

CLM Support

How do Certified Lay Ministers Work with a Ministry Team?

A Certified Lay Minister (CLM) is **not** ordained or licensed clergy under appointment of the bishop. A CLM is a lay person certified for intentional leadership and assigned by the district superintendent to a congregation or ministry. He or she does not replace clergy — but rather, works with clergy so that the congregation has the leadership necessary for vital mission and ministry. Unlike other forms of leadership, a CLM must be part of a ministry team.

Forming the Ministry Team

A CLM serves as part of a ministry team that should include the district superintendent and/or supervising clergy person assigned to guide the CLM, and a smaller group of 3-5 people in the local church referred to as a "Mutual Ministry Team." Together these people form the support necessary for the CLM to be effective in ministry. They are partners in ministry.

The mutual ministry team during the training phase will accompany the CLM on this journey by reviewing learning either by module review or reviewing course descriptions and goals from other venues. The team will provide input to the CLM Mentor and the CLM on the progress it sees and will provide feedback on areas that may need further development. This team is able to provide real time feedback and input on effectiveness since it is a part of the congregation.

The mutual ministry team in the place of assignment develops the ministry covenant together to assure that there is a clear understanding of the expectations of the CLM and other members of the mutual ministry team.

The content of the ministry covenant captures the important details and basics that guide the ministry in that place. It covers areas such as:

- A short mission statement or description of the congregation and the purpose or role of the CLM,
- The congregation's ministry plan,
- The financial responsibilities to the CLM,
- Ministry assessment and evaluation.

It is important to note that the covenant guides the ministry of the church, not just those in ministry!

For more information on the ministry covenant see Module One of the *Certified Lay Minister Training Modules*, Discipleship Resources. These modules are available through the Upper Room Online Bookstore.

District Committee on Ministry's Role

The District Committee on Ministry is the group given responsibility for interviewing and recommending certification of a lay minister. It is the committee's responsibility to see that:

- It understands Certified Lay Ministry and its distinct relational ministry in the church. The dCOM must understand that it does not approve a ministry candidate in the traditional sense or ensure that the CLM knows everything about ministry before certification. Instead, the dCOM is a monitoring group to support the formation and accountability of the CLM.
- An interview is scheduled with the CLM (and the CLM Mentor, if possible) to discuss call to ministry, completing coursework, and to recommend additional formation. Following the interview, the dCOM recommends or does not recommend to the Conference Committee on Lay Servant Ministries certification of the lay minister.
- In addition, the district committee on ministry has the responsibility to report annually to the annual conference through the annual conference board of ordained ministry a roster of all persons certified as lay ministers.

Conference Role

Conference leaders can either build or block the effectiveness of a CLM. It is crucial that the Conference Committee on Lay Servant Ministries work together with the Board of Laity and the Board of Ordained Ministry to provide consistent criteria for formation and use of certified lay ministry. These groups should meet and have conversations around these issues regularly. They may also plan recognitions and provide ministry interpretations so that individuals hear and respond faithfully to God's call to ministry.

Role of Conference Boards: Board of Ordained Ministry and Board of Laity

These groups have a vital supportive role in the training and recognition of CLMs by collaborating in developing a conference policy and practice. They are responsible for support, not certification.

The conference board of ordained ministry has the responsibility to report annually to the annual conference for publication in the conference journal a roster of all persons certified as Lay Ministers.

Role of the District Superintendent

The district superintendent has the responsibility for assigning a CLM to a place of service. A D.S. works with a local congregation to discern appropriate leadership that makes it possible for a CLM to serve where assigned. A district superintendent also assures that a supervising clergyperson/mentor is appointed that ministry to support the CLM in his/her ministry as well as to provide for the sacramental ministry of the local congregation, if applicable. If another supervising clergyperson/mentor is not available, the D.S. fills that role him/herself. (2016 BOD, par. 205.4)

Role of Conference Coordinator/Conference Committee on Lay Servant Ministries

Each conference will be encouraged to have a "conference coordinator" who works together with the Conference Committee on Lay Servant Ministries to ensure:

- Quality training/formation is provided
- Process is followed
- Appropriate background checks/psychological assessments/boundaries training are completed
- Covenant is supported
- CLMs are recognized and used
- Team approach is valued