

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

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Readers are licensed lay ministers (LLMs) authorised by the bishop to exercise a public ministry of the Word within the Diocese and under the oversight of their incumbent. The *Canterbury Diet* provides a framework for good practice and effective ministry. You are encouraged to attend to these three Golden Threads throughout:

**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?**

<p>Newly admitted Readers attend new Readers <b>Residential weekend</b> or <b>Induction Day</b> for Readers/LLMs who are new to the diocese with the Warden of Readers who introduces the Reader/LLM to the <b><i>Canterbury Diet</i></b></p>
<p>Prior to licensing:  the Incumbent and Reader/LLM 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 Readers/LLMs 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>  Reader/LLM completes an annual report,  meets with their Incumbent to reflect on ministry/review their ministry agreement  Warden of Readers, Incumbent and Reader/LLM</p>
<p>Participate in <b>ministry-specific ministerial development</b> as offered annually:  <b>Networking Day</b> and local <b>networking events</b>  and/or <b>Refreshment Day for Readers/LLMs</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 Readers/Licensed Lay Ministry service</b> incorporating the <b>Admission and Licensing of new Readers/LLMs, 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.’

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2. **Golden Threads** - throughout the *Canterbury Diet* three key questions 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. Readers/LLMs 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 Readers/LLMs new to the diocese.
4. **Ministry Agreement.** Prior to licensing the Incumbent and Reader/LLM 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 Readers/LLMs 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) may take place at any point in the year.
8. **Networking Day.** A networking day is normally convened annually for all active Readers/LLMs as an opportunity for mutual learning and updates. Networking events in archdeaconies and deaneries may also be convened from time to time as a means of mutual encouragement and support.
9. **Reader Refreshment Days.** The Living Well host several Refreshment Days for Readers/LLMs through the year. Readers/LLMs are also encouraged to take a retreat or quiet day.
10. **National Safeguarding Framework.** Readers/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 Readers/LLMs for mutual refreshment and a renewal of commitment.
12. **Continuing Ministerial Development (CMD).** Readers/LLMs are encouraged to attend CMD events which are relevant to their ministry context. The **Working with Conflict** course is open to Readers/LLMs as well as clergy.

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