THE CHURCH OF ENGLAND
Diocese of Manchester

CHURCH FOR A DIFFERENT WORLD

LAY MINISTRY COURSES

Lay Ministry Courses









LAY MINISTRY COURSES







Prospectus 2027

Foreword

From Bishop David

I've been involved in lay training 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 these courses 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.

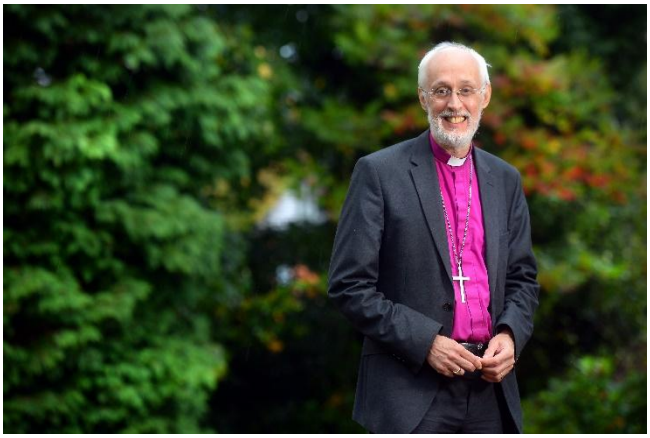
To put it more bluntly you'll be growing more closely into the likeness of Christ for which you and all of us are destined.

Yours ever,



The Rt Revd Dr David Walker

Bishop of Manchester



Contents

General Information

Introduction 4

Course Aims, Goals and Expectations 5

Lay Ministry Training Courses

Leading Worship and Liturgy 7

Mission and Evangelism 10

Parish Administration 12

Pastoral Care 16

Prayer and Spirituality 19

Racial Justice 22

Growing Younger Stream 24

Ministry with Early Years 26

Children & Families Ministry 26

Ministry with Young People 27

General Information

Introduction

What are Lay Ministry Courses?

Our Lay Ministry Courses are part of the broader Lay Ministry Pathway which covers all our training for Lay people across the Diocese of Manchester. Lay Ministry Courses cover a variety of areas and are open to everyone and their aim is to refresh and equip you in your chosen ministry area and enthuse and inspire you in something new.

All Lay Training happens within the expectation that God is leading us all into new things and equips us as he leads – so expect plenty of opportunity throughout training to reflect, listen and respond as a disciple of Jesus!

How to apply

To apply there is an Application Form and a requirement that you have support from your Church, through your Incumbent, Minister or an appropriate parish representative.

After the course has been completed, we encourage your parish to celebrate or mark your achievement in some way. It will also be the responsibility of the local parish to ensure that the appropriate safeguarding training and DBS checks are in place for any resulting ministry roles or duties.

What courses are on offer for 2027?

There are currently 9 courses available for application, which will run between April and July at a variety of venues around the diocese. For more information and details on each course please refer to the following outlines.

Leading Worship and Liturgy

Evangelism in a Spiritual Age, Sharing and Living the Good News of Jesus

Parish Administration

Pastoral Care

Prayer and Spirituality

Racial Justice

And as part of the Growing Younger Stream:

Ministry with Early Years

Children and Families Ministry

Youth Ministry

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. This is so we can make our training as rich and good as it possibly can be.

APPLICATION CLOSING DATE

The application closing date for Lay Ministry Course Applications is Wednesday 31st March 2027. Applications should be returned to: Layteam@Manchester.anglican.org

Lay Ministry Courses: Aims, Goals and Expectations

Aims

To empower, enable and equip lay leaders to become courageous and missional whole life disciples, capable of ministering effectively and collaboratively in their local parish churches, communities and frontlines.

Goals

· To provide participants with a safe and unique learning environment where they can develop and grow alongside fellow Christians from a variety of different 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 missional whole-life disciples in the everyday stuff of life.

· To enable participants to grasp the importance of mission, including the knowledge and skills they will need to minister effectively, courageously and collaboratively in their own local contexts and frontlines.

· To equip participants with the tools they will need to grow and thrive in their ministries and the resources and support required to remain healthy and fruitful.

Expectations Guidance and support on the following will be provided by Tutors,

Chaplains and Course staff, do not be hesitant to ask.

Attendance

To be eligible for a course completion certificate, all participants must maintain a minimum attendance rate of 75%. This is to ensure that a base level of training has been met and that all participants are equally equipped.

Leading Opening Prayers/Reflections

During the course we encourage participants to take turns in planning and leading a short time of opening prayers/reflections in any style.

Learning Journal

Participants are encouraged to keep some form of reflective learning diary/ 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.

Reading

There is no expectation for course participants to do lots of extra reading. However, for those wanting to delve a little deeper there will be suggested resources and recommended reading lists provided. Participants will also be given full access to the borrowing library at St John's House.

Learning Task

As part of the course, participants may be given the opportunity to prepare and submit a short learning task set by the tutor. This could be a short book review, a presentation or a reflection on a related task in the parish.

Parish Visits

As part of reflective practice and personal development we ask that all participants arrange at least one parish visitation during the course. This tends to work best if it is to a parish that is different from their own context in terms of tradition and practices.

Lay Ministry Training Courses

Leading Worship and Liturgy

Learning Goals

- To reflect on worship being connected to, and being authentic with, the rest of our lives.
- To explore the breadth and depth of Christian worship, from its biblical roots through to modern day expressions. To gain an understanding of how liturgy can provide a framework for encountering the Divine.
- To gain practical knowledge around different styles and contexts of worship – service of the word, contemplative, all age, healing etc.
- To support participants understanding of, and their creating and leading of appropriate acts of worship within their own churches and communities.

Course delivery and venues

Sessions will be delivered in person on Saturdays at St John's House, 155-163 The Rock, Bury, BL9 0NE. Towards the end of 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.

Session dates

Session 1: Orientation & Session 2: Worship and the Biblical Context

Saturday 24 April, 10am-3pm @ St John's House, 155-163 The Rock, Bury, BL9 0NE

Session 3: Using music and songs & Session 4: The seasons in Anglican Liturgy

Saturday 8 May, 10am-3pm @ St John's House, 155-163 The Rock, Bury, BL9 0NE

Session 5: Making worship accessible & Session 6: Intergenerational Worship

Saturday 15 May, 10am-3pm @ St John's House, 155-163 The Rock, Bury, BL9 0NE

Session 7: Putting together a Service of the Word & Session 8: Leading a Service Well

Saturday 5 June, 10am-3pm @ St John's House, 155-163 The rock, Bury, BL9 0NE

Session 9: Worship in Care Homes & Session 10: Healing & Wholeness

Saturday 12 June, 10 - 3pm @ St John's House, 155-163 The Rock, Bury, BL9 0NE

Session 11: Taizé & Session 12: Using Art & Poetry

Saturday 3 July, 10am-3pm @ St John's 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 Walmersley Road, Bury (Benefice)

E: sjsmchurchbury@gmail.com



Wayne Darbyshire

Reader at St Chrysostom's and Chaplain at St Anselm Hall

E: wdarbyshire@gmail.com

And other guests!

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. We strongly advise that you get a copy of 'New Patterns for Worship'.

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.ionabooks.com/

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

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

Evangelism in a Spiritual Age **Sharing and Living the Good News of Jesus**

Learning Goals

- To explore the biblical, theological and practical aspects of evangelism in an age of spirituality as one of the 5 key marks of the church
- To explore and evaluate a range of diverse and creative evangelistic models and their potential for our Diocese, churches and personal lives.
- To build confidence in laity and clergy that equips them to share and live the good news in ways that are aligned with their contexts and personhood.

Course delivery and venues

During the course, participants will also be asked to work towards developing an action plan for evangelism for their parish by choosing ONE of the models below. Guidance and support will be available for this.

Session Dates

Session 1-3 **Saturday 24 April 2027** **10.00am – 3.00pm**

@ St John's House, 155-163 The Rock, Bury, BL9 0NE

Biblical and Theological Foundations

The Power of Two Stories

Site Visit *(Redeeming our communities)* Further details to be confirmed.

Session 4 **Wednesday 28th 2027** **7.30pm – 9.00pm** ONLINE

Surprise the World: 5 Habits of Highly Missional People

Session 5 **Wednesday 12th May 2027** **7.30pm - 9.00 pm** ONLINE

Evangelism and Spiritual Warfare

Session 6 **Wednesday 26th May** **7.30 pm - 9.00 pm** ONLINE

Post Covid Communities of Hope

Session 7 **Wednesday 9th June Online 7.30 pm - 9.00 pm** ONLINE
The Art of Spiritual Conversations

Sessions 8 - 10 **Saturday 19th June 2027 10.00 am - 3.00 pm**
@ St John's House, 155-163 The Rock, Bury, BL9 0NE

Sacramental Living: Practising the Presence of God
Site Visit *(Creative Arts in Evangelism)*
Discipleship in the Way of Jesus

Lead Tutor

For more information and details about the course, please feel free to contact:
E: trevorhutton@manchester.anglican.org

Revd Dr. Trevor Hutton
Diocesan Lead for Church Growth and Evangelism.

My Blurb:

https://www.manchester.anglican.org/new-head-of-church-growth-and-evangelism-appointed/



Going Deeper

Books

1. *The Master Plan of Evangelism* (Coleman)
2. *Evangelism and the Sovereignty of God* (Packer)
3. *Evangelism After Christendom* (Stone)
4. *The Gospel in a Pluralist Society* (Newbigin)
5. *Good News People* (Calver & Knox)
6. *How to Talk About Jesus Without Looking Like an Idiot* (Bannister)
7. *The Forgotten Ways* (Hirsch)
8. *Evangelism in the Early Church* (Green)
9. *Trinity in the Mission of God: Conversations for Church Planters* (Hutton)
10. *Transforming Mission* (Bosch)

Online Resources

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

London Institute of Contemporary Christianity: https://licc.org.uk/ourresources/
Missional Leadership Podcast: https://www.youtube.com/@MissionalLeadershipPodcast

Divine Renovation Podcasts: https://www.youtube.com/@divinerenovationministry

NT Wright on The Mission of God in the Gospel of John: https://youtu.be/KhXaxkgaKjs

Evangelical Alliance
https://www.eauk.org

Lausanne Movement
https://lausanne.org

Evangelical Catholics
https://evangelicalcatholic.org

Parish Administration

Learning Goals

To help participants to understand the importance of administration as a ministry 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 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 and to highlight the support and resources available.
- To highlight the importance of generous giving as part of supporting the Church's mission, including fundraising, gift aid and the support available to assist this work.
- To resource participants with the information and guidance required to manage other key parish issues such as health & safety, safeguarding, GDPR and publicity.

Course Delivery and Venues

To give the fairest possible opportunities for participation and 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 Thursday evening with the addition of two Saturdays placed at different venues around the diocese.

Session Dates

Sessions 1-3:	Saturday 15 May, 10am-2pm @ St John's House, 155-163, The Rock, Bury, BL9 0NE **The Ministry of Administration, The Who's Who of Church Governance & All Things PCC**
Session 4:	Thursday 20 May, 7-9pm @ Online (Via Zoom) **An Introduction to Faculties and Church Law**

Session 5: Thursday 27 May, 7-9pm @ Online (Via Zoom)

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

Session 6: Thursday 3 June, 7-9pm @ Online (Via Zoom)

An Introduction to Diocesan & Parish Finances

Session 7: Thursday 10 June @ Online (Via Zoom)

An Introduction to Parish Data & Statistics

Session 8: Thursday 17 June, 7-9pm @ Online (Via Zoom)

Dealing with Life Events- Births, Deaths & Marriages

Session 9: Thursday 24 June, 7-9pm @ Online (Via Zoom)

An Introduction to Generosity and Thanksgiving, including Financial Giving & Fundraising

Session 10: Thursday 01 July, 7-9pm @ Online (Via Zoom)

An Introduction to Church Communication, Publicity & the Diocesan Website

Session 11: Thursday 15 July, 7-9pm @ Online (Via Zoom)

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

Session 12: Saturday 17 July, 10am-2pm venue to be confirmed.

Parish Visitation.

Course Tutors

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



Carolyn McGloughlin

Parish Support Officer (Finance)

CarolynMcGloughlin@manchester.anglican.org



Rob Chilton

Parish Support Officer (Transformation)

robertchilton@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

Church Representation Rules: 2022, Church House Publishing

A Handbook for Churchwardens & Parochial Church Councillors, Kenneth MacMorron

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, Finances: https://www.manchester.anglican.org/parish-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/

Pastoral Care

This course will allow you to take your calling to and passion for pastoral care and reflect on this theologically, practically and within your own context of your church. This is a highly practical course drawing on the expertise and enthusiasm of those in pastoral care roles in the church and community. Participants will be given the chance to plan a pastoral project in their context with support from tutors.

Learning Goals

- To consider Christian Foundations of Pastoral Care and be able to think about these with reference to a variety of pastoral contexts.
- To learn and develop the pastoral practical skills of listening and bereavement care support and be able to reflect on these with reference to Christian Principles and Church Contexts
- To hear from practitioners from a variety of contexts, and to be able to use this learning to resource personal practice. This will be evidenced in participants putting together a supported Pastoral Care proposal for their church in conjunction with their Incumbent and with support from course tutors.
- That participants grow in their own Christian faith and life and in their own self-understanding and pastoral sensitivity.

Course delivery and venues

This course is delivered across a hybrid mixture of face to face and online. Learning happens through, teaching, group work, panel discussion and a supported practical task for participants in their parishes.

Session dates

Session 1 & 2 **Saturday 10th April 2027 10am – 3.00pm**

@ St John's House, 155-163, The Rock, Bury, BL9 0NE

Session 1 What is Christian Pastoral Care, Foundations in Scripture and Tradition.

Session 2 Practical Skills: Listening as ministry

Acorn listening. With Revd Canon Anne Edwards

Session 3 **Tuesday 20th April 2027 7.00pm – 9.00pm**

@ St John's House, 155-163, The Rock, Bury, BL9 0NE

Everyday Pastoral Care: Offering Pastoral Care in our Churches, informal groups and opportunity of life-events/ pastoral offices for pastoral care. With Rev Michele Ryan

Session 4 **Tuesday 27th April 2027 7.00pm – 9.00pm**

@ St John's House, 155-163, The Rock, Bury, BL9 0NE

Healing and Wholeness With Revd Canon Anne Edwards

Session 5 & 6 **Saturday 8th May 2027**

@ St John's House, 155-163, The Rock, Bury, BL9 0NE

Practical Skills: Bereavement Care Awareness Day

Session 7 **Monday 24th May 2027**

ONLINE: via Zoom

Specialist Groups: Learning from story-telling and panel discussion.

With pastoral care practitioners.

Session 8 **Tuesday 8th June 2027**

ONLINE: via Zoom

Specialist Groups: Learning from story-telling and panel discussion.

With pastoral care practitioners.

Session 9 & 10 **Saturday 19th June 2027**

@ St John's House, 155-163, The Rock, Bury, BL9 0NE

Session 9 Pastoral Care in the parish – what next? Developing opportunities and building teams.

Session 10 Good practice and well-being in Pastoral Care

Pastoral care participant project

During the course participants will be supported in conducting a parish church pastoral care audit and putting together a proposal for action after the course has been completed. Further guidance on this will be given.

Lead Course Tutor (+guests)

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



Beverley Angier Lay Ministry Officer

E: Beverleyangier@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

Books 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/

Prayer and Spirituality

New 2026 and becoming even better in 2027! A creative and grounded course to resource your own spiritual journey with supporting practical skills and resources to begin to enable others in prayer in your local church. There is also the option to form a small prayer learning community with other group participants at the end of the course.

Learning Goals

- To explore together elements of prayer tradition, drawing on scripture, prominent figures in Church History and through these, to be encouraged to broaden our own personal habits of prayer.

- To undertake bridging activities between sessions to grow and deepen our own understanding, and to plan the delivery of a prayer activity in our churches, in liaison with the incumbent or others in ministry.

- To be resourced in ways of building a culture and community of prayer with others within our churches.

Course Delivery and Venues

This course is delivered as a hybrid of face to face and online input. The course closes with our participation alongside others in a '**School of Prayer Day'** led by Bishop Mark. This day draws our journey together to a close in a mixture of worship, input, workshops and prayer.

Session Dates

Session 1 & 2 **Saturday 17 April 2027** **10.00am – 2.00pm**

@ St John's House, 155-163 The Rock, Bury, BL9 0NE

'Fill us with holy love,
and open to us the treasures of thy wisdom' St Augustine

Praying from our tradition: an experience-based day exploring the richness that we inherit. With Revd Jason Powell

Session 3 **Tuesday 27 April 2027** **7.30pm – 9.00pm**

@ St John's House, 155-163 The Rock, Bury, BL9 0NE

Prayer & Spirituality in Paul's Ministry

With Dr Adesola Akala

Session 4 **Tuesday 11 May 2027** **7.30pm – 9.00pm (ONLINE)**

Enabling others in prayer 1.

Practical skills: Enabling and supporting others in prayer.

Session 5 & 6 **Saturday 15 May 2027** **10.00am – 2.00pm**

@ St John's House, 155-163 The Rock, Bury, BL9 0NE

Building and developing spiritual practice: A day to deepen our personal understanding of prayer through experience and reflection through input, practical workshops and time for personal prayer.

Session 7 **Tuesday 25 May 2027** **7.30pm – 9.00pm (ONLINE)**

Enabling others in prayer 2.

Practical skills: Enabling and supporting others in prayer.

Session 8 **Enabling others in prayer 3. Participant task**

A guided prayer audit and planning for a practical task. Participants will undertake this part of the course independently. Support, guidance and review will be offered.

Session 9, 10 **Saturday 12th June 2027** **10.00am – 3.00pm**

'School of Prayer' Bishop Mark Davies, Bishop of Middleton.

Led by Bishop Mark, **'School of Prayer'** is a day involving input, workshops and plenty of time for personal prayer. Prayer & Spirituality Course participants will participate alongside others from our wider Diocesan Community. **Venue to be confirmed.**

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

Kim Morgan-Jones Head of Lay Development

KimMorgan-Jones@manchester.anglican.org



Beverley Angier Lay Ministry Officer

Beverleyangier@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

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/

Throughout teaching sessions more resources will be referred to and given.

Racial Justice

How can lay ministry help churches become places where people of every ethnicity experience dignity, welcome and genuine belonging?

This practical and reflective course explores the theological foundations of racial justice and considers how racism, bias and unequal patterns of power can shape church and community life.

Through shared learning, discussion and reflection, participants will grow in confidence to recognise racial injustice, respond with care and help nurture churches in which the diversity of God's people is valued and celebrated. The course is suitable for anyone seeking to make racial justice an active and meaningful part of their lay ministry.

Learning Goals

- To equip lay ministry learners to understand how Christian theology shapes and sustains racial justice.

- To develop the theological insight, self-awareness and practical confidence to recognise and challenge racism, nurture dignity and belonging, and contribute to racial justice in their churches and communities.

Course delivery and Venues

All Sessions will be held at the @The Windrush Millenium Centre, 70 Alexandra Road, Manchester, M16 7WD

Session 1:	**Tuesday 20 April** Bias, power and patterns of inequality	7.00pm – 9.00pm
Session 2:	**Tuesday 04 May** Living out racial justice in lay ministry	7.00pm – 9.00pm
Session 3:	**Tuesday 11 May** From welcome to genuine belonging	7.00pm – 9.00pm
Session 4:	**Tuesday 18 May** Belonging without barriers	7.00pm – 9.00pm
Session 5:	**Tuesday 25 May** Allyship	7.00pm – 9.00pm
Session 6:	**Tuesday 8 June** Responding well and taking action	10.00 – 12.00pm

Course Tutors

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



Diane Gray-Stephenson

Racial Justice programme lead

E: dianegray-stephenson@manchester.anglican.org



Natasha Turner

Racial justice support officer

E: tashaturner@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.

- *Be the Bridge: Pursuing God's Heart for Racial Reconciliation* by Latasha Morrison
- *One Blood: Parting Words to the Church on Race and Love* by John M. Perkins
- *Black and British* by David Olusoga
- *Natives* by Akala
- *Brit(ish): On Race, Identity and Belonging* by Afua Hirsch
- *Creative God, Colourful Us* by Trillia Newbell
- *We Go High* by Nicole Ellis
- *Black History for Every Day of the Year* by David Olusoga
- Archbishops' Commission for Racial Justice
- *We Need to Talk About Race* by Ben Lindsay
- *Ghost Ship: Institutional Racism and the Church of England* by A. D. A. France-Williams
- *How to Be an Antiracist* by Ibram X. Kendi
- *Tarry Awhile: Wisdom from Black Spirituality for People of Faith* by Selina Stone

Web Resources

Racial Justice - Diocese of Manchester

Growing Younger Stream:

Growing Younger in the Diocese of Manchester is more than a strategy, it's about recognising that children, young people, and their families are not just the future of the Church, but its vibrant present.

Through our Authorised Lay Ministry (ALM) and General Leadership Pathway (GLP) training, we invite you to be part of a journey that nurtures faith from the earliest years, builds relational bridges with families, and walks alongside young people as they discover their place in God's story.

Whether your heart is drawn to toddlers and their carers, to messy church and school assemblies, or to mentoring teenagers navigating life's big questions, there is a place for you in this vision. Each course is designed to equip you with theological depth, practical tools, and a supportive community—so you can minister with confidence, creativity, and compassion.

In 2026 we are offering an ALM in Early Years ministry, Children's and Families ministry and Youth ministry. You will find more details for each in the following pages.

We are looking forward to you joining us on the journey.



Susie Mapledoram: Youth ALM Lead
susiemapledoram@manchester.anglican.org



Rick Otto: Children & Families ALM Lead
rickotto@manchester.anglican.org



Jo Haslam: Early Years ALM Lead
joannehaslam@manchester.anglican.org

Growing Younger Learning Goals

Faith Development

- To equip and train participants in specialist areas of early year's ministry, children's ministry and youth ministry, in how a child develops in their faith at key life stages.
- To equip participants in rethinking their contextual approach to mid-week services for securing secondary school places, confirmation, transitional times from nursery to reception & primary to secondary school. We also explore other areas such as mental health.

Inspiring Vision and Leadership

- To make space for participants to dream and get excited about the potential for how the ministry can develop across all specialisms.
- Participants will also learn how to lead sessions, lead teams and develop others to further the ministry to children and young people.

Outreach and Discipleship

- To explore and understand some of the key principles of outreach and discipleship in relation to all aspects of children's and youth work. This could be from setting up Parent toddler to be intentionally Christian to a Youth Sacred Space. Participants will have opportunity to explore and work through what may work in their local parishes, projects and communities.

Best Practice and Resources

- Participants will be able to identify key resources and have the skills to use different resources and develop them for their context.
- Participants will be brought up to date to understand current guidelines and best practice in children's work.

Course Delivery and Venues

The EQUIP programme offers a precious opportunity to learn from your fellow ministers, deepen your understanding of youth and children's ministry, and sharpen essential skills. We've thoughtfully designed a curriculum that serves both children's and youth leaders, ensuring a rich, collaborative learning environment. Moreover, we'll provide focused sessions addressing the unique challenges and opportunities of specific age groups, allowing you to customise your learning experience to your ministry's needs.
Our flexible course structure is designed to fit your busy diary. 2 sessions will be online and the venues for our in-person sessions will be secured once applications come in, ensuring that participants won't have to travel too far and that any travel restrictions can be taken into consideration.

Early Years Ministry Elective

This elective is designed to: equip lay leaders to minister confidently with children under 5 and their families, recognising toddler ministry as a primary mission field and a gateway into lifelong discipleship. This course builds practical skills, theological grounding, and creative imagination for engaging with under-5s and their carers, from first encounters to building sustained pathways of faith.

By the end of this course, participants will:

- understand the theology and missional importance of toddler ministry.
- confidently lead toddler groups, worship, and storytelling.
- build relationships with families and create accessible discipleship pathways.
- work as part of a parish team to embed toddler ministry into the wider mission of the church.

Children and Families Ministry Elective

This elective is designed to: equip lay leaders to minister with confidence and creativity to children and their families, nurturing faith that lasts a lifetime. This course offers practical skills, theological depth, and innovative approaches for engaging children in ways that are fun, meaningful, and transformative—from missional encounters to building strong foundations for discipleship and community.

By the end of this course, participants will:

- grasp the theological foundations and missional significance of ministry with children and families.
- lead creative and engaging worship, storytelling, and activities that inspire faith.
- cultivate strong connections with families and design practical pathways for discipleship.
- build and lead confident, collaborative teams that embed children's ministry into the wider life and mission of the church.

Youth Ministry Elective

This elective is designed to: equip lay leaders who long to see young people encounter Jesus and flourish in faith. This course equips you with practical skills, theological insight, and ways creative to engage teenagers in ways that are authentic, relevant, and life changing. From building trust and creating sacred spaces to guiding young people through pivotal life moments, you'll learn how to shape discipleship pathways that empower the next generation to lead, serve, and live boldly for Christ.

By the end of this course, participants will:

- have a solid understanding of the impact of the holistic development of young people today on your own youth ministry.
- be equipped in using theory, research and shared best practice to inform and improve your own youth work.
- to gain confidence in being an advocate for young people in every setting; ensuring that their voices are heard, acknowledged and acted upon in our churches and local communities.
- to share your own experience and youth work knowledge with others and be proactive in building confidence and skill in your team of leaders.

Session Dates for all Growing Young Electives

The Growing Younger Programme meets at the same time, with separate sessions for each of the different electives.

Launch Night: tbc

Equip Weekend: Saturday 24 *(Full day)* and Sunday 25 April 2027 *(Half day)* @ St John's House, 155-163 The Rock, Bury, BL9 0NE

Follow Up: tbc

Final Gathering: tbc

How to Apply

Further Information and Application Forms

Please apply using the Application Form which can be picked up on the Website or by asking for a copy via the contact details below.

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

Beverley Angier

Lay Ministry Officer

M: 07423 711298

E: BeverleyAngier@manchester.anglican.org



Application Forms

Application forms can be downloaded from the diocesan website.

https://www.manchester.anglican.org/development-and-training/general-lay-courses/

APPLICATION CLOSING DATE

The application closing date for general lay training applications is Wednesday 31st March 2027.

Frequently Asked Questions

Do Lay Ministry Courses involve any assignments, tests or exams?

There are no assignments, tests or exams on the courses. There may be a limited amount of prep 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 do the courses cost?

There are no training costs as all course fees are met by the diocese. However, 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 Lay Ministry Officer for further advice and support.

Do the courses have an age limit?

The training has no age limits but special consideration would need to be given to anyone applying under the age of 18 to ensure that they are appropriately supervised and have the full permission of their parent/guardian.

Can you still apply if your parish is in vacancy?

Yes, during vacancies/ interregnums the application reference required from the parish can be completed by the Churchwarden, Licensed Reader, Team Rector, Mission Community Leader, Area Dean or another suitable minister/ church leader.

What do I get at the end of my training?

In recognition that all lay training is something that should be encouraged and celebrated, participants will receive a course completion certificate signed by the Diocesan Head of Lay Training and Development. It is then up to the participant and the local parish to discern how best to utilise the training in terms of potential ministry roles and duties. Further support for this will be provided by the Lay Ministry Officer.

How are Lay Ministry Courses different from Authorised Lay Ministry training?

Participants may find themselves training alongside Authorised Lay Ministers (ALMs) on the same course. ALM is a different lay training pathway that includes a more in-depth application process, extra training requirements and a recognised higher level of leadership and safeguarding responsibility. After training ALMs 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. For more details about ALM please see the diocesan website: https://www.manchester.anglican.org/development-and-training/alm/

After completing a Lay Ministry Course, you may feel that you would like to formalise your learning by moving on to another role, such as an ALM. If this is you, please get in touch for a conversation.

Who is responsible for DBS checks?

As for all other unlicensed church officers, it is the responsibility of the parish and PCC to ensure that any required DBS checks are completed and kept up-to-date. If you require any further advice or support with this, please contact: hr@manchester.anglican.org

Who is responsible for safeguarding training?

As for all other unlicensed church officers, it is the responsibility of the parish and PCC to ensure that any required safeguarding training is completed and kept up-to-date. If you require any further advice or support with this please contact: safeguardingtraining@manchester.anglican.org

When is the application closing deadline?

The application closing date for Lay Ministry Courses is Wednesday 31st March 2027.

Our Vision

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