licensing of new LLM/Readers, granting of Emeritus</b> and <b>re-commitment</b></p>	
<p>Participate in relevant <b>Continuing Ministry Development (CMD) Events</b> At advertised days and times</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. **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

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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](mailto: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 ana 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.

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