
SELECTION AND FORMATION GUIDELINES FOR READERS



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This document combines

- the core guidelines for *Forming and Equipping the People of God for Ministry and Mission*
- the additional guidelines for the selection and formation of Readers in the Church of England.

This document was discussed and approved by the Ministry Council. It is offered as a resource to dioceses in the context of the continuing discussion about equipping and forming the people of God and of forms of lay ministry and their authorisation.

	At SELECTION	At LICENSING	At the END OF IME
A. CHRISTIAN TRADITION, FAITH AND DISCIPLESHIP	<p>Candidates desire to learn from Scripture, tradition and the development of Christian thought. They ...</p> <ul style="list-style-type: none"> • have the potential for and desire to undertake structured and independent study and an openness to new ideas. • have an understanding of, and a commitment to, the key beliefs of the Church as expressed in the Scriptures and the creeds. • are willing to engage with hard questions. 	<p>Readers are learning and reflecting theologically as disciples and ministers of Christ. They ...</p> <ul style="list-style-type: none"> • understand issues relating to the interpretation of both Old and New Testament texts in contemporary contexts. • understand Christian beliefs and practices in their historical and cultural developments. • are able to interpret and use Scripture effectively in teaching and communicating the gospel in a way that connects Christian faith to everyday life of home, work and society. <p>Readers are generous in their recognition of and respect for the breadth and diversity of belief and practice within the Church of England. They ...</p> <ul style="list-style-type: none"> • are learning about how Christian beliefs and practices shape the moral life of individuals and communities. • are willing and able to reflect critically on hard questions. 	<p>Readers are committed to lifelong learning. They ...</p> <ul style="list-style-type: none"> • are able to understand and evaluate varying approaches to Christian faith, while articulating a personal position. • enable and inspire others to learn.
B. MISSION, EVANGELISM AND MAKING DISCIPLES	<p>Candidates have a personal commitment to Christ. They...</p> <ul style="list-style-type: none"> • have an enthusiasm and capacity to share the good news of the kingdom of God naturally and effectively. • are 'earthed' in, and have a clear sense of, the world as the context for Christian service and ministry. • show the potential for expressing themselves well in communicating the good news, in conversation and in writing. 	<p>Readers are people whose desire to make God known by word and deed is nourished by Christ's love for the world. They ...</p> <ul style="list-style-type: none"> • are learning about mission as proclaiming the good news of the kingdom, teaching and baptising new believers, responding to human need, addressing injustice and caring for creation. • are able to engage in mission, showing sensitivity to different cultures, faiths and environments. • understand the beliefs and practices of other faith traditions in relation to multicultural society. • are able to communicate and defend the gospel effectively, especially through preaching and teaching, and both inside and outside the church. <p>Readers have a deep desire to see others grow in their Christian discipleship, are eager to learn about and teach the faith. They...</p> <ul style="list-style-type: none"> • are able to nurture others in their discipleship and faith development through catechesis – including 	<p>Readers continue to devote themselves to the tasks of mission, evangelism and growing disciples. They...</p> <ul style="list-style-type: none"> • constantly seek to renew their understanding of the role of the local church in mission. • see, respond to and articulate the gospel outside the confines of the church building. • are able to make theological sense of social, political and church contexts.

preparation for baptism and confirmation – through enabling learning and communicating the gospel.

C. SPIRITUALITY AND WORSHIP

Candidates desire to grow closer to God through worship, prayer, Bible reading, study and reflection. They ...

- are open to exploring different expressions and disciplines of faith and spirituality.

They are developing their ability to relate prayer and worship to the world of home, work and society.

Readers' dependence on the grace and gifts of God to sustain humble, self-giving love and Christ-like service in the world and church is rooted in established patterns of worship, Bible reading, prayer, study and reflection. They ...

- understand the Church's range of approaches to, and traditions of, personal and corporate worship and prayer.

Readers relate prayer and worship to the world of home, work and society. They ...

- are enthusiastic about developing their understanding and practice of a range of approaches to Christian spirituality.
- are able to communicate the gospel effectively in a variety of settings.

Readers encourage and enable others to establish and nourish their spirituality through prayer, Bible reading and study. They ...

- have an appreciative and respectful awareness of the breadth of spirituality.
- have an understanding and experience of the Anglican discipline of common prayer.
- are able to preach in a variety of settings in a way that relates the Christian faith to the world of home, work and society effectively.

<p>D. PERSONALITY AND CHARACTER</p>	<p>Candidates have personal integrity, are self-aware and emotionally stable. They ...</p> <ul style="list-style-type: none"> • are motivated by God’s love for people. • are seen as stable and trustworthy by others. • are able to recognise their gifts, strengths and weaknesses and to receive feedback in constructive ways. 	<p>Readers are a people of integrity, openness and stability, growing in maturity in Christ. They ...</p> <ul style="list-style-type: none"> • are increasingly free to focus on others. • are able to value and reflect on their strengths, gifts and vulnerabilities, and identify areas for development. • are able to nurture themselves while caring for others. 	<p>Readers are at ease with themselves. They ...</p> <ul style="list-style-type: none"> • have a generous capacity to serve others in the wider community as well as in the church. • are able to reflect with insight and humility on personal strengths and weaknesses, and articulate goals for personal development. • are able to sustain the demands of Christian service well.
<p>E. RELATIONSHIPS AND COMMUNITY</p>	<p>Candidates are trustworthy, honest, approachable and a faithful member of the body of Christ. They ...</p> <ul style="list-style-type: none"> • form, develop and maintain healthy relationships. • interact well with a variety of people. • have good listening and empathetic skills. • look to serve the wider community of which they are a part. 	<p>Readers seek to model the self-giving love and compassion of Christ as a member of his body. They ...</p> <ul style="list-style-type: none"> • respect others, demonstrating empathy and honesty in their relationships, learning from them. • are able to interact and communicate well with a diverse range of people both inside and outside the church. • seek to discern and pray about the needs of their local community and the wider world with a willingness to respond as an ambassador of Christ. • are able to respond appropriately to pastoral situations and to reflect on their own practice. • understand policy and best practice in safeguarding 	<p>Readers encourage others in the body of Christ to continue to develop. They ...</p> <ul style="list-style-type: none"> • encourage others in their service of and prayer for the wider community. • are able to handle conflict positively. • take appropriate care of self and others. • are able to exercise best practice in safeguarding in a range of contexts.
<p>F. COLLABORATION AND SHARED LEADERSHIP</p>	<p>Candidates see collaboration as a hallmark of their membership of the body of Christ. They ...</p> <ul style="list-style-type: none"> • are able to work with a variety of different types of people. • have the potential to lead. • are able to engage with change in a flexible way. • are able to disagree with others while valuing and respecting them as members of the body of Christ. 	<p>Readers model themselves on the servant leadership of Christ. They ...</p> <ul style="list-style-type: none"> • understand theological foundations for discipleship, leadership and collaborative working, especially in the context of Reader ministry in the CoE. • are able to share leadership and work effectively as part of a team. • are able to facilitate the participation and learning of others for the ministry and mission of the church. <p>Readers actively look to affirm and foster the gifts of others. They ...</p> <ul style="list-style-type: none"> • are able to inspire others to fulfil their vocation in the world and the church. 	<p>Readers are committed to developing shared leadership and collaboration. Their membership of the body of Christ enables them to both accept and relinquish personal responsibility. They ...</p> <ul style="list-style-type: none"> • encourage and enable others to contribute their gifts to the mission and ministry of the church. • model accountability within collaborative leadership structures.

Readers are faithful and loyal in their accountability and responsibility as Readers. They ...

- understand how this operates within the framework of ordained and lay ministries in the CoE.

G. VOCATION AND MINISTRY WITHIN THE CHURCH OF ENGLAND

Candidates have a sense of call to lay ministry motivated by a desire to serve. They ...

- are able to articulate an informed call to licensed lay ministry as a Reader that is recognised and affirmed by others.
- appreciate the significance of Scripture, tradition and reason in the CoE.

Candidates are baptised and episcopally confirmed regular communicants in the CoE who ...

- are aware of the diversity of approaches to belief and practice within the CoE.
- are prepared to be obedient to the authority of the church.
- are aware of the opportunities and challenges that the Church faces in engaging with contemporary society in mission and evangelism.

Candidates are willing to commit to learning and formation. They ...

- are able to make connections between experience and the Christian tradition.

Readers believe themselves to be called by God to licensed lay ministry in the Church of England. They...

- understand the nature of Reader ministry and its characteristics in the context of lay and ordained ministry within the breadth and diversity of the CoE.
- show personal understanding of their gifts for lay ministry as a licensed Reader.
- are learning about the beliefs, traditions and practices of the CoE and how they relate to contemporary issues.

Readers are rooted in corporate worship in the CoE. They ...

- are learning about how doctrine and spirituality shape the life of faith and the practices of the CoE.
- understand the CoE's role and opportunities for Christian ministry and mission to the world.

Readers are ready to exercise lay ministry in the CoE. They ...

- are learning about accountability within the Church's structure.
- are able to reflect theologically on the ministry and mission of the church in relation to their experience in and of the world.

Readers inspire others to develop their vocation. They ...

- model their ministry for enquirers.
- contribute effectively to their church's ministry, thinking and vision.
- reflect critically on the exercise of their ministry and its opportunities for development.
- represent and respect the authority of the CoE.
- are competent lay preachers in a variety of contexts.