



# **Authorised Lay Ministry (ALM)**

**in the Diocese of Ely**



**November 2018**

### ***What is Authorised Lay Ministry?***

Authorised Lay Ministry in the Diocese of Ely began in 2005, and more than 250 people have been authorised since then.

Authorised Lay Ministry is one way in which the diocese resources and empowers lay people to grow in their vocation to serve and minister in their communities and churches. Authorised Lay Ministers (ALMs) are authorised to minister in their parishes, having completed the necessary training and checks.

There are a number of specialisms available or being developed, including Pastoral Assistant, Worship Leader, Music Minister, Children's Minister, Baptism Minister, Lay Pioneer, Social Awareness, Lay Chaplaincy in Schools, Youth Ministry, and Ministry with Older People.

### ***What is the application process?***

A vocation to Authorised Lay Ministry is discerned together by the individual, the incumbent and the PCC. A simple application form (downloadable from the website or available on request from the Ministry Department) is completed and returned to the Ministry Department of the Diocesan Office.

Candidates are then advised on next steps. Applications are welcome at any time of year, although most training for specialisms run once a year or once every two years.

### ***What does the training involve?***

Candidates for ALM need to complete the diocesan *Growing as a Disciple* course, as well as the training for their specialism. They will also need to complete safeguarding training: C0 and EITHER C1 and C2, OR C3 (which is the equivalent of C1 and C2). C0 and C1 are available online - please see the safeguarding page of the diocesan website. Places on the C2 or C3 courses can also be booked through the website.

The three components (*Growing as a Disciple*, training for the specialism, and the safeguarding training) can be undertaken in any order, depending on availability of courses, but all three will need to be undertaken before a candidate can be authorised.

Candidates are also required to have a DBS certificate.

The training for ALM Pioneers is slightly different - for details please see the section on ***Lay Pioneers*** later in this leaflet.

### ***Training for specialisms***

Each specialism has its own programme. Most are between 30 and 40 hours, spread over a number of weeks or months. Generally, sessions are run in the evenings or at weekends, to fit in with other commitments that people have.

Specialism training is also open to those who are not intending to be authorised, but who are seeking training to better equip them for informal ministry in their parishes. These participants apply on the same form, indicating that they will not be seeking authorisation at the end of the training.

The rest of this leaflet describes the training for the specialisms which will be running during 2019.

## **Children**

*Specialism co-ordinator: Debbie Hill*

- 3 core sessions - Theory 1, Theory 2, and National Parenting Initiative training
- 3 optional evening sessions from choice of 5:
  - ◇ Welcome
  - ◇ Imaginative Storytelling
  - ◇ Made in God's Image? Managing challenging behaviour
  - ◇ Precious in my sight (Developing a Ministry for Under 5s)
  - ◇ Connecting Children to God and Creative Prayer
- 3 short assignments (based on selected three sessions)

## **Baptism**

*Specialism co-ordinator: Olivia Coles*

- A 6-session course for those who are already involved in baptism ministry in their church, or who would like to support their clergy in this ministry
- The course is open to anyone, including those who are already an ALM in another specialism, or who want to attend simply to further their understanding in this area
- Includes training in the understanding of the sacrament of baptism; what young families are looking for; how to engage with families before and after the baptism as well as on the day; and resources which will help churches walk with and support baptism families in an ongoing relationship
- Encourages lay people to support clergy in this vital ministry and to increase the capacity of their church to reach out to young families

## ***Worship Leader***

*Specialism co-ordinator: Jan Payne*

Candidates for ALM Worship Leader or Music Minister specialisms will be trained through the nationally acclaimed training programmed *Worship4Today*.

The course explores the theological aspects of worship as well as more practical matters.

The programme is delivered in 12 stand-alone modules, each lasting approximately 3 hours. Some course work between modules is required, as is some basic reading. Candidates will also be expected to put time aside during the training for occasional visits to other churches.

The course is also open to individuals who would just like to explore more about worship for their own interest. In this case, there is no need for the participant to be in a position of leading worship in their own church.

Authorisation as an ALM Worship Leader is NOT authorisation to preach. If it is expected that an ALM Worship Leader may from time to time be required to deliver an address, their incumbent should approach the Bishop's Officer for Lay Learning and Formation to explore the possibility of arranging additional training and authorisation as an Occasional Preacher.

## ***Music Minister***

*Specialism co-ordinator: Jan Payne*

Training will take place jointly with those preparing to become ALM Worship Leaders, using the nationally acclaimed training programme *Worship4Today*.

See the section on ***Worship Leader*** for more details of the course.

There will be at least one additional session provided on purely musical skills (e.g. choir direction, leading a music group) to meet music-specific needs of candidates.

## ***Lay Pioneer***

The training for this specialism is a little different. Candidates will train on the *Mission Shaped Ministry* (MSM) course. This is an external course, run annually across Cambridgeshire and Suffolk, and includes people from a range of denominations.

Candidates who go on to be involved in a mission initiative will normally be authorised as ALM Lay Pioneers, subject to safeguarding training and DBS having been satisfactorily completed. Candidates for ALM Lay Pioneer are exempted from *Growing as a Disciple*, although they may of course chose to do the course anyway. They will, however, still need to do the safeguarding training.

## ***Social Awareness***

*Specialism co-ordinator: Fiona Brampton*

Training for the Social Awareness specialism explores ways in which to encourage congregations to look beyond their immediate concerns to the local community and the wider world.

The module will be tailored according to the interests and experience which each participant brings to the course.

Areas covered will include:

- Theology of the church in the world
- Freedom and reconciliation
- Challenging poverty
- Environment

Participants will also work on a parish audit, in consultation with their incumbent. This helps in gaining understanding of their own context, as well as identifying appropriate areas of ministry after the course.

## ***Other specialisms***

The following specialisms are currently being reviewed, revised or developed, and it is anticipated that they will be available from 2019 or 2020:

***Pastoral Assistant***

***Youth Minister***

***Lay Chaplaincy in Schools***

***Ministry with Older People***

### **Contact us**

- ◆ to find out more about Authorised Lay Ministry
- ◆ to request an application form
- ◆ for details of the *Growing as a Disciple course*

please email Lisa Tulfers, Bishop's Officer for Lay Learning and Formation [lisa.tulfers@elydiocese.org](mailto:lisa.tulfers@elydiocese.org)