

Thank you for considering leading a course for Lay Worship Leaders. The success of any course is committed, flexible, imaginative teaching and we could not sustain the level of LWL ministry in the diocese without you. These notes explain the course and offer some suggestions about the different ways in which the material (which we offer you without charge) could be used. From time to time we offer a Zoom session on 'How to lead an LWL course' which will be advertised in the CMD brochure, but if you cannot see one soon and would like to hear from someone about their experience of running the course, please do get in touch with [parishsupport@salisbury.anglican.org](mailto:parishsupport@salisbury.anglican.org).

### Shape of the course

The course handbook offers ten sessions, each intended to last around two hours. It is designed to have space of at least two weeks between sessions in order to allow for some active learning and reflection time, but it is very much up to you how you structure the training for your group. Some courses have run on a weekly basis – others have used a combination of Saturdays and midweek sessions to be able to cover more material over a shorter timescale. In addition, there is a Taster Session to enable people to reflect on whether Lay Worship Leader training is right for them before beginning the course, and a Concluding Session for those who have completed the course to assist them in discerning whether ministry as a Lay Worship Leader is for them at this time.

Session 1 – Understanding Worship

Session 2 – Traditions of Christian Worship

Session 3 – The Christian Year

Session 4 – The Worship Leader

Session 5 – The Daily Office

Session 6 – Breaking Open the Word in Worship

Session 7 – Prayer and Intercession in Worship

Session 8 – Including Music in Worship

Session 9 – Multi Generational and all Age Worship

Session 10 – Worship and Outreach

FOLLOWED BY: Concluding session

### Some suggestions

1. There is more material in the handbook than can sensibly be used in each session. You will need to look ahead and decide what you will use, bearing in mind that some of the background information may be more suitable for people to read in their own time if they wish.
2. Course material goes out of date almost as soon as it is written, and any links within the handbook are unlikely to work now. We are also aware that this material was prepared before the explosion of online worship during the pandemic, and that some may want to include a specific session on online worship. Feel free to do so – we haven't written it yet!
3. While the course is designed to cover a range of worship situations, you are welcome to tailor it to your particular setting. So if, for example, you were using it primarily with a group engaged in café church, messy church or other non-traditional settings, you might want to integrate the principles of Worship and Outreach in session 10 into all of the sessions, or introduce additional material.

You are encouraged to make the material your own by substituting your own exercises and examples.

### Preparing to lead a course – some questions to ponder

#### Who?

- Benefice-wide or deanery-wide or even beyond?
- Include your Rural Dean and Lay Chair in the conversation.
- Maximum number of candidates?
- Advertise or invite? (Taster session is important too as a discernment tool.)

#### When & Where?

- One location or mixed? Who pays cost of any hired premises/refreshments etc?
- Online or onsite?
- How long and at what frequency?
- Establish dates of taster session, course dates, concluding session

#### How?

- Who is going to lead the sessions?
- Who is going to coordinate the course (administration!)?
- Who is going to have pastoral oversight?
- AV equipment and other practical considerations (for example diverse ability access?)

Get in touch with [Parish Support](#) at an early stage – they may be able to help you work through some of these questions.

## Step by Step Guide to running an LWL course

<p><b>Step 1</b></p>	<p>Establish the date of the Taster Session, course start date and structure (and if possible the details and date of the Commissioning service with your Area Office)</p> <ul style="list-style-type: none"> <li>○ Leave at <b>least 2 weeks' notice</b> for the taster session after informing Parish Support Team, to allow for it to be advertised.</li> <li>○ Leave at least <b>6 weeks</b> between concluding session and commissioning service date to allow for discernment and for any outstanding DBS/safeguarding training to be completed.</li> </ul>
<p><b>Step 2</b></p>	<p>Email <a href="mailto:parishsupport@salisbury.anglican.org">parishsupport@salisbury.anglican.org</a> with the relevant information and dates. A checklist of what you need to tell them follows at the end of this resource.</p>
<p><b>Step 3</b></p>	<ul style="list-style-type: none"> <li>● <b>Publicise</b> the taster session and course dates either by advertising or by invitation to selected candidates.</li> <li>● Download and print sufficient Registration Forms for the taster session, together with taster outlines if you plan to give out copies.</li> <li>● Book venues for all course sessions</li> </ul>
<p><b>Step 4</b></p>	<p><b>Run the initial Taster Session and give out Registration forms, emphasising:</b></p> <ul style="list-style-type: none"> <li>● Incumbent's signature is needed.</li> <li>● Forms must be returned either to you or to Parish Support before the course start date, preferably electronically.</li> </ul>
<p><b>Step 5</b></p>	<p><b>Registration forms are emailed to <a href="mailto:parishsupport@salisbury.anglican.org">parishsupport@salisbury.anglican.org</a> as soon as possible, with a copy to course leader.</b></p> <ul style="list-style-type: none"> <li>● This is very important as this triggers the process to get the applicant's DBS processed.</li> <li>● During the course remind participants that they will need to complete <b>Basic</b> awareness (C0). <b>Foundation</b> (C1) and <b>Awareness of Domestic Abuse</b> online as soon as possible. This must take place well before commissioning.</li> <li>● Parish Support team is there to provide administrative support to you and participants.</li> </ul>

<p><b>Step 6</b></p>	<p><b>Collect the appropriate number of handbooks from Parish Support</b> (if you intend to refer to the hard copies.)</p> <p><b>Run the course!</b></p>
<p><b>Step 7</b></p>	<p>Having completed the concluding session all participants to be commissioned will need to undertake a <b>period of reflection</b> with their incumbent concerning potential LWL Ministry. A written reflection 'Why I believe God is calling me to the ministry of a Lay Worship Leader' <i>may</i> be helpful, but is not compulsory. For those who have literacy difficulties, their reflection could happen in any format that the participant feels comfortable with, such as video or audio recording. The important thing is that they are engaged in a period of reflection with their incumbent concerning their potential ministry.</p>
<p><b>Step 8</b></p>	<p><b>The Commissioning Service details need to be arranged directly with the relevant Area Office and confirmed to the Parish Support team.</b> The Commissioning will be undertaken by either the suffragan bishop or an archdeacon.</p> <p><b>Please confirm the names of those going forward for Commissioning.</b> Parish Support will check that they have the necessary DBS clearance and have undertaken the appropriate safeguarding training.</p> <p>The incumbent is responsible for ensuring the person has been safely recruited in all other respects.</p>
<p><b>Step 9</b></p>	<p><b>The participant and incumbent agree the Ministry Specification prior to commissioning.</b></p> <p>Participants complete the checklist and feedback prior to commissioning.</p> <p>Course leaders are encouraged to share any feedback with the Parish Support team for future reference and improvements.</p>

### Course materials

Printed copies of the handbook are currently available for collection from Parish Support, or you can download a pdf. from the [diocesan website](#). However, if you are using substantial amounts of your own material, you may prefer participants not to have a handbook until you have finished the course, when they may want to return to it for reference. It is therefore up to you to decide at what stage to give out or point the participants to the course handbook on the website.

The Taster session and Concluding session are available as separate downloads from the website, and you are welcome to use these or make up your own. Most course leaders seem to find the Taster session helpful, but many adopt a simpler and more reflective Concluding session rather than giving too much information at that point. It is each incumbent's responsibility to work with the participant on discerning the shape of their ministry from that point on, and to recommend them for commissioning if that is appropriate.

## Safeguarding

### 1 DBS - Disclosure and Barring Service clearance

1. Make sure a registration form for each participants has been sent to [parishsupport@salisbury.anglican.org](mailto:parishsupport@salisbury.anglican.org) so that participants can complete a DBS **Enhanced Child and Adult workforce with a check against the Child and Adult Barring Lists** application online.

**IMPORTANT NOTE: If the applicant is on the Update Service, or has an existing DBS at the correct level with Salisbury Diocese with at least a 6 months until renewal at date of commissioning (DBS lasts for 3 years), OR will be processing their application locally with their Parish Safeguarding Representative, please let Parish Support know.**

2. If people do not have access to a computer, then they will need to ask someone from their parish to assist them in the application such as the Parish Safeguarding Representative or Parish Secretary.
3. Commissioning cannot take place until DBS clearance is in place and safeguarding training has been undertaken (see below).
4. Some people may ask if their current clearance from either the diocese or another organisation will be OK. Sadly the answer is 'no'. For any queries relating to DBS/Safeguarding please contact the [safeguarding.admin@salisbury.anglican.org](mailto:safeguarding.admin@salisbury.anglican.org).

### 2 Safeguarding Training

LWLs must do the **Basic awareness** (C0) and **Foundation** (C1) and **Awareness of Domestic Abuse** training online at <https://safeguardingtraining.cofeportal.org> before commissioning.

Once a person has been commissioned, the responsibility for the renewal of DBS and safeguarding training lies with the PCC and the incumbent.

### Safer Recruitment requirement

Please be aware of the House of Bishops' and Diocesan requirements in relation to the Safer Recruitment of volunteers and that every person must be safely recruited if going forward for commissioning. This is the responsibility of their incumbent – see [Safer Recruitment and People Management Guidance | The Church of England](#) for further information.