

# Charter Practices : Training & Networking.

Learning the skills for ministry is an ongoing process and it is important to invest in professional and personal development. This begins with ensuring our own process and practices are setting a foundation for engagement, accountability and learning. Ministry can be lonely and isolating; for our children's, youth, families minister we recognise the need for peer support and training that contributes to their ongoing learning as a practitioner.

**When Jesus sent out the disciples, he didn't send them out alone - they went in pairs (Mark 6:7-13). Jesus' authority and mission drives their work, and having spent time with Jesus they are equipped for the task. Creating supportive peer networks and making time for training is essential if we want our ministers to flourish.**

**(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 encourage our employed children's, youth and family minister to connect with peers in ministry in our local area for mutual encouragement and support.

**(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 have set aside [X]% of our annual children's, youth and family ministry budget for continuing professional development for the employed members of staff and their team. We will pay for the employed staff and their core team of volunteers to attend at least one annual conference related to their area of ministry.
- We enable our children's, youth, family minister to engage with regional / diocesan training and networking on a regular basis.
- We assist our employed members of staff to create long terms ministry plans. We support them, where they have a vocational calling, to remain in children's, youth and family ministry long term. We recognise their job description will continue to develop and grow with them. As they develop, we commit to enabling them to give their time to support and encourage others with a similar vocational call.
- As our employed staff grow in experience, and continue developing their professional skills, we will look for opportunities for them to support and nurture the development of other less experienced practitioners.

**(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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