

# EfM

## Equipping for Ministry

A two-year course on living as a  
Quaker in the world today



Woodbrooke  
Quaker Study Centre



“EfM has opened all sorts of doors for me, in the wonderful world that is Quaker and I am happy to continue to explore what that means to and for me. Alongside that, I will continue to explore other spiritual practices as well as End of Life matters,  
Katrina McCrea

“Being on EfM is all about taking the journey I’d always promised myself to undertake. The way Woodbrooke, its tutors and experience all manage to navigate that adventure is matchless. To be so able to hold each individual with such unequivocal gentleness is amazing. So, go on, take the trip!”  
Phil Dahl



“People ask me, “How can you find the time to EfM whilst working full time and juggling other commitments?” Well, it is like asking, “How can you stop for petrol when you are already running so late?” EfM provided the refuelling I desperately needed to make progress on my life’s journey – and to make it possible to offer others a lift towards their destination.”  
Marisa Johnson

“A rare opportunity for a comprehensive look at Quakerism in width and depth and find your place in it; with experts and fellow travellers to share your exploration.”  
Axel Landmann



# A two-year course on living as a Quaker in the world today

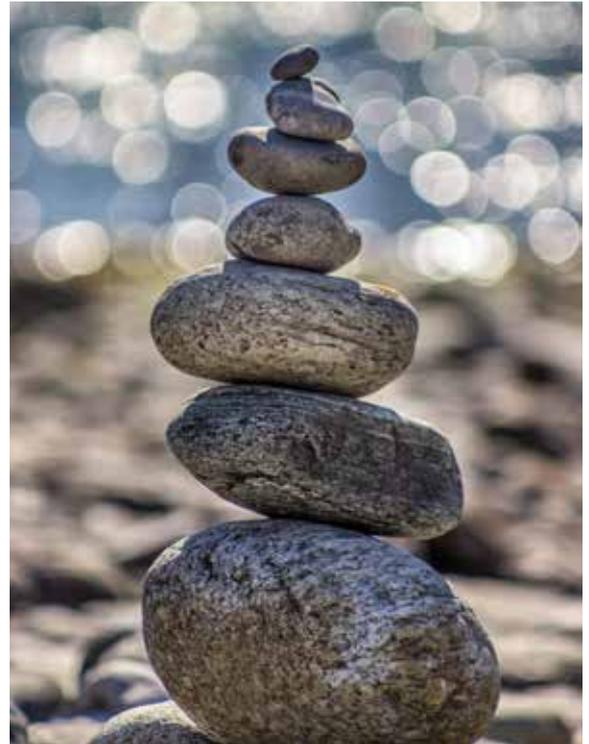
**Equipping for Ministry (EfM)** is a flexible two-year part-time programme, structured around time spent at Woodbrooke and personal study time at home. It provides grounding in the four key aspects of life as a member of the Quaker faith community in which we are all ministers:

**Spirit:** personal spiritual growth and exploration; deepening spiritual understanding and nurturing the spiritual life of our communities; prayer, worship, discernment, sources of inspiration, and sources of authority.

**Tradition:** understanding the story of Friends worldwide, their theological debates, their rootedness in Christian tradition and their interactions with other faiths.

**Community:** understanding the roles, structures and practices of the contemporary Quaker community; supporting and nurturing Friends within that community.

**World:** understanding Quaker testimony; exploring areas of testimony such as simplicity, truth, equality, justice and sustainability; living our faith in today's world; and making our lives an active witness.



The course is for anyone who is active in their local Meeting and who wants to think more about what it is to be a part of that Meeting, the wider society and the priesthood of all believers. It aims to give you a solid grounding in considering what it is to be a Quaker in the world today and how you are personally called to live out that Ministry.

EfM is designed to benefit both you and your Meeting. It is oriented towards Friends in the unprogrammed tradition, although others are welcome. In a group without a separated priesthood, it is important that we are all properly prepared to play our part in Meeting life and as Friends in the wider world.

We ask you to include with your application form a letter from an Elder in your meeting, acknowledging and supporting the application, and confirming that you will be upheld by your faith community during the two years. The spiritual, emotional and learning demands of EfM are significant: we request and encourage local support so that you do not feel isolated when away from Woodbrooke.

There is a specific pathway through EfM for those seeking accreditation as **Prison Chaplains**.

**The course is certified by Woodbrooke.**

*When early Friends affirmed the priesthood of all believers it was seen as an abolition of the clergy; in fact it is an abolition of the laity.*

*All members are part of the clergy and have the clergy's responsibility for the maintenance of the meeting as a community [and] to the maintenance of an atmosphere in which spiritual growth and exploration are possible for all.*

*Quaker Faith & Practice, 11.01*

## The Programme

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The EfM programme starts with an **Induction weekend** in January when you will meet the rest of your year group and consider what it means to have a Ministry. We take up to 20 people each year.

In each of your two years you are required to attend a **residential week**. This is held just before Easter. Both year groups study at Woodbrooke together and each has their own programme.

The residential weeks have dedicated programmes of group study, combined with times for retreat; individual study; meetings with tutors; creative work and worship. There are two Elders available during the residential weeks to uphold and sustain the tutors and students.

In addition, across the two years you will take **six short courses** from the Woodbrooke short course programme, with its great variety of subject areas. There may be EfM participants on these courses, but you will also meet and study with other Friends who have chosen to take the courses for their own interest.

The range of short-courses on offer encompass a variety of learning styles and formats, including creative workshops; intensive text-based study; group discussion; indoor and outdoor work; embodied and physical expressions of worship; and practical training in aspects of faith in action.

When you enrol on the Equipping for Ministry course you will be assigned a **personal tutor**. Your personal tutor will meet with you on your induction weekend and you will arrange further meetings to suit you. Your tutor will be the first point of contact and will meet with you regularly. The tutor will guide you in designing your course of studies, and act as a mentor and witness to what you are discovering through the two years.

Between visits to Woodbrooke, you will choose, with help from your tutor, your own area of study and work on this project at home. This time for **personal project work** is essential as it gives time for exploration and reflection.

**Prison Chaplaincy:** If you are exploring, or seeking accreditation for, Prison Ministry, your project work will be on some aspect of Prison Ministry, and your tutor will be one of the tutors from the Prison Minister training team.

To support and uphold you during the two years, there is a shared **programme of online work**. This consists of two parts. Firstly, there are opportunities to share information and views about books and articles that you have read, courses that you have taken and experiences from which you have learned. Secondly, there is a programme of online activities, covering the four curriculum themes of Spirit, Tradition, Community and World, which will open you to new reading, shared discussion and activities. Much of the learning on EfM comes from all of us learning from each other.

To mark the end of the two years there is a **Completion weekend**. Over the two years you become part of the Woodbrooke community and gain from being a regular visitor and sharing in the worshipping life. At the end of the two years, you are issued with a certificate that marks this journey. The important thing, however, is that you will have explored your Quaker ministry; and experienced a deepening in your way of being a Quaker in the world and within the Quaker ministry of all believers.

## Curriculum

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Equipping for Ministry has four core themes, reflecting the four areas that a fully-rounded ministry requires. You will be required to take one Woodbrooke short-course, delivered face-to-face or online, from each of these thematic areas, and then choose two themes from which to take an additional short-course, making six courses in all. Normally, you would expect to take three courses each year.

**Spirit:** personal spiritual growth and exploration

Every year we offer a wide variety of courses and retreats exploring aspects of this curriculum area, such as: spiritual practices and prayer; Jungian perspectives; 'Experiment with Light'; spiritual use of the labyrinth or garden; journalling and life writing; dance and movement, singing and music; literature and poetry; and courses using creative approaches.

See '**Spirituality and Person Growth**' and '**Creative Skills and Spirituality**' course categories online or in our brochure.

**Tradition:** understanding the story of Friends worldwide

Courses within the Tradition curriculum area can include: exploration of New Testament texts; aspects of Judaism or the Hebrew Scriptures; Quakerism in dialogue with Buddhism; an introduction to another faith; understanding Islam; study of an Early Friend; contemporary theology, radical Christianity and Quaker theology; Quaker history; Quakerism worldwide.

See '**Quaker and Christian Traditions**' course category online or in our brochure.

**Community:** understanding and supporting the contemporary Quaker community

Every year we offer courses on: Quaker roles; core Quaker practices; outreach and communication; building and nurturing community; Quakers in the twenty-first century; a selection of Friendly Introduction courses; events for families, children and young people; and courses aimed at nurturing particular groups of people (couples, parents, etc.).

See '**Nurturing Friends and Meetings**' and '**Training for Quaker Roles**' course categories online or in our brochure.

**World:** understanding and living in the world as a witness to the Quaker testimonies

We normally offer a variety of practical and theoretical courses that explore how we live our witness in our daily lives: with our families, in our work, in our local and Quaker communities and in the wider world. Themes include sustainability, permaculture, international work, peace and conflict, economics and finance, simplicity, and green spirituality.

See '**Adventurous Living**' and '**Green Spirituality and the Natural World**' course categories online or in our brochure.

The range of short-courses on offer encompasses a variety of learning styles and formats, including: creative workshops; intensive text-based study; group discussion; indoor and outdoor work; embodied and physical expressions of worship; and practical training in aspects of faith in action.

The programme is designed to give you a thorough grounding in aspects of all four themes: to give you information, to help you reflect on your own experience, and to help nurture your own ministry.

**Prison Chaplaincy:** If you are exploring, or seeking accreditation for, Prison Ministry, you should choose courses that address some aspect of this work, including the Quaker Prison Ministry Training Weekend.



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## Costs

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There are two elements in the EfM course fees:

**The Core Programme fee** – this covers all the core programme elements, including induction and completion weekends, both first and second year residentials, the online programme, tutor support and programme administration.

There is a 20% deposit payable by 15th November before your course starts. The balance can be paid in a variety of ways, including monthly payment plans.

**The Variable Programme fee** – this covers the six short courses you choose from the Woodbrooke programme for EfM.

You can pay for the Variable Programme course by course in the normal way, or via a monthly payment plan to spread the cost over the two years of EfM.

For current rates for the Core and Variable Programme elements of the EfM fee, see the fees and dates information insert in this brochure, or checkout our website at [www.woodbrooke.org.uk/efm](http://www.woodbrooke.org.uk/efm)

## Getting help with the cost

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- Many area and some local meetings have funds to support Friends' ministry, spiritual growth and education. We encourage participants who need financial help to find out what might be available from their meeting.
- Woodbrooke has a bursary fund offered on all courses and there are details in the course brochure.
- There are also a small number of more substantial Wilfrid Littleboy bursaries available for EfM participants each year; for more details contact us (see below). The deadline for applications for Littleboy bursaries is at the end of October each year.

EfM is a course about living faithfully in the world and giving service to the Society and the wider world. We hope that a way can be found for those who want to take the course to do so and that no one is put off applying on financial grounds alone. If in doubt, please do talk to us about your circumstances.

## Dates

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The Induction weekend is in the first half of January at the beginning of the EfM course. The residential takes place during the week leading up to Easter each year. For specific dates for the next EfM course intake, see the fees and dates information insert in this brochure, or checkout our website at [www.woodbrooke.org.uk/efm](http://www.woodbrooke.org.uk/efm)

There are up to 20 places each year and you can send your application form at any time during the year by email to: [enquiries@woodbrooke.org.uk](mailto:enquiries@woodbrooke.org.uk)

or by post to:

Woodbrooke Quaker Study Centre, 1046 Bristol Road, Birmingham, B29 6LJ.

For more information please email [efm@woodbrooke.org.uk](mailto:efm@woodbrooke.org.uk) or telephone 0121 472 5171.

## EFM Tutors

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**Timothy Peat Ashworth** draws from different stages of his spiritual journey in his current role as Biblical Studies Tutor at Woodbrooke: including childhood in the Anglican Church, work as a Catholic priest, and many years practising eastern meditation.

**Jennie Barnsley** has recently completed a University of Birmingham PhD within the Centre for Postgraduate Quaker Studies, on the complexities of gender and the Divine. She also runs Appleseed courses at Woodbrooke and elsewhere, using a combination of talks, arts-based activities and creative listening.

**Simon Best** is Woodbrooke's Head of Learning. He has worked for Friends for a number of years in supporting Quaker learning using a range of approaches and mediums. He is enthusiastic about supporting individuals in developing and deepening their Quaker life and enabling meetings to grow.

**Michael Eccles** is Woodbrooke's Young Adult Programmes Co-ordinator & QPSW Tutor. He is a lifelong Quaker and has served on committees locally, nationally and internationally and is interested in maintaining links with Friends worldwide.

**Maud Grainger** is Woodbrooke's Faith in Action tutor with a background in environmental justice, interfaith networks and experience in overseas development. She is particularly interested in our values and Testimonies and how these affect our lives and our Quaker living witness.

**Brenda Heales** runs Appleseed courses at Woodbrooke and elsewhere, using a combination of talks, simple arts-based response activities, the practice of lectio divina and worship sharing. Courses are designed to deepen the life of the spirit through images and silence.

**Michael Hutchinson** started worshipping with Friends in 1967, and since then has been around the Society in various guises, including a monthly meeting clerk, a member of the former Woodbrooke Council, overseer and Assistant Recording Clerk based in Friends House. He is currently Clerk to Woodbrooke Trustees.

**Eleanor Jackson** became a Quaker in 1979 and has served as overseer, assistant clerk and elder. She completed EfM in 2004 and is especially interested in ways of keeping the balance between mysticism and day-to-day living.

**Marisa Johnson** is Secretary to Europe and Middle East Section of Friends World Committee for Consultation. She completed EfM in 2014, and continues to explore the avenues that opened up for her, especially in the area of theological and linguistic diversity among Quakers world-wide.

**Diana Lampen** has been involved with 'experiment with Light' and peace education for many years. She is particularly interested in how we can find depth and sanctuary in the midst of our busy daily lives. A yoga teacher, she has found Eastern stilling practices invaluable, especially for centring down in Worship.

**Martin Layton** is a Senior Programme Leader at Woodbrooke, responsible for online and off-site work. In his two decades of experience as an educator he has explored how different types of technology can be used to enhance learning. His interest is in exploring how Quaker spirituality strengthens our lives of active witness.

**Estella Lovett** came to Friends after many years teaching meditation in the Buddhist tradition. She sees the experiential and the prophetic elements of our Quaker tradition as the Christian expressions of Buddhist wisdom and compassion. She has served as Overseer and is currently an Elder

**Pam Lunn** worked as a tutor on the staff at Woodbrooke for many years and retired in December 2012. Her particular interests are in women's issues, life-stage transitions, personal journaling, and the broad field of sustainability issues.

**Marion McNaughton** was a tutor at Woodbrooke for ten years, she was the QPSW Tutor and taught courses on Practising Discernment, Interfaith issues, Quaker Testimonies and Forgiveness. She has been active in peace and justice issues for most of her adult life and is interested in how we can better live a spirit-led life.

**Stuart Masters** is a Senior Programme Leader at Woodbrooke. He completed the EfM Programme in January 2009 and found the experience both challenging and inspiring. His interests include Quaker history and theology, discipleship and the faith and practice of the historic peace churches.

**Gill Pennington** is Woodbrooke's Spirituality & Quaker Roles Tutor. With Quaker and Christian threads running through her life, she works to facilitate meaningful learning and enable deeper spiritual experiences for individuals and groups.

**Douglas Rennie** is a member of Northumbria Area Meeting, worshipping at Newcastle. He worked as a social worker, and has served in a number of Quaker roles, including Quaker Peace & Social Witness Central Committee, and as prison chaplain. He completed EfM in 2003.

**Judith Roads** is an associate tutor for clerking and nominations course and has run similar off-site courses both in the UK and France. She volunteers regularly at Friends House Library and recently gained a doctorate on early Quaker prose style. She enjoys working with people on a one-to-one basis.

**Hazel Rowntree** works as a bereavement counsellor and with people facing the end of life. She found EfM strengthened her sense of ministry. As a lifelong Quaker, she also appreciated the time to engage more with her own spiritual journey. She is particularly interested in how we develop our sense of self and engage in the world as Quakers.

**Mark Russ** is Woodbrooke's Tutor for Nurturing Friends and Meetings. He found Quakers as a teenager, and is particularly interested in Jesus, the Bible, communal living and different expressions of the Quaker tradition. In 2014 he embarked on a year of living in faith-based intentional communities.

**Annique Seddon**, now retired, ran the counselling service in a tertiary college for staff and students and taught counselling courses and English to young people and adults. She has been part of the Steering Group for the Quaker Concern around Dying and Death and inspired by spiritual friendship, literature and the arts.

**Andy Stoller** comes from a Jewish background and has been a Quaker since 1984. She completed EfM, which changed her life, in 2004. She has a particular interest in deepening personal spirituality and journaling. Andy has served as both elder and overseer and has been a Woodbrooke trustee.

**Jill Stow** has been a member of the Religious Society of Friends for 40 years, serving at various times as elder, overseer, LM clerk and AM assistant clerk, and currently as Area Meeting trustee. As an EfM student, Jill made a special study of spirituality and dementia. She is Chaplain to a mental health trust.

**Ginny Wall** is an experienced EfM tutor. Since completing EfM in 2009, Ginny has written a number of resources for Quakers, including *Deepening the Life of the Spirit*. Her passions include spiritual friendship, prayer and spiritual practice, and finding the sacred in everyday life.

**Alex Wildwood** writes and speaks on Quaker tradition in the light of contemporary movements of the Spirit. His background is in body-based therapy, menswork and group facilitation. He is passionate about contemporary spirituality, the dialogue between Christian and post-Christian Quakerism and eco-spirituality.

**Leonora Wilson** retired in 2011 from working at Woodbrooke as Tutor for Quaker Roles. She has been an elder and is currently an overseer, is trained in music, and is particularly interested in supporting spirituality, faith and action in our daily lives as Quakers.

Please complete and return this form electronically if possible to save resources. Download the form in Word format from [www.woodbrooke.org.uk/efm](http://www.woodbrooke.org.uk/efm) or request one from [enquiries@woodbrooke.org.uk](mailto:enquiries@woodbrooke.org.uk)

Please attach a passport size photograph here even if you have been to Woodbrooke before

# Equipping for Ministry Application Form

First name:..... Surname:.....  
Address:.....  
Telephone: ..... Email:.....  
Nationality:..... Date of Birth: day.....month.....year.....

Religious affiliation:.....if Quaker, please list your Meeting:.....  
Woodbrooke keeps all details confidentially on computer and in accordance with the Data Protection Act. Please tick to give consent.

When would you like to start the course? January 20.....

Please confirm that you are available to attend the induction weekend at the start of your course and the residential week in both years.   
*(See dates information insert for more details)*

Have you been to Woodbrooke before?.....if yes, give details.....  
*For your residential visits, please answer the following questions:*

Dietary requirements: Vegetarian  Vegetarian + Fish  Vegan  Halal  Non Dairy

Diabetic  Low Fat  Other (please specify).....  
Any allergies? .....

*If you have access or communications requirements, either in relation to the building or participation in the course, please let us know as soon as possible, preferably at least three weeks before your course. In our experience this gives us a better chance of meeting your requirements. We will try to meet all access and communications requests, but cannot guarantee provision. If there is anything in relation to your physical or emotional well-being that you would like the course tutors to be aware of, please let us know.*

Please list any access/communications requirements that you have in relation to the building or in relation to the course:.....

There are a few double rooms. Would you be willing to share?.....

**(The basic information on this form will be held on computer)**

**It would help us if you would tell us a little about yourself**

for example: your training, work, skills, interests and hobbies as well as some of your important experiences, your links with a Quaker Meeting or other religious group, and why you would like to come on this course. (Please use other sheets if required.)

Do you have a particular aspect of Quakerism you wish to explore through this course, or a set of skills you wish to nurture? (Please use other sheets if required.)

How do you expect to meet the cost?.....

Please include with your application a letter from an Elder in your Meeting or representative of your faith community, confirming that you will be upheld by your faith community during the course. (If for any reason this is a problem for you, please contact us.)

Please also give the name and contact details of someone who knows you well and who would be willing to provide a reference, commenting on the suitability of this course for you at this time.

- 1) Name:.....
- Address:.....
- Tel:.....
- Email:.....

Signed:.....date:.....

Where did you hear about Woodbrooke?.....

Please return the completed form to  
**Woodbrooke Quaker Study Centre, 1046 Bristol Road, Birmingham B29 6LJ, UK**  
or email it to **enquiries@woodbrooke.org.uk**.



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# Woodbrooke

## Quaker Study Centre

*'Quality service, Quaker values'*

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[www.woodbrooke.org.uk](http://www.woodbrooke.org.uk)

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WOODBROOKE

MEET • STAY • LEARN

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# Equipping for Ministry 2018 & 2019

## Dates

Induction for EfM starters in **2018 will be 12-14 January 2018**

Induction for EfM starters in **2019 will be 4 - 6 January 2019**

**The next two residential weeks will be 23 - 30 March 2018 and 12 - 19 April 2019**

## Costs

There are two elements in the EfM course fees:

**The Core Programme fee** – this covers all the core programme elements, including induction and completion weekends, both first and second year residentials, the online programme, tutor support and programme administration.

For 2018 the Core Programme fee is £2,835.

There is a 20% deposit (£567) payable by 17th November before your course starts. The balance can be paid in one of five ways:

OPTION 1	A one-off lump sum of £2,268, paid by the time of the first Residential
OPTION 2	Two equal payments of £1,134, one paid by the time of the first Residential, the other by 30th November 2018
OPTION 3	24 monthly payments of £94.50 from January 2018
OPTION 4	8 equal quarterly payments of £283.50, one paid by the time of the first Residential, the others at 3-month intervals thereafter
OPTION 5	A separate one-off agreement (for example, where a Meeting is agreeing to support part of the payment)

**The Variable Programme fee** – this covers the six short courses you choose from the Woodbrooke programme for EfM.

Because there is a wide variation in the cost of courses you can choose from, we invoice each one separately. If you choose six standard two day courses, for 2018 the Variable Programme fee over the two years will add up to £1,470.

You can pay for the Variable Programme course by course in the normal way, or via a monthly payment plan to spread the cost.

The monthly payment plan is £61.25 per month over the 24 month period of EfM. If you choose any longer or more expensive courses, any outstanding amount at the end of the EfM programme will need to be settled by a one-off payment.

### **Bursaries**

We aim to make bursary decisions for EfM applicants by the end of October before the course starts, so bursaries should be agreed before any Payment Plan is put in place.

### **Cancellation or withdrawal from the programme**

If you withdraw part way through the programme, the amounts due to Woodbrooke will be calculated as follows

Prior to Induction weekend	£100 (taken from deposit)
Prior to Residential	£567 (your deposit)
After Residential Year 1	50% of full cost
After 31st December of Year 1	100% of full cost

### **Deferral**

It is possible to defer your EfM course part-way through, for one or two years, for example in the case of illness. Any Payment Plan would be frozen at the time of deferral (with Woodbrooke having a right to require you to make up any deficit at that time). There is an administrative charge of £25 in the case of deferral to cover costs.

### **How to make your payments**

For regular payments, our preferred method is for you to set up a standing order arrangement with your bank. We can also make arrangements for regular payments to be taken from your credit or debit card.

We ask that Core Programme and Variable Programme payment plans are set up separately, and on a different date (so that we can track which payment is for which). Usually the Core Programme payment date will be the 10th of the month; the Variable Programme payment date will be the 24th of the month.

For single, or ad hoc, payments, you may pay by cheque, credit or debit card, or bank transfer. Please ask for further details.