



# Anna Chaplaincy in the Diocese of Salisbury

## What is Anna Chaplaincy?

Anna Chaplaincy is an ecumenical, accompanying, person-centred ministry of spiritual care for older people of all faiths, cultures, spiritualities and contexts, and for their families and carers. It is named after the widow, Anna, who appears with Simeon in Luke's gospel; both are good role models of faithful older people. Anna Chaplaincy works with people living independently in their own homes, in sheltered housing and retirement complexes and in residential and nursing homes.

Spiritual support can enable older people to live more peacefully in their later years and be better prepared to face the end of their earthly lives. The chaplaincy is intended to complement and run alongside, rather than replicate or replace, ministry already being offered by churches.

An Anna Chaplain also has a wider role within the community as an advocate and a champion of the contribution older people make to society. Such a chaplain enables cross-generational encounters in the church and wider community.

Bible Reading Fellowship (BRF) developed the model and branding for this chaplaincy and now make it available to individual parishes or whole dioceses, issuing a 'Head licence' to the supervising organisation to recruit and be responsible for Anna Chaplains. BRF offers regular training courses, a network of support, and some useful resources for this ministry. [www.annachaplaincy.org.uk](http://www.annachaplaincy.org.uk)

## What does an Anna Chaplain do?

First and foremost, an Anna Chaplain is appointed and authorised by, and sent out under the authority of, their church or benefice, with the support of the Diocese expressed through commissioning by a bishop.

An Anna Chaplain should never operate on their own because of the fundamental need for accountability. Best practice shows it is essential to have a dedicated line manager who is responsible for this kind of regular supervision and in addition, some form of regular external supervision/support, as this role can prove emotionally demanding and isolating.

In essence, the main purposes of an Anna Chaplain to older people are:

- Offering spiritual support to older people wherever they are living (e.g. in care homes and sheltered housing complexes), to their relatives and to staff who look after them.
- Promoting the spiritual welfare of older people in the wider community, particularly those facing challenges living independently.

The Discernment Document contains more detail of what this might look like in practice, but every context will be different, and your ministry will need to be appropriate to the community that you serve, and the needs you have identified.

## Who can be an Anna Chaplain?

Anna Chaplains may be lay or ordained, paid or honorary. They must be recognised by their churches as having the necessary qualities and training for Anna Chaplaincy ministry. In the Diocese of Salisbury it is expected that Anna Chaplains will first have served as Lay Pastoral Assistants, Licensed Lay Ministers or clergy. All Anna Chaplains have a ministry specification which includes details of their line management and supervision from the local church. They are safely recruited, hold an enhanced DBS and are expected to keep their safeguarding training up to date. Your church will be looking for someone who:

- Has well-developed pastoral skills.
- Has a commitment to and an understanding of the needs of older people in the latter stages of their lives.
- Is a good listener able to engage with people's stories.
- Is willing to work collaboratively as a member of a local mission and ministry team.
- Is able to reflect theologically on ministry and shape liturgy appropriate to care home settings and for individuals in later life.
- Can be a point of liaison between older people, their relatives and the management of care homes and their staff.
- Is comfortable with being a visible and approachable presence at voluntary groups for older people in the area.
- Is able to develop and supervise volunteers working with older people.
- Is able to participate in end of life and funeral ministry.
- Has an understanding of the nature and provision of residential care.
- Appreciates the role of being an advocate and is willing to engage with the local media.
- Is sufficiently IT literate to use online resources and communicate through email.

Anna Chaplains become members of the Anna Chaplaincy network, nationally and within the Diocese of Salisbury. Anna Chaplains are commissioned for five years, which may be renewed by mutual agreement. Anna Chaplains and their churches will, at all times, serve within the principles, guidelines and ethos of Anna Chaplaincy and comply with the BRF rules on the use of the brand.

Alongside the development of Anna Chaplains, another role has emerged organically: that of an Anna Friend. Such volunteers are proving invaluable as they work alongside the Anna Chaplain, often giving a few hours a week to suit their own circumstances and playing to their strengths and gifts. In this way, Anna Chaplaincy is empowering more lay people to be part of supporting older people and meeting their spiritual needs. Anna Friends are discerned, recruited and authorised by the local church, and operate under the supervision of an Anna Chaplain and their incumbent.

**Online course for new Anna Chaplains:** a Zoom training course is offered by the BRF for new Anna Chaplains. It happens over six two-hour sessions, with the Anna Chaplaincy Handbook as essential reading. Trainers are subject specialists, and groups of no more than 14 allow for interaction; guest Anna Chaplains also contribute. Courses run several times a year and the current cost is £90, plus £25 (and £3 P&P) for the Handbook.

## Next Steps – for those in leadership roles:

If you are interested in establishing Anna Chaplaincy in your local church and community, we suggest that your next steps might be:

- Pray.
- Discuss with your PCC and ministry team what the opportunities and needs of your area might be, and how these could be addressed through the appointment of one or more Anna Chaplains. Will the PCC fund the cost of a BRF course and/or handbook, or expect the individuals to make a contribution?
- Discern who might be the Anna Chaplains or Anna Friends. You can start with one person, although a small team is ideal. You could talk with other denominations and parishes in your local area.
- Approach those you have discerned and encourage them to reflect on and complete a Discernment Document. This might require one or more further conversations with you or others in your team.
- If the people identified as potential Anna Chaplains are not already LPAs or LLMs, but have significant pastoral skills and experience through their work, contact the Diocesan Lay Ministry Development Officer to discuss how their pastoral skills training might be completed.
- When a person is ready to proceed, they will need to complete a Registration and Declaration form, which will also require endorsement by their incumbent.
- The Lay Ministry Development Officer will arrange a conversation with each candidate and their incumbent and make a recommendation to the Bishop.
- If the proposed Anna Chaplain is recommended, then you will need to complete a Ministry Specification form with them and arrange a commissioning with the relevant area office.
- The Lay Ministry Office will arrange for a sub-licence to be prepared and signed so that your parish can use the Anna Chaplaincy logo on materials produced to support the ministry of the Anna Chaplain.

## Next Steps – for those sensing a call to Anna Chaplaincy:

- Pray.
- Discuss with your incumbent or other appropriate ministry team member what the opportunities and needs of your local area might be, and how this ministry would complement the current work of the local church.
- With the support of your ministry team, work on completing a Discernment Document to help you identify whether this ministry is right for you.
- If you are not already an LPA or LLM, but have significant pastoral skills and experience through your work, talk to your incumbent and contact the Diocesan Lay Ministry Development Officer to discuss how your pastoral skills training might be completed.
- Check that your DBS checks and safeguarding training are up to date (less than three years since last completed). Training can be completed through <https://safeguardingtraining.cofeportal.org/>. You would need to complete the Basic and Foundation Courses as well as Raising Awareness of Domestic Abuse.
- Arrange for any appropriate Anna Chaplaincy training. BRF run regular courses specifically for Anna Chaplains, so email [annachaplaincy@brf.org.uk](mailto:annachaplaincy@brf.org.uk) for details.
- When ready to proceed, complete a Registration and Declaration Form and return it to the Lay Ministry Office for the Diocese.
- A recommendation will then be made to the Area Bishop, and a commissioning service arranged. This will not only include a commission from the Bishop, but you would also need to sign a sub-licence with the BRF, so that you can use the brand and logo in promoting your work as an Anna Chaplain.

A Ministry Specification Form will need to be completed for each Anna Chaplain. This can be simple but helps to clarify expectations on all sides. It will include the areas of Anna Chaplaincy ministry, the time commitment expected, any remuneration or expenses and how the Anna Chaplains and Anna Friends will be managed and supervised.

## Thank you

Thank you for your interest in Anna Chaplaincy.

If you have any questions, please contact Karen Hutchinson, the Salisbury Lay Ministry Development Officer.

Phone: 07917 912179

Email: [karen.hutchinson@salisbury.anglican.org](mailto:karen.hutchinson@salisbury.anglican.org)

Website: [Chaplaincy - The Diocese of Salisbury \(anglican.org\)](http://Chaplaincy - The Diocese of Salisbury (anglican.org))

You can also contact the Anna Chaplaincy team at BRF

Phone: 01865 319700

Email: [annachaplaincy@brf.org.uk](mailto:annachaplaincy@brf.org.uk)

Website: [www.annachaplaincy.org.uk/contact-us](http://www.annachaplaincy.org.uk/contact-us)

## The Anna Chaplaincy Prayer

Faithful God, you have promised in Christ to be with us to the end of time.

Come close to those who have lived long and experienced much.

Help them to continue to be faithful and, within the all-age kingdom of God, to find ways to go on giving and receiving your grace, day by day.

For your glory and your kingdom.

Amen

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