

# Charter Practices : Retreat and Reflection

Taking time to think, pray and practice theological reflection is an essential part of being a healthy and effective children's, youth, family minister. We recognise that our clergy need to model this and also be vocal about our employed staff taking their regular time off, but also spending time - within their employed hours - in prayer and reflection.

**In Mark 6:31-32, Jesus tells his disciples to 'come away to a desolate place and rest awhile' - why? Because people were coming and going and they had no time to even eat. Sometimes ministry can feel like this, but if Jesus recognised the need for retreat, reflection and refreshment we must make it a priority.**

**(Start Here)** : *Just adopted the charter? It isn't about agreeing with a document, but more about the way the practices become part of our church life together and shape the kind of support we offer to both salaried and volunteer children's and youth ministers. 'Start Here' is a straightforward way of putting the charter in to practice.*

Starting Practice -

- We provide an allowance for the children's, youth, family minister to engage in activities that will grow their own personal faith (e.g. subscription to a periodical, devotional books etc).

**(Developed practice)** : *Keen to move things along? Once the starting practices have become embedded, start to add the following when you feel ready.*

Developing Practice -

- We allocate a portion of time (recommended at least 5%) of our children's, youth, family ministers weekly employment to personal study and prayer (e.g. for a 40 hour week, 5% would be two hours). Our children's, youth and families minister will make time for this in their diary as they would for staff meetings.
- We have arranged for our children's, youth, families minister to have access to a place outside the church they can use for a day retreat once each academic term.
- We expect the employed minister to make regular use of reflective practice tools to help sharpen and shape their ministry with children, young people and families.
- An annual retreat of at least 48 hours is part of our provision for our employed staff (this could be with peers in ministry or a solo retreat).

**(Add your own)** : *The starting and developing practices are ideas to get you off and running, we would love you to add your own practices and then share them with us so we can share them with others.*



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