

Learning Resources for Local Lay Pastors

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By the end of their training, LLPs should be able to display the following knowledge and skills...

Core competencies – LLPs are typically expected to: ↓	Knowledge	Skills	Useful Learning Resources
CALLING & COLLABORATION			
discern and express their sense of call to ministry and mission, as part of the Methodist Church's own calling within an ecumenical context #	<p>describe some types and varieties of call in the Bible and Christian history</p> <p>explain key aspects of the Methodist Church's 'Our Calling', the Methodist Quadrilateral, Connexional structure, the 'Priesthood of all Believers' and Methodism's collaborative approach to leadership, within an ecumenical context</p>	<p>discern and express their sense of call to ministry and mission, as part of the Methodist Church and the Body of Christ</p> <p>articulate why they feel called to a particular role</p>	<p>'Called by Name' booklet</p> <p>M. Atkins, Discipleship and the People called Methodists, Peterborough, TMCP, 2010</p> <p>'The Gift of Connexionalism in the 21st Century', Methodist Conference Report, 2017</p>
develop their practice through basic skills as a reflective practitioner, work reliably while on their own, and take appropriate responsibility and initiative within the	<p>describe a basic model of theological reflection</p> <p>explain what it means to be a 'reflective practitioner'</p>	<p>develop their practice as a reflective practitioner</p> <p>work reliably while on their own</p>	<p><i>Worship: Leading & Preaching</i> 1.3/Prepare</p> <p>Journaling; blogging; photo-reflection</p>

role		take appropriate responsibility and initiative within their role appreciate when it is proper to refer matters to others	
display appropriate self-awareness, integrity and resilience, as a person of faith, paying proper attention to both their own needs and others' needs and to issues of personal safety #	describe some insights and resources from psychology and spirituality helpful to the development of appropriate self-awareness, integrity and resilience detail relevant professional standards and expectations;	display appropriate self-awareness, integrity and resilience, as a person of faith pay proper attention to both their own needs and others' needs look after their spiritual, physical and mental wellbeing attend to issues of personal safety	'Wellbeing' – Methodist Church website S. Savage & E. Boyd-Macmillan, The Human Face of Church , Norwich: Canterbury Press, 2007 National Churchwatch (including personal safety techniques for churchworkers) Suzy Lamplugh Trust

PASTORAL CARE

provide apt and timely Christian-based pastoral care under supervision to a range of people in different circumstances #	describe key aspects of the theory and practice of pastoral care, relating to a range of people and circumstance take due account of both psychological and religious understandings of pastoral care	provide apt and timely Christian-based pastoral care under supervision to a range of people in different circumstances act appropriately when dealing with people at a time of vulnerability	'Encircled in Care' CD-ROM [NB safeguarding material out of date]
maintain accurate and appropriate records, to enable properly informed pastoral care, due accountability and	describe key aspects of good administration	maintain accurate and appropriate records	'Safeguarding Recording' - guidance about Safeguarding record-keeping

effective supervision	describe key aspects of proper accountability	adopt appropriate supervision and accountability	
display and encourage hospitality and welcome towards all those who visit church premises	<p>describe some Christian traditions of giving and receiving hospitality</p> <p>explain secular hospitality best practice</p> <p>explain the theological importance of diversity</p>	<p>display and encourage hospitality and welcome</p> <p>be attentive to the needs of others</p> <p>take account of and value various forms of diversity</p> <p>reflect the whole diverse people of God</p>	<p>‘Everybody Welcome’ course (Church of England)</p> <p>‘First Impressions Count’ downloadable workshop</p> <p>‘Ten questions to help your church become more welcoming’ (Ed Mackenzie)</p> <p>‘Equality, Diversity & Inclusion Toolkit’ (EDI), TMCP, 2016</p> <p>O, Otaigbe, Building Cultural Intelligence in Church & Ministry, AuthorHouseUK, 2016</p> <p>‘Christian Role Models for LGBT Equality’ – Stonewall, 2015</p>
conduct baptisms/ funerals/ Holy Communion/ Extended Communion (NB only where required and duly authorized). OPTIONAL	<p>describe how to appropriately conduct baptisms/ funerals/ Holy Communion/ Extended Communion</p> <p>outline some of the underlying theology relating to baptisms/ funerals/ Holy Communion/ Extended Communion</p> <p>describe some potential pastoral implications of baptism and funeral</p>	conduct baptisms/ funerals/ Holy Communion/ Extended Communion meaningfully and effectively	‘Encircled in Care’ CD-ROM (including material on Extended Communion)

preparation and follow-up

SPIRITUALITY & FAITH UNDERSTANDING

demonstrate personal commitment to prayer, individual and corporate worship, and Bible study

describe a variety of different devotional practices and disciplines available for personal spiritual growth

demonstrate personal commitment to, and participation in, prayer, individual and corporate worship, and Bible study

grow personally as a disciple of Jesus Christ

Worship: Leading & Preaching [3.1/Prepare](#) & [3.3/Prepare](#)

[‘Step Forward’](#) - resource for developing discipleship through small groups, grounded in Methodist principles (originated by the Guy Chester Centre; more details [here](#))

promote individuals’ faith development and growth as Christian disciples, in both one-to-one and group settings

describe some key patterns of spirituality and discipleship, with contemporary relevance
explain how adults and children learn, within contemporary societal and family contexts

promote individuals’ faith development and growth as Christian disciples, in both one-to-one and group settings

demonstrate and model ways of promoting faith development & discipleship

take account of different learning styles

articulate their own faith understanding and enable others to voice their faith understandings

[‘We are Family’](#) booklet

[‘Core Skills for Family Ministry’](#) book (BRF)

[‘Core Skills for Children’s Work’](#) book (BRF)

[‘A Lamp to my Feet’](#) Methodist Conference report, 1998 [engaging with diversity]

"The Mirror - This Is What We See" - a film of children speaking to adults in the church about what they think about God, and the Church (DMLN NW&Mann) [we hope to make this available for LLP learning and development in due course]

[‘All Together Now’](#), live streamed conference, October 2017, exploring what it means to be intergenerational church community

			<p>‘Think, Talk, Be’ - creating a space for children and young people to think as, talk as and be disciples</p> <p>‘Seasons of my Soul – conversations in the second half of life’, 2014 (in partnership with the Church of England)</p>
display a sound and developing understanding of Christian beliefs and practices, taking account of particular Methodist emphases	<p>describe a range of key Christian beliefs and practices</p> <p>explain the roots of Christian beliefs and practices in the Bible and in Christian tradition and experience</p> <p>explain specific Methodist emphases in belief and practice, displaying awareness of the Methodist Catechism</p>	<p>discuss a range of key Christian beliefs and practices, taking due account of particular Methodist emphases and respecting proper diversity of perspective</p> <p>appreciate and promote what is distinctively Methodist</p>	<p>‘A Lamp to my Feet’ Methodist Conference report, 1998</p> <p><i>Worship: Leading & Preaching</i> passim & 2.2/Prepare/8&9</p> <p>Methodist Catechism</p> <p>‘Living with Contradictory Convictions in the Church’ – Methodist Conference Report, 2006: Conference report & study guide</p>
PRESENCE & MISSION			
investigate the pastoral, spiritual and social needs of local communities and initiate new activities, as appropriate, in the light of God’s call to mission, making for a transformative encounter between the community’s needs and resources of Christian faith	<p>describe some techniques of social analysis</p> <p>outline a range of Christian responses to community needs and assets</p> <p>describe key aspects of the nature and purpose of God’s mission</p>	<p>investigate the pastoral, spiritual and social needs of local communities</p> <p>listen to & learn from individuals & communities</p> <p>initiate new activities, as appropriate, in the light of God’s</p>	<p>‘Reviewing ministry & mission needs’ (Supporting Local Ministry hub)</p> <p>‘Church & Community Engagement’ leaflet (DMLN East Central)</p> <p>‘Change Management’ training resource (DMLN East Central)</p>

		<p>call to mission</p> <p>empower individuals and congregations as partners in God's mission</p> <p>bring together the community's needs and the resources of Christian faith</p>	<p>'Church Webmap' (Statistics for Mission)</p> <p>'The Healthy Churches Handbook' (Church House Publishing)</p> <p>'The Healthy Circuits Handbook' (Newcastle District)</p> <p>'Voice Activated' – resource to provide children and young people with opportunities to be involved in and to influence the mission and ministry of the Methodist Church</p> <p>'Social Innovation' – social entrepreneur learning resource for Christian leaders and their institutions from Leadership Education at Duke Divinity</p> <p><i>Worship: Leading & Preaching</i> 2.2/Prepare/8&9</p>
<p>extend Christian presence, visibility and intelligibility in the wider local community and work for the common good</p>	<p>describe some techniques of social analysis</p> <p>outline a range of Christian responses to community needs and assets, including social action and fresh expressions of church</p>	<p>personally articulate and model Christian faith in relevant ways</p> <p>enable others to articulate and model Christian faith in relevant ways</p>	<p>'A Discipling Presence' workbook (rural communities)</p>
<p>communicate the gospel, in word and deed, with conviction and sensitivity, using an appropriate range of communication media</p>	<p>describe key aspects of good communication, in relation to a range of different media, including social media</p>	<p>communicate the Christian gospel, in word and deed, with conviction and sensitivity</p> <p>be inspired, and inspire others, by</p>	<p>J. Hodgson, Seeing Our Faith: Creative Ideas for Working with Images of Christ, Norwich: Canterbury Press, 2011</p>

		<p>the Bible, Christian tradition and experience</p> <p>adopt good voice, presentation and communication techniques</p> <p>employ accessible and appropriate language</p>	<p>Born among us multimedia resource pack</p> <p>The Christ we share multimedia resource pack</p> <p>Time to talk of God book</p> <p>Talking of God faith sharing course</p> <p><i>Worship: Leading & Preaching</i> 5.3/Prepare/9.3; 4.3/Prepare/4.5 (voice & presentation skills)</p>
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SERVANT LEADERSHIP

work effectively as a reliable leader and team member with the Minister in Pastoral Charge and other paid or voluntary workers	<p>explain some of the theory and practice of working in teams</p> <p>describe some key principles of collaborative and servant leadership</p>	act effectively and appropriately as a supervisee, colleague and team member	<p>‘Growing Leaders’ course materials (CPAS)</p> <p>‘Growing through Conflict’ training (Brec Seaton); in partnership with Place for Hope</p> <p>‘Belbin Team Roles’ webpage</p>
motivate, train and coordinate teams of volunteers, ensuring effective use of the available personnel and resources	<p>describe best practice guidelines for working with volunteers</p> <p>explain some of the theory and practice of working in teams</p>	<p>motivate, train and coordinate teams of volunteers</p> <p>ensure effective use of available personnel and resources</p>	<p>Booklet about taking on volunteers (Lincolnshire CVS)</p>
display emotional intelligence and pastoral sensitivity and model mature responses to disagreement and conflict	describe some insights and resources from social psychology, organisational studies and pastoral	display emotional intelligence and pastoral sensitivity	<p>‘Growing through Conflict’ training (Brec Seaton); in partnership with Place for Hope</p>

and avoidance of unnecessary conflict	<p>theology helpful to the development of emotional intelligence and pastoral sensitivity</p> <p>describe some key principles of conflict mitigation and resolution</p>	model mature responses to disagreement and conflict and avoidance of unnecessary conflict	'Positive Working Together' - combatting bullying and harassment in the Church
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= adequate competence in this is necessary *before* starting work as a Local Lay Pastor

This is a list of some already available resources, from Methodist and other sources, likely to be useful for the initial training of Local Lay Pastors, though not specifically designed for this purpose. The resources are categorised in terms of the typical competencies that Local Lay Pastors need to display. Please note that it will take varying lengths of time to engage with these resources – sometimes it may be preferable to dip into the most relevant parts of the resource.