

RICHMOND AND BARNES DEANERY SYNOD
praying together, learning together, working together

Wednesday 26th January 2021 – 7.30 pm

At HOLY TRINITY, RICHMOND
(and live-streamed via [Facebook](#))

MINUTES

- 1 Welcome and opening prayers led by Rev Dan Wells.
- 2 Introduction and welcome by Rev Alex Barrow.
- 3 Minutes of the last meeting were approved. Rev Dan Wells updated the synod that Holy Trinity had achieved their Bronze Eco-Church award.

4 Lay Ministry.

Talk by Rev Dr Raewynne Whiteley, Deputy Director of Discipleship and Lay Ministry, Diocese of Southwark. The PowerPoint presentation is included at the end of the minutes.

Raewynne presents a model of congregational development – as churches, we gather people, they are transformed and then they are sent out to proclaim God’s word in family, work, society and church life.

What comes to mind when you hear the words lay ministry?

Second-best; normal people doing the job that church people do; part of the ministry team; SPAs, readers, communion assistants; ministry outside the church building.

Second-best? Sometimes it appears that way but it shouldn’t be. A call to lay ministry is as much a call as any other ministry.

A Church of England wide survey about lay ministry last year revealed 100,000 people engaged in lay ministries across the country, mostly volunteers and a very diverse range of roles both in worshipping and wider community.

The 2020 Church of England [Kingdom Calling Report](#) asked what does it mean to be called as disciples and ministers in the church and concluded that it needed this diversity in ministry.

What does Ephesians 4: 1-16 have to do with lay ministry?

Different people given different gifts/talents; it’s not about ordination or priests.

The passage starts with Baptism and each one of us who was baptised was given grace

and gifts to do ministry. Each and every one of us have ministries – we are all called.

Church of England paper – [A Vision for Lay Ministries](#) refers to “public ministries”. We all have a ministry but some are called to a public ministry by being perceived as speaking or acting on behalf of Christ and on behalf of the Church. The report likens lay ministry to a garden with its diversity. Members of the synod described their gardens as sometimes unruly, a lot of work and yet God would look after them. The report also recognizes ordained and lay ministers as equal partners in mission. Bishop Christopher refers to “parity of esteem” – we may be different in our ministries, lay or ordained, different types of lay ministry. We need one another.

There are three pathways to lay ministry:

- **Locally recognised (Affirmed)** – eg Sunday school teacher, pastoral visitor – everyday things that are ministries. Locally driven for local need, locally trained and locally discerned at area, deanery or parish level. Can be out in the community or within our own churches.
- **Authorised (Commissioned)** – eg Southwark Pastoral Auxiliaries (SPAs) – authorised, discerned and trained at diocesan level (can’t necessarily move between dioceses as there may not be an equivalent role). Mostly inward focused but can be outward focused.
- **Licensed (Licensed)** – eg Lay Readers, Church Army Evangelists – nationally recognised. Discerned and licensed at diocesan level (but can move between dioceses) but trained to national standard. Can be out in the community or within our own churches.

The following brochures should be available from your church or Raewynne.

- **Lay Ministry** – Have you ever wondered if God is calling you?
- **Reader Ministry** – Are you called to encourage others in their faith?
- **Pastoral Ministry** – Are you called to care for others?
- **Lay Pioneer Ministry** – Are you called to build new church communities?
- **Evangelistic Ministry** – Are you called to share the good news with others?
- **Children’s Youth and Family Ministry** – Are you called to work with young people?

The picture below shows how the different lay ministries are organised in the Southwark Diocese:

Affirmed	Commissioned	Licensed
		Readers (LLMs)
Pastoral	Pastoral Ministers	Pastoral Ministers
	Pioneer Ministers	Pioneer Ministers
		Church Army Evangelists
Children's, Youth, and Family	Children's, Youth, and Family Ministers	Children's, Youth, and Family Ministers

There is a range of lay ministries available. Pioneer Ministers are those who reach out to the un-churched in a variety of ways. Church Army Evangelists use the Gospel to reach out to the un-churched.

Diagrams showing the application procedures for licensed and affirmed lay ministry are in the slides at the end of the minutes. If at any time in the application process you feel it's not quite right, then you can be sent back to talk to someone.

What is the age limit?

Licensed – begin training by 62 but [St Augustine's](#) welcomes anyone to study there and have independent students. So, if you are interested in studying theology at an academic level or not quite sure what you are called for, you can do a taster module at the college. Lower age limit 18.

Commissioned – No upper age limit but if over 70, consult with your vicar. Lower age limit 18.

Affirmed – No age limits.

What is the current supply and demand like?

The Diocese and parishes would welcome more lay ministers. There is no quota and there is always money for training (although parishes may cover expenses and donations from anybody are always welcome). The church needs more people trained in ministry to take on roles. All training is part time and can be combined with full time work.

What is the first step for someone considering lay ministry?

Talk to their vicar or chaplain. Discernment is about listening to God, the Church, your own community, and yourself.

Southwark Diocese are hoping to have a season promoting lay ministry and there will be resources and preaching notes available. Please encourage your churches to take part. *Post meeting update - This has now been formally declared as the four weeks from the 1st Sunday after Trinity (19 June) to the 4th Sunday after Trinity (10 July).*

If you would like to have an informal conversation about your sense of call to lay ministry, please email Raewynne at raewynne.whiteley@southwark.anglican.org.

Rev Alex Barrow asked deanery synod reps to think about you might make your parishes aware of the different ministries and the diocesan viewpoint of an encouragement of lay ministries.

5 ECO-Deanery.

Judith Russenberger from Christ Church, East Sheen:

A Rocha runs the Eco-Church and the Eco-Diocese schemes as means of enabling congregations to become sustainable, creation-caring, climate protecting communities. Southwark Diocese is registered as an Eco-Diocese and is working towards achieving bronze standard by 2025. To assist with this goal, the Diocese has created the concept of the Eco-Deanery. More information about Eco-Deanery can be found in Southwark diocese booklet [Becoming an Eco-Deanery](#).

Being an Eco-Deanery means committing to collective action, championing and supporting environmental endeavours at all levels. The aim is to foster an environmental mindset throughout the Deanery, so that it becomes a natural reflex to consider the environmental impact of all actions we take.

How can we become an Eco Deanery?

1. Recruit a Deanery Environment Champion/s to take the lead on all things environmental. Deaneries are an ideal way to share ideas and pool resources and peer support one another.
2. Create collective targets - Choose a clear goal with a realistic deadline and ask churches to work together to fulfil a deanery wide pledge.
3. Share Information. eg use social media to create an online information-sharing hub, start a regular email list to share ideas, host a coffee morning.
4. Share information with congregations. Eg all churches in the deanery could feature the same weekly 'Eco Tip' or 'Environment Pledge' in their news sheets or e-bulletins.

An Eco-Deanery can have a stronger collective voice locally than individual churches.

How can Eco-Deanery assist with issues such as all churches moving to ethical banking when that is the responsibility of individual parishes?

Changing banks is quite difficult to do but if many churches approached the same bank together it might be easier, and banks may be more responsive.

Rev Alex Barrow responded:

Deaneries don't have any power so whilst we may set targets, we can't enforce them. If we set targets they should be "SMART" (Specific, Measurable, Attainable, Realistic, Time-based). Eco-Deanery might work best as an encouraging, idea-sharing, inspiration-giving vehicle. Please could you email your responses to the question *should we become an Eco-Deanery* and then we will have a think about to take the idea forward – maybe appointing a Deanery Eco-Champion would be the first step.

6 Living in Love and Faith.

Two courses held Oct/Nov 2021.

Rev Alex Barrow led the Zoom course. No single response to LLF. The course video prompted lively and good-humoured discussion. Range of views expressed as to how the church should respond to changing views in society and the ethics of sexuality from a Christian point of view.

Paula Brackenridge led the in-person course at St Mary Magdalene, assisted by Rev Canon Wilma Roest and Rev Charlie Smith. A lot of lively discussion. It was a good thing to do and those who came along seemed to get a lot out of the course, even though at times we were may be out of our comfort zone.

Feedback was invited from those who participated via

www.surveymonkey.co.uk/r/LLFcourse. If any of the participants have not given their feedback, please do so.

7 Glass Door

Glass Door not running the winter night shelters in churches this year which is a cause for considerable regret. They are running a few hostels in more central London. St John the Divine is running a Soup Kitchen on two evenings a week. Glass Door caseworkers remain at The Vineyard.

8 Paula Brackenridge gave an update on the Knife Bin Appeal. We have found a church in South London as a suitable location for our knife bin. Both the vicar and the PCC are receptive to the idea of having a knife bin. The church is open most days and there is community outreach, including youth work, in the crypt, so there would be people

available to talk to anyone who wanted to. We have visited the church to have a look at the area. Paula Brackenridge and former Lay Chair, Marian Mollet are going to meet with the vicar. We have been looking at [Word4Weapons](#), which has previously been used by the Diocese to provide the bin. We may also consider another company [KnifeSafe](#), which was recommended by the Met.

- 9 Rev Sarah Atkins has moved on from St Richard's, Ham, to Holy Trinity, Claygate. As a deanery, we wish her farewell and the best for her new ministry.

Rev Kate Daymond is to be licensed by Bishop Christopher as the Associate Vicar for St Peter's, Petersham on 2nd February. At the same service Rev Simon Coupland will be licensed as Priest-in-Charge of St. Peter's. Simon is not moving from St Richard's, Ham but owing to the way in which Kate's post has been put together, a partnership between the Diocese and St Peter's, a technicality in canon law means she cannot be the incumbent of the parish; so Simon has agreed to act as incumbent, while Kate will be the parish priest.

Still waiting for news of a new vicar at St Anne's.

- 10 [StreetDoctors](#) is a volunteer organisation that runs first-aid courses to train young people how to save lives. The Diocese are encouraging churches and deaneries to consider running courses locally. Rev Canon Wilma Roest has suggested we run a course and has offered St Mary Magdalene as a location. The courses are not expensive, and the deanery could meet the cost of the course or perhaps fundraise. A show of hands showed support for the project.
- 11 Rev Alex Barrow closed with a prayer and the Grace.

The next meetings of the Deanery Synod will be on

Tuesday 7th June 2022 – St Philip and All Saints (the Barn Church), Kew

Monday 3rd October 2022 - St Mary the Virgin, Mortlake



The Diocese of
Southwark



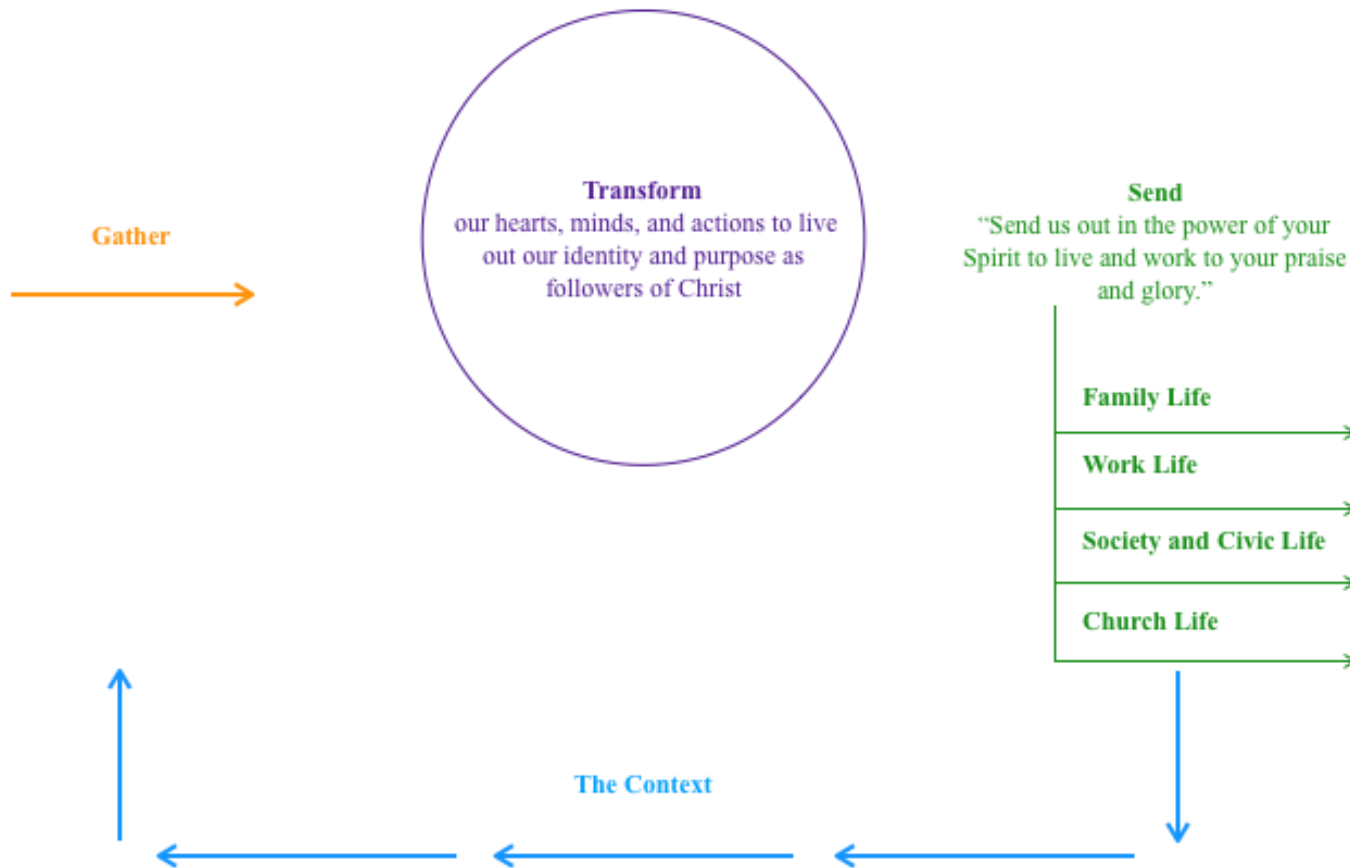
Lay Ministry

Richmond and Barnes
Deanery Synod
January 2022



Gather-Transform-Send

(Melissa M. Skelton and the Diocese of Olympia, 2007)





Lay Ministry Data Project

- about 100,000 people engaged in lay ministries across the country
- almost 90% on a voluntary basis
- Diverse: over 40 different areas ranging from administrators to worship leaders
- worshipping and wider communities



Kingdom Calling

“In order to be the sign, instrument and foretaste of the kingdom in this age, the church needs all the gifts that Christ has given to its members, expressed in the diversity of its many ministries woven together under the direction of the Holy Spirit.”



Ephesians 4

I therefore, the prisoner in the Lord, beg you to lead a life worthy of the calling to which you have been called, with all humility and gentleness, with patience, bearing with one another in love, making every effort to maintain the unity of the Spirit in the bond of peace. There is one body and one Spirit, just as you were called to the one hope of your calling, one Lord, one faith, one baptism, one God and Father of all, who is above all and through all and in all.

But each of us was given grace according to the measure of Christ's gift...The gifts he gave were that some would be apostles, some prophets, some evangelists, some pastors and teachers, to equip the saints for the work of ministry, for building up the body of Christ, until all of us come to the unity of the faith and of the knowledge of the Son of God, to maturity, to the measure of the full stature of Christ.

...we must grow up in every way into him who is the head, into Christ, from whom the whole body, joined and knitted together by every ligament with which it is equipped, as each part is working properly, promotes the body's growth in building itself up in love.



A Vision for Lay Ministries

“Following *Ministry for a Christian presence*, in the context of this vision, ‘lay ministries’ is used to describe those roles which are publicly recognised as representative and enabling roles within the Church of England, though not necessarily within the place and space of the gathered church. Lay ministers are those who have been called to these particular ministries and commissioned for specific responsibilities.

...



This vision looks forward to a church where lay ministries abound and flourish fruitfully as part of the ecosystem of the whole people of God, enabling the ministry of the whole church as it serves God's mission in God's world.



“If the context of lay ministries in the Church of England is like a garden, it is one of extraordinary abundance, with a multitude of plants of different varieties. In different areas of the garden things may look a little different to each other. Varying conditions enable a range of plants to flourish and indeed need different plants to make the best of the conditions they have. There are some plants which crop up in all the areas, and some might be unique to a very particular type of soil, but the overall variety is vital.”





“The whole people of God, by baptism, share in bearing Christian presence through worship, witness and service, being the Body of Christ in every and any place and context.... Ordained and lay ministers teach and equip lay people to follow Jesus confidently in every sphere of life in ways that show the difference the Gospel makes. They recognise that all are baptised into Christ, complementary in gifts and vocation, mutually accountable in discipleship, and equal partners in mission.”



- Three pathways
 - Locally recognised = **Affirmed**
 - Authorised = **Commissioned**
 - Licensed = **Licensed**
- Characteristics
 - Relational
 - Missional
 - Collaborative
 - Diverse
 - Adaptive



Affirmed Ministries

- Locally driven for local need
- Often involve partner organisations in the community
- Locally discerned
- Locally trained - a day or a few weeks
- Blessed or affirmed at area, deanery or parish level
- Cover both sent and gathered church



Commissioned Ministries

- Diocesan ministries
- Diocesan discerned
- Diocesan trained - typically Bishop's Certificate plus a year of focussed training
- Commissioned by the Diocesan Bishop
- Mostly gathered church but to include new worshipping communities and fresh expressions of church



Licensed Ministries

- Nationally recognised ministries (Licensed Lay Minister)
- Diocesan discerned
- Trained to national standards - typically through St Augustine's for two years with two years post-licensing training
- Licensed by the Diocesan Bishop
- License may be transferred to another diocese
- May be gathered or sent church but includes new worshipping communities and fresh expressions of church

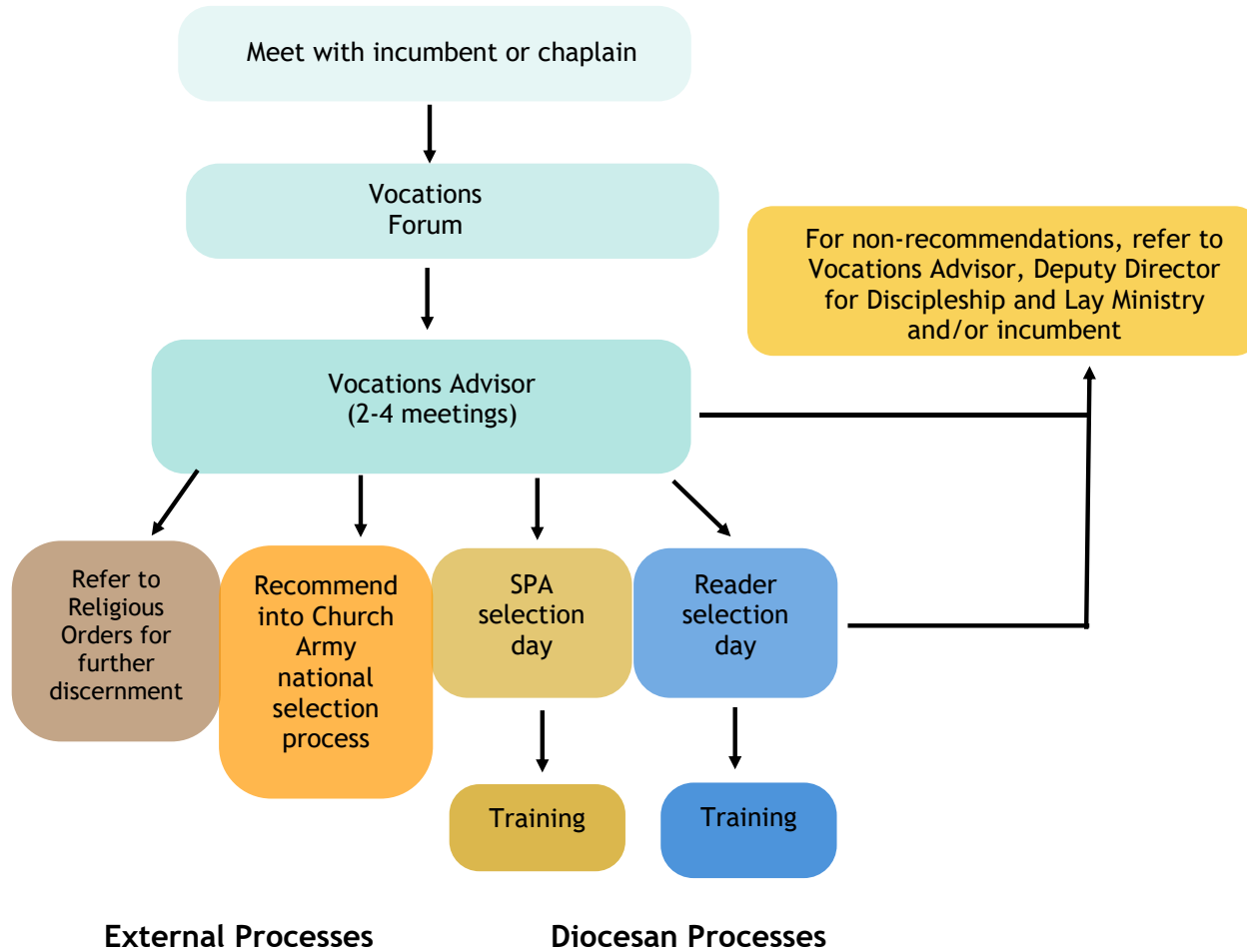
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Teaching Young People
Local Christian Charities
Pastoral Visiting
Worship Leaders
Food Banks
New Monastic Communities
Street Pastors
Volunteer Lay Chaplains
Overnight Shelters
Workplace Ambassadors
School Governors
Home Communions



The Vocations Process for Readers, SPAs, and other licensed ministry





The Vocations Process for Commissioned Lay Ministry

