

	Licensed Lay Reader (LLR)	Commissioned Lay Missioner (CLM)	Deacon (vocational)
Lay/Ordained	Lay	Lay	Ordained to the Diaconate
Application	LLR Application	CLM Application	Application for Ordination to the Diaconate
Volunteer/Paid	Volunteer	Volunteer	Volunteer
Education	Licensed Lay Reader Pathway courses offered through the Niagara School for Missional Leadership	<ul style="list-style-type: none">Foundations in Mission Practice course offered through the Niagara School for Missional LeadershipCertificate in Mission Practice offered through the Niagara School for Missional Leadership (prerequisite: Foundations in Mission Practice)	Diaconate Preparation Pathway courses offered through the Niagara School for Missional Leadership
Nature of Position	Serve the church in assisting in or conducting services of The Word in public worship under the direction of the Incumbent.	<ul style="list-style-type: none">Seek to assist a parish or mission to establish an increased missional presenceAssist dechurched and unchurched people to experience the love of Jesus and contextual expressions of Christianity, form faith and integrate into Anglican parish churches.Help support mission ministry under the supervision and direction of an Ordained Missioner or IncumbentBe part of an organized leadership group with a planned rota to help manage the various mission activities.	A deacon is distinctly dedicated to missional ministry: <ul style="list-style-type: none">Holding before the Church the needs of the world, interpreting those needs to the Church, and enabling baptized persons to discern, exercise and collaborate in the ministry of Christ in the world; andServing and enabling others to serve those who are in need, oppressed, sick or lonely.
Skills/Experience	<ul style="list-style-type: none">Member in full communion of the Anglican Church of Canada or the ELCIC, of at least three year’s standingRegular communicant and of the full age of 18 years and not in Holy OrdersDeep faith in Jesus Christ and commitment to the healing ministry of the Lord as understood by the Anglican ChurchPersonal commitment to a spiritual life, including worship, prayer, study and action as well as a commitment to personal developmentUnderstanding of Anglican culture, ethos, liturgy, and polityStrong interpersonal, communication, reading and listening skillsSensitivity to people of diverse backgrounds and for those in difficult circumstancesGenuine compassion and respect for all personsUnderstanding of oneself as a Christian role modelUnderstanding of and enthusiasm for Anglican history and traditionAppreciation and use of the Book of Alternative Services and the Book of Common PrayerAbility to work in a team environmentAbility to maintain confidentiality	<ul style="list-style-type: none">Knowledge of the Anglican Church of Canada and its structures, norms, culture and valuesRegular communicant and of the full age of 18 years and not in Holy Orders <p>Missional Skills</p> <ul style="list-style-type: none">Develop vocational call to engage in church planting or building new ecclesial communities out of contextual mission.An ability to be innovative and start new mission initiatives in response to effective listening.A willingness to take risks and show courageous faith.An ability to communicate the faith effectively to those outside the church. <p>Collaborative Skills</p> <ul style="list-style-type: none">An ability to work collaboratively with a team.A well-developed ability to handle complexity and initiate change.A clear understanding of the place of their ministry within the Anglican Diocese of Niagara & the Anglican Church of Canada’s response to God’s mission. <p>Personal Skills</p> <ul style="list-style-type: none">Have a demonstrable maturity and robustness to face and sustain the demands of mission activityA mature and well-developed devotional lifeThe ability to learn and reflect theologically and put this into practice.	<ul style="list-style-type: none">Member in full communion of the Anglican Church of Canada or the ELCIC, of at least three year’s standingRegular communicant and of the full age of 18 years and not in Holy OrdersDeep faith in Jesus Christ and commitment to the healing ministry of the Lord as understood by the Anglican ChurchPersonal commitment to a spiritual life, including worship, prayer, study and action as well as a commitment to personal developmentUnderstanding of Anglican culture, ethos, liturgy, and polityStrong interpersonal, communication, reading and listening skillsA sensitivity to people of diverse backgrounds and for those in difficult circumstancesFamiliarity with Anglican culture, ethos, liturgy, and polityBaptized and confirmed/received from a denomination with Episcopal confirmationsCompassion and desire to help others, with a strong orientation to the community and its needsAbility to work in a team environmentAbility to maintain confidentialityConsideration for others and ability to listenTeam player

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Particular Responsibilities	<ul style="list-style-type: none">Meet regularly with the Incumbent to:<ul style="list-style-type: none">Assist in planning special servicesIncumbent to schedule, clarify duties, and expectations of licensed lay readerReceive guidance and directionWear the licensed lay readers medallion for all services at which their leadership is scheduled	<ul style="list-style-type: none">Support dechurched and unchurched people experience and explore the Christian faithHelp engage with the mission needs of the engaged of unchurched and dechurched people outside of churches and missions.Under the direction of the Ordained Missioner or Incumbent, assist in preparation for baptismLead missional Bible studiesHelp support lay leaders involved in mission activityAssist the leadership team in strategic plan mission activitiesAssist with discipleship formation courses and contribute to teaching on discipleshipAssist the Ordained Missioner or Incumbent to meet the demands and organisational needs for other missional activity as it arisesCarry out delegated missional, administrative or other tasksBe present in the neighbourhood and help develop relationships in the communityBe alert for signs of God's presence and assist the Mission to respond to the relational and other opportunities that God affords to reach dechurched and unchurched people in the parish or mission neighbourhoodJoin or connect people in affinity groups and help those groups to grow through the fresh expressions process of listening, loving service, forming community, supporting discipleship, and then as new ecclesial communities form, to explore contextual forms of worshipIn collaboration with the Ordained Missioner or Incumbent to consider using parish resources in innovative ways for various mission activities with the dechurched and unchurchedTo be mentored by the Diocesan Community Missioner	Usually specific to parish
Pastoral	<ul style="list-style-type: none">Perform such pastoral duties as visiting the sick, instruction in Sunday School, preparing candidates for baptism or confirmation, and such other duties as assigned by the Incumbent	<ul style="list-style-type: none">Support dechurched and unchurched people through active listening, empathy, and the ability to build trusting relationships, outside traditional church settingsDemonstrate cultural sensitivity, adaptability, and creativity in addressing diverse needs while maintaining confidentialityEffective communication, collaborative working with church and community networks, and a commitment to ongoing learning and self-reflection are also key components of their roleAbility to discern spiritual needs and skills in offering prayer and making connections to the clergy of the parish or missioner if requiring pastoral care and/or spiritual sacraments	<p>May include:</p> <ul style="list-style-type: none">Offers and extends pastoral care with the prior, full knowledge and permission of the Incumbent, making pastoral visits to home-bound individual and those residing in nursing or retirement homes. Pastoral visiting may include administration of communion (to individuals or groups) as permitted by diocesan guidelines in place from time to time. Deacon will inform the Incumbent of every visit in advance of the visit, so that the Incumbent may:<ul style="list-style-type: none">exercise their primary responsibility for the oversight of pastoral ministries;coordinate the deacon's visit with those of the Incumbent or other pastoral ministers; andfoster the parishioner's pastoral relationship with the IncumbentAt the request of the director of deacons, may be asked to serve as a mentor for candidates to the diaconate and newly ordained deacons

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Liturgical	<ul style="list-style-type: none"> Liturgical assistant to the Incumbent, under their direction Officiate at non-sacramental services, conducting an entire service of The Word (e.g., morning prayer, evening prayer, compline), in the absence of the Incumbent Preach at the request and with permission of the Incumbent Read lessons or lead prayers in rotation with other lay leadership as scheduled, respecting the ministry of all baptized people Officiate at services outside their own parish with the approval of their Incumbent, or, in the absence of the Incumbent, the regional archdeacon 	<ul style="list-style-type: none"> Plan and lead missional worship services/events targeting the dechurched and unchurched with the permission of the Incumbent or Ordained Missioner. For example, an alternative worship event targeted at the dechurched and unchurched. Is not involved in planning and leading Sunday morning or regular weekday worship services. 	<ul style="list-style-type: none"> Vest for all services in their parish church (or for major feast days) at which in attendance as scheduled Liturgical role in worship services and as scheduled by and at specific invitation of the Incumbent, may or may not include: <ul style="list-style-type: none"> proclaim the Gospel; lead and/or organize the Prayers of the People; prepare the altar for the Eucharist; perform the ablutions following the communion; dismiss the people for their service in the world; carry the Paschal Candle and sing (or say) the Exsultet during the Easter vigil; assist at baptisms, funerals, weddings, and officiate at Morning and Evening Prayer in or out of the church buildings; from time to time, not including regular Sunday worship, administer reserve sacrament using episcopally authorized forms and in accordance with the specific rubrics and conditions therein, exceptions will only be allowed with the bishop's written permission; and tasks and duties as may be assigned by the Bishop and/or the Incumbent Perform traditional deacon's roles at diocesan and regional services, as requested In cases of emergency or when a priest cannot be available, conduct The Funeral Liturgy with permission of the Incumbent of the parish and their Incumbent
Collegiality and ongoing formation	<ul style="list-style-type: none"> Trained by the parish incumbent Completion of Safe Church Training requirements 	<ul style="list-style-type: none"> Serve as a member of the Commissioned Lay Missioner group Role-holder will report to the Incumbent or Ordained Missioner who will be responsibility for regular supervision and development regarding skills and knowledge in accordance with the skills specified in the diocesan 'competency framework for Missioners'. The post-holder will also receive mentoring with the Diocesan Community Missioner when required. This competency framework also seeks to support career progression. Completion of Safe Church Training requirements 	<ul style="list-style-type: none"> Serve as a Member of the College of Deacons Attend and vest for all ordinations to the diaconate Attend and actively participate in: <ul style="list-style-type: none"> All diocesan gatherings for the College of Deacons Clergy and Licensed Lay Workers Days The Annual Clergy & Licensed Lay Workers Retreat Meet regularly with spiritual director Completion of safe church training requirements Commitment to continuing education/study – both self-directed and formal courses offered by the Niagara School for Missional Leadership, seminaries, schools of theology, and other recognized institutions
Supervision / Mentor	<ul style="list-style-type: none"> Responsible to the Bishop, with the Incumbent (who may be a rector, priest-in-charge or interim pastor) of the parish having supervisory administrative authority, in the name of the Bishop, over the parish activity of the LLR 	<ul style="list-style-type: none"> Responsible to the Bishop Supervised by the Ordained Missioner or Incumbent Mentored by the Diocesan Community Missioner 	<ul style="list-style-type: none"> Responsible to the Bishop, with the Incumbent (who may be a rector, priest-in-charge or interim pastor) of the parish having supervisory administrative authority, in the name of the Bishop, over the parish activity of the deacon Support the bishop's designate through the director of deacons or deputy director of deacons, and the chaplain to college of deacons A minimum of monthly meetings with incumbent

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Length of Term	<ul style="list-style-type: none">Licensed for three years by the bishop at the request of the IncumbentLicense may be renewed at the Incumbent’s request for successive three-year periods	<ul style="list-style-type: none">Issued a Bishop’s Permission for three years by the bishop at the request of the Incumbent or Ordained MissionerBishop’s Permission may be renewed at the Incumbent or Ordained Missioner’s request for successive three-year periods	<ul style="list-style-type: none">During the course of an appointment, subject to the Incumbent’s approval, and during the Bishop’s pleasureDuring an interim period, it is normally assumed that the deacon will continue to minister in their ministry unless otherwise instructed by the BishopA deacon will retire and fully step back from the ministry to allow the parish to raise up another deacon, once they no longer perform their community ministry
Rector Resignation	<ul style="list-style-type: none">When a new Incumbent is appointed to a parish, the new Incumbent and LLR will meet to discuss a continuing role for the LLR in that parish within six months of the Incumbent’s start date. The Incumbent is responsible for initiating the scheduling of said meeting.	<ul style="list-style-type: none">When a new Incumbent is appointed to a parish or mission, the new Incumbent and CLM will meet to discuss a continuing role for the CLM in that parish within six months of the Incumbent’s start date. The Incumbent is responsible for initiating the scheduling of said meeting.	<ul style="list-style-type: none">In the event of the Incumbent’s resignation, a parish profile is created during a vacancy in settled priestly ministry, the Parochial Committee shall describe the role of the deacon(s) as lived out in that parish at that timeWhen a new Incumbent is appointed to a parish, the new Incumbent, the parish deacon(s), the director of deacons and/or the deputy director of deacons will meet to discuss a continuing role for the deacon(s) in that parish within six months of the Incumbent’s start date. The deacon is responsible for initiating the scheduling of said meeting.
Screening Requirements	<ul style="list-style-type: none">Completed at parish level – references, interview, police check with vulnerable sector, signed Screening Declaration	<ul style="list-style-type: none">Completed through the dioceseApplication process involving references, interviews, police check with vulnerable sector, and signed screening declaration	<ul style="list-style-type: none">Completed through the dioceseApplication process involving references, interviews, police check with vulnerable sector, and signed screening declaration