

Reader / LLM (Reader) IME formation framework

November 2021

This document was discussed and approved by the Ministry Council in November 2021.
A minor amend was approved by the Ministry Development Board in February 2025.

Reader / LLM	Christ	Church	World	Self
Love for God <i>The candidate...</i>	Is reliant on God – Father, Son and Holy Spirit - and lives out an infectious, life-transforming, everyday- focused faith	Is rooted in Scripture, the worship of the church and the living traditions of faith	Whole heartedly, generously and attractively engages with God’s world	Is prayerful and studies the Bible
Love for God <i>The candidate ...</i>	<p>Has a faith that is enriched by Christian tradition, is rooted in the world and the everyday, and has sustained them through life’s challenges</p> <p>Continues to learn and grow as a disciple of Christ</p> <p>Is dependent on the grace and gifts of God to sustain them and their ministry</p> <p>Has a desire to make God known by word and deed and is nourished by Christ’s love for the world</p>	<p>Has a thorough knowledge of God’s story in Scripture and tradition</p> <p>Understands issues relating to the interpretation of both Old and New Testament texts in diverse contemporary contexts</p> <p>Understands Christian beliefs and practices including their diverse historical and cultural developments</p> <p>Can 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> <p>Is learning about how doctrine and spirituality shape the life of faith and the practices of the Church of England</p>	<p>Models everyday faith related to the world of home, work and society</p> <p>Desires to make God known by word and deed</p> <p>Can make good use of social media in mission</p>	<p>Is rooted in established patterns of corporate worship, Bible reading, prayer, study and reflection</p> <p>Relates their prayer and worship to the world of home, work and society</p> <p>Is enthusiastic and open about developing their understanding and practice of a range of approaches to Christian spirituality</p>

<p>Call to Ministry <i>The candidate...</i></p>	<p>Responds to the call of Christ to be a disciple</p>	<p>Understands and is excited by the nature of Reader / LLM (Reader) ministry</p>	<p>Is committed to public ministry rooted in God's world</p>	<p>Has a sense of call to lay ministry</p>
<p>Call to Ministry <i>The candidate ...</i></p>	<p>Is Christ-like in the way they model their Reader / LLM (Reader) ministry in servant leadership</p> <p>Makes time for prayerful reflection on their faith and practice of ministry</p>	<p>Is in tune with the Church of England's expectations of Readers / LLM (Readers) as teachers of the faith, enablers of mission and leaders in church & society</p> <p>Understands the nature of Reader/LLM (Reader) ministry in the context of lay and ordained ministry within the breadth and diversity of the Church of England and this diocese</p>	<p>Is able, with credible authority and conviction, to exercise a world-facing public ministry</p> <p>Understands the Church of England's role and opportunities for Christian ministry and mission to the world</p>	<p>Has a call to serve in this ministry that is recognised and affirmed by others</p> <p>Shows personal understanding of their gifts for lay ministry as a licensed Reader / LLM (Reader)</p> <p>Is informed and realistic about the costliness and impact of being in public ministry</p>

<p>Love for People <i>The candidate...</i></p>	<p>Welcomes Christ in others and follows Jesus' example in listening, valuing and respecting others</p>	<p>Builds healthy relationships which are enabling of others in ministry</p>	<p>Seeks to serve their community and enables others to join in mission</p>	<p>Has empathy and is self-aware</p>
<p>Love for People <i>The candidate ...</i></p> <p>The importance of demonstrating an understanding of and active commitment to embracing diversity and difference should be explored across this quality</p>	<p>Sees Christ in others and shows a Christ-like attitude: understanding, respectful, listening, servant-hearted</p> <p>Values diversity in principle and action and is prepared to challenge prejudice</p> <p>Seeks to model the self-giving love and compassion of Christ as a member of his body</p> <p>Respects others, without discrimination, showing empathy and honesty in their relationships, learning from them</p> <p>Listens well; is approachable and welcoming</p>	<p>Interacts and communicates well with a diverse range of people both inside and outside the church</p> <p>Can respond appropriately to pastoral situations</p> <p>Is able to facilitate and enable the participation and learning of others for the ministry and mission of the church</p> <p>Can actively affirm and foster the gifts of others and inspire others to fulfil their vocation in the world and the church</p>	<p>Shows a wide and inclusive understanding and expression of mission based on the <i>Five Marks of Mission</i>, and of how they might be lived out in a given context</p> <p>Can engage and enable others in mission</p> <p>Can interact and communicate well with a diverse range of people both inside and outside the church</p> <p>Seeks 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</p>	<p>Is a person of openness, stability and self-awareness</p> <p>Can nurture themselves while caring for others</p> <p>Can recognise, understand and seek to address their own biases</p>

<p>Wisdom <i>The candidate...</i></p>	<p>Is open to life-long learning, reflection and growth</p>	<p>Can work collaboratively and embrace difference</p>	<p>Can connect gathered worship with being sent out into the world</p>	<p>Is a person of integrity and emotional stability, open to feedback</p>
<p>Wisdom <i>The candidate ...</i></p>	<p>Continues to grow in maturity in Christ</p> <p>Demonstrates a love of and commitment to life-long learning and is curious and open to new ideas and engages with hard questions in a way that is transformative</p> <p>Is learning about how Christian beliefs and practices shape the moral life of individuals and communities</p> <p>Habitually reflects on their faith and practice</p> <p>Can and does reflect critically on hard questions</p>	<p>Models good, collaborative, role-appropriate leadership and supports the leadership of others</p> <p>Helps to foster a climate of healthy leadership</p> <p>Is open to all that others may bring through collaborative team working in a church context</p> <p>Can disagree well with others, while valuing and respecting them as members of the body of Christ</p> <p>Understands theological foundations for discipleship, leadership and collaborative working, especially in the context of Reader / LLM (Reader) ministry</p> <p>Can share leadership, work well as part of a team</p>	<p>Can maintain a faith that is outward facing</p> <p>Can connect gathered worship and Christian tradition and ethics with everyday faith and experience, equipping people to face challenges in the world</p> <p>Can see, respond to and articulate the gospel outside the confines of the church building</p> <p>Can make theological sense of social, political and church contexts</p>	<p>Shows personal integrity, emotional maturity and honesty</p> <p>Makes good use of feedback, receiving it well and using it to identify areas of strength and areas for development</p>

<p>Fruitfulness <i>The candidate...</i></p>	<p>Shares God’s story in a way that encourages others to follow Jesus’ call in their lives</p>	<p>Can share the faith imaginatively, relevantly and well</p>	<p>Shares God’s love for the world in mission</p>	<p>Recognises their strengths and weaknesses, and resources themselves with good self-care</p>
<p>Fruitfulness <i>The candidate ...</i></p>	<p>Models Christian life and shares God’s story in a way that helps others to follow Jesus’ call in everyday faith</p> <p>Can share their faith in a way that enables others to relate it to the whole of their lives</p>	<p>Has a deep desire to see others grow in their Christian discipleship, is eager to learn about and to teach the faith</p> <p>Is able to communicate and defend the gospel effectively, especially through preaching and teaching, both inside and outside the church</p> <p>Can nurture others in their discipleship and faith development through catechesis (including preparation for baptism and confirmation), through enabling learning, and communicating the gospel</p>	<p>Is aware of the opportunities and challenges that the church faces in engaging with contemporary society in mission and evangelism; is able to be imaginative and creative in response</p> <p>Can reflect theologically on the ministry and mission of the church in relation to their experience in and of the world</p>	<p>Sustains their own resources and energy through good self-care and nurture</p> <p>Can recognise, use and develop their gifts and strengths, and understand and mitigate their vulnerabilities</p> <p>Models humility</p> <p>Resources themselves through good self-care and maintains a breadth of interests to enable flourishing and growth</p>

<p>Potential <i>The candidate has potential to...</i></p>	<p>Grow in faith and to be open to navigating the future in the company of Christ</p>	<p>Lead collaboratively as part of a local team within the wider church context</p>	<p>See where God is working in the world and spot opportunities to respond</p>	<p>Be adaptable, imaginative and creative</p>
<p>Potential <i>The candidate has potential to...</i></p>	<p>Continue to grow in faith and relationship with Christ</p> <p>Remain alert and open to being called by God in a fresh direction in their life and ministry</p> <p>Understand and evaluate varying approaches to Christian faith, while articulating a personal position</p> <p>Enable, encourage and inspire others to learn and develop with an understanding of how people learn</p> <p>Continue in life-long learning</p> <p>Encourage and enable others to establish and nourish their spirituality through prayer, Bible reading and study with an appreciative and respectful awareness of the breadth of spirituality</p>	<p>Inspire others to develop their vocation, modelling their ministry for enquirers</p> <p>Develop in shared leadership and collaboration; their membership of the body of Christ enables them to both accept and relinquish personal responsibility</p> <p>Encourage and enable others to contribute their gifts to the mission and ministry of the church</p> <p>Model accountability within collaborative leadership structures</p> <p>Contribute effectively to their church's ministry, thinking and vision</p> <p>Represent and respect the authority of the Church of England</p> <p>Be effective preachers in a variety of contexts in a way that effectively relates the Christian faith to people's everyday faith in the world of home, work and society</p> <p>Exercise best practice in safeguarding in a range of contexts</p>	<p>Continue to devote themselves to mission, evangelism and growing disciples</p> <p>Encourage others in their service of and prayer for the wider community</p> <p>See, respond to and share the gospel outside the confines of the church building</p> <p>Constantly seek to renew their understanding of the role of the local church in mission</p> <p>Have a generous capacity to serve others in the wider community as well as in the church</p> <p>Make theological sense of social, political and church contexts</p>	<p>Engage with change in a flexible way</p> <p>Show imagination, adaptability & creativity</p> <p>Take appropriate care of self and others</p> <p>Handle conflict positively</p> <p>Reflect critically and with humility on the exercise of their ministry and its opportunities for development and on personal strengths, weaknesses and goals for personal development</p> <p>Have an understanding and experience of the Anglican discipline of common prayer</p> <p>Sustain the demands of Christian service well</p>

Trustworthiness <i>The candidate...</i>	Follows Christ in every part of their life	Leads maturely in a way which promotes safe and harmonious Christian communities	Lives a life that publicly and positively represents their faith and the church	Has a high degree of self-awareness
Trustworthiness <i>The candidate ...</i>	<p>Has demonstrated personal, ministerial and scholarly integrity in fulfilling the requirements of their training</p> <p>Is learning, growing and reflecting theologically as a minister of Christ</p>	<p>Can lead sensitively, aware and generously respectful of the breadth and diversity of approaches to belief and practice within the local context and the Church of England including different traditions of personal and corporate prayer and worship</p> <p>Is faithful and loyal in their accountability and responsibility, aware of how accountability and obedience operate within the Church of England's structure</p> <p>Has completed and understood all required safeguarding training and is aware of their duty to have 'due regard' to the Church of England's safeguarding guidance and can reflect on their own learning and practice in this area</p> <p>Can recognise, understand and reflect on dynamics around power and authority, including in their own ministry as well as that of others</p> <p>Can form, develop and maintain safe and healthy pastoral relationships that enable others in ministry</p>	<p>Is able to engage in mission, showing growing understanding and sensitivity to different cultures, faiths and environments</p> <p>Takes appropriate care when using social media, aware of the risks and opportunities involved</p>	<p>Is ready to exercise lay ministry as a licensed minister within the Church of England</p> <p>Knows the importance of appropriate boundaries including within and between relationship</p> <p>Demonstrates the ability to respect confidentiality</p> <p>Can reflect on how they integrate difficult personal experiences and hard times in life</p>