

Licensed Lay Ministry (LLM) and Authorised Lay Ministry (ALM) in the diocese of Worcester

	LLM (also known as Reader ministry)	ALM
Selection	Through the diocesan vocations process, which includes support from the candidate's parish priest and PCC(s); there is a diocesan selection day for all candidates each year.	By the parish through the parish priest and PCC, with advice from the diocesan training and development department if required.
Training	A foundation year, typically Bishop's Certificate or an ALM course, then six terms, one evening a week at Queen's College, Birmingham, plus one weekend in the diocese each term, Training starts in September. LLMs are prepared for a 'ministry of the word' – helping people connect faith and life through preaching, teaching, pastoral and evangelistic work.	Three terms, October to July. Everyone meets together from across the diocese on 5 Saturdays (1 in October, 3 in the Spring term, 1 in July), with specialist training (pastoral, worship leader, evangelist, etc) undertaken in 2 blocks in the Autumn and Summer terms. The emphasis is developing skills for a practical, locally-focused ministry and on personal, life-long discipleship.
Recognition	Licensed by the bishop as public ministers in their own parish(es) and beyond. LLM is a ministry of the Church of England. Readers can transfer to another diocese, subject to relicensing by the bishop of that diocese. Worcester licences are renewed every 5 years.	Authorised by the bishop for 5 years to exercise ministry only in their own parish(es). If an ALM moves parishes they will need to be invited into ministry by their new parish priest. Their ministry is not transferable to another diocese. Authorisation takes place at a diocesan service in the cathedral.
Ministry	A broadly-based ministry which can be expressed in a wide variety of ways depending on gifts and context. It includes a lay leadership role as well as a ministry of preaching and teaching within a pastoral setting. It may be exercised in places such as hospices or colleges, as well as in parishes, or it may involve evangelistic, community or 'fresh expressions' work on behalf of the Christian community. LLMs are the 'lay theologians' of the church – people trained to help others reflect on God's presence and activity in the world.	A specific role or ministry shaped around the ALM training undertaken – pastoral worker evangelist, worship leader etc. This ministry is affirmed annually at a deanery service – the ALM certificate is signed by the Rural Dean as a symbol of continuity. ALM Worship Leaders are not trained or authorised to preach, nor to officiate at funeral services.
Development	Expected to engage in continuing spiritual, personal and ministerial development to extend and refresh discipleship, skills and learning.	Encouraged to engage in continuing development through parish, deanery or diocesan events.
Agreement	Each LLM has a Working Agreement drawn up with the parish priest which should be revisited at least annually.	Role outlines and agreements are encouraged.
Review	Annual Returns of work are made to the diocese each year – these include reflection on the past year and plans for future ministry and development. A major review of ministry is undertaken with the parish priest every five years, prior to relicensing.	Parishes are expected to review their collaborative ministry every 5 years with the help of an outside consultant (such as Rural Dean or Lay Chair), at which an ALM's authorisation may be renewed or ended.
Support	Through the parish clergy and other local colleagues and through a diocesan framework of pastoral care, training and support.	Through the parish clergy and other local colleagues.

Similarities

- LLMs and ALMs both play an important role in the ministry of the local church through the life of parishes and deaneries.
- Both are voluntary, unpaid lay ministries, for which people are selected and trained.
- Both are ministries where people work collaboratively with lay and ordained colleagues in their local setting, with oversight being provided by the parish priest.
- Both expect a desire in individuals to continue to grow in personal discipleship and a willingness to develop their skills and their understanding of faith and ministry.
- Both ministries are regularly reviewed.

Differences

The table inside this leaflet sets out the main differences between Licensed Lay Ministry (LLM) and Authorised Lay Ministry (ALM). There is some degree of overlap, but there are also some very distinctive features. The key one is that LLMs undertake a significant training in theology, scripture and ministerial skills and carry responsibility as public ministers, similar to that of clergy. Like clergy, they are also transferrable, deployable ministers of the Church of England, licensed by the bishop of the diocese.

Every ministry has its own character and integrity. The two described in this leaflet are not hierarchical and both have their place in the rich diversity of church life as we join in God's mission to the world and use the gifts and opportunities we have been given

Enquiring further

Some people find that as they exercise a particular ministry they grow into a place of confidence and understanding where they feel they may be being called to look in a new direction. If you want to explore any of the ideas mentioned in this leaflet talk to your parish clergy (or the Rural Dean if your parish is in vacancy) or to other ministers in your church. They can put you in touch with people in the diocese to offer additional support and guidance.



Diocese of Worcester

Comparing

Licensed Lay Ministry

(Reader Ministry)

and

Authorised Lay Ministry



Is one of these ministries for you?