
Authorised Lay Ministry



Course Prospectus 2024

Foreword

From Bishop David

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,

A handwritten signature in black ink, reading "David Walker".

The Rt Revd Dr David Walker

Bishop of Manchester



Contents

General Information	Page
What is Authorised Lay Ministry	4
Course Aims, Goals and Expectations	5
Course Outline and Key Dates	7
Core Leadership Module	
Learning Goals and Session Outlines	9
Core Venues, Dates and Tutors	11
Ministry Elective Courses	
Introduction	13
Children and Families	14
Community Outreach and Social Action	17
Ecology and Creation	21
Parish Admin, Finance and Governance	25
Pastoral Outreach and Listening	29
Prayer and Spirituality	33
Worship and Liturgy	37
Youth Work	41
How to Apply and FAQs	44

General Information

What is 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 selected and 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 as the incumbent, individual and PCC discern and respond to God's call together. For more information on selecting and nominating an ALM please see the [ALM Handbook for Clergy and PCCs](#).

What's the difference between being authorised and being licensed as a Lay Reader?

The Office of Reader is a lay ministry in the Church of England nationally accredited, episcopally licensed and governed by Canon Law. Readers have undergone more substantial theological training and are licensed by the Bishop to preach, teach and conduct funerals as key elements of their ministry. In this sense, Readers are more deployable and can work across parish boundaries with a higher degree of autonomy.

ALMs are different in that they are 'authorised' by the Bishop for an agreed collaborative ministry role within a specific parish context. An ALM's training is much shorter, has less theological depth and is generally more practical in its focus. In recognition of this, ALMs cannot work across parish boundaries without explicit permission and must have a higher level of supervision and support. ALMs must also apply to be re-authorised every 3 years.

Course Aims, Goals and 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 parish churches 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 St Johns House.

Learning Task

As part of the Ministry Training Elective all participants may 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 in the course handbook.

Course Outline and Key Dates

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

Course Induction

Saturday 13 January, 10am-1pm @ online Via Zoom

A chance for applicants and their supporting ministers to find out more about the course and to meet their course tutors, course support team and other course participants.

Core Leadership Module

The Core Leadership Module runs between January and Easter. There are 3 attendance options available (including in person and online) and applicants will be asked to choose their preferred venue as part of the initial application process.

Safeguarding Training

This compulsory training will focus on our common responsibility to safeguard children, young people and vulnerable adults. It will also explore the ways in which we are all 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. This training is now done on line and more details will be sent to all course participants after the Easter break.

Elective Training Courses

All of the elective training courses run from the end of April to mid July. There are currently 8 options available and further details on each course can be found later in the prospectus.

Summer Conference

Saturday 13 July, 10am-3pm @ Bolton Road Methodist Church, Bolton Road, Bury BL8 2NZ

Every year we offer all course participants the opportunity to join the wider ALM community in gathering together for our annual ALM Summer Conference.

Ministry Role Descriptions

One the elective training courses end, all 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 and Commissioning in September.

Retreat Day

Saturday 31 August, 10am-2pm @ The Nazarene Theological College, Dene Road, Didsbury M20 2GU

In preparation for authorisation and commissioning, all participants are invited 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 and Commissioning

Saturday 21 September, 2.30-4pm @ Manchester Cathedral

This service is led by the Bishop of Manchester and following a time of worship, prayer and committal, culminates in the authorisation and commissioning of ALMs to their various 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

The application closing date for new ALM applications is Monday 8 January, 2024.

For current ALMs who want to access further training, the application closing date will be Sunday 17 March, 2024.

All elective training courses will also remain open for [General Lay Pathway](#) applications until Sunday 17 March, 2024.

Please note that all course dates and venues are subject to change. We will do our best to inform participants of any changes but further travel or a move to online training may sometimes be required.

Core Leadership Module

Learning Goals and Session Outlines

Learning goals

- To grasp 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 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

Session1: Setting the Scene

A chance to meet others on the course and to learn more about each other's contexts. We will also unpack a bit more about the vision and purpose of Authorised Lay Ministry and how it fits in with our wider diocesan vision and goals.

Session 2: Being Disciples and Making Disciples

In this session we will look at what it means to be a disciple, how Jesus trained his disciples and how we can each play our part in shaping a culture of whole life discipleship making in our own parish contexts and frontlines.

Sessions 3: An Introduction to Christian Leadership

What does it mean to be called 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 opportunities to grow as leaders.

Session 4: Church for a Different World

We live in challenging times but also in times of great opportunity. In this session we will explore some of the key challenges that our churches are facing but also asking how we can respond to some of the unique and exciting opportunities to become church for a different world.

Session 5: Leading Through Times of Change

The focus here will be on how we can broaden our understand of the process of change, how change impacts our churches and how we can best support our congregations through the various shifts and changes we are currently facing.

Session 6: Sharing Faith and Inspiring Mission

In this session we will work towards developing a solid biblical foundation of why mission matters, look practically at how we can each go about sharing our faith and how we can inspire others to do the same in our own local parish contexts.

Session 7: Collaborative Ministry

Paul's writings on The Body of Christ (1 Corinthians 12) offer a wonderful image of collaborative ministry. In this session we will share together what this looks like in practice and how we can all improve the ways that we minister together in our local parishes.

Session 8: Sustaining and Growing

In our final session together, we will spend time focusing on the resources, skills and Christian disciplines that will help to maintain our relationship with God and keep our work and ministry healthy and fruitful.

Core Venues, Dates and Tutors

The ALM Core Leadership Module will run between January and Easter with three course attendance options available. Applicants will be asked to choose their preferred option as part of the initial application process.

Option 1: Bolton, Wednesday Evenings (In Person)

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

All sessions will run on a Wednesday evening, 6.45-9pm.

Session 1: 17 Jan

Session 2: 24 Jan

Session 3: 31 Jan

Session 4: 07 Feb

Half-Term

Session 5: 28 Feb

Session 6: 06 Mar

Session 7: 13 Mar

Session 8: 20 Mar

Course Tutors



Libby Greenhalgh



Revd Paul Hardingham

Option 2: Hybrid Intensive, Saturdays (In Person) and Thursday Evenings (Online)

St Andrews, Merton Drive, Droylsden, M43 6BH

All Saturday sessions are in person and will run, 9.30am-3pm.

Sessions 1-2: Saturday 10 Feb

Course Tutor

Sessions 3-4: Saturday 02 Mar

Sessions 5: Thursday 07 Mar, 7-9pm (Online)

Sessions 6: Thursday 14 Mar, 7-9pm (Online)

Sessions 7-8: Saturday 23 March

Jamie Mackenzie



Option 3: Online, Thursday Daytime

All sessions will run on a Thursday daytime, 10am-12pm.

Session 1: 18 Jan

Session 2: 25 Jan

Session 3: 01 Feb

Session 4: 08 Feb

Half-Term

Session 5: 29 Feb

Session 6: 07 Mar

Session 7: 14 Mar

Session 8: 21 Mar

Course Tutor



Jamie Mackenzie

Ministry Elective Courses

Introduction

All ministry elective courses will run between April and July at a variety of venues around the diocese. There are currently 8 courses available and applicants will be asked to choose their preferred elective option as part of the initial application process. For more information on each ministry elective course please see the following outlines.

Courses on Offer for 2024

- Children and Families
- Ecology and Creation
- Pastoral Outreach and Listening
- Worship and Liturgy
- Community Outreach and Social Action
- Parish Admin, Finance and Governance
- Prayer and Spirituality
- Youth Work

Please note that we do our best to make the training courses as accessible as possible to all participants. However, if there are not enough candidates to run selected venues then alternative arrangements may need to be made or courses may be cancelled.

APPLICATION CLOSING DATES

The application closing date for new ALM applications is Monday 8 January, 2024.

For current ALMs who want to access further training, the application closing date will be Sunday 17 March, 2024.

All elective training courses will also remain open for [General Lay Pathway](#) applications until Sunday 17 March, 2024.

Children and Families

Learning Goals

- To explore and learn more about the social development of children and young people and its impact on our ministry and work with them.
- To explore and understand some of the key principles of relational children's and 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 children's and 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 areas of children's and youth work, such as mental health, messy church, faith development and schools work.
- To ensure that all participants are up to date and understand current guidelines and best practice in youth and children's' work.
- To equip participants in rethinking their contextual approach to the 'departure' after confirmation and secured secondary school places.

Course Delivery and Venues

Continuing the success of EQUIP'23, we are going to deliver the core content of this course in person over an intensive weekend. This will be appropriate for both children and youth leaders, and will contain separate sessions that cover more specific training for the distinctive age ranges.

The aim is then to offer 3 additional in person gatherings that will create further space to learn together but also provide continued opportunities to meet in separate elective groups too. Our experience of last year's training was that this created lots of opportunities to share experiences, resources and best practice with each other.

Session Dates

Thursday 11 April 20, 7-9pm @ venue tbc

Equip Weekend: Friday 10 May (Evening), Saturday 11 May (Full Day), Sunday 12 May (Half Day), Venue and Timings tbc

Thursday 13 June, 7-9pm @ Venue tbc

Thursday 12 September, 7-9pm @ Venue tbc

Course Tutor

For more information and details about the course, please feel free to contact:



Rick Otto

Diocesan Children's Officer

E: RickOtto@manchester.anglican.org

Going Deeper

If you would like to get a flavour of this course and learn a little bit more about what we will be covering, then please feel free to check out some of the following books and resources.

Books

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

Ivy Beckwith, Post Modern Children's Ministry

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

Rebecca Nye, Children's Spirituality

Mark Griffiths, Changing Lives: The Essential Guide to Ministry with Children and Families

Grove Booklets: <https://grovebooks.co.uk/search?q=children>

Web Resources

Diocese of Manchester Children and Family Resources (Facebook Group)

<https://www.facebook.com/groups/236487611079373>

Resource Website

<https://padlet.com/rickotto/equip-resources-rr2h76255w9cc4gs>

Jenny's ALM Story

Why I choose to do the Children and Families course

I'm a mum of two young children but had been on the fringes of our church's children's ministry for a number of years. As was the case for many, the pandemic and particularly the lockdowns made me re-assess my role in church. So, when we returned I spoke to my vicar about getting more formally involved in the children and families work and we decided that the ALM course was the best way forwards.

How I found the course

I was initially apprehensive about doing the course as it had been a good while since I had done any training or learning like this! However, there was no need to be nervous. The tutors are fantastic and you're never left on your own to struggle with anything. There's always plenty of time to ask questions and to explore things together. It was also interesting and inspiring to hear from my fellow course participants what was going on in their churches.

What I've been doing since

It was always the plan that I would get involved with re-starting the pre-school worship service that had stopped just before the pandemic. Coming in to the course we had been thinking about just keeping the same outline and format for the service which had been used for around 20 years! However, the ALM course gave me new ideas and confidence, so I actually redesigned the service which has since been relaunched with great feedback from all involved. Bringing the knowledge, ideas and experiences shared on the course, I've also been involved with supporting the rest of the ministry team in designing and leading a new monthly intergenerational service.

My advice to those considering the course

Firstly, before you start the course make sure that you have loads of good spiritual and practical support in place. The course can be demanding in terms of time but also spiritually as you are encouraged to reflect and think deeply about your own ministry and church context. Secondly, I'd say take full advantage of the wealth of experience available to you from the tutors, ALM Chaplains, fellow participants and from the wider ALM community on the ALM Facebook page! Finally, I'd say enjoy it! Be open minded about other traditions and experiences and you'll be rewarded with a fantastic experience.



Jenny Durber

Children and Families ALM at St Michael, Flixton

Community Outreach & Social Action

This elective is delivered by our partners at Greater Together Manchester (GTM). GTM was founded as a joint venture between the Diocese of Manchester and Church Urban Fund and is often referred to as the social action vehicle for the Diocese. 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 give participants an understanding of the major challenges facing communities in the UK today, and how the church can work with other partners to respond appropriately.
- 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 equip participants the confidence and skills to grasp opportunities for community outreach and social action in their own locality and context.

Course Delivery and Venues

Sessions will primarily be on Saturdays, with a focus on in-person learning. The teaching locations will be confirmed once we know where participants are based. Some travel may be required to visit community projects around the diocese.

The course is made up of sessions focusing on the major issues facing our local and regional communities and will explore the theology of social justice, the context of our communities, models of community work and the link between social action and church growth. Research and case studies will be used to look at how churches have already been responding to these issues, along with field trip visits and discussions to inspire participants and show them what is possible.

Session Dates

Session 1: Introduction to Community Outreach and Social Action

W/c 15 April, 6.30-8.30pm @ Online

Session 2: Big Topics (1) Food Insecurity, Homelessness & Housing and Financial Inclusion

Saturday 27 April, 10am-3pm @ Venue tbc

Session 3: Big Topics (2) Migration & Sanctuary, Loneliness & Isolation and Mental Health & Trauma

Saturday 18 May, 10am-3pm @ Venue tbc

Session 4: Project Visits (1)

Saturday 8 June @ Venue and Time tbc

Session 5: Project Visits (2)

Saturday 22 June @ Venue and Time tbc

Session 6: Responding to Your Context- Growing Good, Social Action, Church Growth & Discipleship; Next Steps- Action plans & Role Descriptions

Saturday 1 July @ Venue and Time tbc

Course Tutor

For more information and details about the course, please feel free to contact:



Lily Axworthy

CEO of Greater Together Manchester

E: lily@greatertogethermanchester.org

**GREATER
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MANCHESTER**⊕

Going Deeper

If you would like to get a flavour of this course and learn a little bit more about what we will be covering, then please feel free to check out some of the following books and resources.

Books

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

LOUDON, E. (2020) 12 Rules for Christian Activists: A Toolkit for Massive Change. Canterbury: Canterbury Press.

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 believers. 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.](#)

Web Resources

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

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

Barbara's ALM Story

Why I choose to do the Community Action and Social Outreach course

The area surrounding our church is one of great diversity. There are pockets of wealth but we also have considerable areas of poverty and deprivation. We have a community centre that is used to engage with local groups and raise awareness of the church but like many we have found that numbers have dwindled post pandemic. I was looking for something that I felt would equip me with the knowledge, skills and ideas to get things back on track. So after talking to my vicar, we decided that the Community Outreach and Social Action elective would be ideal.

How I found the course

The course was thought provoking, informative and challenging, in a good way! It gave insight into what to expect when working in the community and how problems could be tackled. The Course Tutor was a wealth of knowledge and always willing to help and advise. Other guest speakers on the course also gave ideas for how to engage with the community. Overall it was a really good mixture of content and had a really practical focus.

What I've been doing since

Since doing the course I've been really busy building relationships out in the community and organising events at church and the community centre. We have done a couple of big community fundraising events and I've also been in touch with our local Rainbows and Brownies, inviting and encouraging them to get more involved in some of our church services and activities. Forming these links with the local community is an ongoing task but I now feel much more confident in doing this. For example, I have recently been in touch with our local high school, inviting them to join in putting on a local Christmas Tree Festival.

My advice to those considering the course

I would recommend this course to anyone who wants to widen links with their local parish community and be equipped in better understand and responding to social needs. Be prepared to be personally challenged as you may have to rethink some of your own ideas! But also be prepared to be excited and inspired.



Barbara Barratt

Community Outreach & Social Action ALM at St Paul, Walkden

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.

Course Delivery and Venues

For ease of convenience and to reduce travel, most of the sessions will be delivered online via Zoom on a Tuesday evening. However, the elective will involve some field trip visits to some key eco projects around the diocese and a special Saturday Eco Retreat Day.

Session Dates

Session 1: Introduction- Looking at Our Contexts

Tuesday 23 April, 7-9pm @ Online (Via Zoom)

Session 2: Creation, Ecology & The Bible

Tuesday 30 April, 7-9pm @ Online (Via Zoom)

Session 3: Creation & Ecology as Mission

Tuesday 07 May, 7-9pm Online (Via Zoom)

Sessions 4&5: Eco Retreat Day

Saturday 11 May @ Time and venue tbc

Session 6: Engaging with Children, Young People & Schools

Tuesday 14 May 7-9pm @ Online (Via Zoom)

Session 7: Pastoral Care, Climate Grief and the Role of Churches

Tuesday 21 May, 7-9pm @ Online (Via Zoom)

Session 8: Creation, Ecology & Worship (Joint with Worship Course)

Wednesday 12 June, 7-9pm @ Online (Via Zoom)

Session 9: Eco Church- Process & Measurements

Tuesday 18 June, 7-9pm @ Online (Via Zoom)

Session 10: Eco Stepping Stones & Next Steps

Tuesday 25 June, 7-9pm @ Online (Via Zoom)

Session 11: Field Trip- A Rural Eco Church

Tuesday 2 July, 7-9pm @ Rossendale (Tbc)

Session 12: Field Trip- An Urban Eco Church

Tuesday 9 July, 7-9pm @ St Johns, Old Trafford

Course Tutor

For more information and details about the course, please feel free to contact:



Revd Grace Thomas

Minor Canon (Missioner) at Manchester Cathedral and
Diocesan Environment Officer

E: revgracethomas@gmail.com

Going Deeper

If you would like to get a flavour of this course and learn a little bit more about what we will be covering, then please feel free to check out some of the following books and resources.

Books

Robert Bauckham, The Bible and Ecology

Church of England Liturgical Commission, A Time for Creation

John Bimson, The Book of Job and Environmental Ethics (Grove Booklet)

Grace Thomas & Mark Coleman, Climate Action as Mission (Grove Booklet)

Websites

A Rocha Eco Church: <https://ecochurch.arocha.org.uk/>

Christian Climate Action: <https://christianclimateaction.org/resources/>

Green Christians website: <https://greenchristian.org.uk/>

Diocese of Manchester, Eco Diocese: <https://www.manchester.anglican.org/faithlife/ecodiocese/>

Matthew's ALM Story

Why I choose to do the Ecology and Creation course

I already had an interest in ecology and wanted to particularly understand the role that churches could play in helping to fight climate change. When my vicar suggested the Ecology and Creation ALM course, it struck me as an obvious and natural fit for me and a good starting point for me to contribute more to my church.

How I found the course

It was an incredible course: fascinating and varied. The practical aspects of the course included visits to several churches to see their ecology projects, such as wild gardens, micro-forests and environmentally friendly heating options. The more reflective areas covered included the theological justification for involvement in climate action as well as topics such as eco-anxiety. I started the course because it sounded reasonably interesting and came out the other side with a genuine passion to do something to help the planet. If you have an interest in ecology, then I would strongly recommend it.

What I've been doing since

I am keen for our church to be recognised as an eco-church through the A Rocha UK scheme. This involves meeting several targets, such as reducing our carbon footprint, helping our congregation to do the same, wilding our grounds and engaging with the wider community. One of our projects is to create a wild garden in both the church grounds and beyond, with the co-operation of some of our church neighbours. I also try to ensure that a concern for the environment is a constant theme and key consideration both in the church and in our engagement with the wider community.

My advice to those considering the course

Climate change is the most serious problem we face as a society. As an Ecology and Creation ALM, you will be well placed to help your church do its bit to address this problem. If you have an interest in ecology and want to help your planet, as well as your church, then this is an excellent choice.



Matthew Pollard

Ecology ALM at St Paul, Monton

Parish Administration, Finance and Governance

Learning Goals

- To help participants understand the importance of administration as a ministry in its own right, and the vital role it plays in supporting God's work in the parish and wider diocese.
- To enable and resource participants to feel more confident in discussing, managing, and dealing with matters of church governance, and to understand where support and assistance can be found.
- To equip participants with an understanding of how parish and diocesan finances work together to support the mission of the church as a whole. What support participants can offer to a treasurer to aid their work.
- To highlight the value of talking about generous giving as part of the Church's mission in all its aspects. Enable participants to support the parish Gift Aid officer, how to do fundraising well (and legally) and what support is available.
- To resource participants with the information and guidance required to manage other key parish issues such as health & safety, safeguarding, GPDR and publicity.

Course Delivery and Venues

To reduce travel and give the widest possible chance of engagement this course will be delivered via a hybrid mix of in person and online sessions. Most sessions will be delivered online (via Zoom) on a Tuesday evening with the addition of 3 Saturdays that will be run in person at St John's House is 155-163 The Rock, Bury BL9 0NE.

This course has been shaped and designed to give not only some important background to the various aspects of the vital (and often 'unseen') tasks of a parish, but to also practically equip those with responsibilities in this area to carry out their vocation.

Session Dates

Course Induction Evening

Tuesday 09 April, 7.15-8.15pm @ Online (Via Zoom)

Sessions 1-3: The Ministry of Administration, The Who's Who of Church Governance & All Things PCC

Saturday 20 April, 10am-4pm @ St John's House, 155-163, The Rock, Bury, BL9 0NE

Session 4: An Introduction to Faculties and Church Law

Tuesday 30 April, 7-9.15pm @ Online (Via Zoom)

Session 5: Looking After Your Church Building, Including a Brief Introduction to Health & Safety and Church Insurance

Tuesday 07 May, 7-9.15pm @ Online (Via Zoom)

Session 6: An Introduction to Parish Data & Statistics

Tuesday 14 May, 7-9.15pm @ Online (Via Zoom)

Session 7: An Introduction to Diocesan & Parish Finances

Tuesday 21 May, 7-9.15pm @ Online (Via Zoom)

Session 8: Dealing with Life Events (Births, Deaths and Marriages)

Saturday 25 May, 10am-4pm @ St John's House, 155-163, The Rock, Bury, BL9 0NE

Session 9: An Introduction to Generosity and Thanksgiving, Including Financial Giving and Fundraising

Tuesday 4 June, 7-9.15pm @ Online (Via Zoom)

Session 10: An Introduction to Church Communication & Publicity

Tuesday 11 June, 7-9.15pm @ Online (Via Zoom)

Session 11: An Introduction to Electronic Giving, Online Resources, Data Sharing and Storage

Tuesday 18 June, 7-9.15pm @ Online (Via Zoom)

Session 12: Managing Demands, Relationships and Personal Wellbeing. Next Steps and Support.

Saturday 22 June, 10am-4pm @ St John's House, 155-163, The Rock, Bury, BL9 0NE

Course Tutor

For more information and details about the course, please feel free to contact:



Revd Ian Bullock

Vicar at the Benefice of Littleborough

E: rev.ian@btinternet.com

Going Deeper

If you would like to get a flavour of this course and learn a little bit more about what we will be covering, then please feel free to check out some of the following books and resources.

Books

Church Representation Rules: 2022, 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

Websites

Manchester Diocese: Finance Resources including Gift Aid Lite:

<https://www.manchester.anglican.org/finance/>

Church Representation Rules (online toolkit) <https://www.churchofengland.org/more/policy-and-thinking/church-representation-rules>

The National Church: Generosity and Learning Hub:

<https://www.churchofengland.org/resources/building-generous-church/webinars-and-training/generosity-learning-hub>

Parish Resources: <https://www.parishresources.org.uk/>

ACAT: <https://www.acat.uk.com/>

Hilary's ALM Story

Why I choose to do the Parish Admin 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 swopping 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 at St James, Ashworth

Pastoral Outreach and 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 equip participants with the confidence and 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.

Course Delivery and Venues

Sessions will be delivered at a variety of venues around the diocese including a mixture of in person and online training. Most sessions will be on a Tuesday evening online via Zoom with the addition of 3 in person Saturday training days.

Session Dates

Session 1: Acorn Listening Day

Saturday 20 April, 10am-2pm @ St Wilfrid's Church, Ford Ln, Northenden, M22 4WE

Session 2: The Biblical Principles of Pastoral Care

Tuesday 23 April, 6.45-9pm @ Online (Via Zoom)

Session 3: Life Events & Pastoral Outreach (Baptisms, Weddings & Funerals)

Tuesday 30 April, 6.45-9pm @ Online (Via Zoom)

Session 4: Home Visiting (Including Safeguarding)

Tuesday 07 May, 6.45-9pm @ Online (Via Zoom)

Session 5: Pastoral Care with Children and Young People

Tuesday 14 May, 6.45-9pm @ Online (Via Zoom)

Session 6: Pastoral Care and Climate Grief (Joint with ecology elective)

Tuesday 21 May, 6.45-9pm @ Online (Via Zoom)

Session 7: Setting up and Supporting Pastoral Care Teams

Tuesday 11 June, 6.45-9pm @ Online (Via Zoom)

Session 8: Bereavement Care Awareness Day

Saturday 15 June, 10am-2pm @ St Marks Church Hall, Parkinson Street, Bury, BL9 6NY

Session 9: Pastoral Care with the Elderly (Dementia Awareness)

Tuesday 18 June, 6.45-9pm @ Online (Via Zoom)

Session 10: Pastoral care with LGBTQIA+ / Asylum Seekers (tbc)

Tuesday 25 June, 6.45-9pm @ Online (Via Zoom)

Sessions 11 & 12: Chaplaincy Day & Next Steps

Saturday 29 June, 10am-3pm @ St John the Baptist, 8 St John's Rd, Heaton Mersey, SK4 3BR

Course Tutors

For more information and details about the course, please feel free to contact:



Dr Angela Akers

ALM @ Mossley Benefice

E: angelahakers@hotmail.co.uk



Revd Liz Rowles

Team Vicar at Heaton Benefice

E: revlizrowles@gmail.com



Revd Andrew Bradley

Incumbent @ Northenden Benefice & Chaplain at The Christie NHS

E: 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. You are also welcome to choose one the following for your course learning task, which is to provide a short book or resource review to the group.

Books

Anne Long, Listening (Darton, Longman and Todd)

Joyce Huggett, Listening to Others

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

Frank Wright, Pastoral Care Revisited

Alastair Campbell, Rediscovering Pastoral Care

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

Adrian Plass, Jesus: Safe Tender Extreme

Bob Whorton, Reflective Caring: Imaginative Listening to Pastoral Experience

Web Resources

Acorn Christian Healing Foundation: <https://acornchristian.org/>

Bereavement Care Awareness course: www.careforthefamily.org.uk/

Dementia Friends: <https://www.dementiafriends.org.uk/>

Beth's ALM Story

Why I choose to do the Pastoral Outreach and Listening course

When my three children had all started school, I felt God was calling me into ministry within my church and community. I began to look for opportunities when the ALM course was brought to my attention. Looking at the different electives, I knew instantly pastoral listening and outreach was where God was calling me. At the time, the global pandemic was in its early months, but it was already clear that the effects of lockdown were creating a massive burden of uncertainty, anxiety, mental health problems and loneliness. I felt the need for pastoral support had never been greater.

How I found the course

The course was brilliant. It was mostly on-line, but the team and leaders adapted very competently, and we still managed to bond as a group. The core content was a good foundation in principles of lay ministry, and the mission vision of the diocese. It was good to lead the 5-minute worship slot, and the open and honest break out rooms were supportive and helpful. The variety of speakers from diverse ministries were brilliant. I finished each session feeling revived and ready to go out there and show Jesus' love.

What I've been doing since

I have taken on a newly created role in my church as 'Pastoral Care Co-ordinator.' This involves being one of a team who visits people in the church community who are going through a hard time and regularly meeting with different ministry teams within the church to see how we can improve pastoral support. It also includes planning new church-wide and community schemes with a focus on outreach and discipleship support.

My advice to those considering the course

If you have a heart for listening to people going through a tough time, and want to explore further training in pastoral care from a Christ-led perspective, then this is such a good course. The overall aim is to grow God's kingdom by equipping lay church members with the skills they need to encourage church growth, and if you feel excited about this work, then have a chat with your church leadership team and someone who has been on the course and pray about it!



Beth Hampson

Pastoral ALM at Christ Church, Pennington

Prayer and Spirituality

Learning Goals

- 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 teach and 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 ministry in prayer and spirituality in collaboration with their clergy.

Course Delivery and Venues

Most sessions will be delivered online (via Zoom) on a Wednesday evening with the addition of 3 Saturdays that will be run in person at Sacred Trinity Church, Chapel Street, Salford, M3 5DW.

All participants will be required to keep a reflective prayer journal throughout the course. Guidance on this will be given and participants will not be asked to submit their prayer journal. During the Prayer Retreat in Daily Life, participants will be asked to put into practice what they have learned in the "Ways of Praying" session and will have regular guidance from a prayer companion via telephone or Zoom.

Session Dates

Session 1: An Introduction to Prayer and Spirituality

Saturday 20 April, 10am-1pm @ Sacred Trinity Church, Chapel Street, Salford, M3 5DW

Session 2: Resourcing Your Individual Prayer Life

Wednesday 24 April, 6.45-9pm @ Online (Via Zoom)

Session 3: How to Pray with and For Others (Part 1)

Wednesday 01 May, 6.45-9pm @ Online (Via Zoom)

Session 4: Retreat Day- Ways of Praying

Saturday 11 May, 10am-4pm @ Sacred Trinity Church, Chapel Street, Salford, M3 5DW

Session 5: Prayer Retreat is Daily Life

Running from May 11 to May 22 (More information and details to follow)

Session 6: Prayer for Wholeness and Healing

Wednesday 22 May, 6.45-9pm @ Online (Via Zoom)

Session 7: How to Pray with and For Others (Part 2)

Wednesday 05 June, 6.45-9pm @ Online (Via Zoom)

Session 8: Planning Prayer Stations, Quiet Days and Retreats

Wednesday 12 June, 6.45-9pm @ Online (Via Zoom)

Session 9: Inclusive Prayer- Including Disability Awareness

Wednesday 19 June, 6.45-9pm @ Online (Via Zoom)

Session 10: Prayer and Spirituality with Children & Young People

Wednesday 26 June, 6.45-9pm @ Online (Via Zoom)

Sessions 11 & 12: Putting Theory into Practice (Participant Workshop), Next Steps, Action Plans and Role Descriptions

Saturday 06 July, 10am-4pm @ Sacred Trinity Church, Chapel Street, Salford, M3 5DW

Course Tutors

For more information and details about the course, please feel free to contact:



Sheila Tolley

ALM @ St James, East Crompton

E: sheilatolley32@gmail.com



Revd Marie Pattison

Assistant Curate St Paul's Walkden, St John's Little Hulton, St Paul, Peel

E: revmariepattison@gmail.com



Joanna Gibbs

St James & Emmanuel Didsbury

E: baiqiongan@gmail.com

Going Deeper

If you would like to get a flavour of this course and learn a little bit more about what we will be covering, then please feel free to check out some of the following books and resources.

Books

Stephen Cottrell, How to Pray: Alone, With Others, at Any Time, in Any Place

Margaret Silf, Landmarks: An Ignatian Journey

Evelyn Underhill, Evelyn Underhill's Prayer Book

Pete Grieg, How to Pray: A Simple Guide for Normal People

Timothy Keller, Prayer: Experiencing Awe and Intimacy with God

Miranda Threlfall-Holmes, The Little Book of Prayer Experiments

Web Resources

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

Pathways to God: <https://pathwaystogod.org/>

Church of England, Service of Daily Prayer: <https://tinyurl.com/w8frb6r>

Northumbria Community (Daily Office): <https://www.northumbriacommunity.org/offices/>

Lectio 365- Devotional Resource App: <https://www.24-7prayer.com/dailydevotional>

Sacred Space, Daily Guided Prayer: <https://www.sacredspace.ie/>

Angie's ALM Story

Why I choose to do the Prayer and Spirituality course

I felt that the time was right to develop my commitment to the work of the parish and the wider church as I was nearing retirement from paid work. The Covid 19 pandemic has caused me to reflect and evaluate on what is important and a return to a simpler and more meaningful life. I had always felt some calling and this opportunity brought clarity to that. The course provided the time to study, listen, learn and participate through the course and become the next step on my Christian journey.

How I found the course

Each session focused on a different aspect of prayer and spirituality with lots of resources provided by the tutors who brought their experiences and ideas. It was exciting, inspiring and uplifting to share their knowledge and there was always an opportunity to ask questions and to clarify any uncertainties. The inbuilt retreat provided a time to stop, reflect and evaluate my prayer life and faith. I found it a deeply moving and profound experience that undoubtably gave me strength and confidence. By the end of the course, I felt empowered, equipped and reassured that I would be able to do God's work in my parish.

What I've been doing since

I have started to be involved in the formation and development of new services as well as providing a Prayer Perceptions article for each issue of the Parish Newsletter. I am also developing different service formats, such as Celtic and Taize, and looking at how we can provide more prayer events such as a Prayer Festival and Quiet Days. Other ideas include community outreach activities, such as a nature walks, therapeutic art and virtual prayer for the housebound.

My advice to those considering the course

I felt trepidation and nervousness when I started to consider undertaking the ALM course but help, support and reassurance was very forthcoming from expected, (and unexpected), quarters! I soon began to realise that maybe I did have gifts that God could use in a new and exciting way. Believe in yourself – God will provide the reassurance, the tools and the certainty, through faith, that you need.



Angie Foster

Prayer and Spirituality ALM at Christ Church, Walmsley

Worship and Liturgy

Learning Goals

- To explore the breadth and depth of Christian worship, from its biblical roots through to modern day expressions.
- To reflect on worship as our primary purpose and work as human beings.
- To gain practical knowledge around different styles of worship - liturgical, contemplative, all age etc.
- To build the confidence of and equip the ALMs in their understanding of, and their creating and leading of appropriate acts of worship within their own churches and community contexts.

Course Delivery and Venues

The majority of sessions will be delivered in person on a Wednesday evening at a variety of venues around the diocese. There will also be 3 Saturday sessions held at St John's House in Bury and a few sessions held online.

During the course participants will be asked to create and submit an Order of Service for a service of their choosing. Guidance and support will be provided for this with more details to follow upon application.

Session Dates

Sessions 1 & 2: Introductions, Worship and Biblical Context

Saturday 27 April, 10am-3pm @ St Johns House, 155-163 The Rock, Bury, BL9 0NE

Sessions 3: Practical Tips for Leading Well

Wednesday 01 May, 7-9pm @ St Johns House, 155-163 The Rock, Bury, BL9 0NE

Sessions 4 & 5: Anglican Liturgy (Components and Seasons) / Putting Together a Service of the Word

Saturday 11 May, 10am-3pm @ St Johns House, 155-163 The Rock, Bury, BL9 0NE

Sessions 6: Using Music and Songs

Wednesday 15 May, 7-9pm @ Online (Via Zoom)

Sessions 7: All Age Worship, Messy Church & Worship in Schools

Wednesday 22 May, 6.45-8.45pm @ Friend's Meeting House, 6 Mount St, Manchester M2 5NS

Session 8: Worship in Care Homes

Wednesday 5th June, 7-9pm @ St Johns House, 155-163 The Rock, Bury, BL9 0NE

Session 9: Creation, Ecology & Worship (Joint with Ecology course)

Wednesday 12th June, 7-9pm @ Online (Via Zoom)

Session 10: Healing & Reconciliation

Wednesday 19th June, 7-9pm @ St Cross, Clayton 611 Ashton New Rd, Clayton, M11 4RX

Sessions 11 & 12: Contemplative Worship, Reflections, Q&A, Anything 'Parked', Future Plans

Saturday 29th June, 10-3pm @ St Johns House, 155-163 The Rock, Bury, BL9 0NE

Course Tutors

For more information and details about the course, please feel free to contact:



Ian Banks

Reader at Bury, Walmersley (Benefice)

E: ian.banks@sgkinc.com



Revd Sarah Riding

Curate (SSM) @ Clayton, St Cross with St Paul (Benefice)

E: sarahriding@sky.com

Going Deeper

If you would like to get a flavour of this course and learn a little bit more about what we will be covering, then please feel free to check out some of the following books and resources.

Books

Earey, M. & Myers, G. eds, (2001). Common Worship Today - An Illustrated Guide

Earey, M. (2018). Liturgical Worship / (2000) Producing Your Own Orders of Service

Giles, R. (2004). Creating Uncommon Worship / Times and Seasons. Creating Transformative Worship Throughout the Year

Leach, C & J. (2008). How to Plan and Lead All-Age Worship (Grove Booklet)

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

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

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

Thomas, P. (2018). Using the Book of Common Prayer

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

Ward, P. (2005). Selling Worship: How what we sing has changed the Church

Wells, S. Ed. (2018). Liturgy on the Edge

Web Resources

Church of England, Common Worship: <https://tinyurl.com/y2gv2coq>

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

Church of England, New Patterns for Worship: <https://tinyurl.com/yg7q9w4f>

Northumbria Community: www.northumbriacommunity.org

Wild Goose Resources: <https://www.wildgoose.scot/>

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

Diocesan Worship & Liturgy (Facebook Group):
<https://www.facebook.com/groups/167024153908590>

Paul's ALM Story

Why I choose to do the Worship and Liturgy course

I was asked to think about applying for the Foundations for Ministry course, which I did. Part of the course involved an informal chat with your vicar, to see how things were going, and to explore what the next steps of your spiritual journey might be. He suggested the ALM with worship and liturgy, with the intention that I would join the team that leads worship at our church. Although I had not considered this, I am glad he highlighted it, as it turned out to be a most encouraging and enjoyable course.

How I found the course

I found the course very engaging. All the tutors were knowledgeable, friendly and helpful, creating a relaxed, orderly and safe atmosphere where people felt comfortable contributing in the discussion groups. The course was very comprehensive addressing: aspects of leadership, sustainability in ministry, to the history and context of Anglican worship, as well as looking at the practical side of planning different types of worship. Getting to know and interact with new people was also very rewarding. The course changed my view of worship and, in a gentle way, made me aware of the responsibilities of leading worship in church.

What I've been doing since

As part of my ALM role, I have joined the team of lay, licensed and ordained leaders of our corporate worship at Christ Church. We have had one training session on leading services at Christ Church which reinforced many of the principles I had learnt on the ALM course. I now have a mentor and a date later this year to lead my first Sunday morning service.

My advice to those considering the course

I would suggest starting some daily readings, something easy, to give God the chance to speak to you when you are on your own. Then, I would enthusiastically embrace this course and see where God leads you. There will be plenty of friendly advice and helpful support from the tutors.



Paul Rigby

Worship ALM at Christ Church, Walshaw

Youth Work

Learning Goals

- To explore and learn more about the social development of children and young people and its impact on our ministry and work with them.
- To explore and understand some of the key principles of relational children's and 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 children's and 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 areas of children's and youth work, such as mental health, messy church, faith development and schools work.
- To ensure that all participants are up to date and understand current guidelines and best practice in youth and children's' work.
- To equip participants in rethinking their contextual approach to the 'departure' after confirmation and secured secondary school places.

Course Delivery and Venues

Continuing the success of EQUIP'23, we are going to deliver the core content of this course in person over an intensive weekend. This will be appropriate for both children and youth leaders, and will contain separate sessions that cover more specific training for the distinctive age ranges.

The aim is then to offer 3 additional in person gatherings that will create further space to learn together but also provide continued opportunities to meet in separate elective groups too. Our experience of last year's training was that this created lots of opportunities to share experiences, resources and best practice with each other.

Session Dates

Thursday 11 April 20, 7-9pm @ venue tbc

Equip Weekend: Friday 10 May (Evening), Saturday 11 May (Full Day), Sunday 12 May (Half Day), Venue and Timings tbc

Thursday 13 June, 7-9pm @ Venue tbc

Thursday 12 September, 7-9pm @ Venue tbc

Course Tutor

For more information and details about the course, please feel free to contact:



Canon Susie Mapledoram

Assistant Director of Education

E: SusieMapledoram@manchester.anglican.org

Going Deeper

If you would like to get a flavour of this course and learn a little bit more about what we will be covering, then please feel free to check out some of the following books and resources.

Books

Doug Fields, Your First Two Years of Youth Ministry

Kenda Creasy Dean, Almost Christian

Kenda Creasy Dean, Starting Right: Thinking Theologically about Youth Ministry

Andrew Root, Revisiting Relational Youth Ministry

Sara Savage, Sylvia Collins-Mayo, Bob Mayo and Graham Cray, Making Sense of Generation Y

Grove Booklets Youth Series: <https://grovebooks.co.uk/search?q=youth>

Web Resources

Juno (Film)

Diocese of Manchester Youth Work Resources (Facebook Group)

<https://www.facebook.com/groups/229564611523231>

Resource Website

<https://padlet.com/rickotto/equip-resources-rr2h76255w9cc4gs>

Paul's ALM Story

Why I choose to do the Youth Work 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 and 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 ALM at St Aidans, Lower Kersal

How to Apply

Further Information and Application Forms

Further Information

For further information and details on the ALM course or any other matters relating to lay training and development, please contact:



Jamie Mackenzie

Local Ministry Officer

Mobile: 07553 374 130

Email: jamiemackenzie@manchester.anglican.org

Application Forms

Application forms can be downloaded from the diocesan website. Please note that there are separate application forms for new ALMs and for current ALMs applying to do further training.

www.manchester.anglican.org/lay-ministries/ALM/

APPLICATION CLOSING DATES

The application closing date for new ALM applications is Monday 8 January, 2024.

For current ALMs who want to access further training, the application closing date will be Sunday 17 March, 2024.

All elective training courses will also remain open for [General Lay Pathway](#) applications until Sunday 17 March, 2024.

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?

Post initial training, ALMs are free to train in any number of related ministry electives. Further elective training involves a light touch application process but still requires approval from the PCC and an updated Ministry Role Description if the ALM is to be authorised in a new or additional ministry area. If an ALM is not seeking to be authorised in a new ministry area and is doing the course as part of general ongoing training and development, then an updated Ministry Role Description is not required and a certificate of course attendance will be issued instead.

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 an ALM work across multiple parishes?

Where it has been discerned to be appropriate to the local context, an ALM can work across multiple parishes in a benefice, team, partnership, mission community etc, so long as a clear ALM Ministry Role Description has been formed and signed off by all PCCs involved.

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, Area Dean 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.

Who is responsible for ALMs DBS checks?

As for other unlicensed church officers, it is the responsibility of the ALM's parish and PCC to ensure that his or her DBS check is completed and kept up-to-date. The possession of an up-to-date DBS check (i.e. within the last 3 years) must be confirmed at the time of initial authorisation and subsequently at each 3-year reauthorisation.

Who is responsible for ALMs safeguarding training?

ALM's are required to undertake safeguarding training to foundation level. This is available as an on-line course, and must be completed as part of any initial ALM training. Following initial training, it is the responsibility of the ALM's parish and PCC to ensure that his or her safeguarding training is kept up-to date. The possession of an up-to-date safeguarding certificate (i.e. within the last 3 years) must be confirmed at each 3-year reauthorisation.

Our Vision



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