



Authorised Lay Ministry

Equipping you to serve

Course Prospectus 2025

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GENERAL INFORMATION

The Authorised Lay Ministry training programme provides flexible skills-based training for lay people.

Authorised Lay Ministers share in the public ministry of the local church, as they serve their local parishes.

ALM ministry takes many different forms depending upon the parish base, but in general ALMs lead, establish or work within a team of people working in an area of ministry and they also work to encourage and develop the gifts of others.

TRAINING

What does the training involve?

The ALM training programme runs from January to May.

This will consist of around 6 - 10 sessions of training, depending on the chosen elective. Dates and venues for the ministry electives will be established each year when we have confirmed numbers of students for each ministry area. Some of the ministry modules or particular venues may not be offered if there is insufficient interest to make a group viable. Candidates should be aware that some of the teaching may be on weeknight evenings and other elements may take place at weekends

To be considered for commissioning all candidates must maintain a minimum attendance of 80% so that the requirements of training can be met, and the candidate be deemed ready for authorisation.

Are there any written assignments?

The course involves a limited amount of written work/practical assignments to aid and deepen learning – but this is not ‘graded’ as such. The course is open to people

of all educational backgrounds and assignments on the course are designed to reflect this.

What electives are available?

Chaplaincy, Care for Creation, Mission, Pastoral, Preaching, Small Group leader, Rural ministry, Worship and Liturgy, Youth ministry.

ALM training costs £50 and is free to unwaged, retired or students. We hope parishes will meet these training costs.

What happens at the end of the training course?

Candidates will be commissioned at a diocesan service led by a bishop. ALMs will need to be DBS checked, and all ALM candidates must complete Safeguarding training through the parish to C2 level and have their Role Description signed off before commissioning. Authorisation lasts for a period of three years and can then be renewed following a review by the incumbent and PCC.

How does a candidate qualify for acceptance on the course?

To serve as an ALM a candidate needs to be nominated by their PCC for this ministry. All applications must be returned by **9th December 2024**. A candidate should normally be baptised, confirmed, and on the electoral roll of their sponsoring church.

Is there an age-limit for ALM?

There is no upper age-limit for ALM. An ALM does need to be 18 or over at the time of commissioning, an “adult” in legal terms.

2025 DATES FOR ALL PARTICIPANTS

Closing date for applications – 9th December 2024

ALM Commissioning Service

The ALM commissioning service has been booked for Saturday 10th May 2025 at 2pm in **Chichester Cathedral**

CHAPLAINCY

Aim - This elective is an introduction to volunteer ministry in educational, health care and workplace settings. It is suitable for those who are interested in exploring the possibility of chaplaincy and sector ministry and who have already identified a possible context for this ministry. The course will look at the attitudes, skills, tasks, opportunities and theology of chaplaincy and hear from professionals working in the field.

Contents

Study Day One: Saturday 22nd Feb 10.00am – 3.00pm Introduction to Chaplaincy

This day will explore the nature and principles of chaplaincy in a variety of institutions – responding to the call to be Church beyond the Church. What is pastoral care in a chaplaincy context? Participants will also explore their personal motivation and the art of reflective practice.

Study Day Two: Saturday March 22nd 10.00am—3.00pm Chaplaincy in Context

What does chaplaincy look like in different contexts? How does chaplaincy within the wider community or in a secular institution differ from traditional forms of Christian evangelism? How is chaplaincy perceived by others within and outside of the Church? How can the work of chaplaincy inform the life of the church? This day will include several contributions from chaplains working in different settings.

Study day Three: Saturday March 29th 10.00am—3.30pm The Craft of Chaplaincy

A chance for further theological reflection building on the first 2 sessions. Exploring professional practice: Confidentiality; boundaries; accountability; supervision; self-care. The challenge of dual or multi-roles. The day will conclude with an exploration of next steps in establishing and approaching chaplaincy.

Venue – Church House Hove, BN3 4ED

Tutor – Revd Steve Gurr

CARE FOR CREATION AND ECO CHURCH

Aim

What is God really saying to our world today, and why is there hope for Creation? We will consider how caring for Creation is not just an add-on for the interested few but is at the heart of the gospel for all followers of Jesus. This elective is designed to inspire, encourage, and equip you for lay ministry in this core area of church life and mission. It will provide scientific background, a theology of Creation care, and lots of practical guidance on being an Eco Church and on moving your church closer towards the Church of England's target of Net Zero Carbon by 2030. There will also be encouragement on how to make a personal response to the climate emergency and how personally to adopt a greener approach to being a disciple of Jesus Christ. On each of the four study days we will be visiting a different church and the day will include learning from their individual journeys towards becoming more environmentally sustainable parishes. All this will be placed in the context of the Five Marks of Mission, the fifth Mark being to strive to safeguard the integrity of creation, and sustain and renew the life of the earth. The course tutors and the local church speakers all have considerable experience and background in this area.

Contents

Study Day 1 - Climate & Energy – 18th January at St Edward's Burgess Hill, 9.30 for 10am to 3pm

We will look at the scientific background to global climate change and consider our responses, both as a Church (locally and nationally) and on a personal level. We will examine what the Bible has to say about our role in Creation, as we reflect on what is distinctive about humankind, together with our God-given 'Creation Commission'. We will also learn from St Edward's Church's journey to their Eco Church Silver Award and beyond, and their Garden Project developing an outdoor worship space and community garden.

Study Day 2 – Biodiversity & Land – 8th February at Trinity Church Lewes, 9.30 for 10am to 3pm

What is happening to nature in the UK, and what does it mean as we lose species? What does the Bible say about what's gone wrong? Is God only interested in humans, and is wild nature just a sideline? Indeed, where do humans fit in to the 'Community of Creation'? We will start to think more broadly than Net Zero Carbon as we begin to look at the Eco Church scheme and awards, with its framework of church land, buildings, worship and teaching, local community and global engagement, and personal lifestyle. We will consider ways in which we can reconnect with Creation and find our true destiny. The Creation Care Team at our venue, Eco Church Silver award holder Trinity Church Southover in Lewes, will be sharing their experience with us, including how they manage their churchyard and garden.

Study Days 3 & 4 – The Future & The Mission of God

15th March at St Mark's Holbrook, 9.30 for 10am to 3pm

5th April at St Leonard's Hove, 9.30 for 10am to 3pm

So are we just training to be conservationists, or does God have something more in mind? In fact, where does Jesus fit in? Does Creation have a future?

Caring for Creation is recognised as one of the Five Marks of Mission, but is it just an add-on for environmental hobbyists? We will consider how caring for Creation proclaims the gospel, grows disciples, addresses human need, and furthers justice and reconciliation.

We might be convinced of all this, but how do we communicate our passion to others and take an effective lead in this? We will explore how Eco Church and other tools and resources can give practical help, how we can work with others, and different ways of communicating and engaging within our churches and with our local communities. We will be hearing about and seeing the work of the eco team at Eco Church Silver Award holder St Mark's Holbrook, and also learning from the experience of other churches.

Finally, when everything starts to seem too big for us, how can we be confident we are making a difference? We will consider how God seeks transformation of our hearts and the world around us.

Tutors: Revd Dr Nigel Dilkes & Revd Debbie Beer

MISSION ENABLER

Who is it for?

Those exploring how to begin, sustain and grow a fresh expression of church;
Experienced pioneers who want to reflect on what they are doing;
Those wanting to learn qualities of Christian ministry;
Christians who want their churches to be more effective in mission;
All traditions and ages;
Urban, suburban and rural contexts.

Features of the course

Reflection on your context and story;
Varied learning styles and resources;
Full materials and extra online material.

Contents

Session One: Module 1 - Mission context, The mission of God & Vision –
Tuesday 7th Jan - Zoom; 7-9pm

Session Two: Module 2 - Values and call, Module 3 - Starting something new &
Module 4- Listening for mission – Saturday 25th Jan 10am-3pm Glebe Villas Hall

Session Three: Module 5 -What is church? -Tuesday 4th Feb - Zoom 7-9pm

Session Four: Module 6 - Gospel and culture – Tuesday 18thFeb - Zoom 7-9pm

Session Five: Module 7- Team roles and behaviour, Module 8 - Discipleship &
Evangelism & Module 9 - Spirituality, worship and the sacraments - Saturday
8th March 10.00am – 3.00pm Glebe Villas Hall

Session Six: Module 10 - Growing to maturity – Tuesday 18th March – Zoom -
7-9pm

Venue

Via Zoom and in person at Glebe Villas Hall.

Tutor

Revd. Rob Dillingham

PASTORAL MINISTRY

Aim

To prepare lay people to exercise a ministry of pastoral care in a parish setting by exploration of the theological basis of pastoral care and by developing a variety of practical skills.

Contents

Study Day One – Saturday 11th January 10.00am- 4.00pm

- Session 1: Reflecting God's Life and Jesus' Ministry
 Session 2: Understanding Communication

Study Day Two – Saturday 25th January 10.00am – 4.00pm

- Session 3: Listening Attentively
 Session 4: Interpersonal Skills

Study Day Three – Saturday 8th February 10.00am – 4.00pm

- Session 5: Being Trustworthy
 Session 6: Boundaries, self-awareness and self-care

Study Day Four - Saturday 1st March 10.00am – 4.00pm

- Session 7: Praying with and for People
 Session 8: Home Communions

Study Day Five Saturday 15th March 10.00am – 4.00pm

- Session 9: Making Pastoral Visits
 Session 10: Pastoral Care Teams

Study Day Six Saturday 29th March 10.00am – 4.00pm

- Session 11: Grief and loss

Assessment

All participants will be required to complete a weekly reflective practise journal. This is assessed but not graded. Participants are also strongly encouraged to read at least one book on the reading list in the course handbook.

Course Tutors, dates and venues

Tutor: Study Days 1- 5 Revd Beverley Miles

Venue: 10.00am – 4.00pm

Tutor: Study Day 6 Revd Deacon Rachel Bennett

Venue: Church House Hove 10.00am – 4.00pm

There is also the possibility that the course will be run in Eastbourne – more information to follow in due course.

PREACHING

Aim

The preaching elective aims to provide a practical introduction to preaching and is suitable for ALM candidates, those who have the Bishop's permission to preach and Readers wanting to refresh their preaching practise. Those who complete this elective will be authorised to preach on 6 occasions in a year.

ALM candidates will be assessed by means of a sermon submitted to the course tutor. This sermon will be preached to the home congregation who will be asked to supply feedback

Contents

Study Day One: Saturday January 18th 10.00am—4.00pm

Session 1 Why preach?

Session 2 Using the Bible in preaching

Study Day Two: Saturday February 1st 10.00am—4.00pm

Session 3 Troubling texts

Session 4 Preaching in context

Study Day Three Saturday February 22nd 10.00am—4.00pm

Session 5 A recipe for preaching

Session 6 Narrative preaching

Study Day Four : Saturday May 3rd 10.00am—4:00pm

Session 7 Writing the sermon

Session 8 First steps in preaching the sermon

Venue – Church House Hove, BN3 4ED

Tutor – The Rev'd Dr Anthony Moore

SMALL GROUP LEADER

Contents

Study Morning One: 8th March 9.30am-12.30pm

A Big Vision for Small Groups [this will look at defining the purpose of a small group]

Growing Together in God's Word: How to Prepare and Lead a Bible Study [preparation, writing good questions, group dynamics, a 'typical' session]

Study Morning Two: 15th March 9.30am-12.30pm

Living Together in God's Love: Pastoral Care in Your Small Group [how to foster a culture in which the group members care for one another]

Learning Together as God's People: Connecting with one another and with God so that we grow [Lent courses, book groups; prayer in small groups]

Venue – All Saints Lindfield

Tutor – Revd Steve Nicolls

RENEWING HOPE IN RURAL MISSION & MINISTRY

Aim

For hundreds of years village churches have been at the centre of their rural communities. Despite a growing ambivalence about organised religion, a significant percentage of the rural population still see the village church as their spiritual home. These holy places provide a means of hope in an uncertain world and speak of God's unchanging love. This unique dynamic, where the rural church is deeply rooted in the wider community, provides both challenge and opportunity. If rural churches are to survive, they need to recover their role as hubs of community life. And if they are to flourish, they need to recover their confidence in the transformative power of the Gospel to change hearts and lives.

The 'Renewing Hope in Rural Mission & Ministry' Elective is made up of 9 sessions, which aim to encourage, equip, and inspire those taking part to:

Explore what 'rural' really means, within both a biblical and contemporary framework, and to be more informed on the issues surrounding Rural Church.

Gain a deeper understanding and knowledge of 'place' – listening to the community and knowing the local context where the Church seeks to serve.

Make the most of seasonal services, the church building and the churchyard for outreach.

Identify where further information, resources and support can be found to enable effective mission and ministry in a rural context.

Determine priorities which enables rural congregations, often small in number yet dedicated, to blossom, to work collaboratively, develop resilience and to adapt for the shape of the rural church in the future, whatever that might be.

Reflect prayerfully on what God may already be doing in their context

How? The 'Renewing Hope in Rural Mission & Ministry' Elective will be instructive and practical and will include input from a variety of local

practitioners in rural mission and ministry, group work, discussion, and a parish audit.

When and Where? We will meet on the following Saturdays between 9.30am and 1pm, at The Barn Centre, Newick, BN8 3JU

Saturday 18th January - Sessions 1 & 2 – Context: ‘What is ‘rural’?’ and ‘Knowing your context’ (which would provide tools for a parish audit, listening to the local community, etc)

Saturday 15th February - Sessions 3 & 4 – Communication: Looking at ‘Welcome’ and ‘Communicating well and effectively through Noticeboards, websites, social media, parish magazines/bulletins, etc)

Saturday 15th March - Sessions 5 & 6 Connection: Creative liturgy for rural contexts, making the most of seasonal services – Plough Sunday, Rogation, Lammas Harvest, etc. Reaching and engaging with children and young families.

Saturday 5th April – Sessions 7 & 8 – Confidence: In Mission & Ministry – using the Churchyard for mission, identifying and accessing resources when numbers of ‘workers’ are limited...

For more information contact:

Revd Gary Cregeen, Rural Officer for East Sussex.

Telephone: 01424 612324 or 07749904887

Email: Gary.Cregeen@Chichester.Anglican.org

WORSHIP AND LITURGY

Aim

This course aims to give a practical and theoretical grounding in the different aspects of leading and constructing worship and liturgy.

Contents

Study Day One – Saturday January 25th 10am – 4pm

Session 1 – Understanding worship

Session 2 – Traditions of Christian worship

Study Day Two – Saturday February 15th 10am – 4pm

Session 3 – The Christian year

Session 4 – The worship leader

Study Day Three – Saturday March 8th 10am – 4pm

Session 5 - The Daily Office

Session 6 – Breaking open the Word in worship

Study Day Four – Saturday March 15th 10am – 4pm

Session 7 – Prayer and intercession in worship

Session 8 – Including music in worship

Study Day Five – Saturday March 22nd 10am – 4pm

Session 9 – Multi generational and all age worship

Session 10 – Worship and mission

Assessment - The course assesses competency by completion of an assessed service plan.

Venue: Church House Hove BN3 4ED

Tutor - TBC

FAQ's Worship and liturgy elective

Is a worship ALM allowed to lead a full service?

Completion of this elective and authorisation is for leading all or part of a service of non eucharistic worship, under the authority and supervision of the incumbent. Worship ALM's are not authorised to preach (though may subsequently complete the Preaching elective). Where no licensed minister is present (whether because the parish is in vacancy or for other reasons), the wardens are those responsible for ensuring that the service is held and conducted properly, and a Worship ALM – in agreement with the wardens may lead Morning or Evening Prayer or a Service of the Word. However good practice means that the responsibility for leading such a service should be shared.

What is the difference between a Worship ALM and a Licensed 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 training and are licensed by the Bishop to preach and teach as key elements of their ministry. A Reader has the authority to conduct acts of worship: ALMs are authorised to assist in leading worship.

Can Worship ALM's wear robes when assisting in leading services?

ALMs who are leading or helping lead non-Eucharistic services do not normally robe. In some churches, where a number of people involved in the service robe – e.g. acolytes, crucifer, deacon – it may be appropriate for an ALM who is assisting leading worship in the service to robe, either in a cassock or a cassock alb. It is for the incumbent to make any decision on whether s/he would expect or suggest that an ALM should robe, but this should then be agreed by the PCC also, and the agreement noted in the minutes of that meeting.

YOUTHSCAPE ESSENTIALS TRAINING FOR CHILDREN AND YOUTH

All-round training for every volunteer youth and children's leader.

AIM

We will be basing our training in and around the Youthscape Essentials Course. We will work hard to adapt our ALM course to fit those who are attending and then specific requirements of their setting and age range. With the broad teaching being across all ages. We are more aware than ever before that we need to have a wider interest and reach than just children or youth. More and more churches are reaching families as a whole. This training will help equip you in all areas to help support the work in your church or community.

The content

Youthscape Essentials is ten sessions covering 30 topics. The topics are divided into Insights into Young People, Skills for Youth Work and Developing Character. You'll listen to young people, learn from professionals, participate in practical exercises and take time to deepen your own faith. It makes no assumptions about your experience, age or background. It's accessible to those starting out as volunteers, but deep enough to stretch those who have been working alongside young people for longer.

Insights

Ten interactive seminars exploring what life is like for young people today. Hear from young people as they share their experience of family, school, church and social media. Hear expert insights, the latest research and inspiring stories.

Skills

Ten key skills which are essential for every volunteer leader, whatever your role. Practical and applicable to every kind of youth or children's activity. Learn new skills and develop existing ones. Grow in confidence about what you can do.

Character

Ten personal reflections to strengthen your own faith as the foundation of your volunteering. Be encouraged as you discover how God will work in you and through you. Explore a Biblical understanding of character and service.

Why Youthscape Essentials?

The church has a rich history of youth and children's groups and projects for the benefit of tens of thousands of young people across the UK. Most of these are run by volunteers who give up their time in evenings and over weekends to make these activities possible. But so much has changed in youth culture and experience that up-to-date training is essential. That's why we've developed Youthscape Essentials. Over the last three years a team of youth ministry practitioners, young people and existing youth work volunteers have created and tested a completely new approach to training. Built around the three key themes of insights, skills and faith, there are thirty key topics which cover almost every aspect of volunteering. Step-by-step you'll grow in your capacity and confidence to work alongside young people. And as the world continues to change, new research will inform the course and it will change too – keeping you up-to-date and equipped as a volunteer.

Although this is created from and primarily for youth workers it spans the ministries into children's work as well. After all, children become youth and research shows us that this transition is happening younger and younger. We can no longer afford to separate our thinking in children and youth work. We may have a preference and skill set for one age range but we need to be knowledgeable in all of it.

We will take some of the practical skills of the course and adjust them for children's work for those who are working or focusing on that age range.

Who is it for?

Quite simply, anyone working with young people or just considering it. We've designed the course for volunteers starting out in youth and children's ministry

but there is enough depth of thinking throughout to stretch even experienced volunteers.

Dates and venue

All sessions will take place at Church House Hove, 10.00am – 4.00pm on the following dates:

Feb 1st

March 1st

April 5th

Tutor – Dan Jenkins

HOW TO APPLY

To apply for the course candidates, need to complete the candidate's application form and ask the incumbent of their church to complete the incumbent's reference. Candidates also need the nomination of the PCC. All the application paperwork may be obtained from: [Authorised Lay Ministry - Diocese of Chichester \(anglican.org\)](http://anglican.org)

Who can I contact about ALM?

For all enquiries about the ALM course please contact:

Programme Administrator

Email: LayMinistry@Chichester.Anglican.Org

FREQUENTLY ASKED QUESTIONS

GENERAL

What is an Authorised Lay Minister?

ALMs are 'authorised' by the Bishop to exercise a particular ministry within their local parish. Their authorisation does not extend beyond the parish into the wider diocese but may be exercised in other parts of a Team Ministry with the agreement of the PCCs and Team Rector. They do not hold the Bishop's licence and their authorisation is not automatically transferable to another diocese.

What is the difference between 'authorisation and licensing?

Authorisation

- Diocesan and episcopal
- Authorisation by the Bishop on advice of diocesan staff
- For ministries which under supervision represent the church in the wider community and the church
- Local supervision by the local minister and final accountability to the Bishop
- Training and support through diocesan programme and through the local team
- Regular review, including for renewal on behalf of the Bishop
- Diocesan responsibility to ensure that safeguarding training and checks are completed.

Licence

- Episcopal licence as required by Canon and nationally recognised
- Diocesan appointment/selection
- Admission and licensing by a Bishop
- For ministers of the Word exercising a representative or leadership role in the church and/or community in a parish/mission area or wider, and holding responsibilities such as for evangelism, mission enabling, teaching, catechizing, preaching, leading of worship, community outreach.
- Local supervision by the local minister and accountability to the Bishop
- Diocesan training where required. Continuing ministerial development through diocesan programmes/provision
- Annual ministry review by or on behalf of the Bishop

- Diocesan responsibility for safeguarding training and checks

VACANCIES and TRANSFERRING

Can a parish nominate a candidate for ALM Training during a vacancy?

The PCC can consider nominating while in a vacancy, but nominations should not be put forward without prior agreement from the Rural Dean / Archdeacon and a discussion with the parish sequestrators. Parishes should be able to show that there will be support and care for the ALM candidate while in training.

What happens to ALMs in a Vacancy?

In a vacancy (of incumbent), the ministry of ALMs may continue as normal, under the authority of the Churchwardens and PCC, as part of the Ministry Team in the parish, and with the support of the Rural Dean.

Can a person transfer from another diocese?

If someone has been an ALM or equivalent in another diocese they can seek permission to transfer to the new parish within which they worship. They should have become settled as a member of the new church for six months before seeking re-authorisation. It is for the incumbent and PCC to support their request. They should have a reference from their previous parish and / or from the training course they have done, and they will require a new DBS clearance. If these are in place and there is the support from the Parish, the recommendation would be put to the Bishop for the person to be commissioned. They would also be invited to the next Commissioning Service where they would be formally welcomed.

What is required of the parish and incumbent?

It is a requirement of the course that the incumbent and PCC nominates the candidate and to do so it is important that PCC members have an understanding of ALM ministry and discuss with the candidate how the proposed ministry will be exercised in the parish. There is no external discernment or selection process for ALM – it is the parish that discerns and nominates. Please consult the guidelines for ALM selection that follow in this prospectus. We also expect the PCC to support the candidate by helping with training expenses and at the end of training to work with the candidate to draw up an appropriate role profile. In a vacancy the Churchwardens should work with the PCC and the sequestrators to discern if a candidate is suitable for the ministry envisaged and has the parish's support.

Guidelines for ALM selection

The ALM Candidate

Candidates should:

- show a clear commitment to personal growth in faith and discipleship;
- be recognised by the leadership of church and by the congregation(s) as being committed to serving God's mission through the work of the parish/benefice as well as in their own daily life;
- be committed to working collaboratively as a member of a team;
- be eager to encourage the gifts of others;
- show evidence of the gifts and skills appropriate to the particular ministry being considered, and the potential to develop them;
- have an appetite for life-long learning in a Christian context and be enthusiastic about following a course of training and formation;
- be communicant members of the Church of England;
- be willing and able to comply with the diocesan and parish policies on safeguarding children and adults with particular needs and vulnerabilities.

Selection

Normally, the primary responsibility for selecting, as for supervising and supporting, authorised lay ministers lies with the parish priest. Where there is a clergy team, or wider ministry team, the selection of potential ALMs should be discussed confidentially within the team. Where there is no team, the incumbent should discuss candidates with churchwardens or other people who know the parish / benefice well, before taking those names to the PCC.

In selecting potential ALMs, the area where they might exercise that ministry should be considered: a single congregation, a single parish, or the whole benefice. Given that ministries tend to expand in practice, it will normally be best to assume that authorisation will be to the benefice, and therefore the incumbent's and PCC(s)'s discernment process should also ask whether this person is capable of ministering in this wider framework.

Depending on who has initiated the discernment process, a conversation with each person being proposed is central. (It may start with a person volunteering to be an ALM, or it may come from the parish priest or be suggested by another person.) It may be that as well as a conversation with the parish priest, the

prospective ALM could also be invited to have a conversation with another member of the ministry team, or a churchwarden.

Only when the incumbent, other appropriate team members, and the person being selected are all in agreement, should the proposal be taken to the PCC.

The PCC should be able to have a confidential discussion of the appropriateness of the person or people concerned without them being present. It will be sufficient that the minutes of the meeting:

- a. simply records the decision taken, and
- b. that the PCC affirms and supports the selection of the person, and
- c. states for which ministry they are being selected.

Specific content of the discussion need not be recorded. However, the PCC decision does need to be recorded. In exceptional circumstances (although the groundwork referred to above should make this unlikely) the minutes of the PCC may need to record that a person has not been selected. In that case a simple statement that the PCC was unable to agree to support the candidate's selection is all that needs to be recorded.

Where a parish is in vacancy, applications should be considered and supported by the Rural Dean and sequestrators in consultation with others in the parish(es). In such cases specific arrangements for the support and oversight of candidates in training and after authorisation must be put in place.