



**Celebrating  
Faith**

# **AUTHORISED Lay Ministry**

**Course Prospectus 2025/2026**



**Chichester**





Images courtesy of Revd Jane Willis.

Cover photo courtesy of Revd Jane Willis, 'Conflux: A Union of the Sacred and the Anonymous'





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First Letter of Paul to the Corinthians

*'Just as a body, though one, has many parts,  
but all its many parts form one body,  
so it is with Christ.*

*For we were all baptized by one Spirit so as to form one body -  
Even so the body is not made up of one part but of many'.*



# Welcome

Welcome to the ALM Prospectus for 2025–2026.

We're excited to introduce a refreshed programme of courses this year, including several new offerings and expanded availability across multiple deaneries. Elective modules will run from September 2025 to April 2026, providing a flexible learning experience.

The involvement of lay people in the life of the Church is far from new. From the earliest days of Christianity, lay believers played a vital role—especially in evangelism—sharing the Gospel through both word and action.

In 1 Peter 2:9, we are reminded of the priesthood of all believers, a powerful affirmation that every Christian is called to serve. Ministry is not the sole domain of the ordained; it is a shared calling, rooted in baptism and lived out in community. The Church flourishes when every member, including the laity, embraces their God-given role in His mission. Imagine the transformation if each person fully lived into their calling—what might the Church look like then?

## Why Lay Ministry Matters

Empowering lay people to take active roles in ministry and leadership is essential. When the gifts of the laity are recognised, nurtured, and released, the whole Church is strengthened.

We encourage you to pray, reflect, and speak with your incumbent, fellow parishioners, or the lay ministry team at Church House. The Bible is full of stories where God calls ordinary people to do extraordinary things—perhaps He is calling you, too.

# General Information

ALM training equips lay people with practical ministry skills to serve in their local parish. **Candidates must be baptised, confirmed and communicant members of the Church of England.** ALMs serve publicly in their parish, often leading or supporting ministry teams and encouraging others in their faith and service.

## What is an Authorised Lay Minister (ALM)?

ALMs are authorised by the Bishop to serve in a specific ministry within their parish. This authorisation:

- Is **local** (not transferable between dioceses).
- May extend across a Team Ministry with PCC and Team Rector agreement
- **Does not equate to a Bishop's license.**
- **Length of time – 3 years**, although this can be renewed.

| Authorisation (ALM)                           | vs Licensing                                    |
|-----------------------------------------------|-------------------------------------------------|
| Authorisation.                                | License.                                        |
| Bishop-authorised, local scope.               | Canonical, nationally recognised.               |
| For supervised ministry in parish/community.  | For leadership roles in Word, worship, mission. |
| Local supervision, diocesan training/support. | Diocesan training, annual review.               |
| Safeguarding checks required.                 | Safeguarding checks required.                   |



### Eligibility & Application

- Must be 18+ at commissioning.
- Must be baptised, confirmed and communicant members of the Church of England.
- Nominated by PCC.
- Meet the criteria of the particular elective.

### Deadlines:

- For Sept 2025 start: 12 Aug 2025
- For Jan 2026 start: 24 Nov 2025

# General Information

## Parish & Incumbent Responsibilities

- The incumbent and PCC are to nominate and support the candidate.
- Discuss ministry expectations with the PCC.
- Assist with training costs and agree the role profile with the candidate.
- In vacancies, Churchwardens and sequestrators lead discernment.

## During a Vacancy

- **Nominations:** PCC may nominate with Rural Dean/Archdeacon approval and **sequestrators'** input.
- **ALM Ministry:** Continues under Churchwardens and PCC, with Rural Dean support.

## Transferring from Another Diocese

- Must be settled in the new parish for **6 months**.
- Requires **reference**, **DBS check**, and **parish support**.
- Bishop's approval and attendance at a **Commissioning Service** follow.

## Selection Process

- Led by the **incumbent** (or Churchwardens/Rural Dean in vacancy).
- Involves confidential discussion with PCC.
- PCC minutes should record:
  - Decision to support nomination
  - Elective area selected.
- In rare cases, record if support is not given.





### Training Details

- Duration: September–May (varies by elective).
- Format: In-person, online, or hybrid; some deanery-based.
- Sessions: 4–10, including some evenings/Saturdays.
- Attendance: Minimum 80% required for commissioning.
- Assignments: Light written/practical work (not graded).
- Cost: £ 50 (free for unwaged, retired, or students; parishes encouraged to cover costs).

### Electives Offered

Chaplaincy, Care for Creation, Catechists, Mission, Music, Pastoral, Preaching, Rural Ministry, Worship & Liturgy, Youth Ministry. More courses can be offered subject to demand.

### After Training

- Commissioned at a diocesan service (September 2026, Chichester Cathedral).
- Must complete DBS check, all necessary Safeguarding training, and have a signed Role Description.
- Authorisation lasts 3 years, renewable with review.

### Applying for ALM Training

To apply, candidates must:

- **Complete the Candidate's Application Form.**
- **Ask their incumbent to complete the Incumbent's Reference along with the PCC motion.**

Application forms are available at:

**Authorised Lay Ministry, Diocese of Chichester**

Contact: [greg.moore@chichester.anglican.org](mailto:greg.moore@chichester.anglican.org)

[samantha.grennan@chichester.anglican.org](mailto:samantha.grennan@chichester.anglican.org)

# Catechists

## Aim

A catechist is simply someone who teaches others about the Christian faith. If you are passionate about teaching new believers about what it means to follow Jesus, then this course is for you.

Based on our new diocesan resource 'Inspiring Faith' you will learn about the most effective ways to help new believers engage with the Christian faith, including helpful strategies and tips to ensure that you pass on the faith effectively. 'Inspiring Faith' was created collaboratively across the breadth of theological traditions in our diocese. We are confident that this elective will suit ALM candidates, whatever their church background. This elective is designed for those looking to support people preparing for confirmation and those who are new to faith.

Venue      Zoom

## Contents

- Session 1: Tue, 30 Sep 2025, 19.30–21.00.  
              'Why catechesis?': Go, and make disciples.
- Session 2: Wed 15 Oct 2025, 19.30–21.00.  
              'Heresies and how to avoid them':  
              Handing on the faith we have received.
- Session 3: Wed 29 Oct 2025, 19.30–21.00.  
              'How we catechise':  
              Teaching methods and supporting learners.
- Session 4: Wed 12 Nov 2025, 19.30–21.00.  
              'Where do I start?':  
              Catechesis materials and how to use them.
- Session 5: Wed 19 Nov 2025, 19.30–21.00.  
              'Inspiring Faith': The diocesan approach to catechesis.
- Session 6: Wed 26 Nov 2025, 19.30–21.00.  
              'Catechesis in action': Planning and reflecting.



Tutors: Revd Jamie Gater & Revd Richard Keeble





# 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 1:** Sat, 13 Sep 2025 10.00-15.00

### Introduction to Chaplaincy

This day will explore the nature and principles of chaplaincy in a variety of institutions.

**Study Day 2:** Sat, 27 Sep 2025, 10.00-15.00

### Chaplaincy in Context

What does chaplaincy look like in different contexts?

**Study Day 3:** Sat, 11 Oct 2025, 10.00-15.30

### The Craft of Chaplaincy

A chance for further theological reflection building on the first 2 sessions.

## 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? This course 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. 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.'*

We will examine what the Bible has to say about our role within Creation and our relationship with the natural world. We will ask where Jesus 'fits in': what's gone wrong in Creation, and how can we reconnect? We will consider what God's plans are for the future of Creation and how this shapes our actions now. We will explore how in Jesus Creation, worship and salvation all come together.

On each of the four study days we will be visiting a different church, so we can learn from their individual journeys towards becoming more environmentally sustainable parishes.

**Tutors:** Revd Dr Nigel Dilkes & Revd Debbie Beer



## Contents

- Study Day 1:** Sat, 4 Oct 2025, 9.30 for 10.00-15.30.  
**Climate & Energy.**  
St Edward's Church, Royal George Road,  
Burgess Hill RH15 9TD.
- Study Day 2:** Sat, 7 Feb 2026, 9.30 for 10.00-15.30.  
**Biodiversity & Land.**  
St Mark's Church, Holbrook,  
Horsham RH12 5PU.
- Study Day 3:** Sat, 28 Feb 2026, 9.30 for 10.00-15.30  
**Jesus and Creation**  
St John's Church, Southover High St,  
Lewes BN7 1JH.
- Study Day 4:** Sat, 21 Mar 2026, 9.30 for 10.00-15.30  
**Creation and God's Mission.**  
Wivelsfield Parish Church, Church Lane,  
Wivelsfield RH17 7RD.



# Mission Enabler

## Who is it for?

The mission elective is for those who want to support the mission work of their local church. You will learn about how the church understands mission and how to communicate the gospel in your particular setting, whether you are new to the work of mission or have years of experience.

The course is designed to help you reflect on your particular setting and experience, so is relevant to anyone who wants to share in the work of mission, regardless of church tradition, age and setting.

## Contents

### Part 1

- Session 1: 1 Oct 2025, 19.30-21.00  
**Mission: God's vision, God's call.**
- Session 2: 8 Oct 2025, 19.30-21.00  
**Word and Sacrament: What is the church?**
- Session 3: 22 Oct 2025, 19.30-21.00  
**Discernment: joining in with God's work.**

### Between Part 1 and 2

Time will be given for students to observe and reflect in their own setting, including time for practical experience of ministry.

### Part 2

- Session 4: 4 Feb 2026, 19.30-21.00  
**Gospel and culture: Speaking God's truth.**
- Session 5: 11 Feb 2026, 19.30-21.00  
**Life in Ministry: Team work and godly leadership.**
- Session 6: 25 Feb 2026, 19.30-21.00  
**Growing to maturity: Reflection and the spiritual life.**

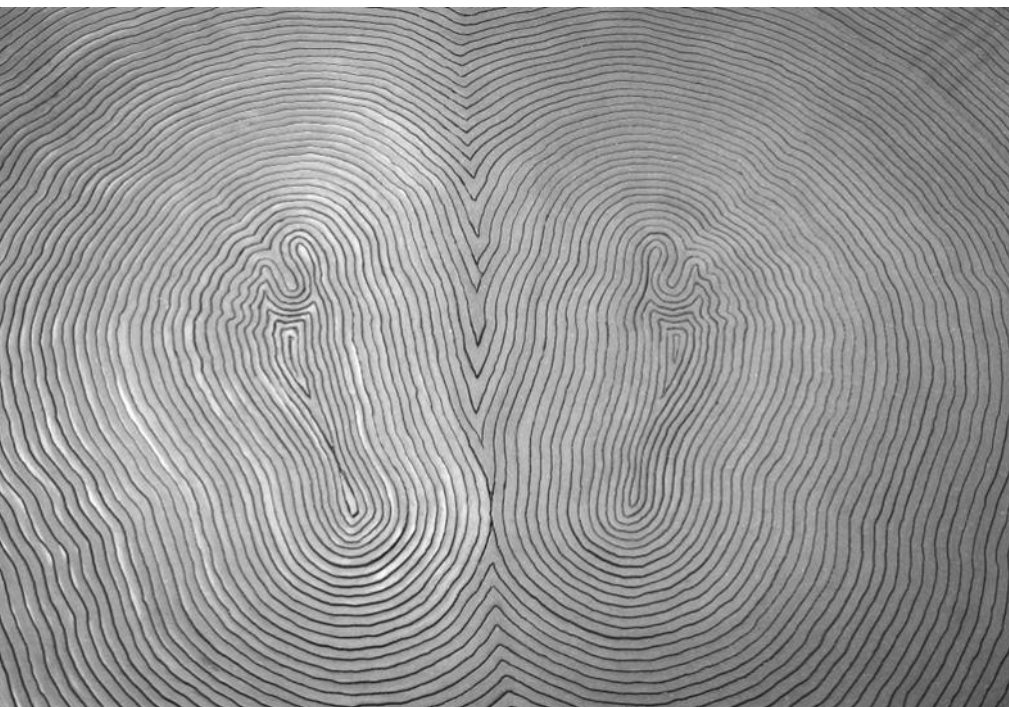


Venue

Via Zoom.

Tutor

Revd Jamie Gater.



# 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.

## 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.

## Locations, dates and venues

**Worthing:** St Andrew the Apostle, Clifton Road; Worthing BN11 1XB.  
Sat, 10-14.30.  
6, 20 Sep & 4, 18 Oct & 1 Nov 2025.

**Petworth:** St Mary's Church, Petworth, GU28 OAE.  
Wed, 19.00-21.00,  
10, 17, 24 Sep & 1, 8, 15, 22, 29 Oct  
& 5, 12 Nov 2025.

**Felpham:** St Mary's Family Hub, Pennyfields, Felpham PO22 6BN  
Wed, 19-21.00,  
1, 8, 15, 22 Oct & 5, 12, 19, 26 Nov 2025.

**Eastbourne** St Mary's Church, Decoy Drive, Eastbourne BN22 9PP  
Sat, 10-15.00.  
10, 24 Jan & 14 Feb & 14, 28 Mar & 11 Apr 2026.

**Chichester:** St Paul's, Churchside, Chichester PO19 6FT.  
Sat, 10-15.30.  
10, 24 Jan & 7, 21 Feb & 7 Mar 2026.

**Storrington:** St Peter's Church, Slinfold, Horsham RH13 ORR  
Sat, 10-15.00.  
17, 31 Jan, 7, 28 Feb & 14 Mar 2026.

## Contents

### Study Day One

- Session 1: Reflecting God's life and Jesus' ministry.
- Session 2: Understanding communication.

### Study Day Two

- Session 3: Listening attentively.
- Session 4: Interpersonal skills.

### Study Day Three

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

### Study Day Four

- Session 7: Praying with and for people.
- Session 8: Home communions.

### Study Day Five

- Session 9: Making pastoral visits.
- Session 10: Pastoral care teams.

### Study Day Six

- Session 11: Grief and loss.



# 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. Check the link: <https://www.chichester.anglican.org/documents/criteria-alm-preaching/>

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 1:** Sat, 17 Jan 2026, 10.00-16.00

Session 1 **Why preach?**

Session 2 **Using the bible in preaching.**

**Study Day 2:** Sat, 31 Jan 2026, 10.00-16.00

Session 3 **Troubling texts.**

Session 4 **Preaching in context.**

**Study Day 3:** Sat, 28 Feb 2026, 10.00-16.00

Session 5 **A recipe for preaching.**

Session 6 **Narrative preaching.**

**Study Day 4:** Sat, 25 Apr 2026, 10.00-16.00

Session 7 **Writing the sermon.**

Session 8 **First steps in preaching the sermon.**

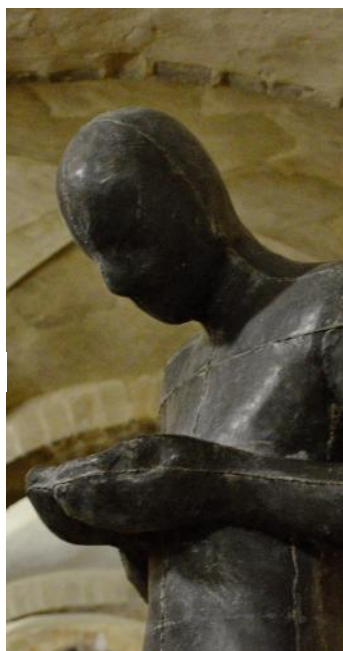
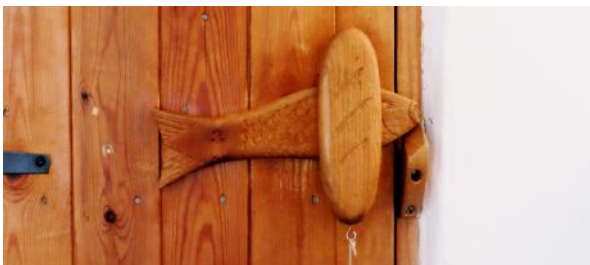


## Venue

Church House Hove, BN3 4ED

## Tutor

Revd Robert Norbury.





# Renewing Hope in Rural Mission and Ministry

## Aim

For hundreds of years village churches have been at the centre of their rural communities. 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. If rural churches are to survive, they need to recover their role as hubs of community life. These churches need to recover their confidence in the transformative power of the Gospel to change hearts and lives.





## Contents

Sessions 1 & 2: Sat, 24 Jan 2026, 9.30-13.00

Context: 'What is 'rural'?' and  
'Knowing your context'.

Sessions 3 & 4: Sat, 28 Feb 2026, 9.30-13.00

Communication: looking at  
welcome and communication.

Sessions 5 & 6: 28 Mar 2026, 9.30-13.00

Connection: creative liturgy for rural contexts,  
making the most of seasonal services.

Sessions 7 & 8: 25 Apr 2026, 9.30-13.00

Confidence: In mission & ministry -  
using the Churchyard for mission,  
identifying and accessing resources  
when numbers of 'workers' are limited...

## Venue

The Barn Centre, Newick, BN8 3JU.

## Tutor

Revd Gary Cregeen.



# Traditional Church Music in Worship

## Aim

This course is designed for individuals interested in exploring, leading, and engaging with more traditional church music, in a context where there may be few people to contribute. How to choose and use hymns, chants, simple anthems and motets.

The course will also cover how to make the most of available resources - whether recordings, local talent, or community assets - and how to design meaningful and inspiring music choices and fully engage with your congregation and community.



By Orazio Gentileschi / Giovanni Lanfranco - This file was donated to Wikimedia Commons as part of a project by the National Gallery of Art. Please see the Gallery's Open Access Policy, CCO, <https://commons.wikimedia.org/w/index.php?curid=81329849>



## Contents

**Session 1:** Mon, 13 Oct 2025, 18.30 – 21.00

### **Church music foundations.**

Overview of church music history, focusing on Gregorian chant, Taizé, and early polyphony. How to use chant.

**Session 2:** Mon, 20 Oct 2025, 18.30 – 21.00

### **Selecting music for worship.**

How to choose hymns suited to your congregation, explore hymn texts and plan music without accompaniment.

**Session 3:** Mon, 3 Nov 2025, 18.30 – 21.00

### **Tools & participation.**

Using recordings legally, identifying parish talent, and introducing simple anthems to encourage involvement.

**Session 4:** Mon, 10 Nov 2025, 18.30 – 21.00

### **Festival service planning**

Designing Advent and Christmas services with attention to structure, flow, readings and musical impact.

## Venue

Church House Hove, BN3 4ED

## Tutor

Mr Gregory Moore



# 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.

## Can a Worship ALM lead a full service?

Yes, but only non-Eucharistic services (e.g. Morning/Evening Prayer, Service of the Word), and always under the incumbent's supervision. In a vacancy, wardens oversee services, and may agree for a Worship ALM to lead. Best practice encourages shared leadership. Worship ALMS are locally authorised to assist or lead non-Eucharistic worship, but not to preach (unless trained via the Preaching elective).

## Assessment

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





## Contents

**September start** in person and zoom.

Session 1: **Understanding worship &**

Session 2: **Traditions of Christian worship.**

Sat, 20 Sep 2025, 10.00-16.00. Church of St Peter and St Paul, Parkstone Road, Hastings TN34 2NT.

Session 3: **The Christian year.**

Wed, 24 Sep 2025, 19.00-20.30, ZOOM.

Session 4: **The worship leader.**

Wed, 1 Oct 2025, 19.00-20.30, ZOOM.

Session 5: **The Daily Office.**

Wed, 8 Oct 2025, 19.00-20.30, ZOOM.

Session 6: **Breaking open the Word in worship.**

Wed, 15 Oct 2025, 19.00-20.30, ZOOM.

Session 7: **Prayer and intercession in worship.**

Wed, 22 Oct 2025, 19.00-20.30, ZOOM.

Session 8: **Including music in worship.**

Wed, 5 Nov 2025, 19.00-20.30, ZOOM.

Session 9: **Multi generational and all age worship &**

Session 10: **Worship and mission.**

Sat, 8 Nov 2025, 10.00-16.00, Church of St Peter and St Paul, Parkstone Road, Hastings TN34 2NT.

**January start** Church House, Hove BN3 4ED in person.

**Study Day One** Sessions 1 & 2: Sat, 24 Jan 2026, 10.00-16.00.

**Study Day Two** Sessions 3 & 4: Sat, 14 Feb 2026, 10.00-16.00.

**Study Day Three** Sessions 5 & 6: Sat, 14 Mar 2026, 10.00-16.00.

**Study Day Four** Sessions 7 & 8: Sat, 21 Mar 2026, 10.00-16.00.

**Study Day Five** Sessions 9 & 10: Sat, 18 Apr 2026, 10.00-16.00.

## Tutors include

Revd Kate Bailey, Revd Anne Dunlop, Revd James Vine.

# ‘Youthscape Essentials’ - Training for Youth

## Aim

This elective is based around the ‘Youthscape Essentials’ Course. 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.

## Contents

‘Youthscape Essentials’ is ten sessions covering 30 topics. The topics are divided into Insights into Young People, Skills for Youth Work and Developing Character. The course is accessible to those starting out as volunteers, but deep enough to stretch those who have been working alongside young people for longer.

## Insights and Skills

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



## Dates

Sat, 7 Feb 2026, 9.30-16.00.

Sat, 7 Mar 2026, 9.30-16.00.

Sat, 28 Mar 2026, 9.30-16.00.

## Venue

Church House Hove BN3 4ED

## Tutor

Mr Dan Jenkins.



# The Call

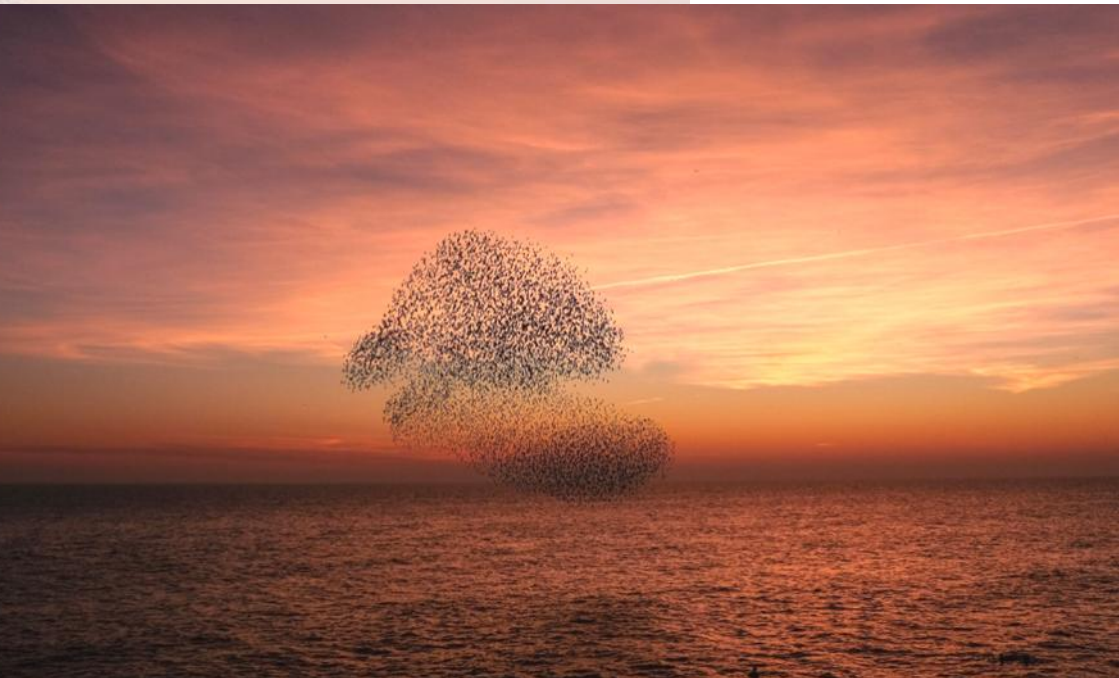
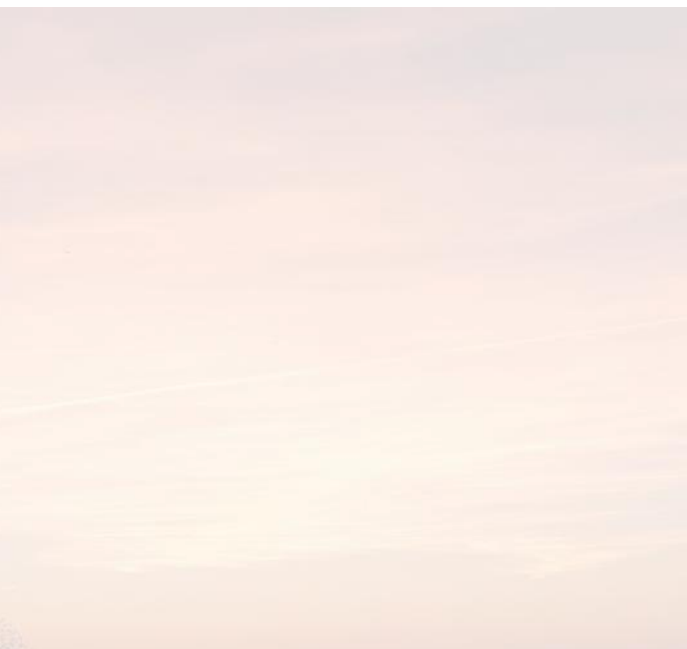
George Herbert

Come, my Way, my Truth, my Life;  
Such a Way as gives us breath,  
Such a Truth as ends all strife,  
Such a Life as killeth death.

Come, my Light, my Feast, my Strength;  
Such a Light as shows a Feast,  
Such a Feast as mends in length,  
Such a Strength as makes his guest.

Come, my Joy, my Love, my Heart;  
Such a Joy as none can move,  
Such a Love as none can part,  
Such a Heart as joys in love.

From George Herbert's 'The Temple', first published in 1633.





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