



The Church of England
Diocese of Ely

Lay Discernment Partner Role Description

Ely Diocese seeks to:

Engage fully and courageously with the needs of our communities, locally and globally.

Grow God's church by finding disciples and nurturing leaders.

Deepen our commitment to God through word, worship and prayer.

Role Description [Lay Discernment Partner]

Ely Diocese is committed to developing a mixed ecology of ministry for a mixed ecology of church. Licensed Lay Ministers play a crucial role in this.

The role of the Lay Discernment Partner is to work with the Lay Ministry Team within the Mission and Ministry Department to journey with individuals who are exploring a call to LLM ministry.

This role will be held for three years and then reviewed with the Lay Ministry Officer (LLM).

The Lay Discernment Partner will:

- Work with the person overseeing vocations and the Lay Ministry Officer (LLM) to discern thoroughly an individual's sense of call to Licensed Lay Ministry.
- Meet with individuals and use the LLM Discernment framework to provide the focus of the conversations and exploration.
- Make a recommendation to the Lay Ministry Officer (LLM) as to whether the individual should go forward to the selection panel.
- Signpost those who are not recommended to pastoral support and an ongoing discernment journey.
- Take part in annual training to support the development of the role.
- Attend termly meetings, convened by the Lay Ministry Officer (LLM).

Person Specification:

Lay Discernment Partners should:

- Hold a licensed ministry role (either LLM or clergy)
- Demonstrate attentive listening skills and professional curiosity
- Be able to facilitate and support a candidate's self-reflection, including through asking good questions
- Fully support the Diocesan vision of Licensed Lay Ministry as a broad and diverse ministry of leadership in church and world
- Be passionate about the significance of Licensed Lay Ministry as a distinctive vocation
- Have a desire to support others in discerning their particular vocation within the calling on the whole people of God

Safeguarding:

We expect all those working within the Mission and Ministry Department to work within the National and Diocesan Safeguarding Policies and Procedures and to undertake any safeguarding training that is considered appropriate, in order for them to carry out the role to which they have been appointed.

We expect all LDPs to have undertaken Safer Recruitment and People Management training (provided by the National Safeguarding Team).

Equality, Diversity and Inclusion:

As a Diocese, we are committed to embracing diversity and promoting equality and inclusion. All those working within the Mission and Ministry Department are expected to support this commitment to promote equality, in line with the equality and diversity policy.

We expect all LDPs to undertake Unconscious Bias training and Neurodiversity Awareness training (provided through the diocese).

Hours of Work:

This role is in addition to other responsibilities that the individual may have within a parish and Diocese. As such, there are no set hours of work and the expectation is that the individual will manage their time appropriately, ensuring that other

commitments do not suffer. The Lay Ministry Officer (LLM) is available to talk through conflicting priorities as needed.

The Diocese is committed to the wellbeing of all and therefore continues to advocate that all those working within the Mission and Ministry Department on an unpaid basis continue to observe one rest day per week and that individuals continue to maintain a healthy rhythm of spiritual nourishment.

Support and Personal Formation:

The LDP will receive ongoing supervision and support from the Lay Ministry Officer (LLM), who will be available to discuss concerns or questions as they arise.

Individuals are encouraged to access further training, support, or formational development that will equip them in their role. Such opportunities can be discussed with the Lay Ministry Officer (LLM).

Financial Details:

Travel and reasonable expenses that are incurred as part of the LDP role will be covered through the Mission and Ministry Team budget. Please talk to the Lay Ministry Officer (LLM) about any expenditure before a financial commitment is made.

Date for Review: January 2027