**EXPECTATIONS**

**6261 Licensed Lay Ministers**

**Licensed lay ministers serving a 6261 Ministry Community should have several of the following characteristics:**

* Spiritually grounded, rooted in Scripture and spiritual practices
* Sense of vocation
* Willingness, time, and capacity to participate in the LLM (Licensed Lay Ministry) formation path
* Willing to receive feedback and mentoring as a part of continued professional and spiritual growth
* Self-aware and committed to ongoing learning and personal growth
* Understanding of worship participation and leadership
* Good interpersonal and communication skills
* Welcoming, hospitable, inviting presence to all; avoids subgrouping/cliques
* Adaptable, comfortable with new things
* Speaks honestly and will curb gossip
* Member of an ELCA congregation, preferably within the NEPA Synod

**The NEPA Synod expects the following of its licensed lay ministers serving 6261 Ministry Communities:**

* Actively participates in and completes the LLM formation path. This includes attending all 4 retreats over the 2-year program.
* Upon completion of the LLM formation path, engages in continuing education for ongoing leadership and theological development. This includes participating in regular Boundary Training and Racial Justice Training.
* Continues on-going discernment for vocational, spiritual, and personal growth, which may include utilizing coaching or spiritual direction.
* Works collaboratively and collegially with the other staff of the 6261 Ministry Community (pastors, deacon, lay ministers) and attends weekly staff meetings and weekly staff coaching sessions.
* Provides worship leadership within his/her “home” congregation, including preaching, on a regular basis as established by the 6261 Ministry Community.
* Builds relationships and bridges within “home” congregation and across the congregations of the 6261 Ministry Community.
* In partnership with staff, leads and engages the 6261 Ministry Community to define its ministry vision and embeddedness within the surrounding community for mutual ministry.
* Works to integrate technology, where needed and appropriate.