Discernment Process

The Licensed Lay Ministers (LLM) discernment process is held by the Area Directors of Training and Development on behalf of the London College of Bishops. The ADTDs will be the key arbiters throughout the process of discernment, selection and training.

The process will normally begin with informal conversations within a parish and an Episcopal Area. Those involved will normally include the potential candidate, their incumbent, the Area Warden of LLMs, the Area LLM Training Officer and other including vocations officer where appropriate.

The formal discernment process will be as follows:

1. A Nomination of Candidate form is submitted to the Area Warden of LLMs
2. The candidate completes an application form
3. The Area Warden of LLMs requests references from two referees supplied by the candidate, and from the candidate’s incumbent
4. The Area Warden of LLMs arranges for the candidate to meet with a Clergy Assessor and a Lay Assessor (Episcopal Area appointed)
5. The two assessors each write an assessment of the candidate, based upon the selection criteria
6. The Area Warden of LLMs agrees with the ADTD whether or not a candidate should attend an Area selection panel on the basis of the references and assessments
7. A CRB check is carried out for candidates as soon as it is agreed that they attend an Area selection panel
8. For candidates whom it is felt inappropriate to attend a selection panel, the Area Warden of LLMs discusses the next steps with the candidate’s incumbent, and agrees a strategy
9. Approved candidates attend an Area selection panel
10. The Area selection panel make their recommendation to the Area Bishop
11. The Area Bishop conveys his decision to the candidate (either in writing or in the context of an interview)
12. The Area Warden of LLMs will inform the Diocesan LLM Secretary of the Bishop’s decision
13. The Area LLM Training Officer agrees training with the successful candidate
14. For unsuccessful candidates see 8. Above

SELECTION PANEL
Area selection panels will take place by agreement between the ADTD and Area Warden of LLMs. They will normally include the ADTD as Chair, the Area Warden of LLMs, the Area LLM Training Officer and a representative from another Episcopal Area.

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