# ALM Selection Criteria

These criteria are included in the paper on selection A23 in the Diocesan Compendium. They are provided here in terms of a checklist, which you may find it helpful to use as a template for your conversation with a prospective ALM, to help you both together discern if this is the appropriate path for them to follow.

## Candidates should:

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| 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/deanery, 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; |

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| 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; |
| normally be actual 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.\* |

\*This criterion is about their appreciation and understanding of the commitment to safeguarding. They will need to complete a review with the Parish Safeguarding Officer about whether they will need a DBS check for their ALM ministry, and receive the appropriate safeguarding training.

January 2019