



The STEPS to READER MINISTRY for applicants and their vicars



NEWCASTLE
READERS
BOARD



INCARNATION 5 FEBRUARY 2015

RECRUITMENT & SELECTION

Love for God
Love from God
The smile of God
The grace of God
The wisdom of God
The fear of God
The imagination of God
And God's purpose in all things

A Wee Worship Book Wild Goose Publications

**We all start somewhere...
and we hope you find this booklet helpful.**



READER'S PRAYER

Heavenly Father, I ask you to bless my friends reading this.
I ask you to minister to their spirit.

Where there is pain, give them your peace and mercy.
Where there is self doubting, release a renewed confidence
to work through them.

Where there is tiredness or exhaustion, I ask you to give them
understanding, guidance, and strength.

Where there is fear, reveal your love
and release in them your courage.

Give them greater vision,
and raise up leaders and friends to support and encourage them.

Give each of them discernment
to recognize the evil forces around them
and reveal to them the power they have in you to defeat it.

I ask you to do these things in Jesus' name.
Amen

adapted from Durham Readers Licensing Service 2007

The Diocese of Newcastle Reader Recruitment and Selection

Do you think God is calling you? Is that call to be a Reader ?



Introduction:

Perhaps it's come like a bolt from the blue during a sermon, or in your own prayer time. Maybe you have a suspicion you haven't dared admit yet. Or has someone already recognised it and asked you if you've ever thought about being a Reader? God can call us in dramatic or in the quietest of ways, directly or through other people.

All sorts of different people are called to Reader ministry - those in their twenties and those in their fifties, those who are single and those who are busy parents. God calls accountants and police officers, factory workers and youth workers, mums running a home and the early retired.

What are Readers called to do?

Readers are lay people, who have been trained for ministry and licensed by the Bishop of Newcastle. Readers are licensed to preach, teach, lead services, and most importantly to use their own skills to develop a supportive ministry for those exploring their faith. They are called to energise others to be drawn to God through all that they are and do. Their work may be on the fringes of church or within its worshipping community. We are all differently skilled and differently called.

There are Readers in our diocese who:

- o lead parents and toddlers' worship services
- o prepare children and parents for baptism or lead childrens worship, eg Godly Play, Messy Church
- o take funerals and offer ministry to the bereaved
- o create and run home groups, Lent and Advent courses
- o serve as chaplains in hospitals, shops and our armed forces among others.
- o minister and offer support in their workplace, run charities and serve wherever there is a need

..and most of all they bring their own skills, abilities and interests to people in the places they are called to serve.

What is involved in exploring Reader Ministry?

Most of all, you will need to talk to people and ask questions.

The place to start this conversation is with your vicar, however, in order to help you towards a clearer picture of what might be involved, the Readers Board provides a small team of Readers, who could be invited by your vicar to come to your church or place of worship to preach or to talk in general about Reader Ministry or to start a conversation with you in particular.

They will be able to answer questions over coffee or perhaps talk in small groups with you and anyone else who might want to know more about this ministry.

They all serve in a variety of ways but may inspire or encourage you to step forward for Reader training... they will also walk with you on your journey from where you are to the Reader Selection Day.

Some of the people you might meet...



There are, however, some clear steps that you will need to follow if you think you are called to be a Reader.

These are outlined in the following pages...

THE 7 STEPS

There are 7 steps laid out in this leaflet ...

...and you need to carefully look at each one as they will enable you to move smoothly through the Reader Recruitment and Selection process.

Although this leaflet is primarily for applicants for Reader training it will also be helpful to incumbents advising parishioners about making applications.

STEP 1

The starting place is with your incumbent (Vicar, Rector or Priest in Charge)

Once you feel you have a calling to be a Reader the first thing to do is arrange a meeting with your incumbent or, if your parish is in an interregnum, the area dean.

In the meeting you will need to talk about:

- o the reasons for you thinking that you are called;
- o be prepared to share with her/him the contributions you can possibly make as a Reader, both within the parish and beyond;
- o and discuss other forms of vocation like ordained ministry and other roles within the Christian community.

There are additional people who can help you through this time of discernment such as family and friends and people outside the parish whether they are church attendees or not.

In addition, you can contact the Warden of Readers, the Rt. Revd Frank White, or the Recruitment and Selection Co-ordinator, Sue Hart.

(See useful contacts at the end of this booklet)

STEP 2

Approval from your Parochial Church Council (PCC)

During your discussion with the vicar it will have been explained to you that you need the support of the PCC prior to you attending the Selection Day. If you are in a benefice covering several parishes the vicar may suggest that you seek and obtain the support of several parishes within it.

The vicar will arrange for the consideration of your application for Reader training to be put on the agenda of the PCC. It is usual for this to be discussed when you are not present although you may be asked to address the PCC prior to a vote being taken. The wording of the approval motion is important as the selection panel require a clear statement of PCC support when they consider your application.

The wording should be along these lines,

'The PCC approved the application of this candidate for Reader Training, with a view to serving in this parish, and will support him/her fully through his/her discernment process, training programme and ministry as a Reader'.

STEP 3

Completing the application form...

(the confidential part for the Warden of Readers and the Bishop)

- o The application form is completed by you and submitted, preferably by email to the Warden of Readers, The Rt. Revd. Frank White
bishopfrank@newcastle.anglican.org
- o It is important that you complete the form as fully as possible as the Selection Panel will use it in your interviews on the Selection Day.
- o You may obtain advice and further information about its completion from Sue Hart, please see further on for contact details.

Part A, B, C, D and E are about your skills, knowledge and experience

Part F of the form is completed and signed by your incumbent (vicar) before you submit the form to the Warden of Readers.

Part G is confidential to the Warden of Readers and to the Bishop of Newcastle. It includes details of your family and your marital status. All these sections must be fully completed.

For annual closing date for applications and for electronic copies, please contact Sue Hart on [0191 252 3941](tel:01912523941)

STEP 4

Preparation for the Selection Day

There is a useful self awareness exercise which enables a candidate to look at the criteria on which he/she will be assessed during the Selection Day. This form allows you to prepare yourself for the interviews and the short presentation about yourself.

It may help to talk to others about their perceptions of you as an individual and a person of faith. The latter will help you as people often see qualities and skills that you never even thought about! This self awareness exercise can be obtained from Sue Hart.

The Selection Day

STEP 5

The Selection Day is held each year in mid-June and will start for candidates at about 10a.m. and end, at the latest, between 4p.m. and 5p.m. The programme is likely to be as follows but may vary depending on the number of candidates:

10.00am	Welcome and Briefing
10.20am	Prayers and Address from the Warden of Readers
10.45am	Interviews
12.15pm	Information Session
12.45pm	Lunch
1.15pm	Further interviews and Meetings with the Warden of Readers
4.45pm	Candidates depart.

The Readers Team members will also be available on that day, so you will already know at least one person! Many candidates find the day to be an experience which is busy but enjoyable. They meet other candidates who they will train and learn with and realise that people entering Reader training bring a range of skills, qualities, experience and qualifications.

Outcome of the Selection process



We are well aware that you will want to hear the outcome of the Selection Process as soon as possible. The Selection Panel will make recommendations on the Selection Day which the Warden of Readers will consider in consultation with the Bishop. Once the Warden has done this he will write to you and inform you of the outcome and outline what you must do next.

This usually takes between 7 and 14 days.

Information about the training



Readers train through the Lindisfarne Regional Training Partnership. This training is mainly based in our Diocese at Church House, Percy Main, although modules may be offered in other places and some work is available on line.

This is a part-time course and it takes 3 years to complete the part of the course that leads to licensing as a Reader. The course involves academic learning and exploration in the skills necessary for the Reader ministry.

Academic work is important, however, we also believe that developing as a person and in community with others is an important aspect of your experience.

We call this 'Formation'. So that you are more confident to enter this period of training, Lindisfarne is offering a 4 evening 'taster course' in partnership with Newcastle Readers Board.

You will need to speak to Sue Hart or one of the team about this.

Candidates for Reader ministry usually study for a qualification validated by Durham University.

WANT TO KNOW MORE?

Thank you for reading to the end of this booklet.

We hope you have found it helpful. Support is only a phone call away from Sue Hart on 0191 252 3941 or you can look for more information through the following web links.

For further information about Reader Training see:

www.newcastlereaders.co.uk and www.lindisfarnertp.org

Useful contacts for further information:

Warden of Readers: Rt. Revd. Frank White

Tel: 0191 285 2220 bishopfrank@newcastle.anglican.org

Secretary of the Diocesan Readers Board:

Hilary Elder : hilaryelder@talktalk.net

Reader Recruitment and Selection Coordinator: Sue Hart

Sue can be contacted for further information on the selection process and application forms.

She will also confirm the closing date for applications and the date of the Selection Day.

Tel: 0191 252 3941

harts@sky.com



**If you would like more information,
call Sue Hart on 0191 252 3941**

Photographs: Alison Stroud and Richard Hart