

CALGARY SCHOOL FOR MISSION & MINISTRY

ANGLICAN DIOCESE OF CALGARY

ISSUE NO. 1

FALL 2018

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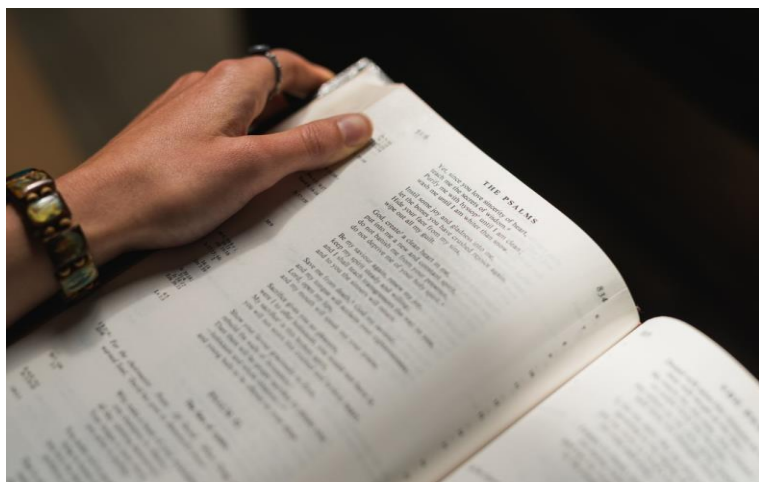
Equipping Lay Ministers for the 21st Century

Southern Alberta has its share of schools – grade schools and trade schools; charter schools and barber schools; business schools, bible schools and more – but the Anglican Diocese of Calgary has discerned a call to develop a new kind of school to help our churches to thrive in the 21st century and beyond.

Lay leaders play an increasingly vital role in Anglican parishes today – and the Calgary School for Mission and Ministry is designed to equip them to lead, preach, teach and administer sacraments, under the Diocese's new Licensed Lay Ministry Program.

The school's story began four years ago, with the Bishop's Committee on Ministry (BCOM) – a demographically diverse group of clergy and laity from across the Diocese. They began by noticing what kind of ministries were being offered by Licensed Lay Readers and lay leaders across the Diocese. They soon realized that incredibly faithful and dedicated lay people all across the Diocese were offering vital ministries in their parishes – yet there were few systems or resources to support them.

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Four Kinds of Lay Ministers

Since the duties of Lay Readers vary significantly across the Diocese today, it's clear that different churches have different needs. So rather than trying to standardize all lay ministry into one model, the Bishop's Committee on Ministry (BCOM) decided to create four different licenses to raise up Licensed Lay Ministers in four different ministry areas:

- **License A:** Leading public worship in Morning and Evening Prayer, including the reading of sermons or homilies approved by the designated local or regional clergy.
- **License B:** Administering Reserved Sacrament to the wider public (and, with permission of the Bishop, at parish services).
- **License C:** Preaching in public worship. This includes the preparation and writing of the sermon as well as delivery.
- **License D:** Catechists: teaching those preparing for Baptism or Confirmation.

“The licenses are not intended to be hierarchical, and none of them are meant to be prerequisites for the others,” says the Rev. **Clara King**. “The question is, what ministry or ministries is God calling you to? It may be that you're called to one kind of Licensed Lay Ministry; it may be that you're called to several.

“It may be that you're called to a ministry that you no longer have to have a license for at all, like leading the Prayers of the People. It's all about the ministry God is calling you to offer in your community.” † † †



“One of the reasons to regroup and reconsider how to provide Lay Leadership and training is that churches across the Diocese are doing things very differently.”

— Most Rev. Gregory Kerr-Wilson

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Furthermore, it became clear that this wonderful lay ministry looked very different from parish to parish. Some Lay Readers had taken this course, others took that course, others got licensed when there were no courses offered! Still others were offering vital leadership for which the Diocese hadn't yet ever offered any training or support. The BCOM also noticed that the Diocese had no resources to raise up the new generation of lay leaders for the Church. Over time, the call became clear: equip lay leaders by focusing on specific licenses and offering high-quality programming so that our lay leaders feel confident and competent to offer vital, flourishing ministry in their local churches.

“One of the reasons to regroup and reconsider how to provide Lay Leadership and training is that churches across the Diocese are doing things very differently,” says the Most Rev. **Gregory Kerr-Wilson**, Archbishop of Calgary and Chair of the BCOM. “In some churches, Lay Readers only read the readings on a Sunday. In other places they take reserved sacrament to seniors' homes. In others, Lay Readers do everything except baptisms, weddings, and the Eucharist.”

It's not all that surprising that lay leaders offer such a wide diversity of ministries. The Anglican Church of Canada's Lay Reader Program began more than a century ago, when the dynamics between clergy and laity were very different than today.

At that time, clergy did everything in the service; laity didn't read any Scripture lessons, didn't lead any prayers and never touched the chalice or paten.

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The Licensed Lay Reader Program was designed to help change this culture, to make it more acceptable for laity to be involved in the service.

This proposal was made acceptable to the clergy and Bishops by the promise that no lay people would take leadership in the service without being rigorously trained and licensed. It started with reading Scripture lessons.

Now we look back and see that the Licensed Lay Reader Program has been wildly successful – much more successful than the original founders could ever have imagined. Now, every parish in the Diocese involves lay people in worship, and it's all thanks to the Licensed Lay Reader Program. It is because of the success of the Licensed Lay Reader Program that we now need a new program for the next stage of the Church's life.

“Lay ministry really took on a life of its own and blossomed and adapted into something that's much bigger and more important than they originally imagined,” says the Rev. **Clara King**, Rural Missioner for the Diocese of Calgary and a member of the BCOM. “That makes the Lay Reader Program a spectacular success. Our goal is to build on that success – to support, build up and celebrate lay ministry – not to try to undo any of it.”

The BCOM talked to stakeholders across the Diocese informally and through focus groups and surveys. They researched other lay licensing and training programs, like the Qu'Appelle School of Ministry and the Kootenay School of Ministry.

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— Rev. Clara King

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The Rocky Road to Consistency

One of the biggest challenges faced by the Bishop's Committee On Ministry (BCOM) in designing the LLM Program has been how to honour the different skills and experience that people bring with them – especially the Licensed Lay Readers.

“It was one of the toughest problems we wrestled with,” says the Rev. **Pilar Gateman**, a BCOM member and Regional Dean for the High River Deanery. “We spent quite literally months of bi-weekly meetings talking about this issue, because it's so important to honour the ministry people have offered faithfully for so long while also moving into the future.”

The BCOM identified two prevailing approaches that have been used elsewhere: to “grandfather” in all the Licensed Lay Readers into the new system en masse; or force everyone back to Square 1 as if they were new recruits. But neither of these options worked for the BCOM when compared against people's lived experience.

At the same time, one of the complaints the BCOM has heard from Licensed Lay Readers and lay leaders is that everyone in the Diocese received different training from each other, depending on what program was in use under what Bishop.

What was taught under one training program was ignored under another, or contested under a third; and some folks had no training at all. All this has led to confusion and anxiety.

The BCOM found that consistency

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Bringing all the information together and considering the local conditions here in the Diocese of Calgary, they crafted a skeleton of what it could look like for us to have an excellent program to develop lay ministries and raise up lay leaders here in this diocese. Then Archbishop Greg directed the committee to establish the **Calgary School for Mission and Ministry**, to put flesh on these bones and breathe life into this vision.

The first step was to establish a board, so members of the BCOM spent several months recruiting a team of Clergy and Laity with a diverse range of expertise and perspectives. The board first met in August 2017, and has made significant process since then.

Now, when you read the word ‘school’, you probably think ‘classrooms, gymnasium and bike racks’, but that’s not quite what this board is working on creating. In fact, the school won’t even be a physical building, but rather a series of programs offered regionally across the Diocese – and perhaps even online.

“It’s a ‘school’ in the sense that it’s an organization that provides education. Logistical details like where, when and how are still being worked on, but we certainly plan to use existing resources across the Diocese as much as possible.”



—Rev. Bob Mummery

“It’s a ‘school’ in the sense that it’s an organization that provides education,” says the Rev. **Bob Mummery**, Deacon at Holy Nativity Calgary, who co-chairs the board of the Calgary School for Mission and Ministry, with the Rev. Clara King. “Logistical details like where, when and how are still being worked on, but we certainly plan to use existing

resources across the Diocese as much as possible.”

To that end, the board has established three sub-teams to simultaneously tackle the three key areas: (1) curriculum/program design, (2) logistics, and (3) communication/talent acquisition.

“It’s a tricky thing starting a brand-new educational institution from scratch. We haven’t done this in this Diocese for over 30 years, so in a lot of ways, we’re writing our own playbook,” Bob says. “But we’ve got a great team of highly competent, collaborative and prayerful Christians assigned to the tasks. With God’s help, we’re getting there.”

The board is aiming to begin offering courses in the fall of 2019. †††



Four Common Questions

When people around the Diocese hear about the new Licensed Lay Ministry (LLM) program, they often have questions. Four main themes have emerged from these conversations, and we've tried to capture and address them here:

1. How will those who have been licensed previously fit into the program?

Everyone entering the Licensed Lay Ministry Program will be offered the opportunity to demonstrate their skills and experience, if they wish, to a group of assessors. If the assessors find you already demonstrate all the competencies for the license(s) to which you are called, you will be licensed without further requirements. If there are gaps, you will be asked to take courses to enhance your competencies. If you don't wish to meet with the assessors until after you've taken your courses, you can simply take the full course complement for your license(s) and meet the assessors at the end to show off your new skills.

2. If my community needs me to offer ministry before you launch the school, how can I get trained?

Talk to your local or regional Clergy. For License A or B (leading Morning/Evening Prayer or Reserved Sacrament), a local or regional clergyperson can train you in this role, and then write a letter to the Archbishop and the responsible Regional Dean explaining your training and requesting you be licensed.

The Archbishop will then license you temporarily until the new system is in place. If you're a lay preacher or catechist in your community, keep doing what you're doing until the school launches. There's also the Lay Preachers' Bulletin to help equip you for your Sunday sermons – email RuralMinistry@calgary.anglican.ca for more information.

3. When will the licensed lay ministry program be completely up and running?

Well, that is a tough one. It's likely that the program will be launched in stages – more like a gradual unfolding than a sudden reveal. This project is a bit like putting together a jigsaw puzzle when you don't know what the picture is supposed to look like. Since this hasn't been done before in this Diocese, it's difficult to know how long it will take.

As often happens, as soon as we answer one question, about 10 more replace that one! So, it might be a while before



we are completely up and running, but bit by bit we are going to try and get people moving. We know that regardless of how quickly we move, laypeople are providing amazing ministry to the people all over this Diocese. We are all so grateful for all the lay ministry we see happening.

4. Why are we making people who feel called to ministries take a bunch of courses and jump a bunch of hoops before they can serve?

Because the ministries that lay people offer are hugely important and necessary in our congregations and in today's world. Each of us is called by our baptism to be a minister of Christ – baptism is the first ordination we receive. The Anglican Church is called to offer a powerful ministry in the wider community – and that ministry isn't offered by clergy alone.

The ministry of the laity is an essential component of the ministry that we, all of us together, offer to the wider community as the Diocese of Calgary. If we take this seriously, it's obvious that raising up lay people in their ministry is something the Diocese should be doing. God is calling us to support confident, competent lay ministers. God is calling us to ensure that all of our lay ministers have what they need to help deliver a deep and meaningful message of the Gospel – a message that is transformational.

At the Calgary School for Mission and Ministry, we want to do everything we can so that every Licensed Lay Minister is confident and competent in offering great ministry. We want you to be equipped and rooted in the richness of our apostolic faith, scholarship, tradition and ways of interpreting scripture.

We want you to feel confident that you can address questions, inform yourself in the service of others and be encouraged and empowered to serve God, others and the church. We stand on the shoulders of giants in the faith, and we stand on the success of the Licensed Lay Reader Program which changed our culture over 100 years.

So let's learn from them and provide the richness and depth that the Gospel offers, and which people are craving, in our parishes and in the world – for the glory of Christ's name. † † †

Meet the Teams

The Bishop's Committee on Ministry

• Current Members (2017 – present):

- The Most Reverent **Gregory Kerr-Wilson** – Archbishop of Calgary and Metropolitan of Rupert's Land (Chair)
- The **Rev. Dr. Bob Mummery** – Deacon, Holy Nativity Calgary
- The **Rev. Larry Nicolay** – Deacon, Holy Cross Calgary
- The **Rev. Fergus Tyson** – Incumbent, St. Paul's Calgary
- The **Rev. Sean Krausert** – Deacon, St. Michael's Canmore
- The **Rev. Julienne Hendricks** – Deacon, St. Peter's Calgary
- The **Rev. Elizabeth Short** –

Deacon, All Saints
Cochrane and St. Michael's
Canmore

• Former Members who participated in the development of a Licensed Lay Ministry formation process:

- The **Rev. Clara King** – Rural Missioner for the Diocese of Calgary, Incumbent, St. George's Calgary Incumbent, St. George's Calgary
- The **Rev. Pilar Gateman** – Regional Dean, High River Deanery
- The **Rev. Dr. Norman Knowles** – Professor, St. Mary's University
- The **Rev. Dr. Jane Rowland** – Incumbent, St. Peter's Calgary

The Board of the Anglican Diocese's Calgary School for Mission and Ministry:

- The **Rev. Clara King** – Co-chair of the CSMM Board; Incumbent, St. George's

Calgary

- The **Rev. Dr. Bob Mummery** – Co-chair of the CSMM Board; Vocational Deacon, Holy Nativity Calgary
- The **Rev. Pilar Gateman** – Regional Dean, High River
- **Rob Petkau** - Layperson, Holy Trinity Calgary
- The **Rev. Gordon Pontifex**, Associate Priest, Meota Parish (Millarville, Priddis and Turner Valley)
- The **Rev. Canon James Robinson** – Incumbent, St. Augustine Lethbridge
- The **Rev. Elizabeth Short** – Vocational Deacon, All Saints Cochrane and St. Michael's Canmore
- **Jennifer Solem** – Layperson, St. Paul's Calgary
- **Carol Tubman** – Layperson, Holy Cross Calgary

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and clarity across the Diocese need to be one of the goals of the LLM Program so everyone is on the same page.

“Grandfathering seems to make sense at first, but if you think it through, it just wouldn't be fair in the end,” the Rev. **Bob Mummery** says. “We want all our lay ministers to feel confident and competent in the ministries God is calling them into, whether they've been ministering in the church for 50 years, or had never heard of liturgy until three years ago.”

So, like good Anglicans, the BCOM discerned a middle way, an innovation not seen in other Dioceses.

Under the BCOM's middle way, there will be no grandfathering. Instead, each person will be offered the opportunity to demonstrate their skills and

experience, if they wish, to a group of assessors. If the assessors find that the person already demonstrates the competencies for the license(s) to which they are called, they will be licensed without further ado. And if the assessment identifies gaps in the person's competencies, they'll be asked to take the specific courses necessary to build up their competence and confidence to become a well-rounded Licensed Lay Minister.

Everyone will be offered this chance to demonstrate prior skills and experience, whether you've been a Licensed Lay Reader for most of your life, if you're starting from scratch, or if you have experience in another denomination or Diocese. This way the LLM Program can honour your prior experience and skills, while also unfolding consistently across the Diocese. † † †

Calgary School for Mission and Ministry

THE FUTURE: Ordained Ministry? Missionaries?

Now that the Bishop's Committee on Ministry has passed the torch on Licensed Lay Ministry to the Board of the Calgary School for Mission and Ministry, its work is done, right? Not quite.

In fact, the members of the BCOM feel like they're just getting started. You've probably noticed that the name of the Calgary School for Mission and Ministry has a broader scope than just 'Licensed Lay Ministry', and that's definitely not by accident.

"The BCOM is currently looking at the Diaconate and how to set up steps for people discerning a call to become Vocational Deacons," says the Rev. **Pilar Gateman**, a BCOM member and Regional Dean for the High River Deanery. "The next step after that will be to look at Priestly ministry."

The destination in these areas isn't quite clear just yet. Will the CSMM eventually become a full-fledged seminary? Definitely not. But it might have a role to play in supplementing a student's journey through the discernment process, Pilar notes.

Also on the horizon is the



other 'M' in the school's name: Mission. The Rev. Canon **James Robinson** – Incumbent at St. Augustine's in Lethbridge and a member of the CSMM Board – is intrigued about the role the school can play when it comes to mission work.

"I'm fully supportive of our efforts to equip people for Lay and Ordained ministry in their own parishes, but what really excites me is what we could do to help equip the missionaries of the future," James says. "There's a mission field opening up right here in the Diocese of Calgary. Young people who have never been to Church are discovering the riches of Christ and the power of liturgy. People are arriving here from all over the world, looking for communities of faith. Many of our congregations are facing opportunities to go much deeper in

their journey of discipleship with Christ. I don't know what training people for mission here in the Diocese might look like, but the possibilities are quite tantalizing."

Clara agrees. She says she's proud of the two teams' ability to keep one eye focused on the task at hand, and the other on the horizon.

"We're in the exploration phase on these topics right now. We need to pray constantly for wisdom and discernment, but without a doubt God is calling us forward. The vision that draws us onward, of having an Anglican to equip people for flourishing mission and ministry, right here in our Diocese, is really incredibly exciting." † † †



Rev. Pilar
Gateman

Got Questions?

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