

# AUTHORISED LAY MINISTRY



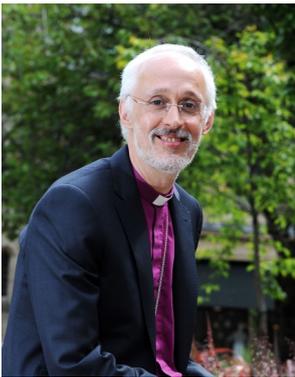
## Course Prospectus 2021

# Preface

*I've been involved in ALM schemes of one sort or another since my own days as a parish priest in Rotherham in the 1990s. The take-off of interest in such schemes in more recent years here in the Diocese of Manchester has been a marvellous sign of how the Holy Spirit is equipping men and women for service and ministry in the Church.*

*I can promise anyone interested in this scheme that any such training will be demanding and stretching but that it will inevitably draw you deeper into Christ. You will learn from each other as well as from those charged with leading the course. You will grow in knowledge, in experience and in confidence.*

*To put it more bluntly you'll be growing more closely into the likeness of Christ for which you and all of us are destined.*



*Yours ever,*

*David*

***The Rt Revd Dr David Walker***

***Bishop of Manchester***



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# GENERAL INFORMATION

## Authorised Lay Ministry

### What is an Authorised Lay Minister?

Authorised Lay Ministers (ALMs) are lay people active in church life, who have been identified by their parish as having a particular gifting, vocation or calling to lay leadership, i.e. those called to work collaboratively alongside their incumbent and wider ministry teams with a distinct focus on growing, nurturing and serving the wider parish community.

ALMs are nominated by their incumbent and PCC for training in line with their parish Mission Action Plan (MAP) and diocesan selection criteria. Once trained they are authorised by the Bishop of Manchester to carry out a mutually agreed ministry role back within their local parish context. An ALM's authorisation lasts for 3 years after which time it can be reviewed, updated and renewed.

### How are ALMs nominated?

Authorised Lay Ministry is based on a collaborative model of ministry and is therefore not about any one person's desire to serve or minister. ALMs are authorised to work collaboratively as part of the wider ministry team, in a specific local context and with a mutually agreed ministerial role description. As such, any nominations for ALM must meet the diocesan selection criteria, align with the parish Mission Action Plan (MAP) and represent the expressed desire of the wider parish community. This is why it is important that the incumbent, individual and PCC discern and respond to God's call together.

For more information on nominating and selecting an ALM please see the ALM Application Pack or the ALM Handbook for Clergy & PCCs.

### Is lay ministry training only for ALMs?

In line with The Great Commission (Matthew 28:19-20) and as part of setting God's people free, **all lay ministry training electives will now be open to all lay people in the diocese**. Authorised Lay Ministry will remain as a distinct pathway (with additional application and training requirements, etc.) but it will no longer be the only route available for lay people wanting to access training to develop their gifts and calling to lay ministry.

There will be a simplified application process for general applications but this will still require a recommendation from an appropriate parish representative. Post training, individuals will be commissioned locally and responsibility for their ongoing care will remain under the local parish who will be responsible for ensuring that appropriate safeguard training and DBS checks are in place as standard. For more information please see the diocesan website.

# GENERAL INFORMATION

## Aims, Goals & Expectations

### Course Aim

To empower, enable and equip lay leaders to become courageous whole life disciples capable of ministering effectively and collaboratively in our shared mission of growing, nurturing and serving our local church parishes and communities.

### Course Goals

- ◆ To provide participants with a safe and unique learning environment where they can develop and grow alongside fellow Christians from a variety of church traditions and backgrounds.
- ◆ To empower participants to develop their calling and gifts as lay leaders and to deepen their ongoing journey of faith as whole-life disciples in the everyday stuff of life *#MoreThanSunday*.
- ◆ To enable participants to grasp our Great Commission to mission and the knowledge and skills they will need to be able to work effectively, courageously and collaboratively as ministers in their own local contexts and frontlines.
- ◆ To equip participants with the tools they will need to grow and thrive and the resources required to remain fruitful and sustainable.

### Course Expectations

#### Attendance

To be considered for commissioning all participants must maintain a minimum attendance rate of 75% during both the Core Leadership Module and their Ministry Training Elective. This is to ensure that a base level of training has been met and that all participants are fully equipped and ready for authorisation.

#### Linkwork

To help participants get the most out of the Core Leadership Module they will be given linkwork to complete between each of the sessions. The linkwork will usually include a few simple questions to think about or some basic preparation work for the next session. Each linkwork is designed to take no longer than 20-25 minutes.

#### Learning Journal

During the course we encourage all participants to keep some form of learning record or reflective journal. This is intended to take no longer than 15-20 minutes after each session and is part of developing the skills of reflective practice. Participants will be given further support and guidance on this and will not be asked to share or submit their journals.

## Reading

There is no expectation for course participants to do lots of reading. However, for those wanting to delve a little deeper there will be suggested resources and recommended reading lists provided on both the Core Leadership Module and during their Ministry Training Elective. Participants will also be given full access to the ALM borrowing library at Church House.

## Learning Task

As part of the Ministry Training Elective all participants will be given the opportunity to prepare and submit a short task set by the tutor. This could be a short book review, a presentation or a simple task related to that ministry area. Guidance and support for this will be provided.

## Parish Visitation(s)

As part of reflective practice and personal development we ask that all participants arrange at least one parish visitation during their training period. This tends to work best if it is to a parish that is different from their own context in terms of tradition and practices. Guidance and support on this will be provided.

# Diocesan Vision & Mission Goals

As part of supporting our 2030 vision, the ALM course is also underpinned by our wider diocesan vision and mission goals.

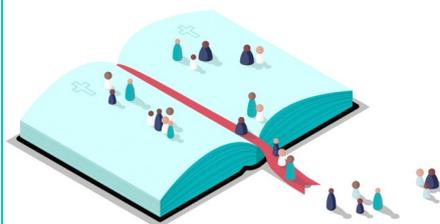
## OUR VISION

*To be a worshiping, growing and transforming Christian presence at the heart of every community.*

**Growing – a Church for everyone**



**Nurturing – a Church where everyone can explore their faith and discipleship**



**Serving – a Church which leads the way in every local community**



# GENERAL INFORMATION

## Course Outline & Key Dates

The ALM training course is broken down into three terms that run each year from January to September. More specific details on the Core Leadership Module and Ministry Training Electives can be found later in the prospectus.

### Course Induction

**Saturday 16 January, 10am-12pm @ online Via Zoom**

A chance for course participants and their supporting ministers to meet others on the course, including Core Leadership Module tutors, Ministry Elective tutors and other course support staff.

### Core Leadership Module

The Core Leadership Module will run between January and Easter with 3 venue options available. Course participants will be asked to choose their preferred venue on initial application.

### Safeguarding Training

**Saturday 27 March, 10am-1pm @ Church House, 90 Deansgate, Manchester M3 2GH**

This compulsory day will focus on our common responsibility to safeguard children, young people and vulnerable adults. It will also explore the ways in which ALMs are part of creating church environments where children and young people are nurtured and protected; and where all people, especially those who may be vulnerable for any reason, are able to worship and pursue their faith journey in safety.

### Collaborative Ministry Day

**Saturday 17 July, 10am-3.30pm @ Bolton Road Methodist, Bolton Road, Bury BL8 2EH**

Every year we offer the opportunity for course participants and their supporting ministers to gather with the wider ALM community to focus on a common goal or topic related to collaborative ministry. This year we will be exploring how as leaders (lay and ordained) we can work together in developing whole-life disciples that are equipped for mission in their *#MoreThanSunday* lives.

## Ministry Training Elective

From Easter to June, course participants will complete their chosen 12-week Ministry Training Elective. There are currently 10 electives available and further details on each of these can be found later in the prospectus.

## Ministry Role Descriptions

From July, course participants will be asked to work alongside their supporting minister to update and finalise their ALM Ministry Role Description. This must be agreed and approved by the PCC before the Service of Authorisation at Manchester Cathedral in September.

## Retreat Day

**Saturday 11 September, 10am-2pm @ Nazarene Theological College, Dene Road, Didsbury, Manchester M20 2GU**

In preparation for commissioning we invite all training ALMs to a led retreat day. This is the final step before authorisation and has a focus on exploring some of the spiritual tools and practices that can help us to connect and find intimacy with God. Prayer support is available throughout the day and there will also be shared times of worship, prayer and communion.

## Service of Authorisation

**Sunday 26 September, 2.30-4pm @ Manchester Cathedral**

This service of authorisation is led by the Bishop of Manchester. Following a time of worship, prayer and committal, it culminates with the final commissioning of the ALMs to their parish ministries. This is a wonderful time of celebration and a fantastic opportunity to invite close friends, family and those that have shared the journey.

## Application Closing Dates

As the ALM course begins in January with the Core Leadership Module, the application **closing date for new ALM Applications will be Sunday 6 December 2020.**

For general applications and existing ALMs who just want to access more Ministry Elective Training, the application **closing date will be Sunday 7 March 2021.**

**Please note: If restrictions are still in place then all training where possible will take place online and via Zoom.**

# CORE LEADERSHIP MODULE

## Learning Goals & Session Outlines

### Learning Goals

- To understand more about the context of Authorised Lay Ministry (ALM) and where it fits in both locally, in relation to our diocesan vision, and nationally in relation to the work of Growing Faith and Setting God's People Free.
- To unpack some of the current challenges and changes we are facing in being Church for a Different World and how God is calling us as lay leaders to respond and lead others towards new and exciting opportunities.
- To explore what it means to be a Christian leader and how we can play our part in forming whole life discipleship making cultures that are faithful to biblical values, principles and practices.
- To develop practices for sharing our faith with others and a solid biblical understanding of what it means to get our parishes inspired for mission; including how we can resource this in line with our parish Mission Action Plans (MAPs) and the wider diocesan mission goals.
- To identify practices, resources and Christian disciplines that will help to sustain and grow our personal faith, Christian ministry and ongoing discipleship journey.

### Session Outlines

#### **Session 1: Setting the Scene**

This opening session will be a chance to meet others on the course, to share something of the journey that brought us to this point and to gain a wider understand of where Authorised Lay Ministry sits both locally and nationally.

#### **Session 2: Church for a Different World**

We live in challenging times but also in times of great opportunity. This session will unpack some of those challenges but will mainly focus on how we can all play our part in making sure that the we become Church for a Different World.

#### **Sessions 3: The Call to Christian Leadership**

What does it mean to be called in to Christian leadership? What can the bible teach us about what it means to live out this calling faithfully? In this session we will unpack these questions and also do some reflection around our own leadership styles and practices.

#### **Session 4: Being Disciples & Making Disciples**

One of the last instructions Jesus gave us was The Great Commission to go and make disciples (Matthew 28:16-20) but what does this actually look like in practice? In this session we will look at Jesus' model for discipleship and explore how we can go about creating whole life discipleship making cultures in our own parish contexts and frontlines.

#### **Session 5: Sharing Faith & Inspiring Mission**

In this session we will work towards developing a solid biblical understanding of why mission matters and look practically at how we can go about sharing our faith with others. We will also explore how we can inspire, support and resource this in our own local parish contexts and frontlines.

#### **Session 6: Leading Through Times of Change**

The focus here will be on how we can better understand the process of change so that we can support our congregations to embrace and grow through the current changes and shifts we are currently facing, locally, nationally and globally.

#### **Session 7: Collaborative Ministry**

Paul's writings on The Body of Christ (1 Corinthians 12) remain as a solid biblical model for collaborative Christian ministry. In this session we will continue to unpack what this means in practice and explore how we can all improve the ways that we work and minister together in our local parishes.

#### **Session 8: Sustaining & Growing**

In our final session together we will focus on the Christian practices, resources and disciplines that will ensure that our relationship with God thrives and that our ALM ministry remains healthy and fruitful.

# CORE LEADERSHIP MODULE

## Venues, Dates & Tutors

The Core Leadership Module will run between January and Easter with three venue options available. Applicants will be asked to choose their venue upon application.

### Rochdale: Christ Church, Healy (Parish Hall)

Church Healy Parish Hall, Gandy Lane, Healey, Rochdale, OL12 6EF

#### Session Dates, 2021 Mondays, 6.45-9pm

Session 1: 18 Jan  
Session 2: 25 Jan  
Session 3: 1 Feb  
Session 4: 8 Feb

#### *Half Term*

Session 5: 22 Feb  
Session 6: 1 Mar  
Session 7: 8 Mar  
Session 8: 15 Mar



**Core Tutor: Revd Gill Barnett**  
Priest in Charge @ St Ann, Belfield  
and Hamer & Healey (Benefice)

### Bolton: St Peter's, Halliwell (Parish Centre)

St Peter's Parish Centre, 347 Church Road, Bolton, BL1 5RR

#### Session Dates, 2021 Tuesdays, 6.45-9pm

Session 1: 19 Jan  
Session 2: 26 Jan  
Session 3: 2 Feb  
Session 4: 9 Feb

#### *Half Term*

Session 5: 23 Feb  
Session 6: 2 Mar  
Session 7: 9 Mar  
Session 8: 16 Mar



**Core Tutor: Revd Paul Hardingham**  
Incumbent @ St Peter's, Halliwell

# Manchester: St Andrew's, Droylsden

St Andrews Church, Merton Drive, Droylsden, Manchester M43 6BH

**Session Dates, 2021**  
**Wednesdays, 6.45-9pm**

Session 1: 20 Jan  
Session 2: 27 Jan  
Session 3: 3 Feb  
Session 4: 10 Feb

*Half Term*

Session 5: 24 Feb  
Session 6: 3 Mar  
Session 7: 10 Mar  
Session 8: 17 Mar



**Core Tutor: Revd Mark Hewardine**  
Incumbent @ St Chad, Ladybarn



**Core Tutor: Revd Liz Rowles**  
Curate @ Heatons Team

**Please note: If restrictions are still in place then all training where possible will take place online and via Zoom.**

# MINISTRY TRAINING ELECTIVES

## Introduction

Ministry Training Electives will run between April—July at a variety of venues around the diocese. There are currently 10 electives available. For more information on each elective please see the following outlines.

### Ministry Electives: 2021

- \* Mission & Evangelism
- \* Ecology & Creation
- \* Children & Families
- \* Pastoral Outreach & Listening
- \* Worship & Liturgy
- \* Community Outreach & Social Action
- \* Youth Work (Plus Specialism)
- \* NEW: Digital Church & Online Media
- \* Prayer & Spirituality
- \* Parish Admin, Finance & Governance

### Key Update: Electives Open to All

In line with The Great Commission (Matthew 28:19-20) and as part of setting God's people free, **all lay ministry training electives will now be open to all lay people in the diocese.** Authorised Lay Ministry will remain as a distinct pathway (with additional application and training requirements, etc.) but it will no longer be the only route available for those lay people wanting to access training to develop their gifts and calling to lay ministry.

There will be a simplified application process for general applications but this will still require a recommendation from an appropriate parish representative. Post training, individuals will be commissioned locally and responsibility for their ongoing care will remain under the local parish who will also be responsible for ensuring that appropriate safeguard training and DBS checks are in place as standard.

### Application Closing Dates

**New ALM Applications** – Sunday 6 December 2020

**General Applications & Existing ALMs doing further training**– Sunday 7 March 2021

**Please note: We do our best to make training accessible to everyone but if there are not enough candidates to run selected venues then further travel may be required. Some sessions may also be delivered online via Zoom.**

# Children & Families Ministry

## Learning Goals

- To develop and widen participants understanding of children and families' ministry.
- To enable participants to grasp the missional opportunities for church growth in relation to engaging children and families.
- To empower participants to feel more courageous in establishing their own gifts and ministry with the children and families in their local context.
- To equip participants with the skills and tools required to think strategically about the place of children and families' ministry in the life of their local church.

## Venues

Sessions will be a mixture of Wednesday evenings and weekend events with final venues to be confirmed once all applications are in. Some sessions may involve some travel around the diocese and others may be offered online via Zoom.

## Sessions

A number of sessions will take the form of wider diocesan training events which are open to everyone in the Diocese. However, those on the ALM pathway are required to attend a minimum of all the core elective sessions marked \* below.

### **Session 1: Mental Wellbeing (Diocesan Event)**

Wednesday 10 February (tbc), 6.45-9.00pm @ Venue TBC

In this session we will be looking at some of the current thinking concerning children and families in relation to their mental wellbeing.

### **Session 2: Holiday Clubs (Diocesan Event)**

Saturday 13 February (tbc), 10am-1pm @ Venue TBC

How to lead a successful holiday club which has mission at its heart.

### **Session 3: Welcoming Families with School Age Children (Diocesan Event)**

Saturday 20 March (tbc), 10am-1pm @ Venue TBC

Exploring how to offer and provide sustainable services/activities for young families which are hospitable and welcoming, particularly in parishes where school attendance is a factor.

### **\*Session 4: Spirituality of Children**

Wednesday 14 April, 6.45-9.00pm @ Venue TBC

An opportunity to explore the spirituality of children and to reflect on your own spirituality.

### **\*Session 5: Reaching Out to Children & Families**

Wednesday 21 April, 6.45-9.00pm @ Venue TBC

How do we connect with and develop meaningful and lasting relationships with children and their families?

### **Session 6: Working with U5s and Toddler Groups (Diocesan Event)**

Sunday 25 April (tbc), 10am-1pm @ Venue TBC

Reflecting on recent research, we'll consider what working with U5s and toddlers means for our parishes. We will also share some good news stories and examples of good practice from around the Diocese.

### **\*Session 7: Faith at Home**

Wednesday 28 April, 6.45-9.00pm @ Venue TBC

How can we encourage families to engage with faith at home living out what they believe *#MoreThanSunday*, wherever they are?

### **\*Session 8: Children as Ministers**

Wednesday 5 May, 6.45-9.00pm @ Venue TBC

How do you equip and support children to develop and use their spiritual gifts?

### **\*Session 9: Developing a Strategy / Action Plan**

Wednesday 2 June, 6.45-9.00pm @ Venue TBC

You will be supported to begin building a strategy for outreach to children and families in your own context.

### **\*Session 10: Prayer and Spirituality with Children & Young People**

Joint with Prayer & Spirituality Elective

Wednesday 30 June, 6.45-9.00pm @ Venue tbc/Zoom

How prayer /refection spaces can be used to encourage children to discover more about God and to develop their own faith journeys.

### **\*Session 11: Presentations & Reflections (ALM only session)**

Wednesday 7 July, 6.45-9.00pm @ Venue TBC

This is an opportunity to present and discuss your strategy/action plan and also anything you may like to share from your reflective journal.

## **Additional Requirements**

### **\*Reflective Journal**

Participants will be encouraged to record their reflections, thoughts and feelings during their participation on the course. This can be creative as participants like, with the intention of then using the journal to inform future ministry and practice.

### **\*Parish Visits**

Participants will be expected to visit and attend at least one session/occasion in a context different to their own. The focus of this should be on mission/outreach and visits will be arranged in consultation, on an individual basis.

## Tutor

For more information on the children and families elective please contact:



**Karen Beal**  
*Diocesan Children's Officer*

E: [KarenBeal@manchester.anglican.org](mailto:KarenBeal@manchester.anglican.org)

## Going Deeper

If you would like to know a little bit more about this elective and what it will be covering then please feel free to check out the following books and resources:

Children's Ministry in the Way of Jesus, Ivy Beckwith & David Csinos

Post Modern Children's Ministry, Ivy Beckwith

Welcoming Children, Joyce Mercer

Will Our Children Have Faith (Revised Edition), Dr John Westerhoff

Children's Spirituality, Dr Rebecca Nye

Faith at Home is a national campaign that builds on the work of Growing Faith and Everyday Faith to support the faith development and pastoral care of children and young people. <https://www.churchofengland.org/faith-action/faith-home>

National Churches Growing Faith leaflet: <https://tinyurl.com/y5svjjek>

## Important Information

In addition to the standard application process, all applicants for this elective will also be invited to have an informal phone conversation with Karen prior to being offered a place on the course.

This elective also begins earlier than the others as it forms part of the wider diocesan strategy for children's ministry. As such, **the application closing date for both ALM and general applications will be Sunday 6 December 2020.**

# CHILDREN'S MINISTRY

## Ilona's ALM Story

### Why I did the course

I did the ALM Children's elective in 2019, after a time of feeling God really giving me a renewed passion for nurturing the spiritual growth of children and young people in my Parish. Prior to this I was an ALM in Worship, and although working with the children would sometimes be part of my ministry, it hadn't been a main focus for me. But quite suddenly my mind became filled with exciting possibilities for the children's work, and everywhere I looked, I was hit with ideas and inspiration. After following this prompting for a while, and getting more involved with the children's work in our Parish, I felt that doing some training to equip me with tools for this new work would be really valuable to me, and so, supported by my church, I applied to do a further ALM in Children's work.

### How I found the course

The training was fabulous! The sessions were like a big melting pot of shared ideas and experiences with others who felt a similar God-led passion. I found there was so much value in sharing our experiences; and so much inspiration through sharing our ideas. Under the amazing direction of Karen Beal, we learned so much, both theoretical and practical, about validating and encouraging spiritual exploration within children. I also compiled heaps of practical ideas for fun ways to engage children and help them to question and explore topics.

### What I've been doing since

Since completing my training, I have loved the journey of exploration I have been on with the children in my Parish. I now approach my time with them with far fewer pre-planned conclusions and much more space for questioning. It is incredible what I learn from the children's thoughts and insights! It all feels so exciting and so full of possibility now, and the children are so much more engaged.

### My advice to those considering the course

I would whole-heartedly recommend the ALM Children's elective to anyone who is working with children or feeling a tug in that direction. You will have your eyes opened, and your horizons broadened, and it will really help you to find YOUR shape and YOUR style in working with the children.



### Ilona Hepburn

Children's Ministry & Worship ALM @ St John the Evangelist,  
Wingates

Commissioned 2019

# Community Outreach & Social Action



This module is delivered by our partners at Greater Together Manchester (GTM). GTM is a joint venture between the Diocese of Manchester and Church Urban Fund and is often termed the social action vehicle for the Diocese of

Manchester. GTM's vision is to see people and communities all over the Diocese of Manchester flourish and enjoy life in all its fullness. We support churches to be a truly transforming Christian presence in every community.

## Learning Goals

- To enable participants to develop their understanding of community outreach and social action as mission, and why engaging in these activities is a vital part of the Christian faith.
- To understand how engaging in community outreach and local social action can lead to church growth.
- To give participants an understanding of the major challenges facing communities in the UK today, and how as the church we can work with other partners to respond appropriately.
- To equip participants with the confidence and skills required to grasp opportunities for community outreach and social action in their own locality and context.

## Venues

Most sessions will be on a Wednesday evening and will run from 6.30-9pm. Sessions are likely to be a combination of in-person and online delivery via Zoom. The in-person teaching venues will be confirmed once we know where participants are based.

## Sessions

The aim of the first half of the elective is to inspire participants and show them what is possible. We will also explore the theology of social action and community outreach, the context of our communities, models of community work and the links between social action and church growth.

### **Session 1: Introduction to Community Outreach and Social Action**

Wednesday 21 April, 6.30-9pm @ Venue tbc  
Core Tutor

## **Session 2: Responding to Your Own Local Context**

Wednesday 28 April, 6.30-9pm @ Venue tbc

Core Tutor plus Canon Alison Peacock (Diocesan Head of Serving Communities)

## **Session 3: Be Inspired: Parish & Project Visitations**

W/C 3 May. Participants will be given a choice of 4 visits and are expected to attend at least 1. Note: If Covid-19 restrictions do not allow for visits, we will share some videos of projects and arrange zoom sessions with project leads.

## **Session 4: Financial Inclusion: 'Cash Smart, Credit Savvy' (Taster Session)**

Wednesday 12 May, 6.30-9pm @ Venue tbc

Core Tutor plus Guest

## **Session 5: STUDY DAY - Models of Community Work; Partnership Working; Language and Culture; Social Action and Church Growth**

Saturday 15 May, 10am-4pm @ Venue tbc

Core Tutor plus Guests

## **Session 6: Social Action: Engaging Young People**

Wednesday 26 May, 6.30-9pm @ Venue tbc

Core Tutor & Plus Guests

## **HALF TERM BREAK (w/c 31 May)**

The second half of the elective will examine the major issues facing our communities, both locally, regionally and nationally. Case studies will also be used to look how the church has, and should, continue to respond.

## **Session 7: Social Action: Engaging with Children and Families**

Wednesday 9 June, 6.30-9pm @ Venue tbc

Core Tutor plus Guests

## **Session 8: Loneliness & Social Isolation**

Wednesday 16 June, 6.30-9pm @ Venue tbc

Core Tutor & Rev'd Liz Devall

## **Session 9: Homelessness & Housing**

Wednesday 23 June, 6.30-9pm @ Venue tbc

Craig Savage and Revd Ellie Trimble

## **Session 10: Food Poverty & Dignity**

Wednesday 30 June, 6.30-9pm @ Venue tbc

Core Tutor and Guest

## **Session 11 – Migration & Sanctuary**

Wednesday 7 July, 6.30-9pm @ Venue tbc

Guests TBC

## Session 12: Next Steps, Action Plans & Role Descriptions

Wednesday 14 July, 6.30-9pm @ Venue tbc

Core Tutor

## Tutor

For more information on the community outreach and social action elective please contact:



### **Lily Axworthy**

*CEO of Greater Together Manchester*

E: [lily@greatertogethermanchester.org](mailto:lily@greatertogethermanchester.org)

## Going Deeper

If you would like to know a little bit more about this elective and what it will be covering then please feel free to check out the following books and resources:

Church Urban Fund Look Up Tool: <https://cuf.org.uk/lookup-tool>

Mapping GM: <https://mappinggm.org.uk/>

BARCLAY, D. and HILHORST, S. (2019) Holy Alliances: Church-Secular Partnerships for social good. Available online.

BARNA GLOBAL. (2018) The UK Church in Action: Perceptions of Social Justice and Mission in a Changing World. PDF available on request.

CHARLESWORTH, M. and WILLIAMS, N. (2017) A Church for the Poor: Transforming the church to reach the poor in Britain today. Colorado Springs: David C. Cook

PURCELL, L. and PURCELL, S. (2016) Church of the Poor? A call to action for churches in the UK. Available online.

SPENCER, N. (2016) Doing Good: A Future for Christianity in the 21st Century. Available online.

THORLBY, T. (2017), Assets Not Burdens: Using church property to accelerate mission. Available online.

WALKER, D. (2017) God's Belongers. How people engage with God today and how the church can help. Abingdon: The Bible Reading Fellowship.

WELLS, S., Rook, R. and Barclay, D. (2017) For Good: The Church and the Future of Welfare. Canterbury: Canterbury Press.

WYLER, S. (2020) Community Responses in times of crisis: Glimpses into the past, present, and future. Available online.

# COMMUNITY

## Rebecca's ALM Story

### Why I did the course

I had already been discerning and looking at ways to engage more with the wider parish community, as well as with our own congregation, particularly via social media. I spent some time talking this over with my Vicar who was really encouraging and recognised this as my area of ministry and gifting. So when the opportunity came up to train as an ALM on the Community elective the timing just felt right and we jumped at the chance.

### How I found the course

The training was fantastic! It was great that we were able to mix with people doing other electives to start with on the Core Module before then separating out for the second half on our chosen ministry elective. I learned such a lot on the elective itself and it really made me think about my own faith, how I got here and where I could take my ministry moving forwards.

### What I've been doing since

The timing was impeccable because 2020 has been THE year to engage people via social media! It was great that I had built the foundations in the latter half of 2019 that meant we were in a great place to move everything online when lockdown hit. It has meant that I've spent a lot more time than I originally envisaged but it's been absolutely necessary to reach our church and local community, so that we can support them during the pandemic.

### My advice to those considering the course

It can be daunting when you first start but just take it week by week and embrace everything with an open mind. The people leading the course are amazing and you will have lots of support from your fellow trainees.



### Rebecca Webster

Community ALM @ Christ Church, Harwood

Commissioned 2019

# NEW – Digital Church & Online Media

## Learning Goals

- To enable participants to develop their understanding of the online world and where the Church fits into it.
- To enable participants to allow missional opportunities to arise from a strong online church presence.
- To enable participants to create good quality and well planned content, that enhances and supports the 'in building' offerings of their church.
- To equip the course members to be able to lead their parish missional communities to develop a broad digital presence that serves the whole community.

## Venues

Some sessions may be delivered from Church House but the majority of teaching will be done on a Wednesday evening online via Zoom. There will also be a Saturday session in Manchester and some travel required to projects around the diocese.

## Sessions

### **Session 1: Theology of the Online World: Linking Mission & Communication**

Wednesday 21 April, Evening Session @ Zoom

Core Tutor + Guest

### **Session 2: Introduction to Social Media & Website Best Practice**

Wednesday 28 April, Evening Session @ Zoom

Core Tutor

### **Session 3: Practical Introduction to Filming & Editing (Saturday)**

Saturday 8 May @ Church House and Manchester Cathedral

Core Tutor Plus Guests

### **Session 4: Online Worship: Blended & Hybrid Models of Church**

Joint with Worship Elective group

Wednesday 12 April, Evening Session @ Zoom

Core Tutor Plus Guests

### **Session 5: Doing Youth Work Online including Digital Safeguarding**

Joint with Youth Work elective

Thursday 20 May, 6.45-9pm @ Zoom

Tutor: Canon Susie Mapledoram (Diocesan Youth Officer) + Guests

## **Session 6: Building Online Community & Pastoral Care**

### **Joint with Pastoral Care elective group**

Wednesday 26 May, Evening Session @ Zoom

Core Tutor Plus Guests

## **HALF TERM**

## **Session 7: Communications & Working With the Media**

Wednesday 9 June, Evening Session @ Church House

Tutor: Ann Mummery (Diocesan Communications Manager)

## **Session 8: Parish Visitation: Our Digital Journey**

W/C Monday 14 June @ Time & Venue tbc

Core Tutor Plus Guests

## **Session 9: Practical Introduction to Basic Graphics & Design**

Wednesday 23 June, Evening Session @ Zoom

Core Tutor

## **Session 10: Parish Visit- Digital Support in Church (Places of Welcome)**

W/C Monday 28 June @ Venue tbc

Core Tutor Plus Guests

## **Session 11: Forming Your Content Plans & Digital Strategy**

Wednesday 7 July, Evening Session @ Zoom

Core Tutor

## **Session 12: Final Session: Action Plans & Next Steps**

Wednesday 14 July, Evening Session @ Church House

Core Tutor

## **Tutor**

For more information on the Digital Church & Online Media elective please contact:



### **Eve Powers**

*Diocesan Digital Communications Officer*

E: [EvePowers@manchester.anglican.org](mailto:EvePowers@manchester.anglican.org)

## Going Deeper

If you would like to know a little bit more about this elective and what it will be covering then please feel free to check out the following books and resources:

So Everyone Can Hear: Communicating Church in a Digital Culture, Mark Crosby

100 Ways to get Your Church Noticed, Neil Pugmire

Pro Church Tools - Youtube Channel, Brady Shearer:

<https://www.youtube.com/channel/UCjamZs-IMPsvu9uNzP9v8RA>

## Important Information

**This elective course is not for beginners or for those who are new to digital and online media.** The elective training is aimed at those who are already involved in developing a strong digital presence for their church or mission community and have existing experience in one of the following areas:

- Their church Facebook page or group
- A personal, church or professional Twitter profile
- A personal, church or professional Instagram account
- Their church ACNY page or church website.

As such, in addition to the standard application process, all applicants for this elective will also be invited to have an informal phone conversation with Eve prior to being offered a place on the course.

# Ecology & Creation

## Learning Goals

- To develop a theological understanding of creation care alongside an understanding of the current issues regarding the climate emergency.
- To identify how creation and ecology present missional opportunities for engagement in all aspects of church life, such as pastoral care and worship.
- To equip people with resources that enable them to practically engage in creation care within their own context.

## Venues

The core teaching venue will be decided once all applications are in. The elective will also involve visiting other key parish contexts around the diocese and a special Saturday Eco retreat.

## Sessions

### **Session 1: Introduction: Looking at Our Contexts**

Tuesday 20 April, 6.45-9pm @ Key Venue  
Core Tutors

### **Session 2: Creation, Ecology & The Bible**

Tuesday 27 April, 6.45-9pm @ Key Venue  
Guest Tutor: Revd Peter Scott

### **Session 3: The Role of the Local Church**

Tuesday 4 May, 6.45-9pm @ Key Venue  
Core Tutors

### **Session 4: Creation, Ecology & Worship**

Tuesday 11 May, 6.45-9pm @ Key Venue  
Core Tutors

### **Session 5: Creation & Ecology as Missional Opportunity**

Tuesday 18 May, 6.45-9pm @ Key Venue  
Core Tutors

### **Session 6: Eco Retreat Day (SATURDAY)**

Saturday 22 May, 6.45-9pm @ Venue tbc  
Core Tutors

## **HALF TERM BREAK**

### **Session 7: Community Engagement**

Tuesday 8 June, 6.45-9pm @ Key Venue  
Core Tutors

### **Session 8: Engaging with Children, Young People & Schools**

Tuesday 15 June, 6.45-9pm @ Key Venue  
Guest Tutor

### **Session 9: Field Trip: An Urban Eco Church**

Tuesday 22 June, 6.45-9pm @ St John's, Old Trafford  
Guest Tutor: Revd John Hughes

### **Session 10: Field Trip: A Rural Eco Church**

Tuesday 29 June, 6.45-9pm @ Saddleworth Eco Church & Farm  
Guest Tutor: Revd Aaron Jackman

### **Session 11: Eco Church: Process & Measurements**

Tuesday 6 July, 6.45-9pm @ Key Venue  
Guest Tutor: Alison Peacock (Diocesan Head of Serving Communities)

### **Session 12: Final Session: Feedback & Action Planning**

Tuesday 13 July, 6.45-9pm @ Key Venue  
Core Tutors

## **Tutors**

For more information on the Ecology & Creation elective please contact:



#### **Revd Grace Thomas**

Curate @ St James w St Clement Moss Side and St Edmund,  
Whalley Range (Benefice)

E: [revgracethomas@gmail.com](mailto:revgracethomas@gmail.com)



#### **Revd Clive Hamilton**

Curate @ All Saints, Salford

E: [hamiltonclive@sky.com](mailto:hamiltonclive@sky.com)



#### **Revd Mark Coleman**

Retired Clergy @ Rochdale (Deanery)

E: [hellomarkcoleman@gmail.com](mailto:hellomarkcoleman@gmail.com)

## Going Deeper

If you would like to know a little bit more about this elective and what it will be covering then please feel free to check out the following books and resources:

A Rocha Eco Church website. Introduces the Eco Church scheme and has a wealth of useful resources.

<https://ecochurch.arocha.org.uk/>

The resources section of Christian Climate Action has some helpful prayers, liturgies, sermons and reflections on issues such as climate grief.

<https://christianclimateaction.org/resources/>

David Attenborough's 'Extinction the Facts' on BBC I-Player:

<https://tinyurl.com/y53fc6eh>

Green Christians is a community of ordinary Christians from all backgrounds and traditions. Inspired by our faith, we work to care for Creation through prayer, living simply, public witness, campaigning and mutual encouragement.

<https://greenchristian.org.uk/>

Bimson, J (2020) The Book of Job and Environmental Ethics.

Grove books – These can be accessed online or in hard copy. They are good introductions at very reasonable prices. See their Ethics section for a number of books that may be interesting, including one on climate scepticism and one on the theology of plant-based diet.

[www.grovebooks.co.uk](http://www.grovebooks.co.uk)

*It is also worth looking at the websites of the mission agencies that your church is used to working with such as Christian Aid, Tear Fund, USPG, etc, so that you can draw on resources that chime with your Church's involvement in world mission*

# ECOLOGY & CREATION

## Clive's ALM Story

### Why I did the course

I had previously done the ALM course in Prayer and Spirituality, but I began to feel a pull to do something more. Whilst looking at the ALM Course Prospectus I was drawn to the Ecology and Creation elective, later realising that God's hand was instrumental in this. In my previous employment with the NHS, I had been heavily involved in energy saving, waste management and recycling, so in retirement this gave me the opportunity to do similar with the 2 churches in our benefice

### How I found the course

The training was really useful to top up my knowledge and to frame it all in a more God centred way. The tutors and various speakers were deeply passionate and knowledgeable and presented on varying fields of work to broaden the way we looked at ecology and creation. We also visited a number of Eco-church settings and projects where a lot of work had been done in this sphere, so we could see the practical outcomes that were achievable. It was also helpful to have other course members from different backgrounds to bounce ideas around with and to discuss how their churches would benefit from what we were learning together.

### What I've been doing since

The very first step was to work with my incumbent in getting our PCCs on board with the idea of becoming Eco-churches. To help with this we used the A Rocha UK Eco-Church Checklist which helped us to reflect on things like the topics of our worship and teaching, the use of our church buildings and land, our engagement with local and global community and also our everyday lifestyles. We also began to explore how we could engage with our local community more by offering our breakfast and after school clubs the opportunity to work with us in looking after some raised plots of land where children could grow things and learn about nature.

### My advice to those considering the course

If you love God's creation and want to do something through your church to save it, then this is the course for you. You do not have to have lots of knowledge before the course and it is very enjoyable meeting passionate people who care about our world. You could be your church's Eco-catalyst, so, give it a go!



### Clive Morris

Ecology ALM @ St James, Hope & St John, Pendlebury  
(Benefice)

Commissioned 2019

# Mission & Evangelism

## Learning Goals

- To have a clearer understanding of mission as evangelism and discipleship and how this fits into both the broader context of the church's mission and the local context of our diocesan vision and mission goals.
- To develop a deeper understanding of what the Good News is and how it can be shared in order that participants may become more confident in talking about their faith.
- To understand the significance that prayer and worship play in underpinning and fuelling all aspects of evangelism and discipleship.
- To discover and explore various tools, practices and resources that can help us to live confidently as disciples of Christ and effectively proclaim the gospel.
- To offer an opportunity for participants to reflect upon their own sense of vocation and whether some might feel called to further training and development as evangelists.
- To gain the knowledge and resources required to help our local church communities be better equipped and more confident in mission as evangelism and discipleship.

## Venue

All sessions will run from 6:30-9pm on Tuesday evenings. The core teaching venue will be confirmed once we know where participants are based. Sessions are likely to be a combination of in person delivery and online via Zoom.

## Sessions

### **Session 1: An Introduction to Mission as Evangelism & Discipleship**

Tuesday 20 April, 6.45-9pm @ Venue tbc

Core Tutors

### **Session 2: The Joy of the Gospel**

Tuesday 26 April, 6.45-9pm @ Venue tbc

Core Tutors

### **Session 3: Prayer as Evangelism & Discipleship**

Tuesday 4 May @ Venue tbc

Core Tutors

### **Session 4: Worship as Evangelism & Discipleship**

Evening Session Tuesday 11 May, 6.45-9pm @ Venue tbc

Core Tutors

### **Session 5: Living as Evangelists & Disciples**

Evening Session Tuesday 18 May, 6.45-9pm @ Venue tbc  
Core Tutors

### **Session 6: Evangelism & Discipleship through Presence and Relationship**

Evening Session Tuesday 25 May, 6.45-9pm @ Venue tbc  
Core Tutors

## **HALF TERM**

### **Session 7: Evangelism & Discipleship through Life Events**

Evening Session Tuesday 08 June, 6.45-9pm @ Venue tbc  
Core Tutors

### **Session 8: Evangelism & Discipleship with Children & Young People**

Evening Session Tuesday 15 June, 6.45-9pm @ Venue tbc  
Core Tutors

### **Session 9: Evangelism & Discipleship Through Invitation**

Evening Session Tuesday 22 June, 6.45-9pm @ Venue tbc  
Core Tutors

### **Session 10: Evangelism & Discipleship Through Exploration & Learning**

Evening Session Tuesday 29 June, 6.45-9pm @ Venue tbc  
Core Tutor

### **Session 11: Evangelism & Discipleship Beyond the Traditional Church**

Evening Session Tuesday 6 July, 6.45-9pm @ Venue tbc  
Core Tutors

### **Session 12: Next Steps- Panel, Review, Action Plans & Role Descriptions**

Evening Session Tuesday 13 July, 6.45-9pm @ Venue tbc  
Core Tutors

## **Tutors**

For more information on the Mission & Evangelism elective please contact:



### **Revd Katy Cunliffe**

Incumbent @ Holy Trinity, Shaw and Children & Families  
Missioner @ Oldham East (Deanery)

E: [revkatycunliffe@gmail.com](mailto:revkatycunliffe@gmail.com)



**Revd Chris Fallone**

Deanery Missioner @ North Manchester (Deanery)

E: [revchrisfallone@googlemail.com](mailto:revchrisfallone@googlemail.com)



**Revd Simon Bessant**

Diocesan Head of Discipleship & Evangelism

E: [SimonBessant@manchester.anglican.org](mailto:SimonBessant@manchester.anglican.org)

## Going Deeper

If you would like to know a little bit more about this elective and what it will be covering then please feel free to check out the following books and resources:

Mark Greene, Fruitfulness on the Frontline: Making a Difference Where You Are

Neil Hudson, Scattered and Gathered: Equipping Disciples for the Frontline

Jeffrey John, Living Evangelism: Affirming Catholicism and Sharing the Faith  
Out of print but available second hand online

David Make and Paul Weston, The Word's Out: Principles and Strategies for Effective Evangelism Today.

Stephen Cottrell, From the Abundance of the Heart: Catholic Evangelism for all

Pope Francis, The Joy of the Gospel (Evangelii Gaudium) Image (2013)

Robin Gamble, Jesus the Evangelist: Doing it HIS WAY in my World Kingsway

Sandra Millar, Mission and Ministry at Baptism, Weddings and Funerals

Sacramental Evangelism Network  
<https://sacramentalevangelism.wordpress.com/>

National Church: Evangelism & Discipleship Team  
<https://churchofengland.org/more/church-resources/evangelism-and-discipleship>

London Institute of Contemporary Christianity  
<https://licc.org.uk/ourresources/>

# MISSION

## Paul's ALM Story

### Why I did the course

Having taken early retirement I came to Bolton with my wife, Angie, about four and a half years ago. I had previously served with the London City Mission for 21 years but the church felt that although I had a lot of experience in mission, the right thing to do if I wanted to be part of the wider church ministry team was to get some solid training and experience based around what was currently going on in the diocese. So it was suggested that the ALM course and mission elective would be the best grounding for this and the PCC were happy to support me and put me forward in light of recognising my ministry role and giftings.

### How I found the course

The course provided a great deal of variety and experience. Visits were made to various mission projects, including the Men's Shed (Fallowfield) and Church for Muslims (Rusholme). Reading was recommended and this included Mission Shaped Church. The concept of doing church in different ways was very helpful. Overall I feel I gained a great deal from the course and also felt that I was able to mutually encourage others with my own experiences in mission.

### What I've been doing since

My ALM Role Description has a focus on a number of areas including the work amongst Asylum Seekers that forms a significant part of the ministry at St Luke's. Amongst other things I now attend and help to run the ESOL classes. Following the course I have also been doing some research into the needs within the immediate parish surrounding the church. This is so we can explore how we can better reach out and use our buildings more effectively for mission and outreach.

### My advice to those considering the course

My top bit of advice for somebody considering doing the ALM in Mission is to go for it and to see it as something you can both learn from as well as something you can contribute to with your own experiences.



**Paul Winter**

Mission ALM @ St Luke's, West Bolton Team  
Commissioned 2017

# Parish Administration, Finance & Governance

## Learning Goals

- To help participants grasp the importance of administration as a ministry and the vital role it plays in supporting God's work in the diocese.
- To enable and resource participants to feel more confident in managing matters of church governance, including faculties, life events and parish data.
- To equip participants with an understanding of how diocesan finances work and the skills required to effectively manage their parish finances.
- To highlight the value of talking about giving as part of the Church's mission and how this can be achieved through fundraising, tax efficient giving and schemes like Gift Aid Lite.
- To resource participants with the information and guidance required to manage other key parish issues such as health & safety, safeguarding and publicity.

## Venue

All sessions will be held on a Tuesday evening, 6.45-9pm @ Church House, 90 Deansgate, Manchester M3 2GH. Some sessions may also be delivered online.

## Sessions

### **Session 1: The Ministry of Administration**

Tuesday 20 April, 6.45-9pm @ Church House  
Core Tutors Plus Guests

### **Session 2: Church Governance & How it all Works**

Tuesday 27 April, 6.45-9pm @ Church House  
Tutor: Revd Alan Simpson

### **Session 3: Dealing with Life Events: Births, Deaths & Marriages**

Tuesday 4 May, 6.45-9pm @ Church House  
Tutor: Revd Alan Simpson Plus Guests

### **Session 4: Church Law, Faculties & Pastoral Reorganisation**

Tuesday 11 May, 6.45-9pm @ Church House  
Tutor: Revd Alan Simpson

### **Session 5: Understanding Parish Data & Statistics**

Tuesday 18 May, 6.45-9pm @ Church House  
Tutor: Alison Peacock (Diocesan Head of Serving Communities)

## **Session 6: Introduction to Church Safeguarding & Health and Safety**

Tuesday 25th May, 6.45-9pm @ Church House

Tutor: Darren Bamford (Diocesan Director of Land and Property) & Kathryn Ford (Diocesan Safeguarding Advisor)

### **HALF TERM**

## **Session 7: Understanding Diocesan & Parish Finances**

Tuesday 8 June, 6.45-9pm @ Church House

David Weldon (Diocesan Director of Finance and Corporate Services)

## **Session 8: Giving, Generosity & Thankfulness**

Tuesday 15 June, 6.45-9pm @ Church House

Paul Bailey (Diocesan Project Support Officer: Gift Aid, Finance and IT)

## **Session 9: Church Communication & Publicity**

Tuesday 22 June, 6.45-9pm @ Church House

Ann Mummery (Diocesan Communications and Events Manager)

## **Session 10: How to Prepare & Run Meaningful Meetings**

Tuesday 29 June, 6.45-9pm @ Church House

Alison Moore (Diocesan Strategic Programme Manager)

## **Session 11: Questions, Feedback & Future Planning**

Tuesday 06 July, 6.45-9pm @ Church House

Core Tutors

## **Tutors**

For more information on the Parish Admin, Finance & Governance elective please contact:



### **Alan Simpson**

DMPC & DAC Secretary and Diocesan Governance Manager

E: [alansimpson@manchester.anglican.org](mailto:alansimpson@manchester.anglican.org)



### **David Weldon**

Diocesan Director of Finance and Corporate Services

E: [davidweldon@manchester.anglican.org](mailto:davidweldon@manchester.anglican.org)

## Going Deeper

If you would like to know a little bit more about this elective and what it will be covering then please feel free to check out the following books and resources:

### Books

Church Representation Rules: 2020, Church House Publishing

A Handbook for Churchwardens & Parochial Church Councillors, Kenneth MacMorrison

The Churchwarden's Handbook: A Practical Guide, Ian Russell

Churchwardens: A Survival Guide, Martin Dudley

An ABC for the PCC: A Handbook for Church Council Members, John Pitchford

### Web Resources

Manchester Diocese: Finance Resources including Gift Aid Lite  
<https://www.manchester.anglican.org/finance/>

Church Representation Rules is available as an online toolkit for all those involved in parochial, diocesan and national Church governance.  
<https://tinyurl.com/rfjyspr>

The National Church: Finance, Giving & Christian Stewardship Resources:  
<https://tinyurl.com/y3ovzp5u>

Parish Resources is a site provided by the Church of England's National Stewardship & Resources team and offers over 400 pages of resources (web & pdf) to support all aspects of stewardship, administration and management in the local church: <https://www.parishresources.org.uk/>

ACAT is a charity set up to support treasurers of Christian churches and also offers an Introductory Guide for New Church Treasurers:  
<https://www.acat.uk.com/>

# PARISH ADMINISTRATION

## Hilary's ALM Story

### Why I did the course

Prior to doing the elective I was recently retired and had taken over as the parish PCC Secretary, as well as taking on some Churchwarden duties and responsibilities. I attended a Deanery Synod meeting where Jamie (Local Ministry Officer) came to talk about the role of ALMs and it was as if a lightbulb had gone off in my head. I immediately knew that this was what I was being called to do as the Parish Admin elective fitted in perfectly with my new and existing parish roles.

### How I found the course

The training was invaluable, informative and interesting. I learnt about the various admin processes needed for the day today running of the Parish, like which forms to fill in (and when), how to apply for faculties and how to apply for grants. We got to meet various Church House staff who could help and support us in our roles which, amongst other things, enabled me to put faces to names. Throughout the course I also struck up new friendships with other Churchwardens and PCC Secretaries, sharing our "how we do it" hints and tips as well as swapping email addresses and phone numbers for future help, encouragement and support.

### What I've been doing since

Everything I learnt on the course was needed almost immediately. Little did I know that as soon as the course ended we would be facing an Interregnum! I found every bit of what I had learnt on the course invaluable, not least being able to call on the friends I had made and being able to ask for advice or support from the contacts at Church House.

### My advice to those considering the course

If your role involves anything to do with church admin, finance or governance, then this course is the one for you. Not only will it help you to offer more support to your vicar and PCC but it will also help to make your life so much easier.



### Hilary Tyers

Parish Admin ALM @ St James, Ashworth  
Commissioned 2019

# Pastoral Outreach & Listening

## Learning Goals

- To enable participants to develop their understanding of pastoral care from a Christian perspective.
- To enable participants to grasp the missional opportunities for church growth involved with pastoral care.
- To enable participants to be more confident in nurturing and caring for the people and communities around them.
- To equip participants with the pastoral skills they need to be able to serve their parish and local community.
- To make sure that participants do all the above safely and in line with current safeguarding guidelines and best practice.

## Venues

Sessions will mainly run on Monday and Thursday evenings in 2 key venues but will also involve some online training and visits to other places around the diocese.

**Monday Evenings** @ St Wilfrid's Church, Ford Lane, Northenden, M22 4NQ

**Thursday Evenings** @ St George's, Hollins Lane, Unsworth, Bury, BL9 8JJ

## Sessions

### **Session 1: Biblical Principles/Imperative of Pastoral Care**

W/C 19 April, 6.45-9pm @ Key Venues

Core Tutors plus Guests

### **Session 2: ACORN Listening: Day Course (Saturday)**

**Both groups together**

Saturday 24 April, 9.45am-4pm @ Church House

Core Tutors plus Guests from ACORN

### **Session 3: Pastoral Care as Missional Opportunity: Life Events (Baptisms & Weddings)**

W/C 26 April, 6.45-9pm @ Key Venues

Core Tutors plus Guests

### **Session 4: Pastoral Care as Missional Opportunity: Life Events (Funerals & Hospital Visiting)**

W/C 10 May, 6.45-9pm @ Key Venues

Core Tutors plus Guests

**Session 5: Pastoral Visiting in Other Contexts: Prisons, Schools, etc.**

**Both groups together**

W/C 17 May (date tbc), 7.30-9pm @ Zoom session

Core Tutors plus Guests

**Session 6: Doing Pastoral Care Online & Remotely**

**Both groups together**

W/C 24 May (date tbc), 7.30-9pm @ Zoom session

Core Tutors plus Guests

**HALF TERM**

**Session 7: Home Visiting: Good Practice & Safeguarding**

W/C 07 June, 6.45-9pm @ Key Venues

Core Tutors plus Guests

**Session 8: Dementia Friends & Pastoral Care with the Elderly**

W/C 14 June, 6.45-9pm @ Key Venues

Core Tutors

**Session 9: Bereavement Care Awareness Training (Saturday)**

**Both groups together**

Saturday 19 June, 10am-2pm @ Zoom (Online Course)

Core Tutors plus Guests from Care for the Family

**Session 10: Pastoral Care with Children, Young People & Families**

**Both groups together**

W/C 21 June (date tbc), 7.30-9pm @ Zoom Session

Core Tutors plus Guests

**Session 11: Visits to a Local Funeral Home & Crematorium**

W/C 28 June

Further details to follow

**Session 12: Setting up & Supporting Pastoral Care Teams**

W/C 5 July, 6.45-9pm @ Key Venues

Core Tutors plus Guests

**Session 13: Final Session: Action Plans & Next Steps**

W/C 12 July, 6.45-9pm @ Key Venues

Core Tutors plus Guests

# Tutors

For more information on the Pastoral Care elective please contact:



**Revd John Rosedale**

*ALM Chaplain & Team Vicar @ Saddleworth (Benefice)*

E: [teamvicar.saddleworth@talktalk.net](mailto:teamvicar.saddleworth@talktalk.net)



**Revd Andrew Bradley**

*Rector @ Northenden (Benefice) & Chaplaincy Coordinator at The Christie NHS Foundation Trust*

E: [stwilfridspic@gmail.com](mailto:stwilfridspic@gmail.com)

## Going Deeper

If you would like to know a little bit more about this elective and what it will be covering then please feel free to check out the following books and resources:

### Books

Listening to Others, Joyce Huggett (Hodder and Stoughton)

A Heart to Listen: Becoming a Listening Person in a Noisy World, Mike Mitton (BRF)

Pastoral Care Revisited, Frank Wright (SCM)

Rediscovering Pastoral Care, Alastair Campbell (Darton, Longman & Todd)

Listening is Healing: A Practical Guide to Pastoral Care, Peter MacIntosh

Jesus: Safe Tender Extreme, Adrian Plass

Reflective Caring: Imaginative Listening to Pastoral Experience, Bob Whorton

### Web Resources

Acorn Christian Healing Foundation delivers Healing and Wholeness to individuals ... exploring the essential elements of healing, reconciliation and listening. <https://acornchristian.org/>

The Bereavement Care Awareness course has been produced as part of Care for the Family's bereavement training for churches. [www.careforthefamily.org.uk/](http://www.careforthefamily.org.uk/)

Dementia Friends trains Champion volunteers who encourage others to learn a little bit about dementia. <https://www.dementiafriends.org.uk/>

# PASTORAL CARE

## Dawn's ALM Story

### Why I did the course

I'd heard about Authorised Lay Ministry at an Archdeaconry Day in Bolton in early 2018 when two 'ALM Graduates' praised the course and shared how it had been a time of enlightenment and fellowship. As a Churchwarden of more than 4 years, it appealed to me as although I very much felt part of church life, I also felt a desire to share more in the public ministry of our church and a call to serve the surrounding community. I had also been enjoying accompanying our Vicar on some of her pastoral visits, so the elective in pastoral care was an obvious choice for us.

### How I found the course

Our course leaders were all very different in their teaching styles, giving a really good balance. They were also skilled in creating an extremely comfortable atmosphere, which greatly contributed to the feeling of us all being amongst friends. The course participants were wonderful! The wealth of experience and spirituality in the groups was amazing! As we were from many different walks of life and at different points on our Christian journey, it was so good to be able to chat freely and learn from each other.

### What I've been doing since

My initial duties and responsibilities were to work collaboratively with our lovely Vicar and other members of our church to help expand and lead a pastoral team across the parish. We also worked together to establish a (free) monthly Luncheon club in our Church Hall, where everything, including home & hospital visits, was running smoothly until COVID-19 hit! Since 'Lockdown', I have been involved in establishing a group of helpers who make regular telephone calls to those who are elderly, isolated, vulnerable and lonely. I have also established a weekly 'Parish Newsletter', which I prepare and send out with prayers, worship at home activities, children's sheets and local updates.

### My advice to those considering the course

Studying for Authorised Lay Ministry gave me valuable insights into the opinions and ideas of others and I especially enjoyed the opportunity for discussion. It broadened my horizons and inspired me to take on much more than I thought I would be able to, so beware! So, my overall advice to you is GO FOR IT!



**Dawn Hitchen**

Pastoral ALM @ Christ Church, Walmsley  
Commissioned 2019

# Prayer & Spirituality

## Learning Goals

- To explore how prayer is missional and connects us with the work of God that is already at work in us and in our communities.
- To develop and grow participants' own prayer life so that prayer becomes a way of living and being in the everyday stuff of life.
- To nurture a wider understanding of prayer through all its different styles, practices and traditions, including the practice of daily prayer journaling.
- To resource and equip participants so that they can confidently develop their own prayer ministry.

## Venues

The majority of the teaching will be done on Wednesday evenings via Zoom, although some sessions in the second half of the course will be held at other venues. The venues will be decided once we know the geographical location of the participants.

## Sessions

### **Session 1: Introduction to Prayer & Spirituality**

Wednesday 21 April, 6.45-9pm @ Zoom

Core Tutors

### **Session 2: Resourcing Your Individual Prayer Life**

Wednesday 28 April, 6.45-9pm @ Zoom

Core Tutors

### **Session 3: Exploring Different Ways of Praying – Part 1**

Wednesday 5 May, 6.45-9pm @ Zoom

Core Tutors

### **Session 4: Exploring Different Ways of Praying – Part 2**

Wednesday 12 May, 6.45-9pm @ Zoom

Core Tutors

### **Session 5: Prayer Retreat in Daily Life (ALM only session)**

W/C 17 May @ Zoom

Core Tutors Plus Prayer Guides

### **Session 6: 1-1 Prayer - How to Pray With and For Others**

Wednesday 26 May, 6.45-9pm @ Zoom

Core Tutors

## HALF TERM

### **Session 7: Prayer for Wholeness & Healing**

Wednesday 9 June, 6.45-9pm @ Zoom  
Core Tutors Plus Guests

### **Session 8: Leading Corporate Prayer**

Wednesday 16 June, 6.45-9pm @ Zoom  
Core Tutors

### **Session 9: Inclusive Prayer including Disability Awareness**

Wednesday 23 June, 6.45-9pm @ Zoom  
Core Tutors Plus Guests

### **Session 10: Prayer and Spirituality with Children & Young People**

Wednesday 30 June, 6.45-9pm @ Zoom  
Core Tutors Plus Guests

### **Session 11: Putting Theory into Practice: Participant Workshop**

Wednesday 7 July, 6.45-9pm @ Venue tbc  
Core Tutors

### **Session 12: Final Session – Feedback & Next Steps**

Wednesday 14 July, 6.45-9pm @ Venue tbc  
Core Tutors

## Tutors

For more information on the Prayer & Spirituality elective please contact:



### **Revd Jennifer Beaumont**

Curate @ St Mary the Virgin, Davyhulme

E: [jennibeumont@icloud.com](mailto:jennibeumont@icloud.com)



### **Revd Carol Schofield**

Curate @ Wythenshawe (Benefice)

E: [carolanneschofield@gmail.com](mailto:carolanneschofield@gmail.com)



**Revd Jason Powell**

Incumbent @ St Paul, Norden w St James, Ashworth & St Michael, Bamford (Benefice)

E: [jasoncorrinpowell@gmail.com](mailto:jasoncorrinpowell@gmail.com)



**Revd Anne Gilbert**

Curate @ Wardle and Smallbridge, Dearnley

E: [annegilbert1966@gmail.com](mailto:annegilbert1966@gmail.com)

## Going Deeper

If you would like to know a little bit more about this elective and what it will be covering then please feel free to check out the following books and resources:

Cottrell, Stephen; How to Pray: Alone, with Others, at Any Time, in Any Place, Church House Publishing (2010)

Silf, Margaret; Landmarks: An Ignatian Journey, Darton, Longman & Todd Ltd (1998)

Underhill, Evelyn; Evelyn Underhill's Prayer Book, SPCK (2018)

Threlfall-Holmes, Miranda; The Little Book of Prayer Experiments, SPCK, (2016)

Pray As You Go is a daily prayer session, designed to go with you wherever you go, to help you pray whenever you find time, but particularly whilst travelling to and from work, study, etc.

<https://pray-as-you-go.org>

Pathways to God provides daily prayer, Ignatian Spirituality resources and inspiring reflections. Courses, Retreats, weeks of guided prayer and events.

<https://pathwaystogod.org/>

London Internet Church as it is conceived at St Stephen Walbrook is an internet based church rooted in prayer and active pastoral outreach.

<https://ststephenwalbrook.net/internet-church/>

The national CoFE online service of Daily Prayer.

<https://tinyurl.com/w8frb6r>

# PRAYER & SPIRITUALITY

## Ruth's ALM Story

### Why I did the course

Over the past 5 years I have become increasingly drawn to having more involvement within my church. Since retiring as a District Nurse I found that life gave me the opportunity to explore more fully my sense of calling to prayer, spirituality and pastoral care. As such, it was felt by my parish that the Prayer & Spirituality elective would be ideal to help enrich my existing roles, particularly in the development of the churches prayer life and in the co-ordination of the parishes' Pastoral Care Team.

### How I found the course

The opportunity to be part of the course was amazing. The course started with the Core Module which gave me an understanding of how the church is moving forwards and how we can all work better together. This was really encouraging and has prepared me to more fully support the mission of the wider church. From the very first session of the prayer and spirituality elective I remember feeling I was part of a wonderful group of like minded people, all of whom encouraged and supported each other. It's hard to explain but from then onwards I had no doubt that I was doing what God wanted of me. I felt I had come home and was being given the tools I needed to develop my ministry to serve others.

### What I've been doing since

In collaboration with a new incumbent and our Lay Reader, I am developing and co-ordinating a Pastoral Care Team that will attend to needs as they arise within the congregation and the wider parish community. In deepening my own spiritual knowledge and practice, I have also been assisting in the resourcing of the churches prayer and devotional life. Amongst other things this has involved developing a quiet area, prayer space, prayer stations and prayer leaflets.

### My advice to those considering the course

Listen to those around you, talk to those who have done the course, pray for guidance and then embrace the experience to serve. The connections I have made during the course have certainly broadened my knowledge and widened my experience.



**Ruth Hughes**

Prayer & Spirituality ALM @ Christ Church, Healey  
Commissioned 2018

# Worship & Liturgy

## Learning Goals

- To explore the breadth and depth of Christian worship, from its biblical roots right through to its various modern day expressions.
- To reflect on worship as our primary purpose and work as human beings and the key role it plays in forming us as missional disciples in the everyday stuff of life.
- To gain knowledge and resources in relation to the many different styles of worship, including liturgical, pastoral, evangelistic, contemplative and all age etc.
- To build confidence and equip participants in their gifting and ministry of creating and leading appropriate acts of worship within their own church and community contexts.

## Venues

This elective will mainly run on Wednesday evening at St Luke's, Halliwell, Chorley Old Road, Bolton. However, there will also be some online delivery and visits to other sites during the elective; these will be confirmed once all applications have been received.

## Sessions

### **Session 1: Worship in the Bible**

Wednesday 28 April, 6.45-9pm @ St Luke's, Bolton.

Core Tutors

### **Session 2: The Anglican Past & Development of Liturgy**

Wednesday 5 May, 6.45-9pm @ St Thomas the Apostle, Eskrick Street, Bolton

Core Tutors plus Guest

### **Session 3: Liturgy & Online Worship**

Wednesday 12 May, 6.45-9pm @ Zoom

Core Tutors Plus Eve Powers (Diocesan Digital Communications Officer)

### **Session 4: The Role of the Laity in Worship**

Tuesday 18 May, 6.45-9pm @ St Luke's, Bolton.

Core Tutors Plus Guests

### **Session 5: The Use of Music in Worship**

Wednesday 26 May, 6.45-9pm @ Venue tbc

Core Tutors Plus Guests

## HALF TERM

### **Session 6: Sacred Space: Creating & Using Space in Worship**

Wednesday 9 June, 6.45-9pm @ Venue tbc  
Core Tutors Plus Guests

### **STUDY DAY (Sessions 7-9): Planning & Leading Worship**

Saturday 19 June, Time & Venue tbc  
Core Tutors Plus ALM Guests

### **Session 7: Planning Worship: Ministry of the Word Services**

### **Session 8: Leading Worship: Presence & Personality**

### **Session 9: Preparing & Delivering a Talk**

### **Session 10: Preparing & Leading All Age Worship**

Wednesday 23 June, 6.45-9pm @ St Luke's, Bolton  
Core Tutors Plus Guests (including puppets!)

### **Session 11: Contemplative Worship**

Wednesday 30 June, 6.45-9pm @ Venue tbc  
Core Tutors Plus Guests

### **Session 12: Final Session: Next Steps, Action Plans & Role Descriptions**

Wednesday 7 July, 6.45-9pm @ St Luke's, Bolton  
Core Tutors Plus Incumbents of ALMs are also invited

## Tutors

For more information on the Worship & Liturgy elective please contact:



### **Revd Penny Warner**

Incumbent @ St George, Stalybridge

E: [revdpennywarner@outlook.com](mailto:revdpennywarner@outlook.com)



### **Revd Janet O'Neill**

Curate @ West Bolton (Benefice)

E: [rev.janet10@hotmail.com](mailto:rev.janet10@hotmail.com)

## Going Deeper

If you would like to know a little bit more about this elective and what it will be covering then please feel free to check out the following books and resources:

Earey, M. & Myers, G. eds, (2001). Common Worship Today - an illustrated guide to Common Worship, Collins, London.

Earey, M. (2000) Producing Your Own Orders of Service. Church House Publishing, London.

Giles, R. Creating Uncommon Worship. (2004) Canterbury Press, Norwich.

Giles, R. Times and Seasons. Creating Transformative Worship Throughout the Year (2008) Canterbury Press, Norwich.

Lloyd, T. (1999). A Service of the Word. Grove Books, Cambridge.

Moger, P. (2009). Crafting Common Worship: A practical, creative guide to what's possible. Church House Publishing, London.

Page, N. (2004). And now let's move into a time of Nonsense: Why worship Songs are Failing The Church. Paternoster, Milton Keynes.

Tarrant, I. (2012). Worship and Freedom in the Church of England: Exploring the Boundaries. Grove Books, Cambridge.

Grove Booklets: it is worth browsing the 'worship' series of these excellent books. [www.grovebooks.co.uk](http://www.grovebooks.co.uk)

Church of England Worship texts & resources: <https://tinyurl.com/y2gv2coq>

Book of Common Prayer: <https://tinyurl.com/y287st42>

New Patterns for Worship: <https://tinyurl.com/yg7q9w4f>

Celtic Christianity (Northumbria Community): [www.northumbriacommunity.org](http://www.northumbriacommunity.org)

Diocesan Facebook Worship & Liturgy Group: <https://tinyurl.com/y27oh4b7>

All Age Worship : <https://www.allageworshipresources.org>

## Important Information

It is very important when applying for this elective that the applicant, supporting incumbent and the sponsoring parish are well aware of the distinct but complimentary nature of Worship ALMs in comparison to other forms of lay worship e.g. Licensed Lay Readers. For more information on this please see the ALM Guidelines & FAQs or the Handbook for Clergy & PCCs. Both can be found and downloaded from the diocesan website.

# WORSHIP

## Barbara's ALM Story

### Why I did the course

The parish decided that the ALM course would help me to further explore my ministry giftings in the area of worship. They recognised from the work I was already involved in that I really wanted to serve God more and that the course would provide me with the opportunity to better understand the nature of worship within the Anglican Church.

### How I found the course

The course was well organised, with a strong team of tutors and guest speakers who supported and shared their expertise with us each week. The atmosphere was relaxed and we covered a wide variety of practical and theoretical topics, from the history of the Anglican canon to various ways of planning different types of worship services. I found the practical sessions very useful and also learnt a lot from my fellow students as we shared our different and varied experiences of church worship. The course has helped me to develop my leadership and communication skills and as well as making some very good friendships. I have also grown in confidence.

### What I've been doing since

My agreed ALM Role Description has a specific focus on leading children's worship. I always try to be creative and use what I learnt on the course to help children recognise the goodness of God in their everyday lives. I am also part of the wider church worship team that leads adult morning services where I serve alongside some very talented and able leaders who continue to nurture and invest in my ministry and gifts.

### My advice to those considering the course

I would advise anyone thinking about being put forwards as a worship ALM to go for it! Finally, I would say be yourself and be open to whatever God wants to teach you through the course. Like me you may learn completely new things from others on the course that will equip you to go out and touch lives for Christ.



**Barbara Adeuja**

Worship ALM @ Christ Church, Harpurhey

Commissioned 2018

# Youth Work (Plus Specialism)

## Learning Goals

- To explore and learn more about the social development of young people as adolescents and its impact on our youth work.
- To explore and understand some of the key principles of relational youth work so that participants can contextualise these to their local parishes, projects and communities.
- To make space for participants to dream and get excited about potential programmes of youth work applicable to their context, and then be able to identify key resources that would enable them to develop and deliver these.
- To equip and train participants in specialist 'bolt on' areas of youth work, such as mental health, detached youth work and schools work.
- To ensure that all participants are up to date with current guidelines and best practice in youth work.

## Venues

We envisage this elective being delivered on Thursday evenings and primarily online via Zoom. However, if we can deliver in person we will look to use 2 venues across the diocese that suit the geographical locations of our participants.

## Sessions

### **Session 1: Adolescent Development & its Impact on our Youth Work**

Thursday 22 April, 6.45-9pm @ Venue TBC

Core Tutor

### **Session 2: Faith Development & Young People**

Thursday 29 April, 6.45-9pm @ Venue TBC

Core Tutor

### **Session 3: Relationships & Youth Work**

Thursday 6 May, 6.45-9pm @ Venue TBC

Core Tutor

### **Session 4: Best Practice: Safeguarding & Pastoral Care**

Thursday 13 May, 6.45-9pm @ Venue TBC

Core Tutor

### **Session 5: Online Youth Work**

Thursday 20 May, 6.45-9pm @ Venue TBC

Core Tutor

## **Session 6: Developing Your Team & Youth Programme**

Thursday 27 May, 6.45-9pm @ Venue TBC

Core Tutor

## **Session 7: Leadership & Young People**

Thursday 10 June, 6.45-9pm @ Venue TBC

Core Tutor

## **HALF TERM**

### **Visitations**

As part of this elective we would like to create the opportunity for participants to visit various models of youth work from around the diocese and to meet the people delivering them. Current options are likely to include:

- **Project Based Youth Work** - w/c 14 June @ Venue tbc
- **Two Different Church Based Youth Work Settings** – w/c 22 June 2021 @ Venues tbc
- **Secondary School Chaplaincy** – w/c 28 June @ Venue tbc
- **A Young People's Residential** – w/c 12 July @ Venue tbc

### **Bolt-On Specialism**

After completing the initial 7 sessions, each participant will then be invited to select a 'bolt-on' specialism. Each specialism will have an additional 2 sessions and they will be organised in consultation with the relevant participant and tutors. The 3 specialisms on offer are:

- **Detached Youth Work**
- **Mental Health First Aid (Full 2-Day Course)**
- **Schools Work & Chaplaincy**

## **Tutor**

For more information on the Youth elective please contact:



**Canon Susie Mapledoram**

*Diocesan Youth Work Officer*

E: [SusieMapledoram@manchester.anglican.org](mailto:SusieMapledoram@manchester.anglican.org)

## Going Deeper

If you would like to know a little bit more about this elective and what it will be covering then please feel free to check out the following books and resources:

### Films

Juno

### Books

Your First Two Years of Youth Ministry by Doug Fields (Pub: Youth Specialties)

Almost Christian by Kenda Creasy Dean (Pub: Oxford University Press)

Starting Right: Thinking Theologically about Youth Ministry by Kenda Creasy Dean (Pub: Youth Specialties Academic)

Revisiting Relational Youth Ministry by Andrew Root (Pub: Inter Varsity Press)

Making Sense of Generation Y by Sara Savage, Sylvia Collins-Mayo, Bob Mayo and Graham Cray (Pub: Church House Publishing)

## Important Information

In addition to the standard application process, all applicants for this elective will also be invited to have an informal phone conversation with Susie prior to being offered a place on the course.

# YOUTH MINISTRY

## Paul's ALM Story

### Why I did the course

I had been involved as a volunteer youth worker at St Aiden's for a while but as my faith grew I wanted to get more officially involved in the life of the church. Over the past few years my life has gone through some significant changes, all good, including completing the diocesan Foundations for Ministry course. After the course key people in the parish began to help me discern my vocation and explore possibilities for the future. It was eventually agreed that the Youth Ministry elective would best prepare me to be able to play more of a key role in the development and delivery of the parishes youth work and outreach programmes.

### How I found the course

If you go in with your eyes open there is so much you can learn on this course. There are so many different ways that churches can do youth work and I got so many new ideas, tips and resources to take back and try at my church. I also met some really nice people to share ideas with so that we can learn together and encourage each other in the work that we are all doing. Doing the elective has really helped me grow in confidence and I now feel much more skilled and equipped to go back in to the parish and try new things.

### What I've been doing since

As an ALM and new member of the PCC I now have a leading responsibility in the parish to work alongside others in developing our youth programmes and outreach. The parish is currently at a crucial point with this having just been awarded a 3 year grant from the Council for Social Aid. I am already involved with co-ordinating Sunday School, Messy Church and the churches' Monday Club which is a youth club for primary aged kids in the area. Moving forwards I will also be playing a key role in the Lower Kersal Young People & Community Group that operates out of the church. This will include running allotment projects, drama projects, substance awareness programmes, first aid courses and all sorts of other new and exciting things...I can't wait!!!

### My advice to those considering the course

Go in open to learning new things and enjoy it as much as you can because it goes fast! I have grown in so many ways through doing the elective and you will too!!



**Paul Tombling**

Youth Work ALM @ St Aidan's, Lower Kersal  
Commissioned 2018

# Frequently Asked Questions

## **Does the training involve any assignments, tests or exams?**

There are no assignments, tests or exams on the ALM courses. There is a limited amount of written work that is optional between sessions, but the ethos of the course is more focused on group discussions, reflective practice and real life application. However, for those wanting to take things deeper there will always be suggestions for further reading, resources and ongoing development.

## **How much does the training cost?**

All the costs of ALM training are met by the diocese but parishes are expected to support their candidates if help is required with basic costs such as travel expenses. Where finances are a barrier to participation, parishes are encouraged to contact the Local Ministry Officer for further advice and support.

## **Does the training have an age limit?**

An ALM needs to be 18 or over at the time of authorisation, an "adult" in legal terms, or have special permission from the Bishop. There is no upper age limit.

## **How many ministry electives can an ALM do?**

Each ALM must have an identified 'base ministry' that forms the core of their ALM Ministerial Role Description, e.g. Worship, pastoral, admin etc., but post initial training ALMs are free to train in any number of related elective ministry areas as part of ongoing training and development.

Further elective training for existing ALMs involves a light touch application process but still requires approval from the parish in relation to how the training relates to the ALMs Ministerial Role Description and the wider goals of the parish MAP.

## **Once trained, how long does an ALM's authorisation last for?**

ALMs are authorised for a period of 3 years. After this time the parish must apply for the ALM to be re-authorised for a further three years. This will then continue on a rolling cycle.

## **Can a parish nominate a candidate for ALM during a vacancy?**

A parish in vacancy may nominate a candidate for ALM as long as it can be shown that the parish context is stable enough and that all involved will have a sufficient level of ministerial support and oversight. In such instances, the Churchwarden should complete the application process with the candidate and have this overseen by a Team Rector or Archdeacon before then being taken to the PCC for approval.

### **Do ALMs have to be confirmed?**

Generally, confirmation has been understood to be the gateway to Anglican ministry. In recent years, the admission of children to Communion before Confirmation, and the receiving into membership of those who were baptised and brought up in another denomination has meant that there is less clarity on the place of confirmation in the Church of England. In this context, those being nominated for ALM should generally either be confirmed, or in the process.

### **Why do ALMs require an enhanced diocesan DBS check?**

All ALMs require an enhanced diocesan DBS check. Even if an ALM holds a current parish DBS they will still need to complete an enhanced diocesan DBS check. This is in recognition that an ALM's authorisation comes from the Bishop and therefore their public facing ministry carries a greater level of responsibility. Currently an enhanced diocesan DBS lasts for 5 years.

### **Why do ALMs have to do a higher level of safeguarding training?**

The leadership level of safeguarding training for ALM's goes into greater depth than the basic awareness and foundation level safeguarding training. This is because ALMs are seen to hold responsibility for leading activities involving children, young people and/or vulnerable adults. For an ALM to be reauthorised, this training must be refreshed every 3 years by completing the same leadership level of training. E.g. for an ALM who has completed Basic Awareness, Foundation and Leadership training the refresher requirement would be to repeat Leadership training.

### **Can an ALM transfer to another parish?**

If an ALM moves parish they can seek the support of their new incumbent and PCC to apply for a transfer of their authorisation. In such cases, the individual must first have become settled as a worshipping member of the new church for at least six months. The transfer must also involve the mutual creation of a new ALM Ministerial Role Description that aligns the ministry of the ALM with the wider mission and goals of the parish MAP.

# HOW TO APPLY

## Further Information & Contact Details

### Application Forms

Further information and details on how to apply are available on the diocesan website. Please note that there is a separate application process for ALMs and a simpler form for general applications.

[www.manchester.anglican.org/lay-ministries/ALM/](http://www.manchester.anglican.org/lay-ministries/ALM/)

### Further Information

You are welcome to contact your Local Ministry Officer to discuss any matters related to the ALM programme.



**Jamie Mackenzie**

*Local Ministry Officer*

Church House, 90 Deansgate, Manchester M3 2GH

Mobile: 07553 374 130

Email: [jamiemackenzie@manchester.anglican.org](mailto:jamiemackenzie@manchester.anglican.org)

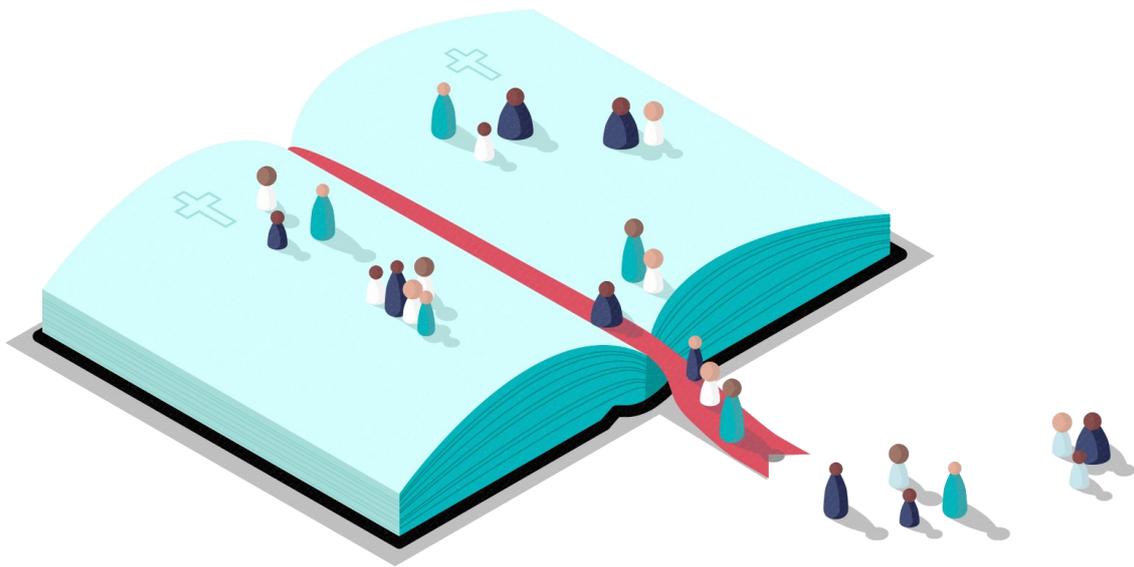
### Application Closing Dates

The final closing dates for 2021 course applications are:

**New ALM Applications: Sunday 6 December 2020**

**Existing ALMs Applying for further training: Sunday 7 March 2021**

**General Applications: Sunday 7 March 2021**



## **Our Vision**

***To be a worshipping, growing and transforming Christian presence at the heart of every community.***